



El Malcriado

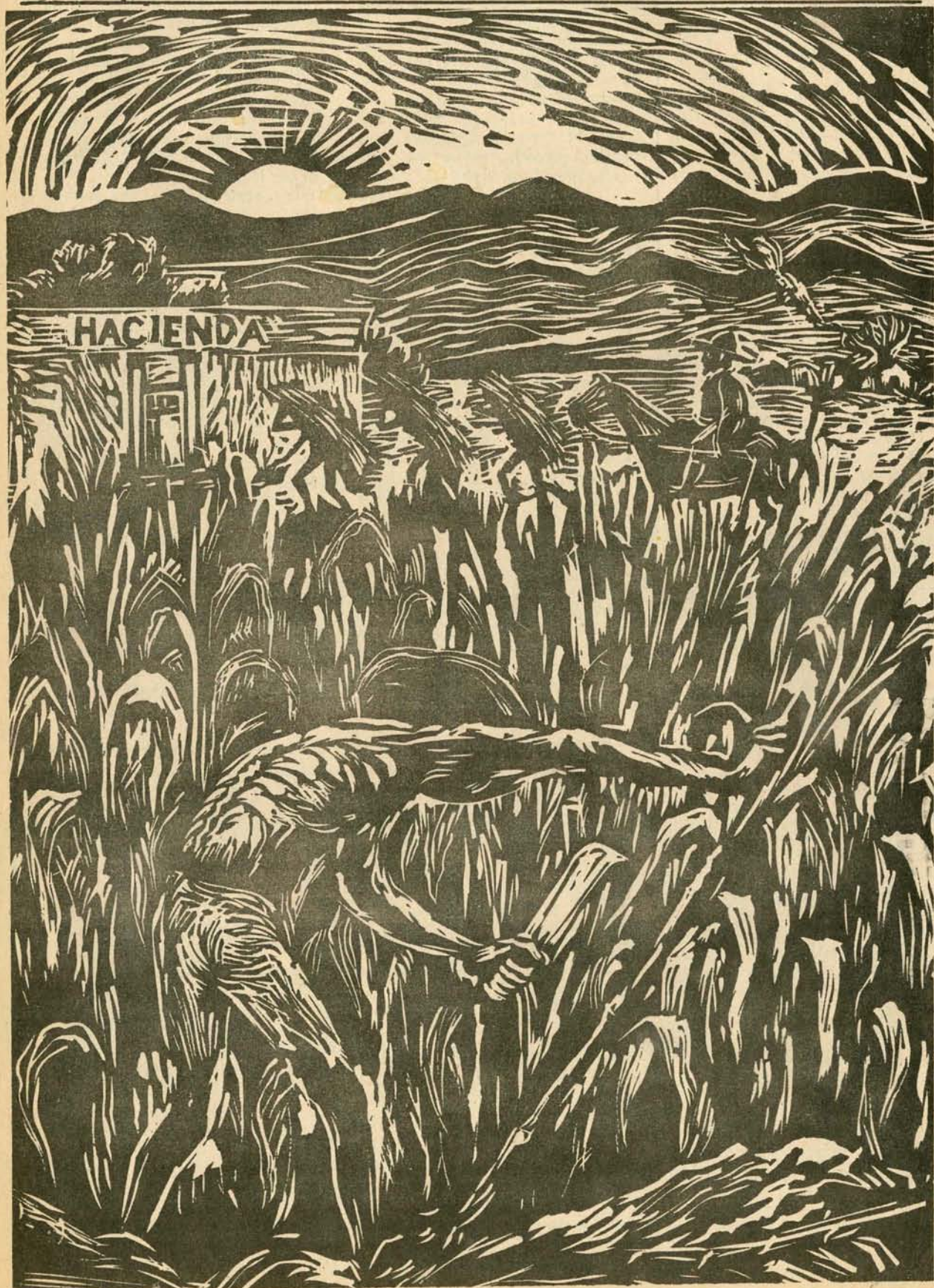
THE VOICE OF THE FARM WORKER

10¢

IN ENGLISH

Volume 11, Number 14  Delano, California

Sunday, September 15, 1968



in this issue

<i>Court Questions Poison Infjunction.</i>	6
<i>Special Benefits Fund Nears Completion.</i>	8
<i>Cranston calls for Workers' Rights</i>	11
<i>Catholic Leaders Shun Grapes.</i>	14
Our Cover: "El Peon Acasillado" Woodcut by Arturo Garcia Bustos	

A few complete sets of EL MALCRIADO, Volume I, are available for collectors and historians. A complete set of the English edition, beginning with Volume I, number 17 (the first number printed in English) through the present, costs \$400. This covers the period from August, 1965 (a month before the grape strike began) to the present, except for August, 1967 until March of 1968, when no paper was printed. This collection offers the most accurate and complete history of the grape strike available anywhere.

The Spanish edition, Volume I, number 1 through the present, is available at \$500. Volume I, number 1 was printed by Cesar Chavez in December, 1964, eight months before the grape strike began, and the early issues give an intimate look at the Union before it began to get national publicity and assistance from outside.

Ask your organization or library to purchase one of these invaluable historical documents today.

Complete sets of Volume II, number 1 through number 15 are available in English or in Spanish for \$5 a set.

For information, write to EL MALCRIADO, P.O. BOX 130, Delano, California 93215.

name _____
address _____
city _____ state _____
Please send me Volume II,
in English in Spanish

El Malcriado says

San Franciscans have always been such strong supporters of La Huelga it was no surprise to see the numerous participants in last Sunday's long march down Market Street from Dolores Park to City Hall.

Some of us from Delano accompanied Assistant Director Larry Itliong to the Bay Area for the event, and after the rally on the steps of City Hall, we joined a picket line at the Mayfair Market on the corner of Geary and Webster. Picket captains Lupe and Kathy Murguia-Nava impressed us with their well organized and effective peaceful picket in support of the consumer boycott of California table grapes.

A few days later, Lupe was taken to the hospital in an ambulance--because a manager of a Mayfair Market and an armed "security" guard seemed to feel that the answer to the picket line was to beat the hell out of the picket captain.

When Fred Ross, Jr. handed some leaflets to a consumer outside a store, a security guard fired his pistol in his direction.

