

## UPW Carnival Queen Candidates

## Candidatas Para Reina De Los TPU



Miss Rosalie Lowe for the Marine Division, Muni- cipal Engineering Division, Mech- anical Division, Dredging Divi- sion, Electrical Division.	Miss Victoria Lancrey for the Commis- sary Warehouse and Col Storage	Miss Jean Smith for the Hospitals, Health and Sa- nitary Dept., Transportation, P. R. R., Track Gang, Building Division	Miss Evelyn Hamilton for the Army and Navy	Miss Corinne Brown Gatun Locks and Aids to Navi- gation	Miss Rose Goodrich for the Oil Hand- ling Plant, Store- house, Motor Transp. Division, Panama Canal Press, Hotel Washington.	Miss Blanche Rose for the Commis- sary Retail Stores (Cristo- bal, Camp Bierd, Silver City, Mar- garita, Chagres, Gatun, Coco So- lito), Mindi Dairy.	Miss Dorothy Morrison for the Club- houses (Cristo- bal, Camp Bierd, Margazita, Cha- gres, Gatun) Schools, Post Office	Miss Victoria Williams for the R. & F. A. — Cristobal Docks
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## WHO SAYS THERE ISN'T ANY DISCRIMINATION?

## Atlantic Side Members Shaping Carnival Plans 9 ENTRANTS COMPETE FOR QUEEN

To all people except those blinded by prejudice or afflicted with defective vision, there is little need of high-blown rhetoric to prove that discrimination between employees exists on the Canal Zone. A comparison of "gold" and "silver" wage scales, housing conditions, or educational and recreational facilities should silence once and for all time those who would deny that there is discrimination here.

But let us go beyond the first line of living and working conditions and take a look at, what we shall call for the sake of convenience, "secondary rights and benefits". An analysis has been made of certain regulations affecting the two groups of employees. A comparison has been made of the provisions. Let us see if there is any discrimination in the following break-down:

### WITHIN-GRADE RAISES

"GOLD"—The employees are entitled to receive a within-grade increase, after fulfilling length of requirements, simply by obtaining a SATISFACTORY efficiency rating from their supervisors.

"SILVER"—Employees must be SELECTED by their supervisor and APPROVED by the Department Head to obtain a within-grade raise. In contrast to the "gold" system, this procedure is open to favoritism and discrimination and only a minority of the employees receive increases.

### LEAVE

"GOLD"—The employees receive 324 HOURS of leave per year and may receive an additional 40 HOURS of leave with pay for travel purposes outside the tropics. They may accumulate 720 HOURS of leave before reaching the maximum. There are NO REQUIREMENTS on accumulation of sick leave.

"SILVER"—The employees accumulate leave at the rate of 192 HOURS per year and must have 240 HOURS of leave before being able to accumulate and use rest leave. The maximum amount of leave that may be accumulated is 480 HOURS.

### NIGHT BONUS

"GOLD"—The employees receive a differential or bonus of 10¢ per hour in addition to regular rates for night duty.

"SILVER"—No night bonus is allowed.

### REDUCTION IN FORCE

"GOLD"—The employees receive points for their efficiency rating, length of service IN ALL PANAMA CANAL AND RAILROAD DIVISIONS, and veterans' status. These points are totaled and become the "retention credit" of the employee. When a reduction-in-force is contemplated, all the employees' retention credits are computed and they are listed in the order of their magnitude. Those employees with the least credits are terminated first. This is a precise system guaranteeing the employee security from favoritism and arbitrary action.

"SILVER"—There is no reduction-in-force system to protect the employee. The supervisor is free to select whom he chooses for termination provided that, if two employees are EQUAL in efficiency, the one with greater seniority should be retained.

### PAY PERIODS

"GOLD"—The employees are paid every two weeks.

"SILVER"—Despite much lower pay scales, these employees are paid only once per month.

### ALLOWANCE FOR MEALS

"GOLD"—When working away from their official stations, the employees may receive \$2.25 PER DAY in allowance for meals. When the regulation was first issued in 1938, this allowance was \$1.50 PER DAY.

In response to an official invitation from the Junta del Carnaval de la Concordia, the Cristobal and Gatun Chapters have launched a contest for a UPW-CIO queen to reign during the carnival period on

the Atlantic side.

