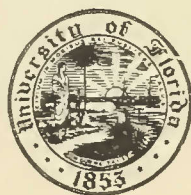


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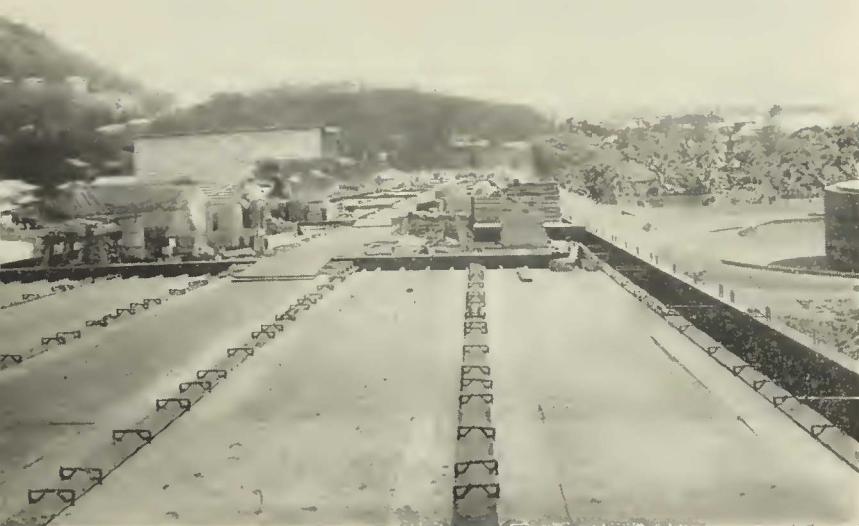
W. A. CARTER, Governor-President
W. P. LEBER, Lieutenant Governor
WILL AREY
Panama Canal Information Officer

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THE BRIDGE WORKMEN shown on this month's cover eating their lunch while perched on girders of the Thatcher Ferry Bridge superstructure simply don't take time away from their jobs to eat in more mundane surroundings, although elsewhere on the bridge there are less precarious spots in which to enjoy a sandwich and thermos of coffee or a soda.

A much more inviting spot, at least to anyone dizzied by heights—which the bridge steel workers obviously are not—would seem to be at the uppermost levels of the bridge, where forms being readied to receive the concrete decking of the structure offer broad, solid expanses such as that pictured above.

The forms, utilizing plywood as a base, are held in place by heavy wooden crossmembers underneath, much in the fashion of the floor supports in a frame house. After the concrete decking is poured and allowed to cure, the wooden crossmembers will be unbolted from the hangers which hold them and the plywood base between the steel girders. The crossmembers and plywood then will be removed, leaving only the concrete and steel of which the entire bridge is to be constructed.

As December came to an end, the steel superstructure of the bridge was beginning to take shape above the water of the Canal, but the eventual shape of the soaring structure still was only barely indicated by the steel in place. Officials say the upward swoop of the superstructure probably will begin to take shape in about 2 months.

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Message from Governor Carter

Continuing Progress and Service In Year Ahead



AS WE ENTER a new year, every member of the Company/Government organization can look back with pride to a year during which modernization of the waterway continued to be a major concern of all, second only to operation and maintenance of the Canal itself.

We also can reflect with pleasure and appreciation on the cordiality and friendly interchange between the people of the United States and those of the Republic of Panama, as citizens of the two countries continued to conduct the day-to-day business and social relationships which have marked life on the Isthmus for more than half a century.

But as we view these things with rightful pride, we also will be looking ahead to plans for the coming year and beyond, as improvements now in progress increase the capacity of the present waterway to the maximum possible.

The Board of Directors of the Panama Canal Company, headed by Secretary of the Army Elvis J. Stahr, jr., will be considering these facts as they meet on the Isthmus January 20 and view the progress of the improvements now in progress.

Among those improvements are the widening of Gaillard Cut from 300 to 500 feet, approximately half completed as the year ended; the first of the new, more powerful towing locomotives built to replace the aging machines now in use; houses completed and under construction in the continuing effort to improve housing for Canal employees living in the Zone; progress on the new Gorgas Hospital building; modifications made at the locks to permit installation of the new towing locomotives and to reduce lane outage time during overhauls; the sightseeing launch *Las Cruces*, acquired to provide an

adequate means for visitors and sightseers to view the Canal and its operation; the three new and more powerful tugs now in service; and the soaring superstructure of the Thatcher Ferry Bridge now rapidly taking shape.

This year, we should see the Thatcher Ferry Bridge completed, along with the improved and widened highways which will serve to carry traffic to and across it. We also should see the final contract awarded for widening of Gaillard Cut.

Thus, as we complete another year of service to world shipping, we can reiterate the tribute recently paid to Federal employees by the U.S. Civil Service Commission in preparation for observing the 79th anniversary of the Civil Service Act which President Chester A. Arthur signed into law on January 16, 1883:

"The Federal employee can take satisfaction in knowing that he is one of a corps that have been picked for their competence, that continue in employment because they continue to demonstrate that competence in their work. He can also take satisfaction in the fact that Government has developed an up-to-date personnel system, complete with employee benefits and privileges, that compares favorably with the practices of progressive private industry. And he can take pride in serving a Government that is the leader of the Free World."

All these statements apply to the men and women who work for the Canal enterprise, who through their efforts and competence, continue to serve the needs of world shipping while laboring to keep the waterway abreast of the needs of global commerce, with its ever-increasing movements of materials in larger and larger vessels over the oceans of the world, and through the Panama Canal.

A number of employees in the Payroll and Machine Accounting Branch have gained their positions and pay through special training.



BETTER JOBS

There are many opportunities for employees

THERE IS a constant process of change and improvement in the wages, hours, and working conditions of Company/Government employees through a continuous process of individual advancement and periodic general revisions in pay scales and fringe benefits by Congressional action.

The broad, general improvements provided from time to time by legislative authority are designed to keep benefits and privileges of Government employees similar to those enjoyed by workers in progressive private industry, while the advancement of individuals is designed to properly compensate employees for the work they do.

Within the framework of the Canal Zone Merit System there is considerable opportunity for individuals to earn promotions and, or transfers to better, more rewarding and desirable positions or grade levels. The amount of movement within the ranks of the Company/Government's more than 14,000 employees is indicated by the fact that approximately 1,400 promotions and transfers involving pay increases were

processed by the Personnel Bureau during 1961.

This advancement of individual employees comes about primarily in two basic ways under the Canal Zone Merit System: Promotion of an employee to a more responsible, better-paying position; or reclassification of the position an employee occupies because additional duties and/or responsibilities have been added to it.

There are a number of ways in which these changes can come into being, but, in general, promotions usually occur through the normal process of filling vacancies created by retirements, resignations, or addition of new positions, and by establishment of similar but more responsible positions through reorganization of the duties associated with a given position, often through realignment of the work being performed by a given unit.

The recent promotion of Alejandro Montenegro, 37-year-old Panamanian, to the position of launch operator in the Dredging Division is fairly typical of the processes by which individuals

move up to more responsible, better-paying positions as the result of additional skills learned while employed in other positions.

Mr. Montenegro first was employed by the Canal in December 1941 as a laborer with the Building Division. During World War II, he worked at Madden Dam in a variety of positions, finally settling into a job as palancaman in 1947. In the years he has spent at Madden Dam and Lake, he has learned much about the operation of launches and in April 1961 was transferred to the Dredging Division as a seaman. His long familiarity with launch operation led to his promotion to launch operator in November, the position having been added to provide additional launch service required by increased dredging operations in Gaillard Cut.

Although Mr. Montenegro's promotion finally occurred because of the creation of an additional position, the reason that he was selected rather than someone else was the knowledge of launches which he had acquired over the years. Much of the respon-

sibility for earning the promotion was, therefore, his.

Not so well understood as the factors influencing promotions is, perhaps, the fact that the individual employee also has considerable influence on whether or not the position he occupies eventually is reclassified at a higher pay level. This frequently happens because an employee handles his originally assigned workload so efficiently that he is able to undertake new and additional responsibilities, thus doing a better job for the unit employing him and, at the same time, adding to the duties of the position.

When these additional responsibilities are recognized officially the position is evaluated higher than originally. Thus the employee benefits by being advanced to the higher grade level for which the new evaluation calls.

Typical of such a change is that recently made in the grade level of tele-type operator positions in the Marine Bureau. These jobs, which recently were reevaluated in a job study, were found to be more difficult than when the original grade level for them was established, primarily because of the value added to them by the resourcefulness and ability of the incumbents. Consequently, the positions were reclassified at a higher grade level and each of the employees filling the jobs will, in future, make several hundred dollars more per year than they have in the past.

New and improved methods of performing certain tasks constantly are occurring in the Company/Government organization as new equipment, materials, and procedures make it possible to alter former ways of doing things. It is this type of change which is included in the recently announced plan for better utilization of deckhands who are employed by the Canal to work aboard transiting vessels.

The new plan calls for the deckhands to be aboard the vessels only during the approach, passage through, and departure from the locks. Each group of deckhands will work on several ships each day instead of staying aboard from the beginning to the end of the transit.

