

Army Upholds Grievance Procedure

In a Circular issued by the U. S. Army and dated August 1, 1947, the Army authorities upheld the right of part-time or temporary employees to enjoy the benefits of the now existing grievance procedure authorized by the Army.

Employees in a temporary status had been refused the right to appeal grievances and in some cases were bluntly told that they had no right even to submit a grievance.

In negotiations with Army officials, the Union requested that temporary employees be covered by Army appeal procedure. As a result, the Circular was issued. Following is an excerpt of the Circular.

"1. It has been brought to the attention of higher headquarters that individuals in a temporary status have been refused the right of appeal or submission of a grievance for review by the Grievance Committee because they were not permanent employees. This is direct violation to existing Civilian Personnel Regulations and in no case will such action be taken in the future.

"2. Regulations dealing with appeals and employees grievances do not differentiate between permanent and temporary employees and are interpreted to mean all employees, regardless of status."

TODAY'S TRENDS—

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Hats off — and a cheer, to Wisconsin's Senator Charles Kersten. Why? Quote... "Human labor cannot be treated as any other commodity that can be purchased at the lowest price the market will stand. The minimum — wage law is a recognition of the dignity of human labor. It should not be placed on the auction block of the blind forces of the market place."

Resolution (?) heartily proposed. Do we hear a seconder from "The Hill"?

Four decades of low wages coupled with complete lack of appreciation are enough to open the eyes of the most complacent to the fact that the iron heel of racism stamps just as hard in the Canal Zone as it does in the southland. Newcomers to this Isthmian paradise have the temerity to revile the sincere, loyal, hard-working and long-suffering colored worker because he could no longer endure "man's inhumanity to man."

STEWARDS OF THE UNION! YOU ARE NOW IN THE MIDST OF A HUNDRED PER CENT ORGANIZATIONAL DRIVE.

Those of you who are doing a good job of stewardship deserve a great deal of commendation for your drive and your initiative. This column in its humble way will always sing the praises of those who have grasped the situation and are applying themselves with fervor.

Some of our Stewards, however, are not living up to the high resolve necessary for total organization. There need be no timorous souls among Stewards of the Union. Every one who has accepted the trust of his co-workers in this direction must be ready to deliver. Anyone who shirks a responsibility is a weakling, and in this fight there is no place for weaklings.

STEWARDS — wake up before it is too late. REMEMBER THIS? "100% ORGANIZATION BY CONVENTION!"

Union Negotiates For Dock Workers

In a meeting held to negotiate for dock workers, the Union presented their requests to the Receiving and Forwarding Agency. Mr. E. S. MacSparran, Receiving and Forwarding Agent, reviewed the Union requests.

The Union requested that a rotation system be used in hiring dock men so that there could be a more equitable distribution of employment. The Union discussed the availability of safety devices for workers. The Union requested permission to use the Bulletin Board in the Checking Shed.

Mr. MacSparran granted the Union permission to use the Bulletin Board in the Checking Shed

for posting UPW-CIO notices and announcements.

Mr. MacSparran stated that safety devices and equipment were available for the use of any employee that desires to use them.

The Union also suggested when searching is done at check-out time, a few lines be set up so that employees are not delayed and kept on permises for longer periods than necessary.

The Union will negotiate for the crediting of sick leave and rest leave. Night differential will also be negotiated with the C. Z. authorities. The Union will ask for specified periods for the docks workers to eat lunch.

HUNDREDS VIEW EDUCATIONAL FILMS

By MEDIUM OF FILMS

CRISTOBAL, Aug. 6.— Education is an important plank in the CIO Trade Union platform. Early in the life of Local 713, UPW-CIO a large-scale Educational and Recreational program was mapped. In the true spirit of cooperation the International Office of the UPW-CIO at Washington forwarded latest releases in this direction to Local 713.

On Wednesday evening July 30th the Cristobal Chapter, through its Education and Recreation Committee staged its first Educational Picture Show at the Colon Arena before an audience of approximately 900 members and friends. Due to the shortness of notice for which apologies were expressed by Foster G. Bournes, Master of Ceremonies, and the fact that films must be returned according to a scheduled deadline, hundreds of members suffered disappointment. These shows are free.

"The Brotherhood of Man" was the first picture presented. It depicted the various races and their traditional backgrounds which motivated their different reactions to life. The picture proved that the belief that such a thing as a "superior" race exists or ever existed is completely false. It also made clear that the old adage "One touch of nature makes the whole world kin" is as

The problem surrounding "silver" paydays is still with us. Employees on the "silver" roll must sweat out a long wait between the closing of the payroll — last Saturday of each month — and the time they are paid. Payrolls for the month of July were closed on the 25th, payments were made on the 7th of August, a span of thirteen days. Why?

If the change was made to effect improvement, it has not helped much, inasmuch as it has cut off three of the Commissary coupon issues while actually increasing the period between the closing of the rolls and the payday. This system of sweating "silver" workers will always be a sore spot in Canal Zone employer — employee relations if something is not done about it. Many thousands of these low-pay employees suffer actual privations between the last issue of coupons and the time they are paid. Illegal usury thrive on this condition, because "silver" employees' children must be fed during these periods when the breadwinner has neither commissary coupons nor cash. Why must these things be?

true today as it ever was.

