

to, and she was really also, she had leadership which I thought was very important. She had all those qualities, and so when I told her that one day, eventually, she would have all that where she will be able to use it. As a matter of fact, I said she didn't have to wait for her husband to become a commanding officer, she could use it anytime, even in her neighborhood, just anywhere. And so we actually convinced her to stay then, and she was just a wonderful Navy wife.

R: Did you get any sense that any of the women thought that the Navy was holding their men back in the sense of advancement, or money, or that they'd be doing better on the outside. . .

M: Oh, of course, that's always been very evident. I mean they always felt like, the money, they always knew that they could make more outside than being in the Navy. Of course if the husbands were held back in some of their promotions or so, of course that's something they have a certain system which you cannot help, but ~~xxxxxx~~ Occasionally when unfortunate circumstances ~~were~~ where their husbands were just, unfortunately met certain types of people that made a difference in their career. Of course that's something you can't help. But of course then you would definitely hear the bitterness, which of course you cannot blame them either.

R: But those things are kind of built into the system aren't they?

M: That's right, of course again though it can happen anywhere.

~~xxx~~ <sup>So</sup> that's kind of what ~~xxxx~~ is more or less an open mind, because they could be very unsuccessful in their civilian life. But the money, that's definite, a very positive feeling that they could make more outside. But you know, it just depends on the ~~xxxxxx~~ individual, and how they help, but <sup>what is</sup> most important for them.

R: Money and long separations are two. . .

M: Money and long separations, yes. But in spite of all that, that's what I think you have to admire in Navy wives, I guess any military wife, but particularly Navy wives, because you have more separations; But in spite of ~~that~~ all that knowing what their husbands can do outside, they still very ~~x~~ proudly continue on supporting their husbands.

R: Did you come across in the course of all this time a lot of ~~x~~ cases of family ~~tragedies~~ tragedies that could be attributed to the Navy sort of - women becoming drunks, or having affairs all over the place, and broken up family, or you know, any of what might be the obvious consequences of long separations, or living in strange places, and all that kind of stuff.

M: Well I really personally haven't. I don't know, personally I have never had any experience like that, no.

R: It's not that frequent then?

Z: I think what happens is that there is ~~an~~ natural sorting process in Navy marriages. If they can't survive the test ~~1~~ of that first, or 2 or 3 deployments, they rather quickly ~~break~~ <sup>break</sup> up. But those that do survive, turn out to be good, strong marriages because the wife develops and matures her own sense of independence, ~~x~~ and becomes more of her own entity. If I could go back to put one other thought in with regard to this money ~~x~~ and separation question, the way I could come out on that is, lack of pay scales that are competitive with equal talent on the outside, and the family separations, are kind of the driving negatives. Job fascination is a driving positive, and then the noise that works ~~gm~~ to preoccupy a Naval person, ~~w~~ either with the good or the ~~x~~ bad, is all of these abrasive and demeaning regulations that every once in a while just get to be so irritating that the guy

do

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decides, well that's enough, I'll chuck it. And so what we had to do, it to, ~~make~~ <sup>work to</sup> getk the pay scales up, we had to work to increase the family togetherness, and a lot was accomplished there, and we had to go after these noise signals.

M: Bud made me think of that when we were in San Diego. And there was a family, and I found thatk they were in the Navy, but the wife was terribly unhappy while he was in. And they didn't want to have a family until he will get out. And the reason was, separation and the moneyk. She wanted certain things, a better home, which is very natural. So finally he got out, and they ~~had~~ <sup>had</sup> a lovely, lovely home, they ~~had~~ <sup>had</sup> a family, and she was laughing because she said the whole point was that, always her complaint was the separation particularly, She said now he's out, has money, beautiful home, but he was some sort of a salesman, so he was constantly on the road. And quite frequently, I've found that happen. Now the other thing, I don't know if you particularly want to hear or not, but to me is very interesting when a newly-wed, a bride, who just steps into service life, and the first separation. And of course the poor things, they get so frightened, and I remember that so well. And so naturally since they know that their husband is going to leave, and the first thought they have is they're going right back to their mamax ~~mamax~~ No matter where or there, they're going to be safe, they have all the friends there, and that's it. Well I always used to give them advice. I said I'll give you advice, not to do it, but I said you're going to look at me and you will say, well it's easy for her to say, she's sitting there and I am here, and I said you are right. Well, do whatever you want, and I say, sometimes you really have to make a mistake in order to find out. So I say, go ahead, if you feel very strongly about going

back home, go. But I say, you will find out, that all your friends, and particularly your best friend, who is married now too, have their own circles of friends. I say just as soon as you go there, in 24 hours you find out you don't have anything in common. Because even in the short period of time they experience they had travelling, from one place to another, it's already broadened their experiences, outlook on life. And it' always happens, when they go back they always come back, and they stay with their own friends, I mean ~~Na~~ with the wives who are on the same ship, because they are all in the same boat with the same problems.

R: But you didn't hear too much through the wives, ~~what~~ about what Bud's calling the "noise", the little irritations and aggravations and so forth, that the men had to put up with.

M: Well you know it's very interesting & because ~~you know~~ usually the wives tend not to talk about it, you see. And some of them, who've just had it, then of course they will come and definitely & will talk. But way, way back, of course it was different in the past four years, as being the wife of the CNO, is ~~just~~ a little bit different than just a commanding officer wife, I mean they will tend not to come and talk as freely. But like I say, if they've really just had it, they will not hesitate, and they mention some of the dissappointments and, whatever it may be. But I haven't heard for the past four years of course there are quite frequently retention groups, and the wives definitely want to get out of it, because of the separation and the money~~x~~.

Z: I think that the answer that Mouza has tended to hear, the wives' perceptions of the problems, not the wives perceptions of the husband's problems.

M: And then again though, of course you can also understand why, because, if the husband is not happy, and the wife, is a little bit bothered ~~xx~~ about it, she wants to get out and that's it, she's not going to talk about it. But if the husband, is tended more ~~xx~~ inclined to stay in, then the ~~xxxx~~ wife, sort of ~~xxxx~~ naturally wants to ~~xxx~~ make it work. So ~~xx~~ she will complain, but she still would like to have some advice, so it will ~~xx~~ help them to make a decision, and still inclined to stay in.

R: How about the retention board. . What did you do?

M: Well, when Bud started <sup>the</sup> retention group, what I did, I would meet with the wives, at home, in our Admiral's House. So it would be in a very relaxed atmosphere, in the morning, and then I would, yes coffee was served, I would have ~~xxxx~~ senior wives, some admiral's wives, some commanders', and actually ~~xxxx~~ <sup>from</sup> very junior rank ~~xxxx~~ <sup>up to</sup> the senior rank, and have. . .

R: Retention group wives meet with a whole bunch of other people?

M: Well, if I ~~xxxx~~ will have, usually the retention group consisted of, I can't remember, 20, 15, something like that, and then I would have about 10 or 15 of some other military wives, from junior rank to the top.

R: That's an awfully big group to be sitting around and chatting.

M: Well, yes, but we did quite well, because we kind of divided. First we tried to divide it, but I found out that didn't work out very well. If you will tell the ~~xx~~ ladies that we will definitely meet here for the business, not just to talk about the weather, you'll be amazed about how it really goes, it goes very well.

R: You would kind of be the chairperson?

M: That's right, I had several helpers who I knew I could depend on and we sort of ~~xxxxxx~~ definitely kept in that mind, and it worked

out very well.

R: I assume that <sup>in</sup> every group of wives there are 3 or 4 them who were willing to . . . talk.

M: Oh yes, they were very free about talking. They were very free, because that was the whole purpose of coming.

R: There wasn't any reticence, I mean, if there were a bunch of ~~enlisted~~ enlisted men's wives, in this high-powered atmosphere. . .

M: Well, I had enlisted wives as well there. . .

R: Being in the Chief's, the Commander's house and all that didn't squash them at all.

M: No, that's the most marvelous thing about it. And they were very free and very relaxed, and as a matter of fact, they always made ~~gn~~ the comment that how it was very relaxed, and how much they enjoyed it.

R: What kind of ~~kn~~ things did they talk about there. Did they talk about themselves again, or about their husbands?

M: They kind of talked about themselves. And again though it was more or less their ~~we~~ husbands were perfectly happy being in the service. And the wives, of course you could still complain about separation and money, that's always came up, but still they knew that their husbands would like ~~sk~~ <sup>to</sup> make the best of it and stay in. What they were talking about what they were trying to, and that's the interesting part, that's ~~walk~~ where I noticed the difference, and officer's ~~z~~ wives, ~~st~~ as well as the enlisted wives, they all participated in community affairs. They were definitely. And they felt very strongly how important it is, because through them they felt that the civilians would ~~sk~~ know something about military. And as long as they lived in the community, they all felt very strongly that it

was their responsibility.

Z: Again you're dealing with a selected group. They tended to pick the most articulate of the crew to come in.

R: How were they chosen?

Z: We tried to emphasize that they be representative, but its bound to put forward a guy who was more representative than anyone else, at the individual ship level. They're not going to send in the guy who's the clod, they're going to send in. . .

R: You wouldn't get a whole board from one ship?

Z: ~~Yeah, I'd get a whole board from one ship.~~ No.

R: You'd get one guy from one ship.

Z: That's right. And so you would tell Ship A to send a petty officer 3rd class, and y you'd tell Ship B to send a petty officer 2nd class, and so forth.

R: And then a Captain picked them?

Z: Right, a Captain or an exec, yes.

R: So sometimes you got people who said what the Captain wanted you to hear I ~~suppose~~ suppose.

Z: Yes, but I think not, because they ~~h~~ were first ~~brief~~ briefed by Lt. Halperin, and later Lt. Antle, This is your ~~chance~~ chance fellows, to really ~~ki~~ tell it like it is for the Navy. No oné's going to scrub what you've said. You're individual contribution is not going to be identified, it's a group thing, and youx're going to walk in and say it to the CNO cold turkey, so remember you're ~~xx~~ representing your guys. And theyreally let their hair down under this confidence.

M: Oh they really did. They worked very~~x~~ hard, and they reallydid.

R: What kinds of things, besides money and absence, besides those two things, what kinds of things did you hear a lot about.?

M: Well the interesting part, I mean they were really talking about what they gained from the life itself.

R: What complaints did you hear a lot besides money and separation?

M: IT's interesting, I ~~re~~ really don't think they complained much, but I don't think I would like to use the word as complained. More, a little bit disappointment. Because quite frequently, and that's the change of the time too, I ~~think~~ think, showed what they said they would of liked, like enlisted ~~personnel~~ personnel I'm speaking of. They would have liked to be closer to the officer's wives. Because some of them were very frank about it, they said we need help, and we would like some advice. And that wasn't very successful. As a matter of fact when I was at one of the coffees, ~~and~~ at one of the bases, and we were enlisted wives and officer's wives, the commanding officers' wives were right there present, and they were very very frank about it. One of the enlisted wives just raised her hand and she said, I want to ~~ka~~ tell you how terrible it is, officer's wives just really don't want to get together with us, or they don't want to help us. They are definitely socially, they say they don't mean to be socially, they are not demanding socially to be equal, but just occasionally to get ~~together~~ together and be able to just talk and get some help.

Z: What ~~ex~~ were the disappointments to ~~you~~ them?

M: Disappointments of course, because of lack of money, their housing ~~ex~~ situation is not very desirable. Sometimes they just had to live in certain areas, particularly enlisted. No, no <sup>special</sup> schools, just the public schools. But actually there was not much complaining, ~~th~~ that's what I think is so remarkable.

Z: Well, the retention board where the wives were present, were ~~fk~~ <sup>what</sup> ~~where~~ their complaints were.

M: ~~Y~~ Yes, well their complaints also about the hospitals, about the doctors, medical, that's always a complaint and I can complain about that way back too.

Z: The complaints had to do with the mass nature of good medical care when you had serious problems. For ~~the~~ cold or the flu you had to wait in line and be treated rudely. All the kinds of things that develop when you are doing charity medicine.

M: And that part really just like the corpsman, and I certainly understand how short we are of all the people there, but again the rudeness is just completely uncalled for I think. And that's one of the complaints.

Z: The functional problem is that there were inadequate numbers of people to help the doctors. And everybody was rushed and everybody was being rude because they were frustrated. We tried to recruit the ratio of medical personnel to doctors yet we didn't get too far because of the problem with this.

R: ... (inaudible) the chances are?

Z: It's better than the average because Congress (inaudible).

R: Well talk some more about the board. I mean was it an educational experience for you? Did you find out things you didn't know before? Did you get a new way of looking at things?

M: Well, of course, I looked <sup>in</sup> a little different light but I also realize it's just like any part of life. You go through certain bumpy roads. If you just start young, you have to go over those certain bumpy roads. But at the time you are going through all that, you feel, well my gosh, it's just awful, and the other people don't have all that. But then you find out everybody else is going through the same thing. And if you just give a little encouragement to the young people, it's part of

life and you have to go through it. And if somebody will just stop and talk to them and explain to them. Sometimes you have to sacrifice in order to get some of the things.

R: Did you ever stop to wish them... (inaudible)... in retention boards when you were a young Navy wife?

M: Oh very much so. I wish when I was young somebody would stop and talk to me. And say a nice kind word, that's all. It's just like a very unimportant thing like the wife's luncheon, for example. But while you're still young and the first time you go to that luncheon, well to you it's a very important occasion. And suddenly you walk in and definitely you have a feeling that everybody knows each other except you. You just don't know anybody. And you sort of try to get to one table or the other, or one group or another, and people sort of say how nice today, it's very nice weather, where do you live, and that's it. And then they drop it because they see Mary or somebody else there and start talking. But if you had somebody there who was dedicated or designated just for the newcomers like that or just for the lonely people who walk in there, so you have some kind of smile, I think it's very important.

R: So the retention board quite, regardless of what <sup>ever</sup> they led to, were in themselves a bit negligent to these people. That just their mere existence was good?

Z: Oh sure.

R: I wonder how much of that got back to the fleet? Do you have any data on that subject?

Z: They were all instructed when they got back to get the word around throughout their particular complement of the fleet. And after the first couple we found there was enough talking about it, writing up in

the Navy Times and that sort of thing, we found that before they would come in, they would consider themselves kind of elected representatives and they'd be in touch with a hundred guys. And then they were getting asked when they got back, "What did you guys come up with?" So just ~~from~~ ferment and stimulation of this was good. Then there was the knowledge that they knew quite a bit about the system. They knew the green strippers went out saying ~~it~~ "what about this? Should ~~we~~ we do it? And then they knew those that worked through and survived <sup>would</sup> come out as the Z-grams.

R: What is a green striper?

Z: It was a memo written by the decision co-ordination office that I set up to enforce the decisions.

R: I suppose your 15 per cent of old fashion officers got absolute screaming fits from all this going on.

Z: Oh Sure. You can't just imagine that had George Anderson up the wall.

M: You know speaking of that, it was very interesting, I didn't realize at first and just very recently, been told, when Bud became Chief of Naval Operations and we moved to the Admiral's House, well it was the whole purpose ~~of it~~ ~~is~~ I felt as long as I had to do some of the things, I felt <sup>strongly</sup> I should give a chance to all the wives to get ~~to~~ to our home. And so, I started ~~with~~ with the enlisted wives and worked all the way up to the Ambassadorial level. And just very recently I found out apparently some senior wives didn't attend my functions due to that. And just like one lady asked me, "Well, what do you do, I mean, what the reaction do you get from the people if they found out they were talking to enlisted wives?" I said my gosh, I don't know but if ~~they~~ they have some kind of reaction, that's their problem and I don't have to worry about it.

Z: Officers are not (INAUDIBLE) ...enlisted men and their wives.

R: Has that been abolished now in the present or not?

Z: I think ~~if~~ we did. I'm not positive but I think we did. That's one that's pretty hard to get abolished because your talking about 20 or 25 years before people learned not to ...

M: But you know, it's very interesting, because I felt it was very important. Especially, we just losing the people in the service and I thought it was very important. And again the wives were playing a great important role in the Navy, really. The family, the children. So I try to have, I was saying, you know we all ~~have~~ working for the same goal actually, for our country. And the big man needs the little man and something has to go hand in hand in order to accomplish anything. So I said I just cannot see why we cannot do this among the wives. So we had the NOW (Navy Officers Wives) Club and I said why don't we invite the enlisted wives, so we can learn what kind of problems they have and also they will find out more about us. You know we face, they will find, exactly the same problems. So one officer's wife came up with a very good suggestion, we called it NOW-NEW (Navy Officer's Wives-Navy Enlisted Wives). So we started to have coffees together. But I've been told recently, the senior wives definitely didn't like that. The thing is we now have that club and the enlisted wives working with us, with the officer's wives. The thing is, they are so well organized and they really don't just meet for a cup of coffee and talking about the weather because they don't have the time. So they usually in a very meaningful way they have their meetings. As a matter of fact, they have been supporting one of the old homes. They had a lady there and they just bring her to their homes. It's just a very good group.

R: How did you feel in your exalted position, handle the whole question Jack Anderson is always mad at, the business of enlisted people cooking the meals, serving the coffee, sweeping the floors, etc.?

Z: We had some stewards assigned. And we tried hard to pay attention to treating them like human beings and to give them adequate time off and that sort of thing. I think they came to understand through discussions with me and my wife and the Marine Colonel under whose custody they fell for administration, that what we were really doing was working together on a kind of a goldfish bowl operation to represent the government--official visitors and that sort of thing

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