As a result of the change in operating methods, deckhands will, in the future, enjoy a number of benefits which they did not previously have, including a 40-hour work week, overtime and holiday pay, and regularly scheduled days off.

Implementation of the plan also will create nearly 50 new positions in the

Marine Bureau which will require higher skills than those demanded of deckhands. These new positions, which include those of launch operator, launch seaman, timekeeper, and supervisory personnel, will be compensated for at a higher rate of pay. The plan will reduce the number of deckhands required under present operational methods, but will replace part of the lost positions with these better-paying positions.

Each month's report of promotions and transfers in the Canal organization, reflects the variety of changes which constantly are being made within the ranks of Company/Government employees. The very variety of them is indicative of the numerous opportunities afforded employees for advancement and improvement in their individual positions, adding to both their income and skills as they move from one step to another in the upward climb to the top in their line of work.

Albert Mootoo, 29-year-old Panamanian, is only one of many employees who watch and prepare for opportunities which come their way. Mr. Mootoo had been employed by the Canal organization for several years and had proved himself an able and valuable employee as a clerk in the Supply and Community Service Bureau, when he saw an opportunity to move into machine accounting work in the payroll branch.

Seeking the job, he took an aptitude test which showed he was ably fitted for the work. He was offered and accepted a transfer to the new position, even though he received no immediate increase in pay by doing so. Within a year, however, he had advanced two grades and had virtually doubled his previous salary.

Still seeking to improve his knowledge and qualifications for more responsible positions in the future, Mr. Mootoo has, for the past several semesters, been taking accounting courses at the Canal Zone Junior College on his own time. Like many other employees who use their leisure time to improve their skills and abilities, Mr. Mootoo's attendance at Junior College is being sponsored by the Company/Government under the Tuition Refund Program. Under this program, employees pursuing approved, job-related courses of study have their tuition refunded by the Company/Government upon successful completion of the course or courses. Efforts are being made to have more employees take advantage of the opportunities offered by this program.

Many of the employees of the Company/Government are aided in their upward climb by apprenticeships and training of various kinds conducted or sponsored by the Canal organization. Employees are kept advised of the various opportunities offered for such training from time to time and are urged to take advantage of them to improve their skills and thus advance their own self-interest.

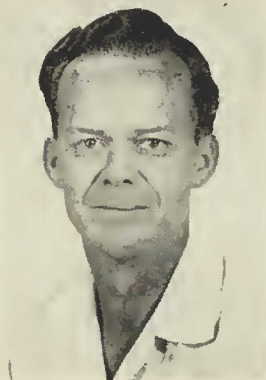
A major indication of the results of the operation of the Canal Zone Merit System and the benefits accruing to employees by application of it and the Canal Zone wage plan throughout the organization is the fact that more than 500 non-U.S.-citizen employees of the Canal organization now are occupying U.S. wage base positions, compared with 141 at the time the Merit System was instituted in February 1959, less than 3 years ago.

Hector E. Taylor,
traffic control clerk
in Balboa Port
Captain's office, is
one of those
benefiting from
a recent position
upgrading.





Ellis L. Fawcett
Paraiso



Adrian M. Bouche, Jr.
Pacifie



Arthur W. Davis
Pedro Miguel



Arnold S. Hudgins
Gamboa

COMMUNITY LEADERSHIP

RESIDENTS of the Canal Zone live in a community which is unique and somewhat strange to those accustomed to life in the United States or other republics of the Free World. In the Zone, there are no politics, no home rule, no local taxes, no private ownership of real property—all things which are very much a part of community life in the States.

The democratic traditions and freedoms enjoyed for so many years by residents of the republics from which Panama Canal Company and Canal Zone Government workers are recruited are deep rooted and wholesome, however, and the Canal organization is interested in perpetuating these traditions among Zone residents and thus creating greater community harmony, cooperation, and participation.

There are, to be sure, many similarities between the Canal Zone and communities in the United States, with many institutions such as churches, patriotic organizations, and others functioning much as they do in the United States. There also are stores, homes, schools, courts, and similar institutions which are operated in the Zone.

The essence of free government is for the people to have a means by which they can, without violence, direct, alter, or modify the operation of the tradi-

tional republican forms of government. But the Canal Zone is a special-purpose area with no local political status, no legislature other than the U.S. Congress, and no indigenous population. Its civilian population consists almost exclusively of employees of the executive branch of the U.S. Government and their families. Under these circumstances, the employees engaged in the Panama Canal enterprise have no direct, local political means of influencing the governmental operations in their home communities.

To overcome this built-in obstacle to home rule, each Zone community has an elected Civic Council which provides an effective channel of communication between the administration and residents of the Zone, and is a guiding hand in many community endeavors.

Although those in charge of the administration of the Canal Zone are answerable only to higher authority in the Federal Government and are not directly answerable to the residents of the Zone, it is the sincere desire and objective of the local governing authorities in the Zone to encourage local, democratic participation in community life. A major means of achieving this is through official recognition of and cooperation with the Civic Councils.

Elections for delegates to the various Councils are held by the communities each year, with part of each group of Council members being replaced and others retained to provide a continuity in service and experience in the membership. It is the responsibility of the individual community to establish its own Council and a constitution and bylaws for it. Presidents of the nine Civic Councils in Company Government townsites are pictured on these pages.

In addition to the various officers of the Councils, each of them selects representatives to serve as delegates to meetings which are scheduled periodically with the Governor of the Canal Zone to discuss matters of interest to one or more of the communities. These meetings often provide a convenient time and place for the Governor to seek opinions on proposed plans or to announce new programs which will affect Zone residents and be of interest to them. The meetings also provide an opportunity for the Council representatives to ask questions or make requests.

A major item of business for the various Civic Councils have been proposed changes in housing regulations, including the basis on which housing is assigned. A few months ago, for example, Governor Carter sought the

Civic Councils provide Zone residents with voice in local affairs and activities.



Henning J. Spilling
Gatun



Mrs. Doris R. Sanders
Cristobal-Margarita-Brazos Heights



Wilfred E. Barrow
Rainbow City



E. W. Brandt
Coco Solo



Kenneth Haughton
Santa Cruz

advice and opinions of the Civic Councils before establishing new regulations governing assignments.

In addition to the executive sessions between the Governor and the designated Civic Council representatives, there also are periodic community meetings in the various townsites to provide residents of the community with an opportunity to participate directly in this phase of the Civic Council program.

Questions and requests submitted to the Governor in these meetings frequently are answered on the spot, but if further information is needed on which to base an answer, the Governor normally refers the matter to the appropriate officials of the Company Government for study and recommendation.

Supplied with this information and, perhaps, further informed on the subject by personal investigation, the Governor or a designated representative addresses an answer to the Civic Councils concerned, giving them detailed reasons behind the reply and, usually, if the answer is negative, suggesting that the request be renewed if anything has been overlooked which the Council believes should have been considered.

Areas of special and particular interest to the Civic Councils of the various communities are very similar in nature

to those of governing bodies in State-side communities. Schools, recreation activities and facilities, traffic, hospital services, housing needs of residents, and many other matters involving the general health and welfare of the community are their primary concern.

Governor Carter has taken a lead in urging the Civic Councils to become even more active in the affairs of their respective communities. He has suggested that they should take an interest in such things as welcoming new residents to the community, scheduling and otherwise planning recreation activities, and, in general, in arousing interest in community events of all kinds.

Civic Councils, providing "grass roots" listening posts as they do, have influenced hundreds of decisions over the years, ranging from matters involving housing through such things as the location of bus stops in Rainbow City, the establishment of school bus shelters in Pacific side communities, studies and occasional changes in traffic regulations, efforts to provide local registration of U.S. citizenship for children born here, and numerous other matters, including the hours of operation of service centers and retail stores.

The principal officers of the nine Civic Councils in the Zone who have

been named to serve during the current year are as follows:

Coco Solo: E. W. Brandt, president; Mrs. Majel E. Beinheimer, first vice president; Mrs. Lorraine Currier, second vice president.

Cristobal-Margarita-Brazos Heights: Mrs. Doris R. Sanders, president; Mrs. Louise E. Griffon, representative to Governor's Conference.

Gamboa: Arnold S. Hudgins, president; Donald J. Connor, vice president.

Gatun: Henning J. Spilling, president; William T. Clute, first vice president.

Pacific side: Adrian M. Bouche, Jr., president; James J. O'Donnell, vice president.

Paraiso: Ellis L. Fawcett, president; Eric S. Oakley, vice president; S. D. Callender, representative to Governor's Conference.

Pedro Miguel: Arthur W. Davis, president; Cleveland Roberts, representative to Governor's Conference.

Rainbow City: Wilfred E. Barrow, president; Seabert Haynes, vice president; Astor N. Lewis, representative to Governor's Conference.

Santa Cruz: Kenneth Haughton, president; Christopher T. Cox, vice president; Louis G. Small, representative to Governor's Conference.



One of 15 new boxcars purchased by Panama Railroad is unloaded.

New Equipment for Railroad

*First locomotives bought
in decade to be
delivered this year*

NEW EQUIPMENT is the order of the day for the Panama Railroad, the Western Hemisphere's oldest transcontinental rail line.

