

U. S. Congress

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the government of the Panama Canal Zone and the Panama Railroad Company.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, that Section 4 of the Panama Canal Act (Chapter 390 of the Laws of 1912, 37 Stat. 561, Title 48 United States Code, Section 1305) as amended by Chapter 470 of the Laws of 1937, be, and the same is hereby, amended to read as follows:

"The President is authorized to govern and operate the Panama Canal and govern the Canal Zone, or cause them to be governed and operated, through a governor of the Panama Canal and such other persons as he may deem competent to discharge the various duties connected with the care, maintenance, sanitation, operation, government, and protection of the Canal and Canal Zone. If any of the persons appointed or employed as aforesaid shall be persons in the military or naval service of the United States, the amount of the official salary paid to any such person shall be deducted from the amount of salary or compensation provided by or which shall be fixed under the terms of this section. The Governor of the Panama Canal shall be appointed by the President, by and with the advice and consent of the Senate, commissioned for a term of four years, and until his successor shall be appointed and qualified. He shall receive a salary of \$10,000 a year. All persons, other than the Governor of the Panama Canal, necessary for the care, management, maintenance, sanitation, government, operation, and protection of the Canal and Canal Zone shall—

(a) Be appointed by the President or by his authority;

(b) Be removable at the pleasure of the President; and

(c) Receive such compensation as shall be fixed by the President or by his authority until such time as Congress may by law regulate the same; and such persons shall be employed and shall serve under such conditions of employment, including matters relating to transportation, medical care, quarters, leave and the commutation thereof, and office hours and hours of labor, as have been or shall hereafter be prescribed by the President: Provided, however, that salaries or compensation fixed by the President hereunder shall in no instance exceed by more than 25 percentum the salary or compensation paid for the same or similar services to persons employed by the Government in continental United States: And provided further, that nothing contained in this section shall affect the application to employees of the Panama Canal of the provisions of Section 23 of the Independent Offices Appropriation Act, 1935 (48 Stat. 522): And provided further, that notwithstanding any provisions of Law to the contrary, the minimum basic wage rate paid to employees of the Panama Canal, Canal Zone, and Panama Railroad Company, who are paid in accordance with local native prevailing wage rates for the area in which they are employed, shall be not less than 40 cents per hour for a 40 hour week, and wages paid for time in excess of 40 hours of employment in any calendar week shall be paid at the rate of one and one-half times the regular basic rate of compensation. Nothing in this section shall be deemed to prevent the payment of rates of pay in excess of the minimum as set forth herein to persons customarily paid at rates higher than the basic wage rates for common laborers.

L-713 BOX SCORE

USO; Lola James, Bolivar USO.

1 BACK PAY CASE:

Fitzgerald Howell, Naval Supply Storehouse No. 1, received over \$300 in back pay after Union won his reinstatement.

4 REPATRIATION CASES:

Isaac N. Carrington, 24443; B. O. Crick, 37409; Fitz G. Holder, 20762; Steven H. Reid, 27029. All four of the above

Fitzgerald Howell at . . .

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tion, UPW steward N. Allen attended the hearing as a witness, and Brother Howell himself was present as the aggrieved employee.

The hearing took place on Friday, December 13th, which turned out to be a lucky day for Brother Howell. The members of the Navy Field Grievance Advisory Board who heard the case were: Chairman, Commander F. C. Winiecki, and members, Mr. S. L. Henry, Chief Clerk, Miss M. Ballance, Assistant Chief Clerk, Mr. Lemuel Presley, Foreman Labor & Transportation; and Mr. Morgan Stone, Inventory Supervisor. In addition, the following persons representing management were present: Mr. T. B. Gramling, Senior Storage Supervisor, Mr. James Strick, Stores Officer and the official who originally dismissed Howell, and Mrs. Sherwood, stenographer.

The Union wishes to express its heartfelt gratitude and appreciation for the eminently fair and just manner in which Commander Winiecki and the Board conducted the hearing. They gave the CIO representatives a courteous reception and ample time in which to argue all angles of the case. In addition, they themselves asked many pertinent questions in an effort to bring out the true facts of the case. No one could have been fairer.

