

# THE LABORER

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## ENJOYABLE FUNCTIONS MARK THE ELECTION -- INSTALLATION OF OFFICERS AND CELEBRATION OF FIRST ANNIVERSARY -- BAR TENDERS AND WAITERS UNION

What must be recorded as the two outstanding events of the season were the Election and Installation of Officers of the Bar Tenders and Waiters Union for the ensuing term, conducted at the usual meeting place on Thursday, 22nd February, current year, and the first Anniversary thereof which was celebrated on Friday, 2nd current month.

In connection with the election and installation of officers, the following-named gentlemen were elected to the offices indicated:

Mr. Juan B. Pardo, President, Lisandro Trejos, Vice-President,

Luis Alejandro Cuellar, Secretary,

Pablo Galvez, Treasurer, James Anderson, Trustee.

Byron Anderson, Abel Beytia, Julio Pineda, Eduardo Douglas, Jose Blackburn, Jose Lay: Members, Board of Directors.

Immediately following the election of these officers, they were each installed in his respective office, the ceremony incident to which was not only impressively and masterfully, but solemnly executed as was evidenced during the course thereof.

The President after expressing the Union's and his own deepest sentiments of gratitude to the Installing Master for his invaluable services for so ably conducting the ceremony; and welcoming the guests, thanked his fellow officers and members for the confidence reposed in him, promising; that with their undivided cooperation and support to work for the future uplifting and enhancing of the union, and impressed upon all the importance of esprit de corps; CARRY-ON TARRY-NOT — the goal of success. This part of the program being concluded, all repaired to the banquet table where the daintiest of dishes and incomparable vintage, etc., etc., awaited them.

The President who was visibly moved — filled with emotion — in a very calm but yet forceful manner extended a warm and right hearty welcome to the Union's two hundred and more guests, many of whom spoke in glowing terms of the present administration, wishing therefor a very successful and prosperous term, and in highest hopes of the union achieving success and prosperity.

The Secretary in returning thanks, not unlike the President, emphasized upon all the other officers and members the necessity of wholehearted support and cooperation; for support and cooperation; for without which all efforts expended will be futile, and implore each to strive for a one hundred per-cent membership, and in this regard each member should form himself into a committee.

At twelve o'clock noon on Friday, 2nd instant, the President called the membership to order, and after stating the purpose of the assemble, went far and wide — excelled himself in welcoming the many good friends and well-wishers of the Union who assisted in making the function the success it had been. Space will not permit to mention the many fine and impressive addresses and exhortations given by these friends and well-wishers, but suffice it to say the zinth was reached by each. However, special mention must as a necessity be made of those given by Mrs. Juan Euribiades Jimenez, Vicent Harmodio Ramirez David Abad, Lic. Jose E. Barria, Lic. J. M. Faundes, which should be a lasting memory to each member of the Union; for by their timely advices and councils much food for thought was gained, and it is hoped that all members will not fail in digesting and the carrying out of them for the good and progress of their union. In unity is strength.

The officers and members of the union surely outdid themselves in the excellent service dispensed in making their guests feel at home, and this was especially so at the banquet table; and too much praise cannot be given Trustee James (Pepper) Anderson, for the toothsome preparation in the form of a buffet lutch-supper prepared by himself and helpers for the occasion. Every item was pleasing to the most exacting taste, and to

speak of the liquid refreshments, a better selection could not be had — a shower of every available brand of the things that help to gladden the hearts of men was present.

The Vice-President in giving the address of thanks, did not fail in his elaboration of the superb spirit of unity and gentlemanness manifested throughout the entire function, and among other things stressed the necessity of such manifestation at all future functions regardless of the kind, stating: that he, like the President and Secretary, must remind members of the imperativeness of cooperation, in that, the road to success is unquestionably not one of an "ELDORADO", but to the contrary, an uphill climb, rugged and slippery, and not to say the least thorny, too. However, if service above self and esprit de corps are practiced and made operative by one and all, there is no kainsaying that all obstacles will be surmounted, despite the varying of opinions which from time to time will and must come about. The success or failure of an organization rests equally on the shoulders of each member thereof — a responsibility of everyone — dependent on the amount of support we give it. By persevering we can make the beacon light of our Union, "SUCCESS."

All present having voted the function a successful and enjoyable one, same was terminated mid-night with very much regret.

### Satisfactory Arrangements Reached Between Management of the Rancho Beer Garden and Executives of the Bar Tenders and Waiters Union Relative to Hours of Work by Certain Waiters.