"The House I Live In," featuring Frank Sinatra was the second film shown. Sinatra eagerly accepted the role, since he is one of the outstanding champions in the field of Race Relations, Human Rights and Equality of Opportunity. This picture was the film version caricaturing the crass stupidity individuals are guilty of when they even so much as exhibit trends in the direction of racial hatreds and discriminatory practices. Frank Sinatra's famed voice was heard to advantage in his acting, maybe due to the fact that his soul was in his presentation, the theme fitting accurately into his conscientious convictions.

Talks were given by Regional Director Max Brodsky, Bro. Nicasio Garcia, Organizer, who gave the Spanish version, while the running commentary was handled by Bro. Foster Bournes, Vice. Chairman of the Education Committee.

Dock Employees Hold First Meeting

Cristobal, Aug. 16.—Cristobal Dock employees held their first meeting at the International Hall on Friday evening August 15th. It was convened by Nicasio Garcia, Organizer, who acts as Chairman. Bro. Clarence Steward officiated as Secretary.

Regional Director Max Brodsky, who was the principal speaker, said he felt gratified at the large turnout of members due to the fact that he had been active in their affairs quite recently, and had a report to submit to them of his conference with Mr. E. S. MacSparran, Receiving and Forwarding Agent. He had asked for the institution of a First Aid Station within the Dock area to take instant care of injury cases, as members had to wait without first aid treatment until an ambulance arrived to take them to the Hospital. This matter was held in suspense.

On the question of a Bulletin board for the posting of Union affairs, their request had been granted. He had asked that the practice of arresting members without sufficient evidence warranting such arrest be discontinued as it was an injustice. He was told that the subject was outside

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Balboa Chapter Sponsors Auxiliary

Balboa Chapter of Local 713, now boasts a Ladies' Auxiliary.

The splendid idea conceived at a women's meeting of the Chapter held on July 24, 1947, developed under the careful and enthusiastic guidance of a committee composed of Sisters Doris Thomas, chairman; Etta Adams, vice-chairman; Aura Stanford, secretary; Pearl Wilkinson, Eunice Murray, Nettie Howell and Josephine Mowatt.

On August 7, the inaugural ceremony, followed by a social hour, was held in the Club

Arcos. Subsequent activities of this newly formed unit include a Bingo party, on the 13th; and the setting up of two working committees—on Constitution and on Program.

A meeting has been arranged for August 21, at which time the Rules governing the Auxiliary will be read and the election of officers effected.

"Accion" heartily congratulates Sister Thomas and her committees; and wishes this newcomer to the Union family every conceivable success.

SNAPS

(By Harwil)

Have you ever stopped to think it is possible to fight so strongly for our own rights that we completely forget that others also have rights which we should be as ready to concede to them as we are to fight for ours? This point seems to have completely passed many of our members, and the time is opportune for the attention of all to be brought to this matter.

As workers we have been fighting for better treatment, improved working conditions, improved housing, higher salaries, etc., etc.; these are all our inalienable rights for which we should continue an ardent and relentless fight, but we must realize that the organizations for which we work expect us to be loyal and honest, and that is a part of their rights. Can we in all fairness say that we are as loyal and honest as we should be?

Many of our members seem to feel that because they have the backing of the UPW-CIO, they are now privileged to become lax in their workmanship, indifferent in their attitude towards their work, insu-

bordinate, insolent, dishonest, and generally unbearable because the Union will defend them. But in this they are entirely wrong, and the sooner that such members are made to realize that the Union will not condone violations of the laws or defend such actions on the part of its members, the better will be our chances of success.

Our Education and Recreation Committee should ponder this important matter very carefully, and make it their main task to teach the membership the importance of "Rendering Unto Caesar The Things That Are Caesar's," and that "Honesty is the Best Policy." Our organizers, stewards, and others in positions of leadership should assume the further responsibility of cooperating with the Education Committee in this work.

An open campaign of this kind would go a long way to demonstrate to management that the UPW-CIO is sincere in its efforts to go all out to cooperate with them, and is not in favor of illegal acts. Management on realizing this, will in turn feel more encouraged to work along with us and consider our cries when we have cause to approach them with our grievances.

Editorial.....

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summed it up this way:

"The average overall cost of living of "silver" employees rose by between 50% and 64.3% from 1940 to 1947.—The median point of 57% is about as close to the correct figure as could possibly be computed with the available statistics.

The average monthly take-home wages of the "silver" workers rose by 31% between 1940 and the present time.

Therefore, although wages rose, the cost of living rose even more, with the result that "Silver" workers are earning actually less today than they earned in 1940, in terms of real wages. Thus, they have suffered a wage cut of approximately 26% (wages rose 31%, cost of living rose 57%).

The foregoing views the problem from the positive angle, that is, increases in wages to meet the rising cost of living. A look at the problem from the negative side, that is the absence of increases, shows a most disconcerting picture: malnutrition, and lowered resistance to disease in workers and their families; less recreational activities for the family; curtailed educational opportunities; and in general a low standard of living.

Certainly something can be done to correct this condition. A general increase in the wages of the "silver" employees is over-due. The workers are looking forward to it.

WHY NOT NOW?