Presentation of the nine beautiful candidates vying for the title of UPW-CIO queen and the formal launching of the contest took place on January 23rd at the Savoy Club

before an enthusiastic gathering of members and friends of the union. Each contestant represents certain divisions on the Canal Zone and has a manager to conduct her campaign.

The choice of the Clubhouses, Schools and Post Office is Dorothy Morrison; representing the Receiving and Forwarding Agency is Victoria Williams; the Commissary Warehouse and Cold Storage, Mt. Hope, are swinging their votes to Victoria Lancrey; Rose Goodrich will have the P. C. Press, MTD, DQM, Oil Handling Plant Storehouses and Hotel working in her behalf; Blanche Rose will represent the Commissary Retail Stores and Mindi Dairy.

The Health and Sanitary Depts., Building Division and PRR Transportation Div. are rooting for Jean Smith; the Army and Navy civilians are supporting Evelyn Hamilton; Rosaline Lowe will represent the Marine Div., MED, Mechanical, Electrical and Dredging Divisions; the Locks and Aids-to-Navigation Divisions will be pulling for Corinne Brown.

Managers and supporters of the contestants are all working overtime to being in the winning votes and keen competition is developing to raise the necessary funds, before each counting period.

The vote counting will be a gala weekly affair on Sunday nights at the Savoy Club with dancing and entertainment for all those attending.

Cecil Josephs, Chairman of the Carnival Committee for the UPW-CIO declared that plans are being made for the construction of a gigantic float in the carnival parade which will be the "talk of the Town" and something that the members will be distinctly proud of.

Headquarters for all affairs in connection with the carnival and contest will be the Savoy Club where the carnival will wind up with a series of gala dances on the nights of February 26, 27, 28 and March 19.

Graham A. Lewis, Chairman of the Cristobal Chapter, has called upon every member to assist in the Carnival activities to insure making it a

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There have been THREE INCREASES since that time totalling 75¢.

"SILVER"—These employees receive \$1.20 PER DAY in meal allowance. This has been increased ONLY ONCE since 1938 when the allowance was 90¢.

### EFFICIENCY RATINGS

"GOLD"—Before the efficiency rating is arrived at, it must be talked over with the employee by the supervisor. After it is discussed with him, he is given a copy in writing. If he is dissatisfied with the rating, he may appeal it to a special Efficiency Rating Appeal Board. One of the three members of the Board is an employee elected to the position by all the employees. The efficiency rating is very important in terms of promotions, merit raises, and reductions-in-force.

"SILVER"—There is no official rating system. In most cases the foreman or supervisor uses his own special system. He does not discuss the rating in advance with the employee nor is he required to furnish the employee a copy in writing. When the employee finally learns of his rating (which is rare except in discharge) he can appeal it through the grievance procedure but he has no special appeal board to which he can go.

### DEPENDENT CHILDREN—QUARTERS

"GOLD"—Dependent children, for the purpose, of quarters assignment, are defined as any child earning less than \$125 per month, regardless of age.

"SILVER"—Dependent children are all those UNDER 18 years of age unless they are attending a recognized school on the Isthmus. If they are 18 or over and not attending school, they are not considered dependent children whether employed or unemployed.

### RETIREMENT

"GOLD"—The employees can be retired under the provisions of the Canal Zone Retirement Act which provides a decent, liveable annuity—superior even to the Civil Service Retirement law. In addition, "construction period" employees who worked at least three years prior to 1914 are entitled to an additional annuity.

"SILVER"—The employees are specifically excluded from the Canal Zone Retirement Act. They can be placed on cash relief if they are found to be disabled and if they have worked a minimum of 10 years. Cash relief provides a stipend of \$1 per month for every year worked with a \$25 monthly maximum. The inability of the employees to save any money because of their inadequate pay scales coupled with the meager amounts they receive on cash relief has meant a life of slow misery for hundreds of "old-timers" in Panama and throughout the Caribbean area. Furthermore, "construction day" silver employees, many of whom started working in 1904, 1905, and 1906 receive nothing additional for these years of service.

As long as these differences in rights and benefits as well as the vast gulf in pay, housing, recreational facilities, etc. remain, so long will there be a system of discrimination on the Canal Zone. No amount of denials or high-sounding phrases will be able to erase what this simple story tells.