The Bar Tenders and Waiters Union takes pleasure in disclosing that after a conference with Mr. Harris, Manager of the El Rancho Beer Garden in the matter of services performed by certain waiters of that establishment, to publish the following letter to that gentleman stating the Union's acceptance of the conditions stated by Mr. Harris: 19th March, 1945.

"The Manager,

Jardin "El Rancho",

Panama, R. P.

Dear Sir:

"The Staff of this institution has studied the following changes introduced by you in your waiter service:

"1. That two or three waiters of the night shift will work two hours each during the day time, to wit: From 12:00 noon to 2:00 P. M., and that these same waiters take up their regular duty at 6:00 P.

M. and continue work as legally required.

"2. The extra hours of work annotated above, will be by rotation; that is, the personnel will be changed daily so that any prejudices that may occur will be for one day only.

"3. The extra hours of waiter service will be paid for by increase in conformity with the law.

"4. That this change in service will continue for three months from date of this letter.

"5. That if the business progresses, two or three additional waiters be permanently assigned, thus establishing a complete night service.

"We are pleased to inform you that our Board of Directors consider your proposed points just and equitable, and it is impressed upon employees to cooperate as far as possible with their em-

## READ

### SOME THINGS YOU KNOW ABOUT THE BAR TENDERS AND WAITERS UNION

The union desires to bring to the attention of all helpers (both sex) of kitchens, restaurants and refreshment stands-parlors, that, notwithstanding the name "BAR TENDERS AND WAITERS," they are also eligible for membership in the Union, and for their information, it is advised that no entrance fee is exacted to become a member; the only requirements are the payments of CARNET (identification) of fifty cents (B.0.50) to secure a membership and one Balboa (B.1.00) monthly contribution each month. All members are entitled to the same rights and privileges and any advice to the contrary should be disregarded.

At the present time an intensive membership campaign is afoot, and it is urged upon all members of the Union to exert every influence at their command to the end that a one hundred per cent enrollment be obtained. It is believed that the efforts expended and are still being expended by the officers of the union to bring about satisfactory working conditions are not familiar to many, in view of which, we take the liberty to disclose by this writing but a few of the many results gained through out interventions.

Sometime ago the Management of the Balboa Garden, notified its employees that anyone who insisted on taking vacation would be granted same with the understanding that their services would be terminated at the end of such vacation period. This injustice was forceable taken in hand by us, and we are pleased to state that the referred to establishments has changed the policy complained of and is now living up to legal requirements.

Several years ago, the Kelly's Ritz, was paying its waiters a meagre-starvation wage and on this being brought to our attention, we took the matter in

employers for the progress and good of the establishment in which they work.

"Your attitude in the premises demonstrates that you had formed part of some Labor Organization (Uniones Obreras) in the United States of America, and we are glad to see in you a person in whom we can find friendly solution in our labor conflicts.

"Yours very truly,

(Signad) "Juan B. Pardo, President."

hand which resulted in a one hundred per cent increase. This establishment, however, gives no day off and payments are only made for time actually worked.

Quite recently the subject of violation of the eight-hour day law by certain establishments was brought to our notice and we spared no pains in seeing to it that the law be adhered to, and that overtime payments be made for all time worked in excess of eight hours daily.

With regards to vacation: Thirty (30) days each year with pay is mandatory providing employees have the same to their credit.

There is now under review the issue of equal remuneration for like services rendered in grades and or classes; also, the advisability of graded establishments, i.e., Classes I, II, III, etc., paying a fixed wage or salary to employees by class, as well as the determining of minimum to to a maximum wages and salaries.

The Board of Directors of the Union meets every Tuesday at ten o'clock in the forenoon, and the general membership meets on the last Thursday of each month for the transaction of regular and such other business as many be brought before the session. It is required of all members to be present, if possible, at all meetings (general) and to take lively and active part in the affairs of the union. All constructive suggestions and criticisms for the progress and advancement of the union will be gladly received and given the deserved consideration.

The President and his official staff, are doing everything humanly possible for the welfare of each member and it is their expressed purpose with the support of the membership to establish a true spirit of comradeship and cooperation within the union; to make investigations and recommendations from time to time to the proper agencies in the interest of members; to promote better understanding between employer and employee, and to assist in maintaining a high standard of efficient workmanship, and shall endeavor to build up the morale of members to the extent that their best services be rendered, in recognition of which, to obtain just compensation and adequate facilities.

More than the above can be done and accomplished if each member of us will give an helping hand. By helping others we help ourselves.

Be out at the next meeting— We are looking for you.