

**UNION MEETS.....**

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pect miracles to happen over night. The Union stated that it realized fully that all the problems could not be solved quickly, but emphasized strongly that something needs to be done as soon as possible. The Union stressed that the wage problem was the number one problem of the Union and its members. Governor Mehaffey stated that he realized that rising prices created a problem.

The Union also discussed the subject of discretionary or meritorious wage increases, stating that it was in favor of meritorious wage increases, but adding that a serious problem existed in view of the lack of any definite procedure for determining which employees are to get such wage increases. The Union stated that the number of years service of an employee should be given consideration in this matter, as well as the recommendation of the supervisor as to each employees' merit. Governor Mehaffey stated that if the Union submit a plan it would be given consideration. The Union will submit such a plan.

**3. Wage Cuts:** As a follow up on the discussion of wage cuts at the last negotiation meeting with General New-

comer and Colonel Wang on October 21st, the Union submitted the cases of seven employees who were reclassified from artisan to helper and whose wages had been cut. Governor Mehaffey stated that he would investigate these cases and advise the Union.

**4. Reduction in Force:** The Union made a strong protest to Governor Mehaffey because of the lack of any definite procedure for determining who is to be laid off when a reduction in force occurs. The Union pointed out that the supervisors alone decide who is to be laid off and that many time injustice is done because a supervisor may lay off a satisfactory employee whom he happens to dislike for some personal or biased reason. Governor Mehaffey agreed that such cases might occur in rare instances but the Union felt that the practice was more of a problem than the Governor knew. The Union stated that a definite procedure should be set up providing for rating employees, giving so many points for each year of service and so many points for the supervisor's merit rating of the employee. The Union also requested that if the Union felt any employee was improperly reduced in force

the Union should have the right to take a grievance on the case. Governor Mehaffey stated that if the Union would submit a definite proposal in writing outlining such a procedure, it would be given consideration. The Union will submit such a proposal.

**5. Retirements:** The Union repeated its request that a retirement system be established which would grant a larger retirement pension to the employees. The Union stated that it was in favor of a plan calling for contributions by both employees and employer, and suggested that it would be a very good thing if the Governor and the Union could jointly draw up a satisfactory bill to be introduced in Congress in the States. Governor Mehaffey stated that this is a very complicated subject requiring skilled advice. He stated that the matter would take considerable time, and added that before any bill is introduced the draft would be discussion of its general features. He emphasized that he submitted to the Union for did not wish to set up any retirement plan unless the employees were in favor of it. The Union stated that it was pleased that the matter was being worked on and that it was in agreement with the Governor's suggestion on submitting the proposed draft to the Union in advance.

**6 Hours and Overtime Pay:** Governor Mehaffey stated that the regulations in force for overtime pay are as follows:

Employees working more than 8 hours in any one day are paid time and one-half pay for the hours in excess of 8 (except in the cases of Canal Seamen and tugboat employees who are paid a daily rate regardless of hours).

Employees working on the

sixth working day are paid straight time for such work.

Employees working on the seventh working day of a week are paid straight time for such work.

The Union stated that it protested very strongly against these last two regulations. The Union requested that time and a half pay be paid for all work in excess of 8 hours in any one day and in excess of 40 hours in any one week. The Union pointed out it is only asking for what the United States Government pays to all of its employees except silver employees, both in the States and on the Panama Canal. The Union also pointed out that the U. S. Army procedure in the Panama Canal is better than the Panama Canal's in this respect inasmuch as the Army pays time and one-half pay for the seventh working day (Sunday) and for holidays. Governor Mehaffey stated that if the Union would submit its proposal in writing he would give the matter consideration. The Union will submit these proposal in writing.

The Union also protested against the fact that canal seamen and tugboat employees receive no overtime wages but are paid a daily rate. Governor Mehaffey stated that by and large these employees do not work every day and receive a higher wage, so that month by month their hours and take home pay compare favorably with the other Panama Canal employees. Governor Mehaffey stated that if the Union's investigation showed otherwise he would be glad to give the matter con-

sideration. The Union will make a study along these lines.

A number of additional matters were very briefly discussed because of lack of time. It was agreed that the Union would submit these matters in writing together with the Union's proposals regarding them, and that Governor Mehaffey would meet again with the Union at a later date to discuss them. These matters were the following:

**7. Vacation Leave** which is given on calendar basis.

**8. Gamboa dregging employees temporarily transferred to Cristobal** who are not being given meals and subsistence.

**9. Discontinuance of free transportation for employees scheduled to be taken away December 31st.**

**10. Issuance of Commissary Books.**

**11. New regulation requiring chaffeurs to assist in loading and unloading.**

Note: A report on the last five points will be issued to all Stewards as soon as the next meeting with Governor Mehaffey is held.