Fitzgerald Howell was employed as storekeeper at 66c. per hour, after four years service with good ratings. He was dismissed on September 20th while he was in the hospital undergoing a surgical operation. On his return to work October 15th he was informed that he was dismissed for "unsatisfactory workmanship" because of discrepancy in inventory of items he was handling. At the hearing it was brought out that the discrepancy in inventory was normal due to conditions which were not the fault of Howells.

The Union believes that this case will do a great deal to improve the morale and efficiency of the employees in the Naval Supply Depot, for now that the employees see that they can get a square deal can get justice, they will be encouraged to do a better job for management. The Union emphasized to the Board that in asking for justice on the job and higher wages and better working conditions, it realizes that employees and Union members must show by good work and cooperative attitude that they merit consideration. The Union believes in a fair day's wages. It also realizes that its members must give a fair day's work in return if they get a decent wage.

employees, retired, could not be provided transportation for repatriation to their homes. Meanwhile they were informed they must leave their Zone quarters. Union won extension of time for them in quarters.

3 PENSION CASES:

Samuel Walsh, 28898, obtained agreement to increase pension. Joslyn Hammond, denied disability retirement, obtained agreement to re-open case. Mrs. A. Murrell, wife of former employee in hospital, obtained pension for her.

EDITORIAL

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considered a simple and just matter when applied to others and not themselves. The simple affair: a slight rental increase. Purpose of court action: to question the authority of the Panama Canal Administration to order increased rental deductions from employees' salaries without the individual employees' consent.

And so Uncle Sam finds himself a victim of aggression from his own. While the M.T.C. engenders hatred in the hearts of native workers as a result of their unfair employment practices it now decides to persecute, with similar relentlessness, the administration that has certainly never made much of an attempt to correct the errors of this wayward group. As a consequence, Uncle Sam's words abroad are sometimes regarded as the dreams of some wanderer who has no such a thing as the will power to make a serious attempt to realize these dreams.

IS IT NOT CLEAR THEN THAT THE METAL TRADES COUNCIL IS THE REAL DANGEROUS ELEMENT IN OUR ISTHMIAN COMMUNITY? How long must Uncle Sam's efforts be nullified by so selfish and bigoted a group? How well would this group welcome reciprocal action as regards their standards of living? One certainty is that the working mass here as elsewhere is no longer disposed to be harried and abused, nor is it of a mind to hope and have faith in a system of deedless promises. The selfish "American" must realize that all people cannot be deceived forever and that the smart and bright people cannot exist among others without having some of their wisdom absorbed by those who are watchful. There must be a drastic change in policy, both towards the common "silver" worker and the government of the Canal Zone. Failure to change can mean only one thing: the utter destruction of the philosophies of this group by public and government ostracism.

R. Weinstein Coming

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all employees receiving more than the minimum wages. This is a very big job and the Research Department and Director Weinstein have been spending a great deal of time on it. When finished, the facts and figures will be included in a Brief to be presented to Governor Mehaffey and to the United States Congress next month.

Director Weinstein has also been working on proposed legislation to be introduced into Congress next month to try to get a law passed which will guarantee a minimum wage of 40 cents per hour in the Canal Zone. The UPW's legislation is printed elsewhere in this issue of Accion.

The International Executive Board of the entire UPW-CIO will meet in Washington on January 13th and 14th. International Vice-President J. L. Strobel has been instructed to send a complete written report on the state of the Union in the Panama Canal to the Executive Board meeting. This report will be presented to the Board by Director Weinstein, and the Board will marshal the entire strength of the Union in the States behind their Union brothers who are members of Local 713.

Director Weinstein will speak at mass meetings of the membership of Local 713 on both the Pacific and Atlantic sides of the Isthmus, and will give the membership a full report and tell them what the CIO in the States is now doing and hopes to do in order to bring victory to the underpaid and poorly treated employees of the Canal.

Robert Weinstein is top man of the UPW-CIO in charge of all organizational work, and is the second-in-command elected officer next to UPW-CIO International President Abram Flaxer.