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UNION PAPER

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# ACCION

Official Organ  
of  
Local 713  
UPW-CIO  
Non-political

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FREE

# FIRST MONTH OF DRIVE HUGE SUCCESS

## RECLASSIFICATION DOES NOT GO FAR ENOUGH

Max Brodsky, Regional Director of the UPW-CIO in Panama declared that the Union will make every effort to improve the rates in the classification plan as it is now established and that all cases in which the employee was not properly classified will be taken up with the proper authorities for adjustment.

Pointing out that the present 22¢ per hour minimum is still too low and that such a minimum wage necessarily creates a classification system affecting all the grades, he emphasized that more than ever the Local must concentrate on a drive to push up the minimum and thus increase the rates in all the grades.

Commenting on the general confusion and misunderstanding that developed immediately after the publication of the classification program, Brodsky stated, "The interpretation of the classification system as a wage increase by many members, due to the misinformation in some of the press, has resulted in and created much confusion. We feel that the reclassification does not go far enough in providing proper rates of pay and that some action must be taken very soon to correct the low wages. We do not, and never did, consider the reclassification as any solution to the need for a basic wage adjustment for ALL so-called "silver" employees. Although the reclassification is a decided step forward in establishing job titles, description of the duties for each job and a rate of pay for that job and adopts the principle of "equal pay for equal work" it defeats the basic requirements of higher rates of pay for the workers so that they can maintain themselves and their families on a decent standard of living.

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### Editorship Open

The position of Editor of Accion is open. This position draws a monthly salary of \$25.00 and is open only to members of this Local. Interested persons should file applications with: The Publicity Committee Local 713, UPW-CIO, Drawer R, Balboa. C. Z.

Selection will be made by the Local Executive Board.

## Atlantic Side Goes All Out In Drive



This is a familiar scene to Atlantic-side residents as the CIO organizing Banner Waves in Colon breezes on Bolivar Ave. The gaily bedecked union car made a talkie tour of all atlantic "silver" communities on March 9th.

## Schedule of Pay Rates Under New Classification

	1	2	3	4	5	6	7	8	9	10	11	12	13
A—	.22	.26	.30	.34	.38	.42	.46	.52	.58	.64	.70	.78	.88
B—	.24	.28	.32	.36	.40	.44	.49	.55	.61	.67	.74	.83	.94
C—	.26	.30	.34	.38	.42	.46	.52	.58	.64	.70	.78	.88	1.00
D—	.28	.32	.36	.40	.44	.48	.55	.61	.67	.73	.82	.93	1.06
E—	.30	.34	.38	.42	.46	.50	.58	.64	.70	.76	.86	.98	1.12

This table shows the rates of pay under the new classifications. Grade 1, for instance, is from 22¢ - 30¢ per hour, and Grade 8 is from 52¢ - 64¢ per hour. To determine your rate of pay, locate your grade number

and then advance down the column to the proper within-grade letter. Thus, if you are classified 5-C, you would start from .38¢, under 5, and go down to 42¢, opposite the letter "C". This would be your correct rate.

## STEP BOLDLY IN TO THE FUTURE. - Lewis.

Atlantic-siders were privileged to hear an inspiring speech delivered by the Chairman of the Cristobal Chapter, Brother Graham Lewis, on Sunday February 29, 1948, over Radio Atlantico. Brother Lewis spoke of the past, present and future of the so-called "silver" workers, praising them for their untiring struggle to better their conditions, and exhorting them to continue doing so by supporting Local 713, UPW-CIO.

Brother Lewis spoke on the

behalf of his chapter, "I desire," he said, "to express our appreciation for the constant and continued interest displayed by the management of Radio Atlantico in our work. To people such as we, ... services and attentions are valuable gems and as such they are treasured."

He continued saying "For over forty years the lot of the so-called "silver" workers has been wretchedly poor... we have inflinchingly given our sweat, blood and

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## 1,184 New & Reinstated Members In February

### Gamboa Leads With 40% Increase

The first month of the Local's organizing drive was a huge success. President Pascual Ampudia reported that 1184 new and reinstated members came in under the CIO banner during February. At a time when newspapers attacks were at their zenith, dues payments during February were the second highest for any month in the Local's history. This was accomplished despite a reduction in force of over 8,000 employees since Nov. 1946 - the previous high.

Gamboa Chapter took honors during February with a 44% increase. Balboa was second with 41%, and Cristobal took third place with 26%. The other chapters are in the following order: Paraiso and Gatun tied for fourth place with 17%, and Red Tank sixth place - 8%. The only chapter which failed to show an increase was the Teachers' Chapter which experienced a loss of 10%.

President Ampudia highly commended the stewards and block organizers, who were mainly responsible for the encouraging results. As the drive got under full steam, many a stubborn non-member found that he was unable to resist the

double-barrelled approach of the steward on the job during the day-time and a block captain on his doorstep at night. Now they are part of the many thousands who share in the benefits of Local 713, UPW-CIO.

The following are the stewards who did the most outstanding work in organizing in the respective chapters: Cristobal - L. Mojica, D. Worrell, C. Dacosta, J. Franklin, G. Collins, C. Lucas, R. Chilcott and L. King; Balboa - R. C. Wellington, V. Carter, E. A. Monroe, G. Best M., Hinds, O. N. Hogan, and E. E. Newball; Gamboa - D. Alexis, L. Lewellyn, C. L. Watler, J. Horne and W. Dunn; Gatun - C. Beachman, J. Coulson, F. Scantlebury, H. Gittens and J. Wil-

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## Changes Sought In Rest Leave

In recent negotiations with the Administration of the Canal Zone, Union officials recommended several improvements in the rest and sick leave regulations covering the so-called "silver" employees.

Union officials pointed out that in Section 2.1 of Circular 602-40 the clause, "leave cannot be earned in excess of sixteen hours per month", should be removed. This causes the loss of four hours leave in a 200 hour pay period. There are four of these periods, totaling a loss of 16 hours per year.

Officials also pointed out that Section 4.1 is hardly conducive to the health, morale or efficiency of an employee. The regulation provides that 240 hours of sick leave must be accrued.

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## \$5 PRIZE FOR BEST MOTTO

Win a \$5.00 prize by writing a motto for the masthead of Accion. The motto must consist of 10 or less words.

Mail all entries to Local 713, UPW-CIO, Drawer R, Balboa, C. Z. before April 5, 1948.

Winner will be announced in next edition of Accion.

## UNION OFFICIALS BONDED

The President, Financial Secretary, and Cashiers of Local 713 are now bonded. The bonding was secured through the International Union. In a letter to Bro. Brodsky, Carroll Collins, Vice-President of the Martin E. Segal Company stated, "Effective December 1, 1947, the following positions of Local 713, UPW are now bonded: President, \$10,000.00; Financial Secretary-Treasurer, \$10,000.00; and four Cashiers, \$1,000.00 each."

The final certificates have not yet been received, but will be sent to the Local, when the Company has completed bonding details for other Locals of UPW. Mr. Collins further stated, "When completed, the certificates will be sent to an official of this Local. Meanwhile the protection continues in full force and effect."