The Union feels that some progress was made at this meeting. Although nothing was definitely settled, nevertheless procedures were set up for the handling of these matters. The Union will carry through on these matters which were left for follow-up. The Union hopes that as a result, many of these problems will be satisfactorily settled by the Panama Canal in the near future.

**CONVENTION SUCCESS.....**

(From Page 1)

tee. They too, were excused from the room, to re-convene elsewhere.

Mr. Strobel, International Vice-President of UPWA - CIO, followed with a report to the Convention. His report was divided into five parts: Organization, Operation, Negotiations, International Union's Responsibilities, and the Convention.

Following Mr. Strobel on the program, the Financial Secretary Mr. T. M. Nolan gave a report on the financial operation of the Local during the months of August and September, 1946. Roughly, the report stated that the Union had received around 30,500 dollars and spent around 15,000 dollars. Copies of the detailed report were distributed among the delegates.

The Credentials Committee returned with their report. The Chairman, L. Fergus, remarked that in view of the fact that their recommendations could not be used at this convention, it should be used as a guidance for the next convention in October of next year. Among the recommendations were the rewording of the Delegate's Certificate and the use of better material.

Upon the arrival of the Constitutional Committee, the delegates started right in to ratify the constitution. This

was done article by article and at the time the meeting recessed for supper, they had completed — articles. It was suggested that after supper, elections be held for the Executive Board. The incoming officers could continue ratification of the remaining part of the constitution. Everyone agreed.

After supper, the convention plunged right into election of the new Executive Board. The results of the elections:

- Francisco Arauz, President.
- Graham Lewis, First Vice-President.
- A. Alexis, Second Vice President.
- T. M. Nolan, Financial Secretary - Treasurer.
- Cespedes Burke, Recording & Corresponding Sec'y.
- Ogle, Trustee.
- Harewood, Trustee.
- Harper, Trustee.

- Representatives**
- Da Costa, Representative (Cr)
  - Ampudio, Representative
  - Bournes, Representative.
  - Parchment, Representative (B)
  - Clarke, Representative.
  - Espiazzano, Representative
  - Gaskin, Representative (T)
  - Davis, Representative (P)
  - Rueda, Representative (RT)
  - Watkis, (Gm).
  - Green, (Gn).
  - Reyes, (Ch).

The convention was adjourned at 10:00 p. m.

**Canal Seamen.....**

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Canal seamen experience in obtaining their pay. Captain Brown promised that he would do his utmost to relieve this situation.

**6.** Captain Brown agreed to have all Pilots comply with the regulations requiring Canal seamen to assist the ship's own crew in mooring and unmooring ships at piers, etc. This regulation had not been complied with in many cases, with the result that the regular ship's crew felt the Canal seamen were depriving them of overtime pay to which they were legally entitled and as a consequence the Canal seamen were "put on the spot."

**7.** The Union requested individual pass cards for Canal seamen on the Panama Railroad such as used by Canal Zone school children. Captain Brown could give no definite promise but agreed to negotiate on the matter for the Canal seamen.

**8.** Captain Brown granted the seamen a space under the seamen's waiting shed to place a bulletin board for seamen's use.

The meeting was a cordial one and the Union committee extended their appreciation to Captain Brown for his courteous attention.

**INTERNATIONAL V-P.....**

have been granted. Passes to installations have been granted and the right to hold meetings on job Locations granted. Although the Union had not opened negotiations at that time, it is felt that there is some relationship of the Union to the million and a half dollar raises given for fiscal year starting July 1, 1946.

Negotiations are still continuing on wages, overtime pay, wage cuts, reduction in force procedure, retirement, vacation and sick leave, free transportation, and commissary books.

While these negotiations are going on, it is expected that the membership will realize that it take time and their patience. This should be thoroughly understood. Members should stand solidly united behind the Union while negotiations proceed.

The trip of International Di-

rector of Organization, Bob Weinstein demonstrated the seriousness of the International Body in assuming their responsibilities to our Local 713. Another example is the assignment of International Vice-President J. L. Strobel to our Local for a six-month period. If Mr. Strobel leaves this Local, it is most certain that someone else with similar experience will be assigned here. The International Body of the Union takes responsibility for legislation on the problem of wages and retirement. Research work will be carried on by the International. Related activities to be carried on in the U.S. will be handed by the International.

Mr. Strobel presented a plan of the main job to be accomplished by the delegates at this convention. Again he congratulated the Local on its fine achievement up to date. Mr. Strobel was warmly applauded.

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