During recent weeks, the railroad has put 15 new, all-steel boxcars into service, received a new mobile machine for use in track maintenance work, and ordered the first new locomotives to be purchased by the railroad in a decade.

The new, 50-ton boxcars, purchased to replace obsolete equipment, were built in Mexico by Construtora Nacional de Carros de Ferrocarril and shipped to the Isthmus aboard the *Cristobal*. The last of the 15 cars arrived on the Isthmus just before Christmas and already has been put into service.

The new mobile maintenance machine, known as a Kershaw ballast regulator, is designed to eliminate the hand spreading of ballast on the road-bed and right-of-way and also can be used to reshape the banks along each side of the right-of-way. Equipped with extensions on each side which can scarify and reshape the banks alongside the track, the first job of the new device was to perform such work along the track from the Miraflores Tunnel to Corozal.

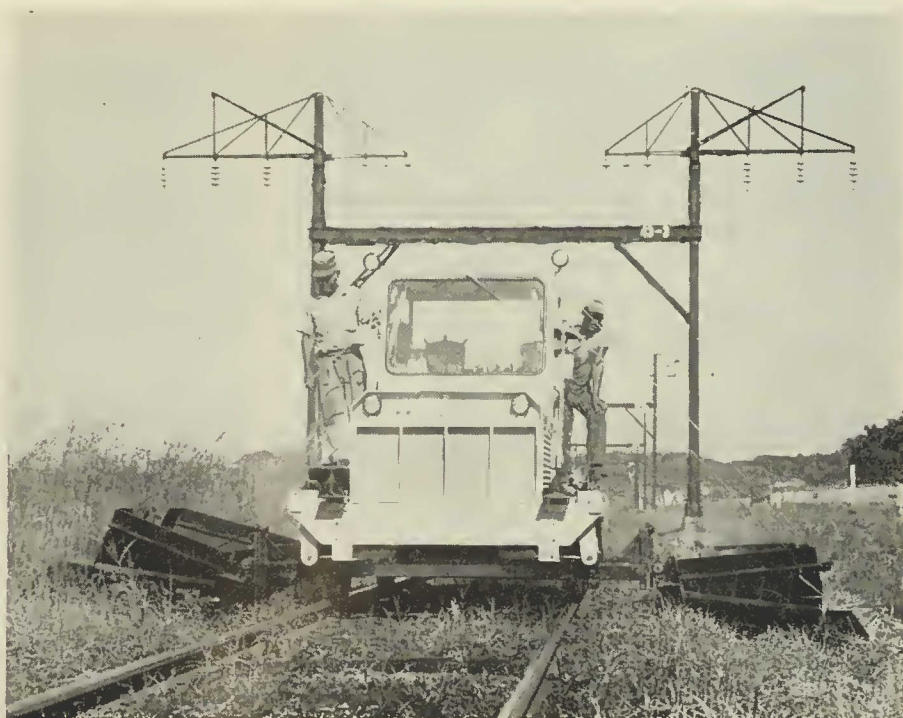
The new locomotives ordered by the railroad are 1,200-horsepower, diesel-electric engines for use in switching operations. They will replace five 20-year-old, 1,000-horsepower engines now being used in switching work.

A contract for the new engines,

which will cost \$412,000, recently was awarded to General Motors Overseas Operations. They are to be delivered to the Isthmus in July of this year. The new engines will be approximately 45 feet in length, will have the engineer's cab in the rear, and will be more economical to maintain than the engines now in use. They are of a

standard type used in the United States.

The last locomotives acquired by the Panama Railroad were bought in 1951. They were three 1,600-horsepower diesel-electric engines designed for both road and switching duty. Still in use as passenger train engines on the Isthmian line, the 1951 locomotives were built by American Locomotive Co. of New York.



Railroad's new ballast regulator was put to work scarifying and reshaping sides of right-of-way.

VISITORS

FOR CENTURIES, the Isthmian crossing has attracted visitors from throughout the world. It continued to exert its magnetic attraction last month, as the annual influx of tourists and other travelers started.

High on the list of those visiting the Zone in the pre-holiday period were Francis Cardinal Spellman, Military Vicar for the Catholic personnel of the Armed Forces of the United States and Archbishop of New York, and Congressman and Mrs. George E. Shipley of Illinois.

Cardinal Spellman included a visit to military patients at Gorgas Hospital in his busy 2-day schedule of activities in the Zone and the Republic of Panama. Accompanied by Canal Zone Governor Carter, the Prince of the Catholic Church demonstrated the amiability and kindly understanding for which he has become known throughout the U.S. Armed Forces, as he and other members of the party visited patients in both the medical and surgical wards of the hospital, with Cardinal Spellman stopping to chat briefly with each of 29 military patients.

Congressman and Mrs. Shipley, who arrived on the Isthmus December 9 for a 1-week stay, were conducted on an extensive tour of Canal installations by Lt. Gov. W. P. Leber. Near the end of their stay, the Congressman and his wife accompanied Lieutenant Governor and Mrs. Leber to the annual Agricultural, Industrial, and Livestock Fair at Penonome, Republic of Panama.

The Lieutenant Governor attended the opening of the fair as the official representative of Governor Carter, who was unable to attend because of other commitments.



Francis Cardinal Spellman, Governor Carter, Col. Edward Sigerfoos, and Miss Beatrice H. Simonis during tour of Gorgas Hospital.

Lieutenant Governor Leber looks on as Congressman Shipley signs visitors register at La Boea model and briefing room.



Mrs. Shipley is greeted by Panama President Roberto F. Chiari at Penonome, as U.S. Ambassador to Panama Joseph S. Farland and other visitors look on.





Work on widening Gaillard Cut can be seen during a trip aboard launch *Las Cruces*.

organized, sponsored, or otherwise actively carried on through the Company Government and its units, are visits to the locks which lift and lower ships on their transits, cruises through Gaillard Cut aboard the sightseeing launch *Las Cruces*, visits to Summit Gardens and Contractors Hill, and, of course, the transcontinental operations of the Panama Railroad.

Some of these activities can be indulged on most any day and at any time, while others require special advance arrangements or planning, some being available on only certain days or during only certain hours of the day. Whatever your interests in the Zone, however, one or more of these activities can supply you and your family with entertainment and enjoyment.

Visits to the locks are one of the favorite activities of young and old alike, even among those who have been residents of the Canal Zone for many years and have visited the locks many times. As they will tell you, there is something endlessly fascinating about seeing huge ships quietly and effortlessly lifted or lowered from one level to another.

Visiting hours for the general public at Miraflores and Gatun Locks are from 9 a.m. to 5 p.m. daily, for either groups of several persons or a single individual making a casual visit. Bilingual tour guides from the locks security forces are on duty during these hours at both

sets of locks to explain the operation of the locks and give some of the history of the construction of the Isthmian waterway.

Trips aboard *Las Cruces*, the 64-foot sightseeing launch recently acquired by the Canal, can be made through a number of arrangements. The vessel is available for use of all officially recognized employee groups and organizations in the Canal Zone and the Republic of Panama, including tourist agencies, and may be used for day or nighttime trips, any day of the week.

The basic trip aboard *Las Cruces* is between Pedro Miguel Locks and Gamboa, a distance of about 9 miles, which embraces all of Gaillard Cut, the immense ditch which was cut through the Continental Divide to create a major portion of the waterway, and which now is being widened from 300 to 500 feet to provide for faster, safer transits by vessels using the Canal.

Charges for use of the launch vary, depending on the nature of the group or organization desiring to hire it. Complete information and applications for groups or organizations desiring to hire the launch may be obtained through the Administrative Branch at Balboa 2-3192.

In addition to use of the launch by groups or organizations, the Canal organization is, at present, with the cooperation of tourist agencies in Panama, offering once-a-week tours utilizing both the railroad and launch.

The Miraflores Observatory is a favorite spot for stargazers during dry season.



These trips, available to any individual at nominal cost, combine round-trip rail transportation from the terminal cities of Balboa and Cristobal to

Gamboa with a 2-hour cruise through Gaillard Cut on the *Las Cruces*. A qualified tour guide is furnished for the launch portion of the tour. Details about

From the picnic grounds atop Contractors Hill visitors can watch ships passing through the Canal below.



Shaded walks and wide variety of tropical plants are special attractions for visitors to Summit Gardens.



these tours, now being operated each Saturday morning, can be obtained from Panama Railroad ticket offices or any of the established tourist agencies in the Republic of Panama.

At Summit Gardens and high atop Contractors Hill on the west bank of the Canal at the Continental Divide, special picnic grounds have been provided for those who enjoy such outings. The Contractors Hill area, while providing a spectacular view of the Canal at this deepest point of excavation for the waterway, is rustic in nature, with only picnic shelters and tables provided.

The Summit Gardens areas set aside for picnicking are shaded by the vast assortment of tropical trees and other plants gathered from throughout the world and brought here for experimental growth and study of their development in the local environment.

The Gardens, located along Gaillard Highway a few miles south of Gamboa, are open to sightseers and picnickers daily during most of the daylight hours, during both the rainy and dry seasons. Tours of school children from both the Republic of Panama and the Canal Zone normally are scheduled Mondays through Fridays and require sufficient adult supervision by the person requesting arrangements for the tour.

Groups desiring to use the Gardens for picnics are required to apply to the Chief of the Community Services Divi-

sion, Drawer S, Balboa Heights, in writing, at least 7 working days in advance of the date for which reservation is desired. Such groups must show certification that they are a Canal Zone organization and must supply an estimate of the number of persons expected to attend the outing.

Small family groups also may use the picnic areas at the Gardens, on a less formal basis. A responsible member of the group must register at the Gardens office, which then will assign the group an area on a space-available, first-come, first-served, basis. Such small groups also may make advance reservations if they so desire by either calling or visiting the Gardens office.

These activities are, of course, only those actively sponsored by the Canal organization. Many others are available in the Zone and the Republic for those inclined to pursue them, including fishing in both fresh and salt water, swimming, skin-diving, shell-fishing, and a myriad of other activities ranging from visits to Barro Colorado by arrangement with Smithsonian Institution at Balboa 2485 to netting butterflies. So, on those dreary days when you lament that you "don't have anything to do," look around; maybe you can find something that will interest and intrigue not only you but the whole family for a day, a week, a month, or even a lifetime. Many others have.

E M P L C O N D U C T

REGULATIONS governing the conduct of employees of the Panama Canal Company and Canal Zone Government recently have been revised and reissued. Complete copies of the regulations now are being prepared in both English and Spanish and will be distributed to each employee this month.

Principal parts of the regulations are presented on this page and the next. Disciplinary action for violation of the regulations can range from a reprimand to a discharge for the employee involved. Clarification or further information about the regulations can be obtained at the office of the Personnel Director, Balboa Heights.

General Policy. The maintenance of high moral and ethical standards is essential to efficiency in the conduct of Company/Government business and to assuring confidence of the public in the Government of the United States. By the nature of its primary mission involving a public service to the commerce of all nations, and by virtue of the multitudinous functions and activities in the field of public and international relations necessary for the performance of that mission, the integrity of operations of the Panama Canal Company/Canal Zone Government must be above reproach. To accomplish this objective, all employees, wherever stationed, are expected and required to maintain moral and ethical standards in their personal conduct that will in no way reflect discredit on the U.S. Government or the Company/Government organization.

Conflict of Interest. A conflict of interest situation is one in which an employee's private interest, usually of an economic nature, conflicts or raises a reasonable question of conflict with his public duties and responsibilities. Following are specific examples of unlawful acts by a Government officer or employee under these laws:

To receive, or agree to receive, any

mission to engage in outside employment or other business activities on the Isthmus, must submit Form 222 to the Executive Secretary through the head of their bureau, division, or independent unit. Other employees must request such permission from the head of their bureau, division, or independent unit, who will either act on the request, or, in cases involving policy or

money or thing of value for giving to or procuring for any person any contract from the United States.

To receive, or agree to receive, any compensation for any services rendered before any department, agency, or officer of the United States in relation to any proceeding, contract, claim, or other matter in which the United States is interested;

To prosecute, or aid in the prosecution of, any claim against the United States other than in the proper discharge of his official duties;

To act for the United States in the transaction of business with any firm, corporation, or other business entity of which he is an officer or member or in which he has a pecuniary interest;

To receive any salary in connection with his services from any source other than the Government of the United States.

Dual Employment. U.S. citizen employees and employees in U.S. wage base positions desiring to apply for per-

other question, refer it to the Executive Secretary for consideration.

Membership in Organizations. Employees may join or refrain from joining employee organizations or associations, without interference, coercion, restraint, or fear of discrimination or reprisal, with the following exceptions:

They may not have membership in organizations or associations which directly, or by affiliation with other organizations or associations, impose upon them an obligation or duty to engage in, or assist in, any strike against the United States;

They shall not have membership in any political party or organization which advocates the overthrow of the constitutional form of the government of the United States.

Participation in Political Activities. Generally, U.S.-citizen employees are prohibited from:

Using official authority or influence for the purpose of interfering with an election or affecting its results;

Taking an active part in political

management or in political campaigns;

Soliciting or receiving any assessment or contribution for any political purpose from another employee or person;

Serving as officers or organizers of, or presiding over political meetings;

Making partisan political display (badges, buttons, etc.) while on duty conducting official business.

The following additional policies are prescribed respecting participation by employees in Panamanian political activities:

Employees residing in the Canal Zone who are not Panamanian citizens shall not engage in any form of Panamanian political activity.

Employees residing in the Canal Zone who are Panamanian citizens may exercise political rights guaranteed to them by Panamanian law. They may affiliate themselves with the political party of their choice, attend political meetings, and be free to vote in all elections. These privileges may be exercised subject to the following reservations:

No employee shall engage in Panamanian political activity in or from within the Canal Zone, or during duty hours, and employees shall not use their jobs or positions with the Company/Government in the advancement of Panamanian political activity.

Employee associations, organizations, labor unions, and other employee groups, organized and existing in the Canal Zone, shall not engage in Panamanian political activity.

Any employee who may be elected to political office in the Republic of Panama will be required to terminate his employment with the Company/Government.

Solicitation for and Acceptance of Gifts. Employees shall not solicit or accept, directly or indirectly, anything of economic value as a gift, gratuity, or favor, which is, or may appear to be, designed to in any manner influence official conduct. No gift shall be accepted whenever the officer or employee has any reason to believe that it would not have been made except for his official position or that the donor's private interests are likely to be affected by his actions or actions of the Company/Government.

Gifts to Superiors. Employees are forbidden by law from soliciting contributions from other employees for a gift to any official superior and from making a gift to any official superior. Official superiors are forbidden by law to receive any gift from employees receiving a less salary than themselves.

Awards From Foreign Governments.

Employees are prohibited from accepting any present, decoration, or award conferred or presented by any foreign government without the consent of Congress. Employees who receive information that they are to be tendered such gifts, decorations, or awards must report to the office of the Executive Secretary to receive instructions as to applicable laws and regulations.

Use of Official Information. Employees shall not disclose official information without appropriate authority and shall not use, or permit others to use, for the purpose of furthering a private interest, any estimate, information, promise, or agreement covering any work, contract, sale or business, or other transaction in which the U.S. Government, the Canal Zone Government, or the Panama Canal Company is or may possibly become interested.

Permission to Publish Articles. Employees shall obtain clearance from the office of the Governor before releasing for publication articles pertaining to Government activities in the Canal Zone.

Use of Property. Employees shall not use Company/Government property of any kind for other than official purposes. They also have a positive responsibility to protect and conserve all Company/Government property, including equipment and supplies entrusted to their care.

Payment of Debts. Employees are expected and required to pay their just debts and meet their proper financial obligations. Failure to meet such obligations, or any action or omission which causes continued annoyance and trouble, constitutes unsatisfactory conduct. The foregoing includes payment of Federal, State, and local taxes in accordance with the laws of the jurisdiction to whose taxing power he may be subject.

Loans From Subordinates. No employee shall borrow money from another employee over whom he exercises supervision, control, or authority.

Courtesy; Profane and Abusive Language. It is the duty of every employee to exercise consideration, self-control, tact, and courtesy in all dealings with the public and fellow employees. The use of profane and abusive language either by those in authority addressing subordinates, by employees serving customers, or by employee-customers addressing other employees who are in performance of their duties, is forbidden.

Nondiscrimination. No employee exercising Company Government authority shall discriminate against, or give undue preference to, any other employee with regard to appointments, promotion, awards, training, or any other personnel

action, by reason of race, color, creed, sex, marital status, physical handicap, national origin, or political belief, except as may be specified by law or regulation issued pursuant thereto.

Conduct in Quarters. Employees and other occupants of Company/Government quarters shall conduct themselves in such a manner as to avoid repeated justified complaints from their neighbors.

Lotteries. Any person within the Canal Zone who shall vend, sell, barter, or dispose of any lottery ticket; or be concerned in any wise in any lottery or scheme of chance by acting as owner or agent in the Canal Zone for or on behalf of any lottery or scheme of chance to be drawn, paid or carried on, either outside of or within the Canal Zone, shall be punished for the first offense by a fine of not more than \$1,000, or by imprisonment in jail for not more than 1 year, or both, in the discretion of the court, and for the second or a subsequent offense by both fine and imprisonment.

In addition to any fine or imprisonment, an employee of the Panama Canal Company or Canal Zone Government found guilty of violating the lottery laws will be dismissed from the service with general objections to reemployment by the Company/Government.

Use of Purchase Authority Cards. Purchase authority cards shall be used only by the person to whom they are issued or by wholly dependent and legal members of his immediate family actually residing with him.

Prohibition Against Misuse. Authorized holders of purchase authority cards shall take all necessary precautions to insure that the cards are not used in violation of these regulations. This prohibits assisting any other person in any manner in violating the letter or intent of these regulations. The sale, loan or other transfer of purchase authority cards is expressly prohibited. So-called "commonlaw wives" are not entitled to use these cards.

Display of Purchase Authority Cards; Surrender in Certain Cases. Purchase authority cards shall be shown upon making purchases of goods or services, or when specifically requested by any manager, cashier, or clerk of Company/Government sales or service establishment where the purchase is being made; Canal Zone Contraband Control Inspector; or member of the Canal Zone police force.

The personnel listed above may examine any purchase authority card and, in the exercise of their discretion, retain any card issued by the Company/Government. Cards which are retained shall be forwarded promptly to the
(See p. 19)

Worth Knowing

FILMING of a 30-minute informational and educational film about the Panama Canal is starting this month. Six representatives of Bay State Film Productions, Inc., were to arrive on the Isthmus January 2 to start production work on the film, which is being made for the Panama Canal Company.

For the next several weeks, cameramen of the Springfield, Mass., film company will be shooting footage throughout the Zone. The representatives of the firm scheduled to arrive January 2 are Morton H. Read, president of the corporation; Edward R. Knowlton, who wrote the script for the film; Harold M. Fischer and A. Herbert Wells, cameramen; Mrs. Read and Mrs. Wells.

REGULATIONS governing payment for home leave travel recently have been revised to incorporate a recent ruling by the Comptroller General of the United States relating to the amount of time which must be spent in the country, territory, or possession in which the place of actual residence is located.

The new regulations affecting Canal employees require that if leave is taken at a location other than the country, territory, or possession in which the actual residence is located, the travel voucher must show the period of time spent in any other place or places visited. To qualify for allowable travel and transportation expenses, the employee must spend at least one-fourth of the period of home leave in the country, territory, or possession in which the actual place of residence is located. Time spent in uninterrupted travel by the authorized route and mode is not counted as part of the required 25 percent.

THE FIRST distribution of funds from the 1961 United Fund drive is to be made this month to the 20 participating agencies, officials of the voluntary fund drive have announced.

More than \$140,000 was collected in

the fund drive, which ended December 2. This was more than ever collected and pledged in any previous drive.

The funds to be received by the 20 participating agencies during 1962, with only one exception, will be the

same as the individual goals established for them by the committee which reviewed requests and established the goal of the 1961 fund drive. The lone exception is United Seaman's Service, which will receive \$63.50 instead of the \$60 budgeted for it, because of individual donors' requests that their contributions be credited to that agency.

As the 1961 fund campaign ended, Governor Carter, who serves as President of the Canal Zone United Fund, expressed his personal appreciation to all volunteers who worked on the drive and to the thousands of contributors who have made it possible for the participating agencies to continue their programs during the coming year.



Lt. Gov. W. P. Leber greeted a group of students from the Agricultural and Industrial School at Divisa when they visited the rotunda of the Administration Building at Balboa Heights last month during a tour of the Canal Zone as guests of the Company/Government. Lieutenant Governor Leber, speaking in Spanish, welcomed the students to the Zone, and Bill O'Sullivan, official translator of the Canal organization, explained the murals in the rotunda which depict construction of the Isthmian waterway. During their stay in the Zone, the students also visited Summit Gardens and Miraflores Locks. Professor José A. Vásquez was the leader of the visiting group.

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Agency	Contributions and pledges	Goal	Percentage of goal achieved
Army.....	\$24,145.51	\$24,125	100
Navy.....	4,000.30	4,000	100
Air Force.....	4,411.81	5,000	88
Panama Canal Company/Canal Zone Government..	68,384.57	71,700	95
Other Government agencies.....	2,194.64	1,875	117
Special gifts:			
Contributions.....	18,012.79	18,300	98
Activities.....	19,108.13	20,000	96
Total.....	\$140,257.75	\$145,000	96.7



—SAFETY

For You, My Son



MY DEAR SON:

This is a big day for you. It's been a long wait, but now you've passed the test. Now you are a licensed driver.

According to the officer who tested you, you are "pretty sharp." Your written test proved that you've made a careful study of the traffic regulations and have absorbed a lot of knowledge about safe driving.

But will you always be willing to apply that knowledge?

You admire speed. We realize that you have been born into an age in which speed is considered important. Millions of dollars have been spent on freeways and big highways, so we can get places faster. Designers of automobiles have done a great deal to make automobiles safer. But excessive speed cannot be made safe. It ranks with many diseases as a destroyer of lives. It is more ruthless than war. It leaves hopeless invalids and broken hearts in its wake. It wipes out entire families. And it has a scornful disregard of who was at fault.

You've never been a coward, my son, but I hope you have a healthy fear of speed. You've never harbored hatred in your heart, but I hope you hate the type of person for whom speed is a god.

Are you ready to be a driver?

There will be times when you will be called "chicken" for not "dragging;" or for not pushing your foot clear to the floor, just to see how fast she will go. If you have any manhood in you, these childish dares will be easy to squelch. Refusal to follow the crowd under such circumstances is a testimony to your maturity, your adulthood.

Other lives will be entrusted to your care: When you take a girl on a date, when you take younger children to school, when you drive friends to football games. It will be up to you to prove what kind of person you really are and

a major test will be the care you use for the benefit of others.

As a small boy, you learned to be considerate of others. Being a good driver is, to a large extent, a matter of being considerate. No book on traffic has yet been written that does not embrace the words of the Golden Rule: "Whatsoever ye would that men should do to you, do ye even so to them."

People with little minds, people who think it is cute to break a law, people who have an artificial sense of bravery because they aren't afraid of "cops," have no business behind the wheel of a car. They feel that the law does not apply to them. Their personalities usually are warped by self-conceit, arrogance, selfishness, and cowardice.

If the horsepower of an engine gives you a false feeling of strength and power, you are not ready to drive. Brainpower is more important than horsepower, and always will be. Your car can be a means of transportation, or it can become a deadly weapon. It depends on you.

You and I were together one day when an officer slowed us to a stop

because of an accident on the road ahead. "Try not to look as you go by," he said. "It even turned my stomach."

You saw what he meant. Your face mirrored shock. You were sickened by the sight of what had been a handsome car, an equally handsome man. All that was left had to be hauled away—the shattered body to a mortuary, the smashed car to a junkyard.

You understood when we told you that you had to wait for a driver's license until you had earned and saved the money to pay the extra cost of insurance for a "male driver, under 25." You are 17; other boys have driven since they were 16. We are glad that you understood our viewpoint. You accepted responsibility as well as the pleasure of driving. We love you too much to turn you loose, unprepared, in today's world of wheels. Decency and competence are respected and demanded of every driver, regardless of age. You are no exception.

We, as your parents, have faith in you, Son. We know you would not willingly hurt anyone. But remember, please remember, that one careless moment in

ACCIDENTS

FOR
THIS MONTH
AND
THIS YEAR
—
NOVEMBER

ALL UNITS

YEAR TO DATE



FIRST AID
CASES

'61 239

'60 221

3288(397)

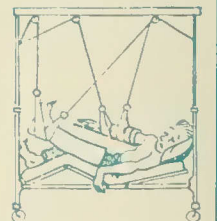


DISABLING
INJURIES

'61 15

'60 15

126(4)



DAYS
LOST

'61 284

'60 531

131 12888(58)15029

() Locks Overhaul injuries included in total.

your driving might mean crippling injuries or death for someone.

And for my sake, don't let anything happen to you, either. Think of others when you drive, and look out for them. Not all of them care; not all of them have the right to drive; not all of them have the sense and sensitivity required to appreciate or care about the damage they can do. Don't let them hurt you. Be ready to stop. Be ready to get out of their way. Anticipate disaster and avoid it.

When you step into a car, you no longer are a boy, you are an adult with adult responsibilities. You have been granted a man's privilege; be a man in the way you use it.

May God bring you safely home, always, my son.

Your loving FATHER.

(Continued from p. 16)

Executive Secretary with report of the circumstances involved.

Loss of Purchase Authority Cards. Holders of purchase authority cards shall, in accordance with instruction on the card or other published instructions on the subject, promptly report the loss or theft of their card.

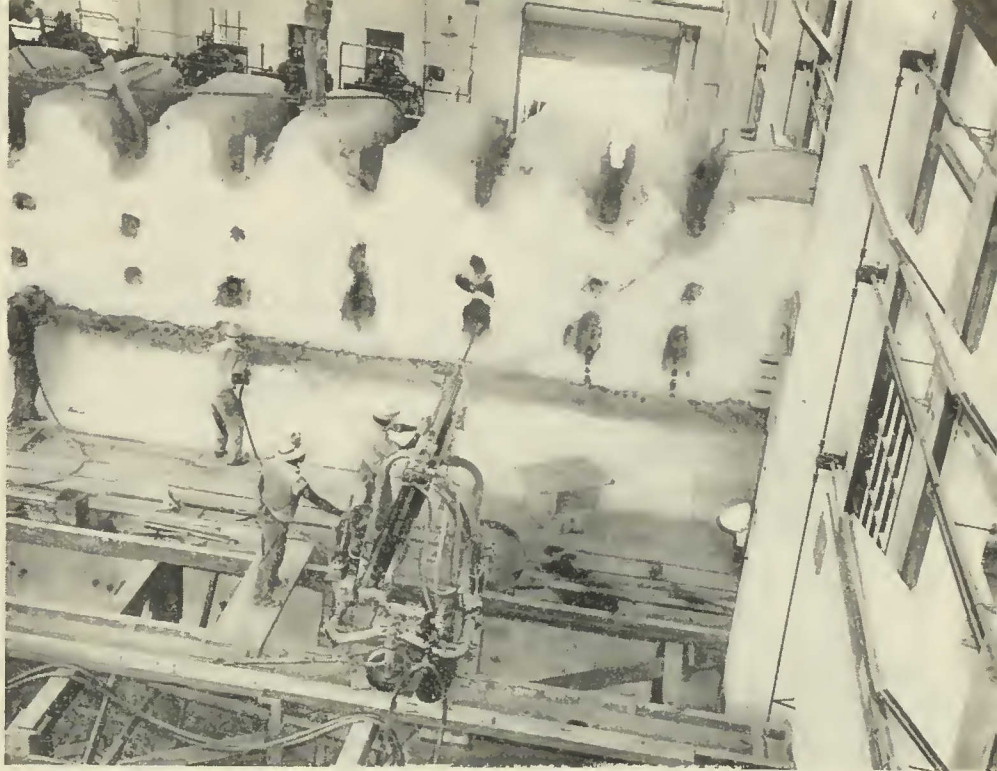
Use of Goods or Services Obtained with Purchase Authority Cards. Goods (except gasoline—see below) or services obtained through the use of purchase authority cards are for the personal use of the person for whom the privilege is authorized and or the wholly dependent and legal members of his immediate family actually residing with him. ("Personal use" is construed to include the normal use of goods or services by one's own servants or bona fide guests.)

Gasoline Purchases. Gasoline purchased in Panama Canal Company stations shall be used only in the vehicle into which the gasoline is dispensed. Such vehicles shall be operated only by persons having purchase authority, unless the vehicle is occupied by the owner or one of his dependents. Private vehicles operated with gasoline purchased in Canal Zone stations may not be used for commercial purposes.

Excessive Purchases. Purchase of quantities of any goods in excess of normal needs or in excess of established "maximum-sale quantities" is prohibited.

Canal Zone Retail Stores. Entrance into Panama Canal Company retail stores is restricted by law to persons having authority to purchase therein.

Credit Information. Information for credit purposes regarding an employee's status, including information as to position, salary, and length of service, will not be furnished to third persons except pursuant to written authorization signed by the employee concerned.



Workmen with pneumatic drills cut wall into 18-ton slabs for removal from station.

BATTLING A BLAST WALL

THE GREAT WALL of China may have been far bigger in many ways, but Canal engineers doubt that it was any stronger or otherwise more solid than a reinforced concrete "blast wall" now being removed from the Miraflores Power Station.

The "great wall" of Miraflores is 8 feet thick, 24 feet high, and 76 feet long. It was built at the beginning of World War II to protect the three diesel-electric generators housed at Miraflores from bomb splinters.

Officials of the Maintenance Division, faced with the task of removing the wall to make room for two new 10,000-kilowatt gas turbogenerators, considered a number of ways in which the wall could be demolished without tearing down the whole power station building, but finally settled on pneumatic drills.

Workmen now are cutting the "great wall" into huge slabs of solid concrete, each 4 feet wide, 8 feet thick, and 8 feet high. Sliced from the wall by use of pneumatic drills, pried loose with rock jacks, then lifted out with hoisting

equipment, each of the blocks weighs approximately 18 tons.

Work on the wall was started in November and the Maintenance Division reports it will take a work force of 10 men, working 8 hours a day, until the end of February to completely demolish the massive wall.

The use of pneumatic drills was decided on after several other possible methods were rejected, including the possibility of controlled blasting. Painstaking and time-consuming as it is, the method being used is considered to be the least expensive and dangerous. Controlled blasting was rejected because of the possibility of damage to the diesel electric generator and other equipment still housed in the power station on an emergency, standby basis.

One of the two new gas turbogenerators will be delivered in the Canal Zone about September of this year. First of their kind to be purchased by the Canal, the two new units will increase the power-generating potential in the Zone by approximately one-third.

ANNIVERSARIES

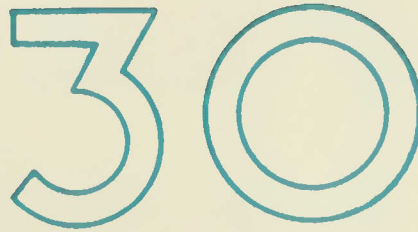
(On the basis of total Federal Service)

ENGINEERING AND CONSTRUCTION BUREAU

Eliseo Avila
Engineering Survey Aid
William Nurse
Floating Plant Water Tender

HEALTH BUREAU

Harold Boreland
Clerk
Wilbur C. Dunscombe
Supervisory Chemist



MARINE BUREAU

Roy C. Stockham
Chief, Locks Division
George K. Hudgins
Pilot
Ernest S. Glasgow
Boatman
Gabriel James
Deckhand
Leonard V. McLeod
Launch Seaman

SUPPLY AND COMMUNITY SERVICE BUREAU

Ucaston A. Barelay
Dairy-Utility Leader

TRANSPORTATION AND TERMINALS BUREAU

Eustace S. Lewis
Guard

ADMINISTRATIVE BRANCH

Pascual Morán
Laborer Cleaner
Julio C. Montes
Laborer Cleaner

CIVIL AFFAIRS BUREAU

Rafael L. Medrick
Detention Guard
Juan A. Cazorla
Liaison Agent
Jack E. Smith
Police Private
Beryl Waller
Dressing Room Attendant
Lester S. Chase
Detention Guard
Andrés López
Laborer Cleaner
Archie Manikas
Police Private

ENGINEERING AND CONSTRUCTION BUREAU

Felipe K. Ben, Jr.
Civil Engineer
Harris A. Hinds
Clerk
José A. Ortega
Floating Plant Oiler
Louis Davis
Electrician
Herman G. Myles
Oiler
Juan F. Hunt
Joiner
Luciano Campbell
Helper Electrician
George D. Beckles
Seaman
George W. Lambert
Heavy Laborer
José I. Aquino
Maintenance Man
Victor M. Márquez
Seaman
Homer E. Welsh
Clerk-Typist
Jorge Juárez
Seaman

HEALTH BUREAU

Daisy Thompson
Nursing Assistant
Albert S. Clarke
Nursing Assistant
Merries R. Panther
Formula Room Attendant
Gaspar C. Loredó
Nursing Assistant
Henry W. Francisco
Housekeeping Aid
Estel A. Burke
Clerk
Humberto Paz
Medical Radiology Technician
Tomás Martínez
Heavy Pest-Control Laborer

INTERNAL SECURITY OFFICE

Blanche A. McIntire
Personnel Security Specialist

MARINE BUREAU

Roland C. Casanova
Joiner
Jerome B. Howard
Ramp Operator
Joseph C. Gagnon
Lock Operator Engineman
Pascual Gerardo
Helper Lock Operator
Rowan H. Bailey
Lock Operator Machinist
John R. McGlade
Lock Operator Machinist
Alfredo Coco
Helper Lock Operator
Daniel Pérez, Jr.
Helper Lock Operator
Jorge A. Coto
Deckhand
B. N. Marroquín
Helper Lock Operator
Jorge E. Pacheco
Seaman
Felipe A. Villalta
Floating Plant Oiler
George E. Mitchell
Lock Operator Machinist

Daniel B. Rambo
Lock Operator Iron
Worker-Welder

OFFICE OF THE COMPTROLLER

William Raveneau
Bookkeeping Machine
Operation Supervisor

PERSONNEL BUREAU

Cecile L. Demers
Qualifications Rating Clerk

SUPPLY AND COMMUNITY SERVICE BUREAU

James R. Shirley
Administrative Assistant
Joyce E. Cadogan
Clerk
Tomás Alfonso
Scrap Materials Sorter
Sylvyn F. Facey
Retail Store Sales Checker
Anastacio Ríos
Heavy Laborer
Hilda Barnes Reid
Food Service Sales Checker
Winston H. Haughton
Leader Painter
Walford L. Archer
Grocery Worker
Lester A. James
Stock Control Clerk
Isoline Trotman
Sales Clerk
Luis Andrión
Milk Cooling Machine
Operator
Gladys A. Francis
Sales Clerk
Pearl M. Raymond
Retail Store Sales Checker
Anita C. Alexander
Sales Clerk
José L. Díaz
Electrical Equipment
Repairman
Rafael Ipiña
Garbage Collector

Priscilla Smith
Sales Clerk
George A. Jackman
Warehouseman
Raymond A. Weeks
Grounds Maintenance
Equipment Operator
Ricardo Avilés
Laborer
Daisy Walker
Food Service Sales Checker
Amelia Paddy
Housekeeping Assistant
Nora Jamieson
Sales Clerk
Gilberto Cabrera
Heavy Laborer
Apolonio Serrano
Stockman
Gabriel Villeda
Clerk
Margarito Cruz
Flame Scrap Cutter

TRANSPORTATION AND TERMINALS BUREAU

Theodore Forbes
Clerk-Typist
Daniel Labrence
Helper Machinist
Helen E. Chisholm
Accounting Technician
Peter Hotsko
Clerical Assistant
Leo M. Collymore
Truck Driver
Pascual Arosemena
High Lift Truck Operator
Donald A. Clarke
Clerk Checker
Victor Macea
High Lift Truck Operator
Octavio Medina
Guard
Mary A. Baldwin
Accounts Maintenance Clerk
Pablo Bonilla
Truck Driver
Richard G. Condon
Train Dispatcher

PROMOTIONS AND TRANSFERS

November 10 through December 10

EMPLOYEES who were promoted or transferred between November 10 and December 10 are listed below. Within-grade promotions and job reclassifications are not listed.

ADMINISTRATIVE BRANCH

Harold L. Anderson, from Supervisory Administrative Officer, to Administrative Officer.

Mayra I. Caropresso, from Translator, Typing, to Translator.

Elvera N. Breakfield, from Supervisory Accounting Clerk, to Supervisory Clerical Assistant, Printing Plant.

CIVIL AFFAIRS BUREAU

Bernard J. Craig, Jr., from Substitute Window Clerk, Postal Division, to Police Private, Police Division.

Eusebio Ortiz, from Truck Driver, Motor Transportation Division, to Firefighter, Fire Division.

Jane A. Gruver, from Substitute Teacher, to Elementary and Secondary School Teacher, Division of Schools.

Postal Division

Robert S. Herr, from Administrative Aid to Director of Posts, to Assistant Director of Posts.

Joseph T. Kozlowski, from Window Clerk, to Custodian, Postal and Philatelic Stock.

David C. Rose, from Air Mail Tour Foreman, to Mail Handling Unit Foreman.

Charles A. Mockus, from Distribution Clerk, to Mail Handling Unit Clerk.

ENGINEERING AND CONSTRUCTION BUREAU

Dredging Division

John W. Litton, Marine Machinist, from Industrial Division.

Abe L. Lincoln, Claud M. Kreger, Stephen L. Dukes, George T. Crook, from Leader Core Drill Operator, to Leader Sub-Aqueous Core Drill Operator.

Alejandro Montenegro, from Seaman, to Launch Operator.

Juan Justiniani, Aristides López, from Heavy Laborer, to Seaman.

José Córdoba, from Laborer, Supply Division, to Floating Plant Fireman.

Alejandro Gil, from Dock Worker, Terminals Division, to Laborer Cleaner.

Morty K. Blanchard, from Seaman, to Leader Seaman.

Cecil L. Miller, from Firefighter, Fire Division, to Truck Driver.

Vernon M. Findlater, from Floating Plant-Boom Oiler, to Launch Operator.

Electrical Division

Stanwood O. Specht, from Supervisory Operating Power Engineer, to Supervisor, Mechanical Power System.

Beatriz A. Kwai Ben, Clerk-Typist, from Wage and Classification Division.

Marguerite Runk, from Supervisory Typing Clerk, to Clerical Typing Assistant.

David C. Ryan, John A. Barbour, Harold M. Fraser, from Lead Foreman Electrician, to Lead Foreman Central Office Repairman.

Alfred Tulle, from Electroplater, Limited, to Electroplater.

Alberto L. Brown, from Messenger, Officer of General Manager, Supply Division, to Clerk.

Basil C. DeSousa, from Counter Attendant, Supply Division, to Laborer Cleaner.

Maintenance Division

Jules A. Lelaidier, from Liquid Fuels Gauger, Terminals Division, to Water System Controlman.

Anthony R. Lombroia, from Lead Foreman Joiner, to General Buildings Foreman.

Albert H. Plumer, from Refrigeration and Air Condition Mechanic, to Leader Refrigeration and Air Condition Mechanic.

Robert B. Grier, from Lock Operator Machinist, Locks Division, to Maintenance Machinist.

William W. Spencer, from Lead Foreman, Quarters Maintenance, to Leader Electrician.

Burman S. Spangler, from Lead Foreman, Hospital Maintenance, to Lead Foreman Joiner.

Phra A. Ashby, from Lead Foreman, Hospital Maintenance, to Leader Plumber.

Arundel A. Hall, from Clerk, to Supervisory Clerk.

Thomas McGowan, from Heavy Laborer, to Helper Heavy Duty Equipment Mechanic.

Matildo Tuñón, from Dock Worker, Terminals Division, to Laborer.

Joseph E. Brown, from Railroad Trackman, Railroad Division, to Laborer.

HEALTH BUREAU

Gorgas Hospital

Clifford A. Dottin, from Service Station Attendant, Supply Division, to Housekeeping Aid.

David L. Matthews, from Utility Worker, Supply Division, to Kitchen Attendant.

Talbert Weeks, General Medical Technician, from Coco Solo Hospital.

Coco Solo Hospital

Enrique A. Brown, from General Medical Technician, to Medical Technologist.

José Bermudez, Roy A. Watson, from Pharmacy Helper, to Pharmacy Assistant.

Teresita Quirós, from Clerk, to Clerk-Typist.

Santiago S. Morrice, from Housekeeper, to Lead Foreman Hospital Laborer.

Corozal Hospital

Eugenio Beauville, from Nursing Assistant, Psychiatry, to Hospital Recreation Assistant.

Gloria F. Atherley, from Seamstress, to Production Seamstress.

MARINE BUREAU

Lionel M. Smith, from Helper Shipwright, to Storekeeping Clerk, Industrial Division.

Robert L. Husband, from Towboat or Ferry Master, to Pilot-in-Training, Navigation Division.

Locks Division

Peter J. Barr, from Fire Sergeant, Fire Division, to Guard.

James E. Stuart, from Supervisory Storekeeping Clerk, to Statistical Clerk.

William A. Muller, from Electrician, to Lock Operator Electrician.

Norman Blandford, Carlos F. Master, José Cerda, Antonio Jiménez, Gilberto Morales, Henry O. Bailey, Alexander Johnson, Howard L. McKenzie, Albert E. Waithe, Juan Joseph, Julio Avila, from Helper Lock Operator, to Line Handler.

Justo E. Jaslin, James S. Best, from Line Handler, to Helper Lock Operator.

Fulgencio Martínez, Virgilio Vega, John

Lake, from Heavy Laborer, to Line Handler.

OFFICE OF GENERAL COUNSEL

Paul T. Dunn, from General Attorney, Admiralty, to General Attorney.

W. Allen Sanders, from General Attorney, Legislation, to General Attorney.

OFFICE OF THE COMPTROLLER

Grace E. MacVittie, from Travel Expense Claims Examiner, to General Claims Examiner.

Accounting Division

Manuel S. Rivera, from Office Machine Operator, to Bookkeeping Machine Operator.

Coolidge E. Seantlebury, from File Clerk, to Accounting Clerk.

PERSONNEL BUREAU

Ramiro Zaldivar, from Constable, Magistrate's Court, Cristobal, to Debt Counselor.

Canal Zone Central Employment Office

Norman A. Eversley, from Clerk, Maintenance Division, to Mail and File Clerk.

SUPPLY AND COMMUNITY

SERVICE BUREAU

Supply Division

Clayton J. Auble, from Commissary Store Manager, to Merchandise Management Officer.

Michael S. Brzezinski, from Accounts Maintenance Clerk, Industrial Division, to Accounting Assistant.

Alfred A. Shoy, from Stock Control Clerk, to Clerk, Office of General Manager.

Silvano Batista, from Heavy Laborer, Community Service Division, to Baker.

Oliver E. Thorne, from Helper Optical Worker, to Optical Worker.

Sadie D. Belle, from Clerk, to Office Machine Operator.

Alfred C. Drakes, from Storekeeping Clerk, to Leader Stockman.

Sybil M. Miller, from Food Service Sales Checker, to Stock Control Clerk.

Clifford A. Hylton, from Waiter, to Guest House Clerk.

Ronald A. Johnson, from Pinsetter, to Counter Attendant.

Ernesto C. Anderson, Lester J. Clement, Leonard J. Blychanton, from Package Boy to Utility Worker.

Harold E. Smith, Joslyn O. Barriteau, Alvin H. Barber, Bradley A. Coartney, from Package Boy to Sales Clerk.

Alton C. Grant, from Utility Worker, to Counter Attendant.

Enid M. Dignam, from Sales Clerk and Theater Ticket Seller, to Snack Bar Operator and Ticket Seller.

Arthur S. Davis, from Package Boy to Messenger, Office of General Manager.

Cecil W. Houghton, from Warehouseman, to Storekeeping Clerk.

José J. Estrada, from Heavy Laborer, to Warehouseman.

Esteban J. Lowe, from Utility Worker, to Baker.

Simeon Blake, from Waiter, to Utility Worker.

Cayetano Carrasco, from Dairy Laborer, to Milk Cooling Machine Operator.

Fulgencio P. Quinones, from Storekeeping Clerk, to Lumber Inspector Assistant.

(See p. 22)

CANAL HISTORY

50 Years Ago

PLANS for the second census of the Canal Zone were completed in January 1912, with the headcount to start on February 1 and expected to take about 2 months. The census was to include enumeration of all residents of the Canal Zone and all employees of the Canal and Panama Railroad living in Colon, Panama, Portobelo, and other points outside the Canal Zone but in Isthmian territory. The first census, completed in mid-1908, showed a population in the Zone of 50,003, of which 24,296 were employed by the Canal or railroad.

It was reported that Isthmian weather during 1911 had been characterized by a general deficiency in rainfall, relative humidity, and cloudiness, with total rainfall being below normal at all stations. In Colon, rainfall for the year totaled 112.75 inches, with rain being recorded on 253 days. On the Pacific side of the Isthmus, the rainfall was 64.10 inches, with rain being recorded on 170 days. The Culebra station reported 78.84 inches of rain for the year and 189 days on which rain was recorded.

The removal of the fourth and last of the concrete placing cranes from Pedro Miguel Locks began on January 30.

The crane, which had been used in the east chamber, was to be moved to Miraflores for use in the east chamber of the lower lock. The side and center walls of Pedro Miguel Locks were practically complete.

The visit to the Isthmus on January 10 of retired Lt. Gen. Sir Robert Baden-Powell of the British Army, founder of the Boy Scout movement, resulted in a revival of interest in the movement on the Canal Zone. It was reported that 75 Scouts were enrolled in the Zone.

25 Years Ago

THE ANNUAL appropriation for the Panama Canal was reduced more than a half-million dollars from the level of the previous year by President Roosevelt in his budget message to Congress. The budget for fiscal year 1937, as established in the budget message, was \$8,519,000, compared to \$9,149,201 for 1936. Of the total, \$6,361,000 was marked for maintenance and operation of the waterway, while \$2,158,000 was for improvements and construction.

It was announced that traffic through the Canal in November and December 1936 showed a decided decrease from the level of previous months as a result of a shipping strike which had paralyzed

ocean traffic on the west coast of the United States since October. It was estimated that the strike cost the Canal more than \$1 million in tolls.

One of the most severe slides in a number of years occurred in the Cut on the night of January 14, following an unusual January cloudburst which flooded Balboa with a record dry season rainfall of 2.06 inches in 1 hour. The slide narrowed the channel to 100 feet in one section. Traffic was delayed only 1½ hours to permit examination, but two Canal dredges started work immediately to remove the slide material from the channel.

10 Years Ago

THE SELECTION of William H. Dunlop as Finance Director for the Canal enterprise and approval of plans to establish a Comptroller's Office to supersede the existing Management Division were announced at Balboa Heights in January 1952, following the annual meeting of the Panama Canal Board of Directors.

The reorganization of the Panama Canal administrative machinery the year before necessitated basic changes in the fiscal structure of the enterprise and development of an appropriate corporate accounting system to provide cost data necessary to determining tolls and other rates charged for goods and services provided by the Panama Canal Company. President Truman told Congress in his budget message. The President said plans called for all rates for goods and services, except tolls paid by vessels, to be increased enough by March to put the Company's operations on a self-sustaining basis.

1 Year Ago

RESIDENTS of the Canal Zone were getting ready for their traditional participation in Isthmian Carnival events, with plans announced for raising of the blue and white flag in the Zone early in February.

The *John F. Wallace*, first of the Panama Canal's three new and more powerful tugs arrived at Cristobal early in the month. The new vessel had participated in a rescue mission involving a group of Cuban refugees off the coast of Florida during her trip from Savannah, Ga., to the Zone.

RETIREMENTS

RETIREMENT certificates were presented at the end of December to the employees listed below, with their positions and years of Canal service:

Frank J. Aspesi, Towing Locomotive Operator, Locks Division; 17 years.

Epifanio Barsallo, Heavy Laborer, Maintenance Division; 34 years, 5 months, 11 days.

Felicitio Batista, Heavy Laborer, Maintenance Division; 35 years, 2 months, 4 days.

Charles Brown, Laborer Cleaner, Community Services Division; 23 years, 9 months, 21 days.

Martin A. Bugalski, 2nd Assistant Engineer, SS "Cristobal," Water Transportation Division; 29 years, 23 days.

Amar Chand, Dock Worker, Terminals Division; 31 years, 5 months, 26 days.

Estella L. Clayton, Nursing Assistant, Psychiatry, Corozal Hospital; 34 years, 10 months, 9 days.

Cecilia Croker, Laundry Checker, Supply Division; 40 years, 5 months, 12 days.

Elsie Z. Halliwell, Elementary and Secondary School Teacher, Division of

Schools; 32 years, 24 days.

Fitzgerald Henry, Laborer Cleaner, Community Services Division; 37 years, 10 months, 23 days.

George A. Henry, Carpenter, Maintenance Division; 46 years, 2 months, 1 day.

Septimus James, Leader Boatman, Locks Division; 39 years, 3 days.

Juan Méndez, Laborer Cleaner, Community Services Division; 43 years, 9 days.

Ralph H. Otten, General Architect, Engineering Division; 22 years, 1 month, 6 days.

Beresford Phillips, Cement Finisher, Maintenance Division; 35 years, 9 months, 17 days.

Albert E. Prince, Storekeeping Clerk, Supply Division; 39 years, 11 months, 4 days.

John Simms, Deckhand, Port Captain's Office, Cristobal; 24 years, 3 months, 21 days.

John A. Sterling, Cement Finisher, Maintenance Division; 28 years, 9 days.

Richard Connell, Oiler Floating Plant, Dredging Division; 47 years, 6 months.

Manuel Salazar, Line Handler, Terminals Division; 16 years, 11 months, 2 days.

SHIPPING

Navigation Chief Named

CAPT. CLAUDE S. FARMER, USN, Balboa Port Captain, has been appointed Chief of the Navigation Division, in addition to his duties as Port Captain. The office of Chief of the Navigation Division recently was reactivated by Governor Carter.

In his additional position, Captain Farmer will be responsible to Capt. Richard G. Jack, Marine Director, for all matters solely or chiefly concerned with the transiting of ships through the waterway, except operation of the locks.

One of the new duties to be handled by the office of the Chief of the Navigation Division is examination for and issuance of licenses for private small-boat operators. Administrative details concerning such licenses, which are

required for all persons operating any type of inboard or outboard motorboat in Canal Zone waters, previously were handled in the Office of the Marine Director.

New Bulk Carrier

THE 35,000-deadweight-ton bulk carrier *Janecke Maersk*, first of two vessels of its type to be ordered in Japan by A. P. Moller of Copenhagen, was due to arrive at the Canal the last part of December on her maiden voyage from Japan to Norfolk.

The two vessels reportedly were ordered under a long-term charter with Japanese iron and steel companies to carry coal from the United States east coast to Japan.

The ship was built at the Tsurumi Shipyard of Nippon Kohan, where the keel of the sister ship also was laid. The second ship is due for delivery in February. C. B. Fenton & Co. represents the Maersk Line at the Canal.

Liberte To Transit

THE FORMER French liner *Liberte*, one of the world's largest ocean liners, will arrive at the Panama Canal during the last part of January as a dead tow on her way to the west coast of the United States.

At Seattle, the once proud member of the French Line fleet will be used as a floating hotel, restaurant, and theater for visitors to the Seattle World's Fair, which opens in April.

A RECENT ADDITION to the world fleet of superships which must be classified as "clear Cuts" for passage through the Panama Canal recently transited the waterway on her maiden voyage from Japan, where she was built in the Kure Shipyards. The vessel, named the *Ore Venus*, was constructed for National Bulk Carriers. She is 751 feet long and 102 feet wide. The photograph at the bottom indicates her length in comparison to the 1,000-foot long chambers of the Canal locks, while the narrow ribbon of water alongside her in the photo at left shows how snugly she fitted between the lock walls, with only 4 feet to spare on each side. She was represented at the Canal by Panama Agencies.

TRANSITS BY OCEAN-GOING VESSELS IN NOVEMBER

	1960	1961
Commercial.....	859	891
U.S. Government.....	18	15
Free.....	11	4
Total.....	888	910

TOLLS*

Commercial.....	\$4,303,756	\$4,444,586
U.S. Government.....	75,508	77,726
Total.....	\$4,379,264	\$4,522,312

CARGO**

Commercial.....	5,163,010	5,232,796
U.S. Government.....	36,598	99,216
Total.....	5,199,608	5,332,012

*Includes tolls on all vessels, ocean-going and small.
**Cargo figures are in long tons.

The ship, which was sold to the Northwest Leasing Co. of Seattle for \$2.5 million, is to leave Le Havre on January 15 for her long trip from Europe. She will be towed the entire distance.

The 51,839-ton ship has sailed under three flags—German, United States, and French. She has been sunk and raised twice during her long career. The first sinking occurred in 1928 when she was being fitted out in Bremen for her maiden voyage as the North German Lloyd liner *Europe*. The second sinking was in 1946 at Le Havre, just before being taken over by the French. She has been in service with the French Line since 1952 and made her last trans-Atlantic voyage in November from New York to France.



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