Meanwhile, Purity Stores and the Berkeley Co-op markets agreed to take California table grapes off the shelves because they will not contrib-

ute to the oppression of farm workers.

Many months ago, on another boycott, the manager of a Mayfair market in Oxnard was responsible for similar acts of violence, Kathy Murguia recalls.

On the home front, a man who runs a business on Main Street in Delano made a \$100 contribution to the Union.

For some reason, the most of the retail businessmen in this town oppose the Unionization of farm workers, when it is they who would most directly benefit from increased wages.

It is difficult to understand sometimes.

When the San Francisco parade was forming near the corner of 19th and Dolores, we saw a pickup truck parked on the corner, and a young man with long hair was peddling fresh fruit from the back of the truck.

While thousands of people lined up to protest the sale of scab grapes in San Francisco, this young man, wearing a "Love" button, sold grapes on the corner.

But then, who should come up and ask him to put away the grapes, but a San Francisco police sergeant.

We never know where support will come from.

EL MALCRIADO, The Voice of the Farm Worker, is published twice monthly by the UNITED FARM WORKERS ORGANIZING COMMITTEE, AFL-CIO. Subscriptions in the United States and its possessions are \$3.50 per year, and foreign, including Canada and Mexico, US \$5.00. Subscriptions for members of UFWOC, AFL-CIO are included in monthly dues. Editorial and business offices located at the northwest corner of Garces Highway and Mettler Avenue, Delano, California. Address all correspondence to: EL MALCRIADO, Post Office Box 130, Delano, California 93215.

Second class postage paid at Delano, California 93215.

For advertising rates, contact Federico Chavez at (805) 725-1337 or the mailing address listed above.

EDITORS:

You are welcome to reprint material from EL MALCRIADO, provided a copy is sent to us and the item is credited "From EL MALCRIADO--U.F.W.O.C."

EL MALCRIADO
P.O. BOX 130
DELANO, CA
93215

More and more people are finding out that a subscription to EL MALCRIADO is the best way to keep up with the farm worker struggle. Don't be left out--send in this coupon today!

FILL OUT THIS CARD AND SEND IT WITH \$3.50 TO THE ABOVE ADDRESS FOR A ONE-YEAR SUBSCRIPTION TO EL MALCRIADO, SENT TO YOUR HOME EVERY TWO WEEKS FOR ONE YEAR.

NAME-nombre _____ English _____ Espanol _____

ADDRESS-domicilio _____

CITY-ciudad _____ STATE-estado _____ ZIP _____

**BUTTON,
BUTTON,**



(actual size)

**big,
beautiful
black**

(actual size)



RAZA! 50¢

WHO

on FLUORESCENT RED

\$1.00 each

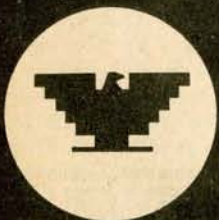
WANTS A

BUTTON?



(actual size)

our NEW BUMPER STICKER/15 inches long!/luminescent colors/5 for \$1



**BOYCOTT
GRAPES**

Viva La Causa Button \$1/ea.; 5/\$3.75 Organizense Raza Button 50c/ea.

Huelga Delano Button \$1/ea.; 5/\$3.75 Boycott Grapes Bumpersticker 5/\$1

order from: EL MALCRIADO, PO BOX 130, Delano, California 93215

name _____ **address** _____

city _____ **state** _____ **zip** _____

\$1.65 MINIMUM UPHELD

SACRAMENTO, September 10--*Women and minors working in California Agriculture must be paid \$1.65 an hour minimum wage*, the Third District Court of Appeal ruled in a 46 - page opinion issued today.

Justice Leonard Friedman ruled that the \$1.65 minimum wage, ordered by the State Industrial Welfare Commission on February 1, 1968, was "justified as one applicable to California Industry generally. The Commission chose, as a matter of policy, to impose minimum rate parity between industry and agriculture." The court dissolved a number of injunctions and restraining orders obtained by growers to delay payment of the minimum wage. The court demanded that growers begin to pay the \$1.65 an hour minimum IMMEDIATELY, even if growers appeal the decision or try other legal tricks to avoid paying the wage.

The Court also ruled that women and minors who have worked between February 1 1968 up to the present, and were paid less than \$1.65, can collect the difference in back wages.

The ruling also requires that women and minors must be paid time and a half when they work more than 8 hours a day, or more than 40 hours a week.

The State Industrial Welfare Commission had ruled last winter that \$1.65 should be the minimum wage. Larry Itliong, Assistant Director of the United Farm Workers and a member of the Commission noted that it is almost impossible for a working woman to support herself on less than \$1.65 an hour. "This is a rock-bottom minimum for the women to lead a decent life, and we see no reason why the wage should be lower for women working in agriculture than those working in industry," Itliong said.

The fiery long-time organizer also noted that the California Grape and Tree Fruit League fought against the minimum wage and tried through court injunctions to avoid paying it. "These same growers claim in their propaganda that they

EQUAL PAY FOR MEN?

The new state minimum wage of \$1.65 is just for women and minors, and does not cover men, according to the recent court decision. The Federal Civil Rights Act of 1964 says that there should not be discrimination between men and women. CRLA attorneys suggest that male farm workers ask their employers for the \$1.65 wage. Tell your boss about the minimum wage for women,

and tell him that it is illegal to pay men less than women for doing the same work. If your boss still refuses to pay you \$1.65, contact the nearest CRLA office (McFarland, Modesto, Gilroy, Salinas, El Centro, Madera, Marysville, Santa Rosa, and Santa Maria), or the nearest UFWOC office (Lamont, Bakersfield, Delano, Parlier, Livingston, Hollister) for help.

see page 12 for information on how to collect back wages

The new minimum wage of \$1.65 an hour must be paid, regardless of the piece rate, to all women and minors employed in farm labor==



CHAVEZ HOSPITALIZED

SAN JOSE, September 15--"Cesar Chavez, director of the United Farm Workers Organizing Committee, is making satisfactory progress and will soon be out of the hospital," announced Jerry Lackner, his personal physician. Chavez has been in the hospital in San Jose for two weeks for severe back pain that had almost paralyzed him. After release from the hospital, Chavez will have to continue physical therapy and exercises and eat a more balanced diet to completely regain his health, Dr. Lackner said.

He explained that the back injury was caused by lack of sufficient protein over an extended period of time, and

lack of proper exercises. Part of the problem can be traced to the 25-day fast that Chavez made last spring. As the muscles became weak, it put a strain on his back. The bones in his back bone began rubbing against each other, causing intense pain, so that Chavez was unable to move his back at all, the doctor reported.

In the hospital, Chavez was put in traction, which stretches out the back and separates the bones, so that the disks and muscles have an opportunity to heal.

Messages and cards may be sent c/o Helen Chavez, Box 894 Delano, California 93215, Union officials report.

Continued on page 12

Mayor of San Francisco Offers mediation

SAN FRANCISCO, September 6-- Mayor Joseph Alioto said today his offer to mediate the dispute between the United Farm Workers Organizing Committee, AFL-CIO and California's grape growers is still open, despite unofficial rejections of his offer, according to San Francisco newspaper reports.

"There are some growers who are talking reason to the others," Alioto was quoted as saying. "They ought to be willing to at least sit down and discuss the fight. We've had worse disputes between labor and management and they've been settled."

HOLLISTER D.A. vs. U.S. SUPREME COURT

HOLLISTER, September 16--The UFWOC has demanded an apology from San Benito District Attorney Bernard McCullough, and dismissal of trespassing charges against two Union members in a case that arose during a picket line in Hollister August 30. UFWOC members had begun an informational picket line in front of K & S Market in Hollister, asking shoppers not to buy grapes, and two members of the Union, Francisco Uribe and Gilbert Tijerina, both 17 were arrested for trespassing.

"This was clearly an illegal arrest," charged UFWOC attorney David Averbuck. "And on top of the arrests, the cops refused to let Uribe and Tijerina phone their parents or attorneys, and did not advise them of their constitutional rights."

Averbuck pointed out the famous Supreme Court decision of Amalgamated Food Employees Union Local #590 vs. Logan Valley Plaza, Inc., handed down on May 20, 1968, as establishing the right of people to picket stores either on the sidewalk or, if there is a shopping center or large parking lot, directly in front of the store entrance. But McCullough refused to recognize this decision and went ahead with trespass charges, which will be brought in Juvenile Court within 30 days. "This guy is trying to rewrite the Constitution," said Averbuck of the D.A. "But we'll fight him all the way to the Supreme Court, if necessary, to establish our legal right to picket."

Alioto publicly supported the demand that farm workers be given the right to collective bargaining.

Allan Grant, head of the California branch of the National Farm Bureau Federation, announced recently that the federation would not hold its 1972 convention in San Francisco because the mayor was supporting a proposed ordinance to prohibit the city's purchasing of non-union goods. Alioto labelled the Farm Bureau statement "almost childish."

The mayor said at a press conference that his offer of mediation, made a month ago, had been unofficially rejected by most growers, but that he had not received official replies from any of them.

A&P heir expresses support

NEW YORK CITY, September 13--Huntington Hartford, 55-year-old heir to the A&P fortune, demonstrated with farm workers in their consumer boycott in New York City today. Hartford appeared at the picket line of the A&P general offices at 420 Lexington Ave. to show his support for the grape pickers' boycott of California table grapes.

Hartford said, "I came here to express my support for the boycott of California table grapes in the name of my late uncle, John Hartford. I specifically want to urge A&P to reconsider their policy of buying these grapes. In days past when my late uncle ran A&P, his relationship with his own workers, regardless of their level of employment, was always excellent. In the memory of his own employment policy in his own excellent relationship with his employees, I hope A&P will cease to purchase table grapes."

KANSAS-MISSOURI BOYCOTT VICTORY

KANSAS CITY, September 4-- Mayor Ilus W. Davis of Kansas City, Missouri announced today that he was joining with Mayor Joseph H. McDowell of Kansas City, Kansas in calling on all citizens to boycott California grapes. Both mayors have called on city agencies to refrain from buying grapes, and both mayors have called on local citizens to support the efforts of the farm workers to win decent contracts and justice.

As a result of the mayors' statements and support from Churches, Unions, and citizens groups, both Kansas Cities are almost completely clean of grapes, reports Robert Bustos, 26-year old leader of the UFW OC efforts in Kansas and Missouri. Bustos is aided by Richard Allen, a member of the Migrant Ministry, and a seminary student from Connecticut. Bustos reports that Krogers is the only remaining chain in the twin-city area still carrying grapes, but that even there, the newspaper, TV, and radio publicity have cut grape sales down to a trickle. Kansas City joins Boston and New York, other metropolitan cities where grape sales have been cut 75% or more as a result of the boycott.

BOSTON CHAINS CLEAN OF SCAB CALIFORNIA TABLE GRAPES...

BOSTON, September 16--Last week National Tea and Star stores decided not to sell California grapes anymore. With the endorsement of the boycott by these two important chain stores, Boston is virtually closed to the sale of grapes. Marcos Muñoz, an organizer for the Union, had the most important part in this new stage of the boycott. With the help of religious and civic groups, and local unions, Muñoz made a very active campaign that taught the people of that city the goals of the boycott.

Art's Automotive Service

1033 W. FRESNO ST., FRESNO, CALIF.

GENERAL ENGINE REPAIR • BRAKE SERVICE
MOTOR TUNE-UP • TRANSMISSION OVERHAUL

ART DOMINGUEZ, OWNER



485-9630

UFWOC SUIT CHARGES:

"GROWERS CONSPIRE WITH PHONEY UNION"

BAKERSFIELD, September 11-- Damages of \$650,000 are asked in a suit filed by the United Farm Workers Organizing Committee against several grape growers and the scab Agricultural Workers Freedom to Work Association (AWFWA).

The suit charges violations of the Labor Code and what amounts to conspiracy to deny farm workers the right to organize.

Named in the suit are growers Jack Pandol, Giumarra Vineyards, the AWFWA, and two of its heads, Gilbert Rubio and Jose Mendoza.

UFWOC attorneys told EL MALCRIADO their suit was based in part on Section 1122 of the California Labor Code, which provides:

"Any person who organizes an employee group which is financed in whole or in part, interfered with, or dominated or controlled by the employer or employer association shall be liable to suit by any person who is injured thereby. Said injured party shall recover the damages sustained by him and the costs of the suit."

UFWOC attorneys said the Agricultural Workers Freedom to Work Association is "clearly a 'company union,' financed partly or totally by the growers, and created to harass and intimidate UFWOC members."

"Agents of the AWFWA have performed numerous acts of violence, made threats, and in general acted maliciously and oppressively to subvert and undermine UFWOC's right to organize as guaranteed by Section 923 of the Labor Code."

It is expected that Pandol, the Giumarras, Rubio, Mendoza, and others will be called in to make sworn depositions about the financing and activities of the AWFWA.

"We have proof that the AWFWA pays pickets up to \$25 per day; Rubio and others have new cars, expense accounts, bank accounts... The AWFWA finances fiestas and barbecues and radio-TV advertising. Where is the money coming from? We allege Jack Pandol and the Giumarras are directly involved and, if that is true,

they and the AWFWA are breaking the law," one attorney said.

Delano's police chief has publicly stated that he is unable to protect Union members from these people, the attorney noted.

Among other charges, the complaint alleges that the AWFWA has engaged in violence, threats, and harassment of Union members and that this has seriously interfered with the right of workers to organize a union.

"In the absence of the federal rights granted by the National Labor Relations Act (from which farm workers are

excluded), agricultural employees who comprise the UFWOC must use the picket line and the boycott as the only tools with which to build their Union... As a result of the concerted violence, which the AWFWA has contributed to, the UFWOC was forced to abandon its picketing activity. This left UFWOC with only one tool--the boycott--with which to force the employees to the bargaining table," the complaint states.

UFWOC General Counsel Jerome Cohen said Pandol and the Giumarras would be called in for depositions "in the near future."

COURT QUESTIONS POISON INJUNCTION

FRESNO, September 6--In a rare legal move, the Appellate Court in Fresno has demanded that the State Department of Agriculture and our "favorite" Judge J. Kelley Steele appear before it on October 16 and "show cause" why they should not allow UFWOC representatives to study public records dealing with poisons and dangerous chemicals used on grapes.

The case had its origins on August 22 when Judge Steele of Bakersfield granted a temporary restraining order forbidding Kern County Agriculture Commissioner Sheldon Morely from showing public records to UFWOC attorney Jerome Cohen. Cohen had specifically asked to see records dealing with the spraying and application of poisons and dangerous chemicals on grapes. "We are concerned about health and safety hazards that these types of chemicals might create for the grape workers," explained Cohen. "We want to know what is being used, so that we can protect the workers under contract with adequate safety

provisions."

Judge Steele and Morely took a different view, and acting on a petition hurriedly drawn up by Atwood Aviation Company and other grower interests, issued the injunction sealing the public records. Atwood and Morely are clearly acting for the benefit of the big grape growers, Union officials charge. Atwood claims that the information on poisons used on grapes might be used in the grape boycott.

The Appellate Court hearing in Fresno will, in effect, be putting the injunction and Judge Steele on trial, demanding that the Judge explain why this injunction was granted. "And it is strange that, at this time, Judge Steele and the State Department of Agriculture are both being represented by the growers' and aviation companies' lawyers," commented a spokesman for the UFWOC legal staff. Or is it really so strange that these three groups should all be teamed up together against the workers.

Cheers For New Cohen

BAKERSFIELD, September 13-- Union attorney Jerome Cohen and his wife Mandy are the proud parents of a new baby girl, Laura, born Friday the

13th of September. It was a lucky day for Mrs. Cohen, who gave birth to the 10-pound baby in Bakersfield Memorial Hospital.



Students at the California State Fair in Sacramento passed out information on the strike and grape boycott to all visitors to the Kern County exhibit

Federal Plot

to Bust Boycott

WASHINGTON, D.C., September 15--Grape exports to South Viet Nam rose from \$32,000 in value in 1965 to \$214,000 in 1967 and an estimated \$500,000 in 1968, according to statistics compiled by a UFWOC researcher in Washington, D.C. Almost all of these grapes were purchased by the Federal Government or its agencies for Americans living or stationed in South Viet Nam. Viet Nam is the third largest importer of California grapes.

The statistics raise the fear that once again the Federal Government may act to break the strike and crush the farm workers' movement. In opening the border to unlimited "immigration" from Mexico during the Texas and Coachella Valley strikes, the Justice Department and the Federal Government dealt a death blow to the efforts to force growers to the bargaining table through traditional striking and picket line activity. Now, through government purchasing, the government may be deliberately seeking to break the consumer boycott of California grapes, which is proving increasingly effective throughout the country.

NEW SUPPORT FOR GRAPE STRIKERS

DELANO, September 13--UFWOC Assistant Director Larry Itliong reports that active support of the Union's consumer boycott of California table grapes has been assured by three new groups.

Gene Navarro, president of the Seattle Cannery Workers Union in Seattle also pledged the support of his group, Itliong said.

The Filipino-American Political Association (FAPA) with headquarters in San Francisco has asked its members to participate fully in support of the boycott. Emil Heredia is president of the national group; UFWOC Vice President Phillip Vera Cruz is president of the Delano chapter.

GI FORUM BACKS UFWOC BOYCOTT

The American GI FORUM passed a resolution at its national convention in early August supporting two important goals of the United Farm Workers Organizing Committee, according to an article in the Forum's newspaper, the *Forameer*.

The resolution "petitioned the Congress of the United States to extend the National Labor Relations Act to cover farm workers so that they may have the protection as well as the restraints inherent in that law and asked the Department of Justice to deny entry into the United States to aliens on green card visas if those aliens are engaged on any farm where a strike is in progress as certified by the US Department of Labor."

The GI FORUM is a national organization of Mexican-American veterans.

ELECTIONS

'AT PAUL MASSON

Elections to select the ranch committee at the Soledad Ranch of the Paul Masson Company, were held recently, Toribio Salbado was elected President, with 25 votes in his favor.

Jose Serrano was named Vice-President with 18 votes; secretary, Homovia Velia with 17 votes; and sargeant-at-arms, Esteban Ochinag with 15 votes.

The elections were held in a democratic spirit and its results represent the workers' will, according to UFWOC's assistant director, Larry Itliong.

Paul Masson signed a collective bargaining agreement with the workers two weeks ago.

a reminder from the
CREDIT UNION...

SAVE NOW FOR
WINTER
MONTHS



FARM WORKERS CREDIT UNION
P.O. BOX 894

DELANO, CALIFORNIA 93215

OFFICES AT THE SERVICE CENTER

Special Benefits Fund Nears Completion



LeRoy Chatfield, Administrator of the Special Benefits Fund.

FRESNO, September 4--The Board of Trustees of the Farm Workers Special Benefits Fund met today and seemed close to agreement on many major issues, according to LeRoy Chatfield, administrator for the Special Benefits Fund. "It was a very good meeting," he told EL MALCRIADO. "I think both Union and Company representatives are eager to get this program into operation. We should have the program finished before the pruning starts, by November, I hope."

Representing the Union at the meeting were Cesar Chavez, Larry Itliong, Phillip Vera Cruz, and Chatfield. Companies represented at the meeting were Schenley, DiGiorgio, Perelli-Minetti, Gallo, and Christian Brothers. Almaden and the Novitiate Vineyards did not send representatives to this meeting, but were represented by the other growers.

The trustees admitted two new companies into the program. The companies, Paul Masson Vineyards and Franzia Vineyards, had both recently signed contracts with UFWOC and had both agreed to pay 10 cents an hour per worker into the Special Benefits Fund.

"Nothing is final, yet," Chatfield stressed, "but in general, we agreed that coverage should include the worker and his wife (or husband) and children. We estimate that the companies will contribute about \$10 a week for the average worker, which would be enough to set up an insurance program covering the worker and his family for most normal medical expenses. We would like to see the plan covering x-ray and lab test charges, normal doctor's visits, maternity care, children's sicknesses and the normal medical expenses of the family. It looks like there will not be enough money in the fund to pay for hospitalization costs in most cases. Most families don't need this coverage and the worker himself is covered for injuries suffered on the job by the State Accident and Workmen's Compensation Law which provides an automatic insurance program. The Union's Special Benefits Fund will probably be unable to pay for extended illness, or for dental or eye care at the outset."

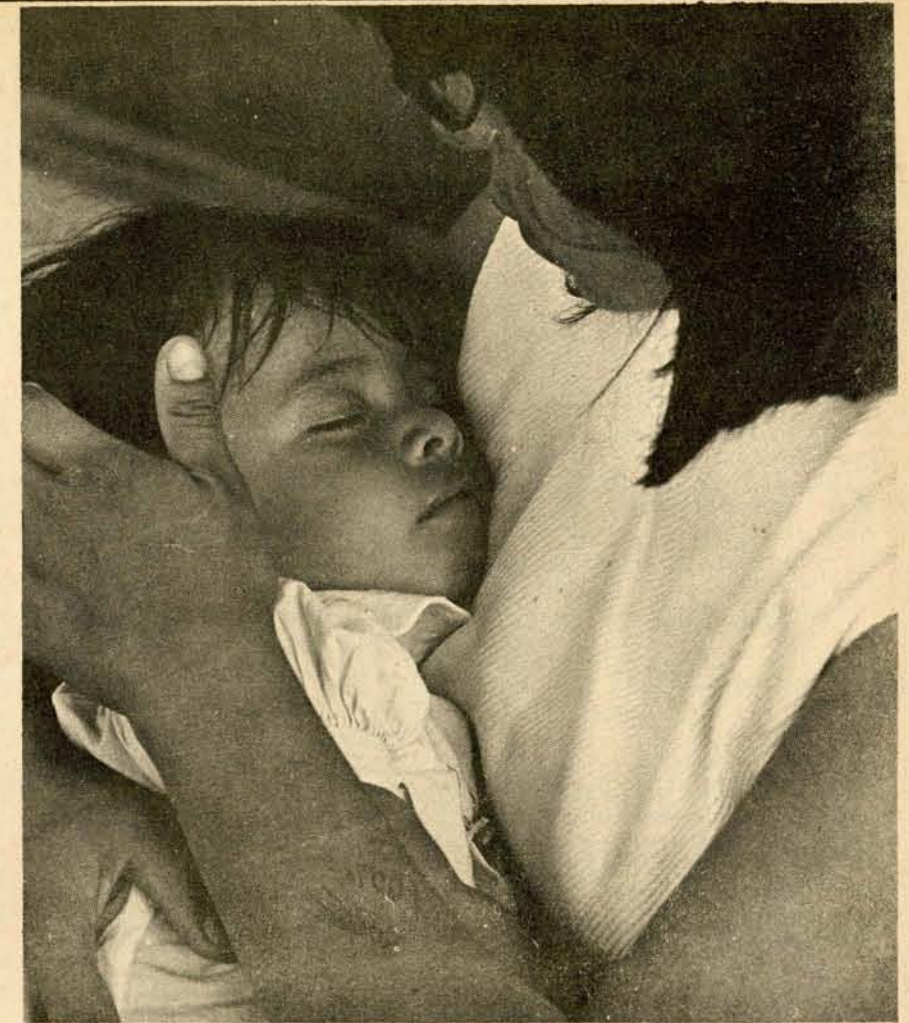
Chatfield envisions the plan working like a bank account. Each hour that a worker works un-

der contract, he is building up credits in his account (that the company pays). After he has worked a minimum number of hours, he and his family are automatically covered by the insurance program for 3 months or 6 months. If he quits or is laid off before accumulating enough credit for coverage, he can pay what he lacks out of his own pocket and still be covered by the insurance. (Union members who work at non-union ranches could also presumably be covered by the insurance program if they paid the 10 cents per hour into the fund.)

If the program has this type of "bank account" system, it will enable seasonal workers to build up enough credit during the season to be covered by the insurance program over the winter or even through the whole year.

Permanent workers, who build up more credit than they needed, or workers who did not have any medical bills, could have their coverage extended, or even get a "health bonus" at the end of the year, according to Chatfield. "We are just discussing these things right now," Chatfield said, "and the Union members will make the final decision on how to handle some of these ideas. What we are trying to do is work out a program that will give maximum coverage to seasonal workers and their families, and be fair to permanent workers and those with low medical expenses."

Many problems must still be worked out. DiGiorgio contributes only five cents an hour for his workers, so those workers will have less in their accounts, than other workers, after the same number of hours worked. There will probably not be enough money in the fund for any pension program at this time. Some kind of agreement with local doctors may be worked out, where they will handle all Union members for reasonable rates. (Some doctors increase charges when they hear a worker is covered by insurance.) Members who go back to Texas or other states, or Puerto Rico, in the winter, or whose families live in other states, will be covered by the program, if they have built up enough credit in their accounts. But the problem about insurance for workers who go back to Mexico, or whose fa-



==MAJOR AIM OF THE SPECIAL BENEFITS FUND--health insurance for our wives, our children.

milies live in Mexico, has not been solved.

There are many problems involved in setting up such a program, and that is why it has taken so long to reach agreement. Now that there is agreement on the basic parts of the program, the hard parts, the details and those problems unique to farm workers must be worked out. "By November, the program should be completed," Chatfield noted, "and some farm workers will at last be covered by the type of insurance that most industrial workers have had for years."

Schenley Worker Averages \$4.39 an hour

SCHENLEY INDUSTRIES, INC.
DELANO, CALIFORNIA

FIN DE PAGO	DIAS TRABAJADOS	HORAS REGULAR	HORAS DE CONTRATO	UNIDAD DE CONTRATO	UNIDAD DE BONUS	SUELDO DE HORAS	SUELDO DE CONTRATO	SUELDO DE BONUS	SUELDO TOTALES	DEDUCCIONES						NOMBRE DE EMPLEADO	FECHA	NUMERO DE EMPLEADO	NUMERO DE CHEQUE	NETO		
										F. I. C. A.	S. D. I.	CUOTA DE UNION	COMIDAS	DEPOSITO -Y- REEMBOLSO	MISCELLANEOUS						SUMA	CODIGO
PERIOD ENDING	DAYS WORKED	REGULAR HOURS	PIECE WORK HOURS	PIECE WORK UNITS	BONUS UNITS	REGULAR HOURLY EARNINGS	PIECEWORK EARNINGS	BONUS EARNINGS	GROSS EARNINGS	DEDUCTIONS						NAME OF EMPLOYEE	DATE	CLOCK NUMBER	CHECK NUMBER	AMOUNT		
										F. I. C. A.	S. D. I.	UNION DUES & ASSESSMTS	MEALS	EQUIP. DEP. AND REFUNDS	MISCELLANEOUS	AMOUNT	CODE					
AUG 21 68	6		48.00	58,465			210.72		210.72	9.27	2.11	4.50						MANUEL ACEVEDO	AUG 21 68	97,048	16,760	1,194.84

THIS IS A STATEMENT OF YOUR EARNINGS AND PAYROLL DEDUCTIONS. DETACH BEFORE CASHING CHECK.

CODIGO:
(6) UNION DE CREDITO-FRESNO
(7) ASEGURANZA
(8) UTILIDAD
(601) UNION DE CREDITO DE TRABAJADORES AGRICULTORES

CODE:
(6) CREDIT UNION - FRESNO
(7) INSURANCE
(8) UTILITIES
(601) CREDIT UNION - FARM WORKERS

This check shows the results of the new Schenley Contract. Sr. Manuel Acevedo worked 48 hours, a 6-day week, and earned a total of \$210.72. Deductions were for Social Security and Workmen's Compensation. Union dues of \$3.50 were also deducted (a once-a-month deduction) plus a \$1.00 contribution to the strike. Sr. Acevedo's check after deductions was for \$194.84.

In addition, Schenley Industries contributed \$4.80 to Sr. Acevedo's account in the Health and Welfare Fund (see above).

Larry Itliong
Asistente Direktor

CRANSTON CALLS FOR WORKERS' RIGHTS

LOS ANGELES, September 7--US Senate nominee Alan Cranston today placed the blame for the United Farm Workers' consumer boycott of California table grapes squarely against "a few giant corporate grape growers whose stubborn refusal to bargain has made the boycott imperative."

Cranston's statement was made at a press conference after a tour which included the Woodvill Farm Labor Camp.

Cranston called for a four-point program "to bring a speedy end to this dispute and an early improvement in the entire economy of California, including an end to the boycott through immediate agreement of both sides to sit down at the negotiating table."

The four-point program included (1) inclusion of farm workers within federal minimum wage legislation, (2) extension of the National Labor Relations Act to farm workers, (3) a "review of the whole agricultural marketing process

to insure that...the farm worker...gets a decent annual wage for his labor, and (4) the agreement of growers to negotiations with the Union in order to end the boycott.

Cranston noted that welfare costs are above the state average in many San Joaquin Valley communities and that most of the welfare cases come from farm labor families. "When farm workers are better paid, welfare costs will go down, one property tax burden will be eased, and there will be more money to spend in the stores of Valley Communities," the candidate said.

He acknowledged that the boycott, which he supports, may have hurt some small growers. Cranston said he regretted this but that the "corporate growers' switching of labels and use of false 'picked by union' labels left the Union no alternative but the boycott."

CARAVAN TO DELANO

SAN FRANCISCO, September 15--A caravan of Huelga Supporters from the Bay Area to Delano is slated for Saturday, September 28, according to Pete Velasco of the Agricultural Support Committee. The Caravan will leave from the corner of 24th and Alabama, San Francisco, at 7 AM. Information is available from Velasco at 655-3256.

Viva la Causa
Y
El Progreso

*Courtesy of
a
Mexican-
American
Attorney*

Fresno California

A Confused Nixon Condemns Workers

SAN FRANCISCO, September 5--Republican presidential candidate Richard M. "Tricky Dick" Nixon called the UFWOC boycott of California table grapes "unnecessary" today, because "we have laws on the books to protect workers who wish to organize...a National Labor Relations Board to impartially supervise the election of collective bargaining agents, and to safeguard the rights of organizers."

Union officials promptly pointed that Nixon is evidently unaware that national labor legislation does not protect farm workers.

Democratic candidate Hubert Humphrey and UFWOC officials have pointed out that the National Labor Relations Board does not have jurisdiction over farm labor disputes, and that growers have repeatedly refused to allow elections or collective bargaining with the farm worker's Union.

Nixon urged Humphrey to withdraw his support of the boycott.



The only completely Mexican
mortuary in northern California

SANCHEZ-HALL MORTUARY
FRESNO

1022 "B" STREET

TELEPHONE 237-3532

Services available everywhere...No matter where you live, our price is the same...death notices in newspapers and on the radio are included...we can make arrangements for every economic situation...Telephone 237-3532

NOW ALSO
IN

LAMONT
11121 Main St.

LA MEXICANA
Bakeries



FOUR LOCATIONS TO SERVE YOU IN KERN COUNTY

BAKERSFIELD
630 Baker St.
323-4294

WASCO
1000 "F" St.
758-5774

DELANO
407-11th Ave.
725-9178

*Egg Bread and Pastries
All Kinds of Donuts
Cakes for all Occasions
French Bread*

We have a large Selection of Spanish Magazines, Books, and Records.

LAUREANO ESPARZA, Prop.

\$1.65 Wage...

Continued from page 7

pay \$2.00 or \$2.50 an hour, but in fact they refuse to sign contracts with a \$1.90 minimum and refuse to pay even the state minimum of \$1.65," Itliong charged.

The September 10 decision enforcing the \$1.65 minimum wage was a victory for the California Rural Legal Assistance, which had filed suit in behalf of two farm workers to force growers to pay the wage after its enforcement was enjoined. The farm workers are UFWOC member Judy Graham of Sutter County and Angelina Rivera of Stanislaus County.

CRLA was established two years ago to aid the poor, especially farm workers, with legal problems. "This is one of their most important victories," said Itliong, who along with Dolores Huerta and Cesar Chavez is a Board Member of CRLA. The organization was largely responsible recently for preventing Governor Ronald Reagan from destroying Medi-Cal, a program to provide assistance to the poor for medical care which they otherwise could not afford.

HOW TO Collect Your Back Wage

The Courts have ruled that California growers should have been paying women and minors \$1.65 an hour since February 1 of this year. If you were getting only \$1.40, for example, your employer owes you an additional 25 cents per hour for every hour that you have worked since February.

First, go to the grower and ask him for your back wages. Tell him that the courts were very clear in saying that he must pay \$1.65. If he refuses to

pay, warn him that you may have to take him to court. If he still refuses to pay, contact CRLA or the Union for help in filing a "small claims" case against the grower. Have your pay check stubs or work book available to prove how many hours you worked for the grower and how much he paid you. (This is a good example of the reason for saving old pay check stubs, and of keeping a record of how much you work and how much you are paid.)

KENNETH J. LEAP GENERAL INSURANCE

car....life....fire

PHONES:
Office, 485-0650
Residence, 266-1349

3222 East Mayfair Blvd.
Mayfair Shopping Center
Fresno, Calif. 93703

Mr. Leap will be in the UFWOC Service Center (105 Asti, Delano) every Wednesday to serve Union members.

OPEN LETTER TO THE GOVERNOR & GROWERS

THE IMMORALITY OF EATING APPLES

By Jim Drake

Administrative Assistant

As the boycott of California's grapes has tightened, the farmers have been reduced to giving monotonous squeaks, like mice with tails caught in a trap. Ronald Reagan and his favorite farmers, the Alan Boys (Grant and Mills) come out with pious phrases--"The boycott is evil, immoral, and illegal" they whine, in harmony. And the Great Stuffed Shirt, Martin Zani-novich bluster forth: "The boycott is an act of desperation."

Evil and Immoral, Ronnie? Such a damning statement should be used with care. Are you saying that those who prefer apples to grapes are living in sin, forever condemned to hell? That sort of thing could get you into a lot of trouble--damning cardinals, priests, nuns, rabbis, not to mention fellow Republicans, such as Mayor Lindsay in New York City.

And illegal? Is this the new society you have in mind for us, Emperor Ronald: one in which those who choose not to eat grapes and publicize it are to be prosecuted? Have we come to this, a society in which the governor and his rich

farmer friends can determine our diets?

And as for the Acts of Desperation, great patron Martin, how could the people you have beaten to the ground engage in desperate acts now that they have a union? During the days before the strike, before the boycott, there was desperation. But days of despair are forever gone.

These enraged squawks are not going to make us vanish. Even now our brothers in far away cities are digging in for a long winter of boycott. Their children are in new schools and friends are providing warm clothing for the cold months ahead. They are committed to a long, hard struggle, and through the strike they have grown patient and experienced. They are not afraid of mice that roar.

Farmers, don't be deceived by false prophets in Sacramento. The public is not taken in by their shallow terms, such as immoral, illegal, evil, desperate. Witness your grape sales!

Remember, you brought this boycott on yourselves by refusing to talk to your workers. You can make it disappear in only one way...

NEGOTIATE, NOW!

CLAPPING ILLEGAL IN COACHELLA?

COACHELLA--Four UFWOC supporters may spend 120 days in jail as the result of a decision announced Thursday, September 5 by Tom Cross, judge of the Coachella Justice Court.

Cross handed down the 120-day sentences after a jury found James S. Caswell of Indio; Raul Loya, Indio High School teacher and president of the Mexican-American Political Association of Indio; Albert Figueroa of Blythe, a MAPA leader; and Thomas Kay, UFWOC organizer; guilty of disturbing a public assembly.

The incident occurred on July 4 in Coachella, where Congressman John V. Tunney was delivering a speech.

The defendants told EL MALCRIADO they had planned to picket Tunney for his failure to support the UFWOC boycott of California table grapes, but that when Tunney agreed to meet with them later in the day, the picket was cancelled.

During the course of Tunney's speech, Figueroa raised a UFWOC sign "so that Tunney would

know we were still there." The crowd began to applaud spontaneously when the sign was raised, Figueroa said.

About two weeks later the four men were arrested, accused of organizing a "clap-down" to drown out Tunney's speech, despite the fact that Tunney aide Doug Wheland later said that the applause did not bother the speech.

American Civil Liberties Union attorney John Simon, who defended the four men, said the case would be appealed.

Caswell said the conviction was based on section 403 of the California Penal Code, which was passed in 1872.

The defendants were taken to Riverside County Jail in Indio but later released on \$1,000 bail each pending the outcome of the appeal next

month.

Caswell was one of the organizers of a march in Palm Springs on Easter Sunday 1966, where UFWOC supporters tried to meet with Governor Edmund G. (Pat) Brown. Brown had refused to meet with farm workers who had marched to Sacramento from Delano to protest their working conditions, claiming he was going to spend the day in Palm Springs.

Principal witnesses against the defendants were the president of the Coachella Chamber of Commerce, the Chamber Secretary, City Manager Robert Mitchell, and Police Chief O'Neill.

A Mexican-American policeman, Arnold Jimenez, came all the way to Lamont to arrest Kay, Loya said.

Contracts in Ohio

OTTAWA, Ohio, September 8--Tomato pickers in Ohio won a historic victory this month as 20 farmers in Lucas and Ottawa counties signed contracts with the Farm Labor Organizing Committee.

Baldemar Velasquez, leader of FLOC, announced that the contracts call for a raise in wages from 15 cents to 16 cents per bucket of tomatoes, with an extra 1/2 cent incentive pay for transportation home if the worker stays until the end of the harvest in mid-October.

The contract also provides for a grievance procedure and growers agreed not to discriminate against Union members. FLOC is recognized as the exclusive recruiter and bargaining agent for the workers, and the contracts also cover conditions in the labor camps and the quality of tomato picking.

The contracts were signed after a three-day strike.

Ted Iorio, coordinator for the Union in Lucas County, commented, "We feel they are very equitable contracts."

HEARING ON LABEL SUIT SET FOR 23

DELANO, September 10--UFWOC charges against growers Bruno Dispoto, Sabovitch and Sons, John Kovacovitch and others for falsely labeling their grapes will be heard in San Francisco on Monday, September 23, according to Union General Counsel Jerome Cohen.

The \$50 million suit alleges that the defendants falsely marked their grapes with Di Giorgio's label in an effort to mislead consumers into be-

lieving that the grapes were picked by workers under Union contract.

Since a certified strike exists on the ranches of all of the defendants, Cohen said, the complaint charges that these and other unspecified growers used the labels in a deliberate effort to confuse and mislead the public and break the consumer boycott of California grapes.

GROWERS WARNED ON SHORT WEIGHTS

SACRAMENTO, September 7--The California Department of Agriculture has notified weights and measures officials in the State to tighten up on short weights in grape shipments, after a crackdown by New York City inspectors.

A bulletin sent out by the California Department said, "In view of the very sensitive situation existing this year with respect to the sale of California Grapes in New York, we suggest that you call on the packers and shippers of grapes in your county and advise them of the situation and request that they be particularly careful in their packing practices so that short weight will no be a problem this year."

The chief inspector of New

York City has notified the growers that "any short weight containers of produce will be required to be reconditioned by being repacked to the marked net weight," the statement said.

Union officials observed that false information on grape boxes seems to be a chronic problem lately. Several suits were filed earlier this year charging the growers with mislabelling when the labels of non-boycotted grapes were used by Giumarra.

(The boycott was later extended to all California table grapes.)

Catholic Leaders Shun Grapes

SAN ANTONIO, TEXAS, September 1--Archbishop Robert Lucey of San Antonio has joined a lengthening list of Catholic priests, nuns, bishops, and archbishops who have voiced their support of the farm workers' consumer boycott of California grapes.

Archbishop Lucey endorsed the boycott and called on Church institutions, schools, colleges, hospitals, and other Church-supported groups to join with him in shunning grapes, until California growers agree to negotiate with the Union and sign contracts for their workers.

Speaking of the grape pickers, Archbishop Lucey said, "Their efforts to gain a voice in their employment, wages and working conditions have met with bitter opposition and hostility." The boycott is aimed at gaining for farm workers "the basic rights already freely enjoyed in other American industries," he said.

Archbishop James Casey of

Denver has urged Catholics in his archdiocese to refrain from buying grapes, as have Bishop John A. Donovan of Toledo, Ohio and Archbishop Carl Alter of Cincinnati. The Michigan Catholic Conference, including all Catholic bishops in Michigan, unanimously backed the boycott. Sister Mary Corrita of the Sisters of the Immaculate Heart in Los Angeles is a co-chairman of the Interfaith Coalition for the Grape Boycott. Priests, nuns, and laymen have been manning the picket lines from Boston to Santa Barbara.

The increasing support for the boycott from the Catholic Church in this country is especially meaningful for the Mexican-American and Filipino-American farm workers, most of whom are Catholics. The Church is using its moral and its economic power to aid the farm workers, and in so doing puts itself in the forefront of the struggle for social justice in rural America.

Statement by Sister Mary Corrita, Co-Chairman of the Inter-Faith Coalition for the Grape Boycott.

Although I have to be away from Los Angeles on August 13, I want to make known my whole-hearted support for Cesar Chavez and the Delano grape strikers. I am proud to serve as a co-chairman of the "Interfaith Coalition for the Grape Boycott." My art is intended to be an affirmation of life itself and of our solidarity with all our brothers no matter what their kind or condition. It is that same impulse that leads me to support those farm workers who are giving of themselves in this important non-violent struggle for dignity and for a more just and human future. I recognize that a boycott, though non-violent, causes much economic disruption. This disruption is not necessary and it can end quickly if only agricultural employers will recognize the worth of their workers and bargain with them as men.



Archbishop Backs Workers Rights

CINCINNATI--Archbishop Karl J. Alter of Cincinnati, Ohio has endorsed the farm workers' efforts to gain collective bargaining and a decent wage, according to a report from the San Francisco Diocese Monitor last week.

The archbishop's announcement was made three months after the Catholic bishops from the California dioceses asked Congress to pass legislation to extend coverage of the National Labor Relations Act to farm workers.

In his announcement, the Archbishop said, Grape workers are among the forgotten Americans suffering the privation and human indignity of poverty and social injustice."

"In a spirit of Christian charity and justice we join the bishops of California in endorsing their cause."

The Archbishop also quoted from Vatican II's Decree on the Apostolate of the Laity: "Wherever there are people in need of food and drink, clothing, housing, medicine, employment, education; wherever men lack the facilities necessary for living a truly human life...there Christian charity should seek them out and find them, console them with great solitude, and help them with appropriate relief."

National Council Takes Stand

HOUSTON, Texas, September 13--The Board of the National Council of Churches overwhelmingly endorsed the boycott of California grapes today, and called on "all Christians and men of good will" to join with them in supporting the farm workers' struggle for justice. Though the National Council of Churches had never before taken a stand on the UFWOC boycotts, and remained technically neutral in the struggles to bring Schenley, DiGiorgio, and Perelli - