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Dorothy Huyck's National Park Service Oral History Project, 1942-1987



Linda Howey  
September 1, 1978

Interview conducted by Dorothy B. Huyck  
Transcribed by Rev.com  
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[START OF TAPE]

Dorothy Huyck: 00:00:00 The date is September 1st, 1978. I am Dorothy Huyck. I will be interviewing Linda Howey. Spelled H-O-W-E-Y, who is an administrative assistant at Yosemite National Park.

Dorothy Huyck: 00:00:14 Okay. Can I ask you how you first became acquainted with the National Park Service?

Linda Howey: 00:00:23 I first worked in Yosemite National Park for the concessioner. So, I was aware of the National Park Service.

Dorothy Huyck: 00:00:33 Had you traveled to parks prior to that?

Linda Howey: 00:00:35 Oh yes. Yeah. In fact, I—

Dorothy Huyck: 00:00:36 Go back to how you—

Linda Howey: 00:00:37 Okay. Right from the very beginning. I think the very beginning would be when I was a sophomore in college at the University of Michigan. I came out to work in Sequoia National Park for just a summer, but I didn't work for the Park Service. I was working for Fred Harvey Company, which was the concessioner at the time.

Dorothy Huyck: 00:00:56 What were you doing in that job?

Linda Howey: 00:00:58 I was a switchboard operator. This was in 1970 and I was a part-time switchboard operator, part-time personnel clerk. I made a dollar and four cents an hour and I had to work six days a week. And I was highly paid. I was.

Dorothy Huyck: 00:01:14 Was that within the minimum wage?

Linda Howey: 00:01:15 Well, they include your room and board within that. So, I think probably it was a total of \$1.65, something like this. But your take home came out to be \$1.04. Not even your take-home just after deductions of room and board.

Dorothy Huyck: 00:01:31 You were there the whole summer?

Linda Howey: 00:01:33 Right. I came in late May because that was how the University of Michigan operated, which was why I got the job in the first place and left in August to go back to school.

Dorothy Huyck: 00:01:44 Where were you in Sequoia?

Linda Howey: 00:01:46 I was in Giant Forest, right there where the main offices of the company were.

Dorothy Huyck: 00:01:49 And the following summer?

Linda Howey: 00:01:52 Following summer, I stayed and went to summer school at the University of Michigan. Then I graduated in December of '71 and immediately came out to Yosemite National Park. I had at the time, a sister working here for the concessioner, and it was her influence that brought me out here. I worked for the next year and a half with Yosemite Park and Curry Company.

Dorothy Huyck: 00:02:19 In what position?

Linda Howey: 00:02:21 First, I was a hostess cashier at the Four Seasons Restaurant. Then I moved up to being a cocktail waitress and a bartender.

Dorothy Huyck: 00:02:30 That's a promotion?

Linda Howey: 00:02:31 Yes, because it's good money, tips. You make tips in that job. Unless you're in management, the tipping jobs, I think in the concession are the most lucrative.

Dorothy Huyck: 00:02:43 Did you go in that progression from cocktail waitress to bartender?

Linda Howey: 00:02:45 Mm-hmm (affirmative). My sister was the first female bartender in Yosemite. In fact, I think there might've been a California State Law against female bartenders, but she was the first one and she left to go traveling to Samoa and New Zealand.

Linda Howey: 00:03:02 When she left, I had been the cocktail waitress. So, I assumed the responsibilities of bartender, not the head bartender, but—

Dorothy Huyck: 00:03:09 A bartender.

Linda Howey: 00:03:10 A bartender, right.

Dorothy Huyck: 00:03:10 So you had someone to supervise.

Linda Howey: 00:03:12 I supervised the cocktail waitresses, but I was supervised by the head bartender.

Dorothy Huyck: 00:03:16 I only asked that because I didn't know whether you knew much about bartending.

Linda Howey: 00:03:19 Oh yes. Well, I learned it as I was a cocktail waitress.

Dorothy Huyck: 00:03:23 On the job experience.

Linda Howey: 00:03:23 Right. And when we knew that my sister was leaving, she showed me just how to make the drinks. So that's how that evolved.

Dorothy Huyck: 00:03:30 And how old were you?

Linda Howey: 00:03:31 Bartending?

Dorothy Huyck: 00:03:32 Bartending.

Linda Howey: 00:03:34 Probably only about five or six months because I had been working in these other jobs before. Then in February of 1973, I joined the Peace Corps.

Dorothy Huyck: 00:03:45 And where were you sent?

Linda Howey: 00:03:48 To Thailand?

Dorothy Huyck: 00:03:49 How long were you in Thailand?

Linda Howey: 00:03:52 I was in Thailand until March of 1975. Then I spent approximately six months traveling after that.

Dorothy Huyck: 00:04:02 In Asia?

Linda Howey: 00:04:02 Well, I went to Nepal through Asia, to Nepal and India, back to Thailand and down through Malaysia. At that time, my sister and her husband had moved to New Zealand. They had immigrated there or thought they were going to stay there.

Linda Howey: 00:04:18 So I went down to Australia and New Zealand and spent two months in New Zealand alone. Then I went back to Australia for a time. Then I went back to Thailand just to visit. Then I traveled back through Europe and back to the States.

Dorothy Huyck: 00:04:35 What were you doing in Thailand for the Peace Corps?

Linda Howey: 00:04:38 The first year I was teaching English as a foreign language. The second year I transferred to a different town, and I worked in nutrition. I was a nutrition and a supervisor, a coordinator, actually for what is sort of the equivalent of our daycare centers, on a much more primitive basis. But it was with village children in a Northern province of Thailand, quite near Burma and Laos.

Dorothy Huyck: 00:05:08 You'd had training in Thai in this country before you left?

Linda Howey: 00:05:11 No, they do all their training. They try to do all their training now in the host country. So, I had three months training in Thailand when I first entered the Peace Corps.

Dorothy Huyck: 00:05:20 Let me jump back and then ask where and when you were born?

Linda Howey: 00:05:25 I was born in Appleton, Wisconsin on November 28th, 1950.

Dorothy Huyck: 00:05:30 You're not an only child.

Linda Howey: 00:05:34 No.

Dorothy Huyck: 00:05:34 Were you the eldest daughter by chance?

Linda Howey: 00:05:35 I'm the youngest.

Dorothy Huyck: 00:05:36 You're the youngest daughter?

Linda Howey: 00:05:37 Mm-hmm (affirmative).

Dorothy Huyck: 00:05:39 Of how many children?

Linda Howey: 00:05:41 Well four.

Dorothy Huyck: 00:05:43 You have an older sister?

Linda Howey: 00:05:44 I have two older sisters, and then the oldest is a boy, one older brother.

Dorothy Huyck: 00:05:51 You grew up in Appleton?

- Linda Howey: 00:05:52 No, when I was nine years old, we moved to East Lansing, Michigan, and I grew up in East Lansing, Michigan, and then went down the road to Ann Arbor, Michigan, where I got my bachelor's degree.
- Dorothy Huyck: 00:06:04 Were your parents college graduates?
- Linda Howey: 00:06:06 My mother is, but she did not complete her degree until I was in the eighth grade. My father is not, he got a high school diploma. He's 74 years old, by the way.
- Dorothy Huyck: 00:06:20 What was his occupation?
- Linda Howey: 00:06:24 Well, he's had varied occupations. For the first several years of his life, he was vice-president of a – Not of his life, of his working life. He was vice president of an electrical company, but he eventually became a manufacturer's representative, which is essentially a traveling salesman. And is now president of his own small company, just a small business in Lansing, Michigan.
- Dorothy Huyck: 00:06:54 Your mother, after completing college while you were in the eighth grade, has she proceeded to a career?
- Linda Howey: 00:06:59 Yes. She became a teacher, an English teacher for about 10 years in the Lansing area. Then she developed a hobby of photography during that time. I think towards the end of her teaching career, she became a photographer at Interlochen National Music Camp in Northern Michigan. She does that every summer and has for the last four or five summers.
- Linda Howey: 00:07:26 But she left teaching and worked for a photography studio for a few years, has left that now and is working with the Michigan Association of School Boards as an editor and some sort of administrator. But she still pursues this photography job with Interlochen every summer.
- Linda Howey: 00:07:47 She's really evolved nicely. I mean, she's expanded a lot and changed her jobs around a lot. I think it's really neat for a 60-year-old woman to take that plunge after being a housewife until she was about 47, 48.
- Dorothy Huyck: 00:08:02 So it was essentially in her late 40s, that she—

- Linda Howey: 00:08:04 That she bloomed. Right. After she went to college, actually, she had very few courses, then got into the business of raising her children. When I was in junior high and grade school, as the youngest, she went back to evening and this kind of thing and graduated from Michigan State University.
- Dorothy Huyck: 00:08:23 Did you, as one of her daughters, see this as something of a role model? Did this help you in thinking that it would be acceptable to be in a profession? Or?
- Linda Howey: 00:08:32 I think I did. I think I did, but at the same time, I don't think I was very understanding at that time. In retrospect, I can see it all quite clearly. I think it was a very subtle role model. I would say my sisters are more responsible for that. They have been—
- Linda Howey: 00:08:52 And in a way, my father too, he was very encouraging for all three of his daughters, would subsidize us. He gave me the money to fly out to Sequoia National Park for my first venture outside the home to work. He was very supportive of me and my sisters have both been very independent and I think a lot of my influence has come from them, for sure.
- Dorothy Huyck: 00:09:20 During your high school years, I gather you went to high school in East Lansing?
- Linda Howey: 00:09:23 Right.
- Dorothy Huyck: 00:09:24 During your high school years, and then later on into college, was it your father or your sisters or local community or church leaders or maybe teachers who were the encouragers? As far as the educational side of life is concerned? Who encouraged? Or maybe no one.
- Linda Howey: 00:09:42 No one, I think it's very much a part of our family. Now, I was the youngest, my brother has his doctorate. My mother was in education. My two sisters. I'm of the era, I'm of the generation, where you get out of high school, and you go to college. So, it is hard for me to say.
- Linda Howey: 00:10:02 It's definitely the influence of family. My father, who was a traditionalist and a conservative and believes that college graduates are responsible for a lot of the uproar in today's world, wanted to close all the universities, but not until his daughters had gone through. That's truly what says he

believes. I mean, it's tongue in cheek, but in a way he's serious.

- Dorothy Huyck: 00:10:27 Now that you all gotten you BAs.
- Linda Howey: 00:10:29 Right.
- Dorothy Huyck: 00:10:29 And his son has a PhD, he's ready to close every institution.
- Linda Howey: 00:10:31 Yes, yes. He wants to go back to vocational schools. He feels that's the route to go. Oh, he would talk to you for hours about that. I admire him, but he saw the directions that his daughters were going.
- Linda Howey: 00:10:46 We all, all four women in the family have BAs in English with teaching certificates. We all have different minors, but the same major. We have never used those except for my mother, and for myself for one year, we'd never utilized those teaching certificates.
- Dorothy Huyck: 00:11:06 You started to say that your father saw the direction all of you were going with your degrees in English.
- Linda Howey: 00:11:10 Mm-hmm (affirmative).
- Dorothy Huyck: 00:11:11 Did he approve?
- Linda Howey: 00:11:12 He did. That's probably what I admire the most about him is that I believe that we have all three daughters led much different lives than my father expected we would. Yet he's always been very supportive, and I think he's proud of it.
- Linda Howey: 00:11:28 But my sister, one of my sisters joined the Peace Corps before I did. Another sister just left for Samoa and New Zealand to see. We've been travelers. Here I got my college degree and came out to Yosemite and became a bartender, as did my sister before me. Yet he has been very supportive. I felt no pressure from him or accusations or anything, or any sort of wanting to know why I haven't utilized, quote utilized my degree.
- Dorothy Huyck: 00:12:04 When you were growing up, did you play with boys?
- Linda Howey: 00:12:08 Oh yeah.

- Dorothy Huyck: 00:12:10 Were you by any chance considered a tomboy?
- Linda Howey: 00:12:12 No, my sister was a tomboy. I was very interested in sports and I'm athletically inclined, I would say. Just four square and soccer and this kind of thing all through high school, but not tomboy.
- Dorothy Huyck: 00:12:32 In high school, for instance, did you take courses in math and science that might more readily have been thought to be for boys?
- Linda Howey: 00:12:39 Well, I took college preparation courses and I had four full years of math. I do not like science and never have. So, I only took what at the time was considered to be a good prerequisite for college entrance. I think I took, well, I guess I took three years and didn't really enjoy math or science towards the end but felt that I needed it to get into school.
- Dorothy Huyck: 00:13:06 You speak of being athletically inclined. Were there various activities that you were involved in on extracurricular basis that you've now found helpful in any way in working for the Park Service?
- Linda Howey: 00:13:20 I was a cheerleader for four years, which is a very strenuous type of activity, actually.
- Dorothy Huyck: 00:13:25 Did you go on camping trips, for instance?
- Linda Howey: 00:13:29 No, my family, we did not camp. We were not camp--well, that's not true. Now in high school I did, because my brother was sort of responsible for that. He had land in a lake up in Northern Michigan. But our family was not the camping family per se. We were the motel visit the relatives' type of family.
- Dorothy Huyck: 00:13:48 But not necessarily National Parks?
- Linda Howey: 00:13:49 No, in fact, well, if I had thought about it, I'll bet I didn't visit a national park until Sequoia. That might not be true, but just what I can recollect now. I don't think that I have. Well, maybe Sleeping Bear Dunes in Northern Michigan.
- Dorothy Huyck: 00:14:11 Going back to the period after you returned from the Peace Corps in 1975, where did you turn up next?

- Linda Howey: 00:14:21 Well, I came back to Washington, DC where my brother and his wife and children were. My brother is the owner and producer of a dinner theater in Rockville, Maryland there. Maybe, you know it, the Harlequin Dinner Theater. He was building a dinner theater in Atlanta because of the success of the one in Washington, DC. So, he wanted me to go and work there.
- Linda Howey: 00:14:45 I was not really excited about working in an urban area and I don't think I ever will work in an urban area again. Or that's a little too drastic, I guess. But anyway, I came back to California for a little while, visited relatives in Michigan, and eventually came back to Atlanta. Worked first in the theater when we opened as house manager, and then was promoted to administrative assistant for the theater.
- Dorothy Huyck: 00:15:15 At what period was this then?
- Linda Howey: 00:15:17 This was from about October, must have been October '75. I worked for the theater until September '76.
- Dorothy Huyck: 00:15:29 And when you left, you were an administrative assistant?
- Linda Howey: 00:15:31 Mm-hmm (affirmative).
- Dorothy Huyck: 00:15:34 How did you sign on here in Yosemite then when you returned?
- Linda Howey: 00:15:37 Well, I came back out here, and I didn't work for five months. I came back here not really sure. I think I was still undergoing culture shock and had friends in the Wawona area at the south end of the park. So, I stayed with them and found a house to rent from a private land owner there.
- Linda Howey: 00:15:58 Then I ran out of money and happened to know the administrative clerk in the Wawona district office. She's a personal friend of mine, the chief ranger's secretary. At that time, it was a subject to furlough position. So, she was off one month a year, two months a year. It just happened at this time that she was gone, and the chief ranger needed a temporary secretary for three weeks. So, I was put on an intermittent appointment and worked for the chief ranger, Bill Went, for three weeks.
- Dorothy Huyck: 00:16:30 Here or at Wawona?

- Linda Howey: 00:16:31 Here, in Yosemite Valley, in the valley district building. I enjoyed it very much. I believe that I knew that I wanted to stay in Yosemite, but I knew that I would not stay if I worked for the concession. Just because I didn't see really any potential there or possibility of pursuing a job that meant something to me.
- Linda Howey: 00:16:52 I just didn't want to go back to bartending or whatever, even if it meant a good salary. The Peace Corps has, since being in the Peace Corps and having a job of tremendous responsibility and development and reward, I just am not willing to spend 40 hours a week, or however many hours a week, in a job that is relatively meaningless to me. So, I've become quite picky in what I do, which has been both good and bad.
- Linda Howey: 00:17:22 But the stint was over after three weeks and I had talked to the chief ranger about seasonal employment. This was in February of '77, February '77, that I worked for him and expressed an interest in working for the Park Service. A job came up in the dispatch office and I was hired as a telephone operator and potential dispatcher, which was an interesting job to me. I thought I would enjoy that. However, due to budget constraints, they eliminated my position.
- Dorothy Huyck: 00:17:59 Before you actually took it?
- Linda Howey: 00:18:00 No, I took it because they were going to train me while a girl was also on furlough. The girl that's the regular telephone operator was on furlough. So, I did work there for five weeks and then the job was over. I had a little, a lot of telephone operating and a little bit of dispatching.
- Linda Howey: 00:18:18 Well, there I was, and the summer season was there. It was, I think, end of April or May. They seemed anxious to find a job that I could do that I was qualified for, but there was nothing at the time. I did have a job offer from Yosemite Park and Curry Company to be a bus person at the Wawona Hotel.
- Linda Howey: 00:18:41 So I took the job because I wanted to stay in Wawona, or in Yosemite. After about four days as a bus person, valley district here called me up with a job offer to be a shuttle bus monitor for the summer, summer seasonal job, which I gratefully accepted and was to report in about a week. So, I

gave my notice with the Curry Company and about two days before I was to start work as a shuttle bus monitor, the chief ranger called me into his office and told me that—

- Linda Howey: 00:19:17 Oh, I should mention that I had, I don't know, several months before taking the clerk typist test, just on my friend's advice. So, I had taken the clerk typist test and scored a high score. So, it appeared that this position that I'm now in had been vacant for the chief ranger.
- Linda Howey: 00:19:36 It was formerly an administrative assistant position, and it was a GS-7 occupied by a man. When he left, they lapsed the position for several months and decided to downgrade it to an accounting technician, GS-5. Well, they had put out a vacancy announcement and no one had applied for this job. It was quite a comprehensive position description.
- Linda Howey: 00:20:08 I think, well, I'm a little biased, but there were a great many duties and responsibilities within that position. I think most people were not willing to take it as an accounting technician, GS-5. But the chief ranger and I discussed it and he couldn't hire, select me off the Civil Service register. I was at the top of the register that they had received for clerical, I guess, for clerks. They had had no one to actually apply for this job.
- Linda Howey: 00:20:36 So we discussed it and I finally accepted. I was a little bit leery of it because I wasn't sure it was really what I wanted to be doing. It seemed to be a lot of mathematics and accounting and I just didn't know if I wanted to be in the Park Service yet behind a desk.
- Linda Howey: 00:20:55 The shuttle bus monitor job, which of course required very little in the way of supervision or what have you, still meant that I could be outside. You ride the buses; you make sure they're running correctly. You stop at checkpoints and see that they're running on time, and I enjoyed that idea. At least I would be outside.
- Linda Howey: 00:21:14 But I did take this job and got my career conditional status and discovered after three months that I could not be a GS-5 because I did not meet the qualifications for an accounting technician. I discovered this by getting a copy of my 52 back from the personnel office with the GS-5 scratched out in the GS-4 written in, and with the

accounting technician crossed out and accounts maintenance clerk written in.

- Linda Howey: 00:21:45 I was new to the Service at that time, and didn't know what recourse I had, didn't know that there was something wrong. So, they informed me that because of my lack of qualifications, I would have to be a GS-4 for a year, after which time that could be promoted non competitively to a five.
- Linda Howey: 00:22:04 I was very unhappy. I felt that regardless of who was doing the job, the job merited at least a five. I hated to sort of see myself be compromised this way. But I went ahead with it, and the chief ranger was not happy about it. As I started my job, and I did have very little training for the job. I mean, I have the background, the clerical background, I was an administrative assistant.
- Linda Howey: 00:22:33 I don't know how they rate applications and such, and I did not know procedures for having the thing reviewed or what have you. But as I grew into my job and assumed greater responsibilities, reviewed the former occupant's position description versus mine and saw the similarities. Grew into the job, learned the job. It became more apparent to both the chief ranger and I that somehow a GS-4 accounts maintenance clerk was not appropriate for what I was doing.
- Linda Howey: 00:23:06 We have been trying to change that by rewriting the position description to include my new responsibilities. In other words, it was getting to the point where my position was such that we didn't feel it was fair. Your title and your grade does mean a lot in the Civil Service, I think as far as career, if you're career oriented and this kind of thing.
- Linda Howey: 00:23:32 I just didn't feel that as a GS-4, supervising GS-7s and nines and what have you, that it was quite right. So, it finally did work out. We, after several submissions of the position description. The irony is, is that I do qualify. I do have the qualifications for an administrative assistant, GS-5. I mean, my background provides me with that. So, I was promoted to a GS-5 in May, but I was still an accounts' maintenance clerk.
- Linda Howey: 00:24:06 Then finally, just a month ago, less than a month ago, my position description was approved in this park, to just

reallocate my position from accounts maintenance crew to administrative assistant. Which should I ever decide that I am truly a career person with the Park Service, it will be much more advantageous to me as an administrative assistant, because that is targeting you towards the position of administrative officer.

- Dorothy Huyck: 00:24:38 The administrative assistant is GS-5?
- Linda Howey: 00:24:40 It is, yeah. This administrative assistant. There are sevens and nines also, but not here.
- Dorothy Huyck: 00:24:48 You just said that if you became interested in the Park Service as a career. I take it this is not something you've decided as yet?
- Linda Howey: 00:24:55 Not really, because I think that I haven't really decided for myself what it is that I would want to do with the Park Service if I remained with the Park Service. There's some great irony to me that I'm in a national park with all the varied positions and occupations that are available here, and I'm still behind a desk doing less clerical work and definitely more administrative decision-making work, but behind a desk, nevertheless.
- Linda Howey: 00:25:26 Obviously a lot of that is my own problem. If I want to be out ranger-ing, I need a lot more qualifications than I have. Even if I want it to be in the Interpretation Division, I have no background for this in college. I have learned a lot in the position I'm in, but part of the reason I live in the parks is because I don't like to be behind a desk in a city-type situation.
- Linda Howey: 00:25:51 So I think I just haven't come to terms with myself about that yet. I do not feel that I want to be behind a desk much longer, yet it is become obvious to me that a way for me to further my career with the Park Service is administrative. I have talent there, I think, and it's probably the fastest route for me, if I'm looking to a career ladder. I'm just not sure that I am.
- Linda Howey: 00:26:18 I think that I might like to be a seasonal interpreter for a few summers. Just I'm 27 now and I just haven't reached a point where I know that I want to be working 12 months a year for the Park Service. In fact, I'm applying right now for a staff position with Peace Corps as an associate

director, a country director. Not a volunteer again, but in a staff position overseas. I just have a travel bug.

- Linda Howey: 00:26:54 That's the other thing about the Park Service, it affords that to me. You can move from place to place, and usually live-in fascinating areas and I like that, but I've discovered that I still have these periodic urges to travel, and I must follow that. Having a year-round administrative job, that's the other thing, the kind of job that I have, if it is professional, normally you don't find less than full-time positions.
- Linda Howey: 00:27:22 My job could not possibly be an eight month a year job. It's a year-round job. If I was skilled in other areas in the Park Service, I could probably find something that would allow me to work eight months of the year or 10 months out of the year, which would suit me perfectly. I guess I haven't made the decision to really pursue studying, or getting the skills required to branch out in the Park Service. I have the administrative skills, so that's where I am.
- Dorothy Huyck: 00:27:53 I'd like to ask about your supervisors within the Park Service. That you seem to have very supportive supervisors, as far as your recent effort to improve the situation as an administrative clerk, administrative assistant. Have your Park Service supervisors been generally encouraging? Or discouraging?
- Linda Howey: 00:28:12 They've been very encouraging, but I should qualify that because actually the first supervisor I ever had was the chief ranger and he is now my supervisor. So, I have not gone through a chain of supervisors. He is the division chief for the division that I work for. You can see where, I mean, I'm not going through first-line and second-line supervisors with my problems.
- Linda Howey: 00:28:36 I think when I worked for the chief ranger initially as his secretary, it worked out very well. I had a direct line to him expressing my interest in working. Then it worked out that I became his assistant. I mean, I am administrative assistant to the chief ranger. So, he personally is very supportive. He is not hesitant to speak out, if he thinks that there has been a wrong. So, in that area, I've gotten complete support.
- Dorothy Huyck: 00:29:07 Have you taken any kind of training since you've been in the Park Service proper?

- Linda Howey: 00:29:11 Yes, I have. I've had zero-based budgeting and introduction to park programs management, and a one-day position management course. I'm currently taking the correspondence course in basic personnel management. I took the Federal Women's Program coordinator workshop just at the beginning of August of this year.
- Dorothy Huyck: 00:29:32 Now you are also designated as a Federal Women's Program coordinator, isn't that correct?
- Linda Howey: 00:29:38 Right.
- Dorothy Huyck: 00:29:40 What does that mean in your case? What are you doing in that?
- Linda Howey: 00:29:42 Well, that's a nice question. I guess since 1973 or '74, we have had a designated person here. It is a non-pay status. It is a corollary position and I'm supposed to devote five to 10% of my time to it. The official description is something like to assist women, to help them with career counseling, to try and resolve problems that women have in the Park Service, to make sure that the Equal Employment Opportunity Act is followed in this park, to act as a liaison, if possible.
- Linda Howey: 00:30:21 I do not, if there are actual sex discrimination grievances, complaints filed here, I do not handle that. I'm informed and I keep track of it, but we always refer the women to an EEO counselor if they actually have a sex discrimination suit. But for a few years, the program here I think has been pretty dormant.
- Linda Howey: 00:30:42 One of the major reasons is that my job occupies 100% of my time. So, it's generally contributed time. I'm very interested in this program, but things are accomplished very slowly due to my lack of time. We have a Federal Women's bulletin board put up with vacancy announcements, training announcements, and just within the past few months, I have felt the impact of it.
- Linda Howey: 00:31:07 I feel that I sent out a questionnaire to the women, every woman, and I got it in the summertime so that I would include the seasonals as well. It was very interesting. I asked direct questions and they were very honest. To tell you the truth, I haven't reviewed every one of them

because I got a pretty good return. Probably 100 questionnaires came back. But this at least—

- Dorothy Huyck: 00:31:29 Out of how many?
- Linda Howey: 00:31:29 130, it might be about 90 questionnaires. But in any case, the women are aware now that I exist as the Federal Women's Program coordinator. They have come to me with problems that we have been able to resolve without making any kind of formal grievance. I'm trying to set myself up as a training coordinator for women. One of the biggest problems that I've heard from all women are women don't get training.
- Linda Howey: 00:31:55 The rangers get training. The management gets training. Women clerks are not trained. They don't want to send secretaries to training. I don't want to be a secretary forever, but I don't have any skills, but I can get this training within the Park Service, or within the Civil Service, but they won't send me. I'm a low priority. There's no money for training for women.
- Linda Howey: 00:32:16 So I tried to approach it very directly and say, "Well, have you gone to your supervisor with the course, with the date, with the amount of money, and asked him?" Some of these women have, and they've been turned down repeatedly. So, I'm trying to set myself up as just a--I have now a listing of the courses and what women are interested in what.
- Linda Howey: 00:32:38 When the courses become available, because I receive all the training announcements, I notify them, encourage them to submit papers to their direct immediate supervisor. If that fails, then we can talk about it. It hasn't happened yet.
- Dorothy Huyck: 00:32:51 It hasn't failed?
- Linda Howey: 00:32:53 But I don't know if they've put in their training either. So, it's just now become a program, I should say. So, I don't know what will happen. Of course, I don't have the authority to go over it and say, "Train this woman." But I have gotten, I feel able to deal with the various supervisors.
- Linda Howey: 00:33:13 Of course, quite well within my own division, but my own division is the Protection Division, which traditionally does have a lot of training. There's just a lot of training that's always going on. The protection rangers have to have a lot

of skills and new rangers, they have to also have refresher courses all the time. So, training we're very concerned with. Still, it seems that we have this situation of out in the campgrounds, campground foot patrol are men, and the fee collectors are the women.

- Linda Howey: 00:33:45 But I've discussed this with the chief ranger before. Part of the problem is that women may be very interested in becoming a campground foot patrol person, but they haven't expressed that interest to their supervisor. They don't quite know how to go about it.
- Linda Howey: 00:34:02 I've talked to two women so far who are fee collectors and informed them what they need to do. They must have a minimum 200 hours of law enforcement. Right there, that prevents some women right there from pursuing a career as a ranger. I mean-
- Dorothy Huyck: 00:34:17 Because they would not be released for 200 hours of training?
- Linda Howey: 00:34:20 No, they might be released.
- Dorothy Huyck: 00:34:21 Or they have not applied for it?
- Linda Howey: 00:34:22 They haven't applied. They're not sure they want to get quite that—
- Dorothy Huyck: 00:34:25 Good distinction.
- Linda Howey: 00:34:27 Right. Most of these women that I'm talking about are seasonal fee collectors. Like myself, I feel that if I decided I wanted to get into the actual law enforcement end of it, I'm sure I would be given a leave of absence to go to this training.
- Linda Howey: 00:34:43 It is a set 200-hour course that we can attend. Now whether I'm not sure myself on training policy, I believe that it is within – They are able, I believe to train you, not just for the job you are doing, but for a job that you have recognized potential for within the division that is advantageous to the Park Service.
- Linda Howey: 00:35:04 In other words, you can't do the job now, but with X training you could. So, if I wanted to be a actual ranger, a

patrol ranger, law enforcement person, perhaps they would even send me to the training.

- Dorothy Huyck: 00:35:18 Because you're full-time person.
- Linda Howey: 00:35:19 Right.
- Dorothy Huyck: 00:35:19 You're not seasonal.
- Linda Howey: 00:35:20 Right. Now seasonal, I don't know. There have been complaints that they will see a male seasonal with a lot of potential, counsel him, tell him what tests to take, what training to take, because they recognize him. He probably has come to them, and they set him on the path. Women feel they don't have the same advantage.
- Linda Howey: 00:35:41 I feel like women should be more aggressive about it, should talk to their supervisors. But I think perhaps supervisors aren't looking for the females either. It's changing. We are getting women who are taking these courses. We have right now a woman horse patrol person, and she's doing I understand a very good job. Thank goodness. And it's happening.
- Linda Howey: 00:36:04 We have some female campground foot patrol persons who have taken this training. Taken more than the training that they need to on their own time. We have a horse training every year, or we try to every year, a six weeks training program and we sent three women through it this year. Two of them were not with the Park Service. No, one lady was with the Park Service in Pinnacles. Another woman was with state parks, and the third woman is working here in the Park Service.
- Linda Howey: 00:36:32 So I think it's a combination of, of course, male supervisors not looking for female potential. But also, females not really jumping in and saying, "I'm interested in doing this and that. What can I do? What training is?" We may have an advanced first aid course here. It's their responsibility to get as much training that is available to them right here.
- Dorothy Huyck: 00:36:57 It would appear that sometimes people come to you with a complaint on this without first having explored the avenues of opportunity?

- Linda Howey: 00:37:04 Exactly. That's right. So, I try to diplomatically tell them. Its career counseling is what it is and then they realize that they have to make the decision. This is where I am at right now. I feel a very good rapport with the management of my division and with the Yosemite as a whole. But I'm not sure that I want to pursue the administrative angle.
- Linda Howey: 00:37:28 Yet to do virtually anything else, I'm going to need more expertise. I'm going to need more training. I could go to the 200-hour law enforcement course this winter, but I just don't really know if that's what I want to do. I don't know if I want to tote a gun, this kind of thing. Women have to make that decision.
- Linda Howey: 00:37:47 We do have several women now in the division who do know what they want to do. They do want to be rangers. They have done the law enforcement, or they will do the law enforcement work. They are very defined, and they are very mobile and not facing all these multitude of problems that we run into with wives of rangers and married women in the Park Service, which is a whole 'nother ball of wax.
- Dorothy Huyck: 00:38:12 Let me ask you about that. I take it, you're not married.
- Linda Howey: 00:38:15 No.
- Dorothy Huyck: 00:38:15 And have not been married.
- Linda Howey: 00:38:16 Mm-mm (negative).
- Dorothy Huyck: 00:38:18 If you were to marry, would you consider maintaining a career of some sort? Or is it too early to ask that question in terms of your own career commitment?
- Linda Howey: 00:38:28 I would say that if I married, I would definitely not become a housewife. I mean, that would not be in my immediate plans. Career-wise, I feel as though I always want to have a challenging professional job. But so far, I've been fortunate enough to not have to put in my time with one specific area or agency to develop that career. I haven't felt that I've had to make a long-term career decision.
- Linda Howey: 00:39:05 If I should marry, there are some very big problems, obviously with the Park Service. I'm not sure about other federal agencies. If I should marry someone within the Park Service, I guess all I can say is, is that I do not see myself

as too terribly willing to compromise. I just think it's a very unfortunate thing that for married couples within the Park Service, particularly here in Yosemite, it is virtually impossible for a married couple to achieve permanent status, even if they are qualified.

- Linda Howey: 00:39:43 We have sort of a unique situation here in Yosemite, whereas a permanent, if I were to marry a seasonal tomorrow, this is a nice example. If I was to marry a male seasonal tomorrow, I could retain my permanent position, but he could have nothing more than an intermittent appointment. He could never become a permanent ranger unless he had been working for the Park Service in Yosemite for the past two years, if he had been working—
- Dorothy Huyck: 00:40:13 Is it two in Yosemite?
- Linda Howey: 00:40:14 Yes. It has come about because apparently the regional office was not, there was a high ratio of employment between relatives in Yosemite and they did not like this. So, they said that unless it could be proven that the spouse or the relative was the best qualified for the position, they could not be hired. I believe, but could not say for sure that supervisors, if they were looking at a list of three names, the top three names, if a spouse was on that list, the other two must be selected first, must be asked first.
- Linda Howey: 00:40:55 This was true even if you had established a career, if you had a permanent ranger transferring here. We had this very situation, and his wife or his or her, the spouse, had a status position in another park where they have come from. That spouse could not, one or the other must choose the permanent position, even if, because they have not been in Yosemite for two years. There has been quite an outcry about this apparently for the last four years.
- Linda Howey: 00:41:25 They are trying to avoid hiring spouses out of convenience. They are trying to avoid nepotism, which is very understandable. But for me to know that if I was to marry my sweetheart tomorrow, that he is eliminated from a permanent position in Yosemite is very defeating. Of course, almost always, it turns out to be that it's the man who is the permanent and the wife who's decided she would like to work and is unable to get anything but an intermittent appointment.

- Linda Howey: 00:41:57 If she truly wants to become career, I feel if the woman truly wants to become career, she almost has a better chance. Because if she does well in her Civil Service tests and everything, then we can prove that she is the most qualified. That's almost easier than putting someone on a seasonal appointment or a short-term appointment. That's when we have difficulty saying, "Yes, this spouse, this woman is the best qualified. She is married to a ranger, but we feel she can do the job well, and she's right here. We've got her right here."
- Dorothy Huyck: 00:42:34 That's not easily—
- Linda Howey: 00:42:36 Proven. How do you prove it? Not to mention the fact that Yosemite is now undergoing a tremendous housing shortage for National Park Service people. We have had to close the Ranger Club here, which has been one of the problems. But another problem is now we have one person occupying, one employee occupying one house. Even if their wives were willing to work, they can't. So, we need to find housing for that second person.
- Dorothy Huyck: 00:42:59 I think I'm correct in saying that in some parks, it has been looked upon as an advantage to have a married couple for this very reason.
- Linda Howey: 00:43:07 Exactly. President Carter himself has come out and said how he is very gung-ho on, I mean, in situations man, wife, teams. I think, I don't know the history here in Yosemite. I've only been working for the Park Service for about a year and a half, but perhaps they've had bad experiences. Or actually I know it has come down from the regional level. There are too many interrelated people working. So put some sort of hold on that.
- Dorothy Huyck: 00:43:34 Are those interrelated people, persons on the professional staff? Or maybe more likely to be maintenance people?
- Linda Howey: 00:43:41 It's both. I think probably the highest percentage would fall in maintenance; I would imagine. I don't really know because when you get into interpretation, protection, administration, you are talking about professional. But we would like to employ wives in the campgrounds in the summertime. They are looking for a summer job. They don't have to have law enforcement. They'd like the income, they are qualified.

- Dorothy Huyck: 00:44:10 How long has this ruling been in effect?
- Linda Howey: 00:44:13 I believe since I've been, I believe for three or four years. It's a very touchy subject right now. I hope that I don't sound biased about it because I understand the regional office's position. I know that they don't want to show favoritism, but to me it is evolving as a very discriminatory practice at the same time. At the same time—
- Dorothy Huyck: 00:44:39 There's a pattern as a whole in the park service, as far as I'm aware.
- Linda Howey: 00:44:39 I don't know. This is the other thing, I'm so limited in my-- There are other regions where great, we've got a qualified wife, we've got a permanent ranger and here's a wife and she's got this background.
- Dorothy Huyck: 00:44:54 If you have ranger experience and you are married to men who are also rangers, and because of the restrictions within this particular park, the wives are not eligible for employment. Is that correct?
- Linda Howey: 00:45:07 That's correct. I should qualify that by saying that to my knowledge, these women have never gone through the procedures. I do not believe they have ever applied for a position in the park. One woman specifically was a permanent ranger in another park, in another region, and knew and was told that she would not be eligible for anything but an intermittent appointment if she came to Yosemite.
- Linda Howey: 00:45:32 She has since found employment elsewhere in the park, I believe just on a part-time basis, and has never really pursued it. I would be interested to know what would happen if she did apply. I think she would come out very qualified, of course. I'd be interested to know what would happen in that situation. If they would be allowed to pick her up or not.
- Dorothy Huyck: 00:45:53 If such person did apply, she might well find that that regulation had been waived?
- Linda Howey: 00:46:00 I think that's quite possible.
- Dorothy Huyck: 00:46:01 Or, if it were not waived, then it would become a case before the Civil Service Commission.

- Linda Howey: 00:46:06 It could easily. If it could not be resolved at the park level or the regional level, if the woman was not satisfied, she could take it to the Civil Service Commission.
- Dorothy Huyck: 00:46:16 But in fact, you've not had that?
- Linda Howey: 00:46:18 We have not, no.
- Dorothy Huyck: 00:46:19 So the policy proceeds to be, is in effect.
- Linda Howey: 00:46:24 Mm-hmm (affirmative). Now they did restate it just a few months ago where it appeared that the policy had been relaxed, indicating – I'm not quite sure what that means. They will accept applications of spouses. They will review them. They will – apparently, I'm just not quite sure what that means.
- Linda Howey: 00:46:45 I think it means that they will review them, and if indeed, they see that this person is the most qualified, then perhaps they can be hired. This is as opposed to not accepting their applications at all. So, I'm not quite sure what that means. It could be a very positive thing.
- Linda Howey: 00:47:05 What we're really talking about, I think is short term employment for women here. By short-term, I mean, less than permanent. I think that any person, any woman who has the capability of being a permanent employee, who has the qualifications and wishes to pursue it, go through the channels, is deemed highly qualified, I'm sure that she could be hired regardless of what level she had to take it to.
- Linda Howey: 00:47:33 It is the wife of the permanent employee of the Park Service, who wishes to work for a six-month period or less or more, who I think is not getting a fair shake because it is difficult for that woman to prove that she is highly qualified. Now to tell you the truth, since we have gotten the relaxed policy memorandum, there may be a greater incidence of hiring wives. I truly do not know it's been such a recent development. In any case, it doesn't seem to be a very positive approach to getting women into the Park Service.
- Dorothy Huyck: 00:48:13 In your own experience has being a woman affected your opportunities in the role that you've been with the Park Service?

- Linda Howey: 00:48:20 No because they see for one thing, a woman doing my job. A man was doing it but I think most everyone accepts women in administrative positions now. I only see it in that for some reason my predecessor was a GS-7 administrative assistant and somehow, with the exception of supervising one area of the division—
- Linda Howey: 00:48:46 In other words, the person before me, the man before me, supervised the dispatch office. I do not. I do not have that responsibility; it has since been moved out of the chief ranger's office into a different unit within the division. Other than that, I think our jobs are identical. Somehow for a year I was a GS-4 accounts clerk. Right down the hall from me is a GS-5 administrative assistant for interpretation.
- Linda Howey: 00:49:14 We have almost identical position descriptions except for the fact that I manage more money and we have more personnel in our division. He's a man, and he just is a GS-5 administrative assistant and has been since he entered the position several months ago. So somehow, I felt as though I had been exploited, not necessarily because of being a woman, I guess. As I said, no one applied for the job. I took the job. So, I took that upon myself. But in the area that I'm in, administration, I have felt no problem with it.
- Dorothy Huyck: 00:49:54 Are there some jobs in the Park Service that you think women should not really undertake?
- Linda Howey: 00:49:58 No, I don't think so. Not a one. I think finding women – Another problem, I think too, and I think it's changing. I hope it's changing, is that when I was in college, I came out to a national park and loved it. But didn't have the foresight to realize what sort of training I could get right then to enable me to be a park ranger or an interpreter, Park Service type things.
- Linda Howey: 00:50:25 Now to qualify for these things, I would probably have to go back to school. Hopefully women, I think it's happened all over the nation. Certainly, while I was in the Peace Corps, I came back to women who were much more enlightened than when I left. I hope that now women are preparing themselves at an earlier time to be able to function as rangers, interpreters. There's such a concern with resource management now.

- Linda Howey: 00:50:54 I think that women in college are pursuing that. They're getting that training and they can come right into interpretation, resource management. They will never get around the law enforcement requirement for women if they want to be protection rangers. But if they have the other skills, if they've been developing their outdoor skills, their skiing skills, what have you, law enforcement becomes just a small part of it.
- Linda Howey: 00:51:19 So I hope to think that that women are using – Well, how should I say this? That they are able to get themselves trained before they reach the place where I am. I like working for the Park Service. I like where I work, but I'm just not sure that this is the job for me within the Park Service. I also am reluctant to spend another year or two years in school to get that training. I'm just real reluctant to do that.
- Dorothy Huyck: 00:51:49 In line with what you've just been saying, then how do you see the opportunities for women who do come to the Park Service with a background such as you're describing? Do you see things opening up for them?
- Linda Howey: 00:51:59 Well, if they choose to remain in administration.
- Dorothy Huyck: 00:52:03 What about other areas?
- Linda Howey: 00:52:04 No, not for myself, certainly. I mean—
- Dorothy Huyck: 00:52:09 But apart from yourself, do you observe opportunities opening up for women in other areas?
- Linda Howey: 00:52:17 Well—
- Dorothy Huyck: 00:52:18 In other words, if you look down the pipe, say five years from now, what do you see as the possibility for a woman coming into the Park Service?
- Linda Howey: 00:52:26 I feel that, and this is not very objective, I'm afraid, it's subjective. But I think that there is definitely a greater acceptance of women rangers anyway. Now the maintenance division I can't speak for. I don't know what percentage of women they have applying or what the interest is expressed.

- Linda Howey: 00:52:48 I see women custodians. I do not see any women in any of the maintenance shops. Carpenter, plumbing, sign shop, no women there. But I don't know if there are any women who are interested in doing this. So, in that area, I don't know because those are vocational skills, they are trades. I don't know if women are interested in that.
- Linda Howey: 00:53:11 I guess my affiliation is with the Protection Division. So, I look at that more closely and I do feel that attitudes are changing, but I think they're changing slowly. It's the same old saw that the woman has to be extra tough, extra good, extra everything to get peer male pressure. I mean, no pressure, I should say, in order to get acceptance.
- Linda Howey: 00:53:42 The same old thing happens now. We had a permanent park ranger here, a woman who was a GS-9, and she married another park ranger and left the Service to go with him to his new site. She did not want to go home and make babies. She wanted to continue with the Park Service and they immediately got her on some sort of position, not a ranger position, where she transferred, where she went to.
- Linda Howey: 00:54:07 I think maybe a dispatch job or something like this, but they got her appointed again to keep her still within the Park Service. Hopefully there will be an opening for her. But all I heard from this end was, well, look, we finally get a lady ranger who's all the way up to a GS-9 and what does she do? She gets married and quits.
- Linda Howey: 00:54:28 Well, she didn't quit for all those feminine things that we always attribute to it. She quit because yes, she did opt to go with her husband. She does not want to give up her Park Service career. I guess I'm a little frustrated with the male attitude that they're all going to quit and get married and have babies anyway.
- Linda Howey: 00:54:47 Well, yes, they are eventually hopefully going to have children. The Park Service, I've just been thinking about this, as I don't know what their maternity leave benefits are. A friend of mine who works for the City of San Jose as a wastewater treatment woman is pregnant. She gets one year maternity leave. Doesn't lose any seniority. She can come back in one year. Now I don't know what the Park Service is, maybe 30 days, something like this. But it's the macho kind of, they're going to go off and get married anyway. They're a bad risk.

- Linda Howey: 00:55:21 Well, what is the difference between me in administration? If I elect to get married? Well, that's all right, because I'm an administrator anyway, and I'm a clerk and that's what clerk women do. Lady rangers can't do that. That's the attitude that I think is hardest to beat, but we are getting aggressive women. There are more women entering into the ranks.
- Linda Howey: 00:55:44 They are almost always single when they come in. I think at least the male rangers there, most of the, as far as I know, all supervisors are male, are accepting it. I mean, they can see the woman on the horse. They can see the woman with the gun in the patrol car. I guess I keep referring to the Protection Division because it is traditionally a male bastion, unlike interpretation.
- Linda Howey: 00:56:09 Maintenance is the same. It is a male bastion. I just don't know if they have women who are interested in it. Lots of women want to be park rangers. They want to be in the search and rescue and the fire and the law enforcement and the back country. We do have some attitude problems with the men, but as long as we have women coming through proving themselves—
- Linda Howey: 00:56:35 I guess what I'm trying to say is, whereas 15 years ago, I don't think any ranger here could have lived with the fact of a fleet of lady rangers. They're getting used to it now because more women are fighting their way into the ranks and proving themselves. Why is it that we must take two steps backward when a woman quits to get married? Why is that a demerit for women in the Park Service?
- Linda Howey: 00:56:59 Why is leaving to have a baby, a demerit? Couldn't it be just, why couldn't we have the male ranger stay at home with the baby and the woman ranger pursue her career? Well, I just don't think you find male rangers thinking that way. But I that's very categorical and very subjective, but it's got to do with the whole ranger tradition. I don't know.
- Dorothy Huyck: 00:57:26 Some people think the Park Service in its overall picture is a rather male-oriented organization.
- Linda Howey: 00:57:31 Yes. I definitely feel that way. I think just historically now, you've probably found out lots of interesting facts about women historically in the Park Service. But to me, I think, well, certainly, we first came in here with the cavalry. So,

no doubt it was first engineered by men. The first conquered by men.

- Linda Howey: 00:57:53 The logs that were felled and what have you, it's male, male, male. It's pioneer type male thing. That's just such a historical traditional type thing going on. I think maybe women too, probably haven't been interested in going to the national parks the way they might've been interested in getting into, if there's a woman in a city and she wants to be working with a federal agency. In other words, there are more women in those central locations, I think.
- Linda Howey: 00:58:27 It would be interesting to know the percentage of women coming to national parks to work. I would bet you that we would see it a rise over the last few years. But how many women really wanted to work for the Park Service when it all began? Hasn't this been a recent thing? It has been a male bastion. I don't know.
- Linda Howey: 00:58:46 I just, I don't know when women's consciousnesses were raised to want to enter into other than administrative fields. I don't know. It would be interesting to know. Perhaps you know.
- Dorothy Huyck: 00:59:01 We should talk about that for a minute, but I do have a question or two I'd like to ask you before then. Being in a park, which is not an urban area, although the valley is very urban, have you any sense of isolation?
- Linda Howey: 00:59:17 No. I do have a sense of isolation from cultural input. I'm very interested in theater and studied it in college and worked in a theater and performed in college and this kind of thing. The first year that I worked in the park, this was back when I was in college, or right out of college, and worked here for a year and a half, not with the Park Service.
- Linda Howey: 00:59:43 And was doing this job in food and beverage. I felt very frustrated. I felt very removed. Wanted to go to the city a lot to see plays, do things, see shows, hear music. But I was also doing a job that didn't mean very much to me, which is why when I came back to the park, I realized I would need a job that meant more. I do have that, and I am happy with the work that I do and it's very challenging to me.

- Linda Howey: 01:00:10 Now also interspersed with that, I went over to Thailand and lived in a very, very isolated area. So that even living in Yosemite Valley seems to me, not isolated compared to where I was. So, it's all relative, but I have realized now I don't want to stay in Yosemite forever because it is isolated. One of the biggest problems with the park is, is that the isolation is more determined by the fact that you are constantly with the same people, that you don't have fresh access to new people.
- Linda Howey: 01:00:44 So the isolation, I guess, I have changed in that I don't really miss the cultural aspects of it anymore. The city trips, the music and the theater. When I go to the city, I enjoy those things and I like them, but I have almost become, I'm really not sure I can ever live in a city again. I could live much closer to a city than I do now.
- Linda Howey: 01:01:07 I can see myself an hour away from a metropolitan area, but I have grown to love this area and mountain living and isolated living. It's very important to me.
- Dorothy Huyck: 01:01:19 Do you live here in the valley?
- Linda Howey: 01:01:21 No, I don't. I don't want to live in the valley.
- Dorothy Huyck: 01:01:22 I was wondering.
- Linda Howey: 01:01:24 No, I don't live in the valley. Because I started out in Wawona with a private house, when my landlord came back, I was awarded a government house in Wawona.
- Dorothy Huyck: 01:01:35 So you commute from Wawona?
- Linda Howey: 01:01:36 I commute 26 miles. Well, I commute over 50 miles a day, actually.
- Dorothy Huyck: 01:01:40 But that explains why the urban setting in the valley does not—
- Linda Howey: 01:01:44 Right. It doesn't affect me. I might be singing a different song if I'd been living in Yosemite Valley.
- Dorothy Huyck: 01:01:48 Okay, I wanted to ask about that.
- Linda Howey: 01:01:50 No, I don't. I don't live in the valley. It would, of course in the wintertime, especially be a lot more convenient to be

here, but I'm closer to Fresno. I can get out to the city if I need to. But isolation, in terms of cultural isolation, I don't feel. I don't feel the need for it as I used to.

- Dorothy Huyck: 01:02:08 I also wanted to ask you if anyone has served as a mentor for you? Possibly the chief ranger, maybe not, but has there been anybody who's performed that?
- Linda Howey: 01:02:18 Do you mean within my Park Service career?
- Dorothy Huyck: 01:02:20 Yes.
- Linda Howey: 01:02:23 If anyone, the chief ranger definitely. He's just been very good in counseling me and identifying avenues for me. But primarily he's just been very supportive of me. Of course, I'm sure that is to his advantage also because I'm his assistant. So, we work very well together.
- Linda Howey: 01:02:49 I would say, and it is also because of that, I have seen quite painfully where other women are suffering from lack of support from their supervisors. Their supervisors may not be really discriminatory, but they're just not willing to take a stand for a woman. They don't want to rock the boat for a woman. They're not geared that way.
- Dorothy Huyck: 01:03:16 This grows out of their own attitudes.
- Linda Howey: 01:03:18 I think so. I think so. A lot of supervisors, who have a lot of other responsibilities, they're not really sure what their employees are entitled to. They haven't really stopped to examine the employee potential, to determine what training the employee might need. They're not as expansive in view. Many of them are beginning supervisors and don't know the avenues, don't know how to assist women or men possibly.
- Dorothy Huyck: 01:03:47 I've been asking you quite a collection of questions. Is there something that we have not talked about that you would like to comment that has evolved out of these questions?
- Linda Howey: 01:04:00 I really don't think so. I don't think so. It's been very encompassing, and I can't think of anything specifically.
- Dorothy Huyck: 01:04:09 Thank you.

Linda Howey: 01:04:09 Mm-hmm (affirmative).

[END OF TAPE]

[END OF INTERVIEW]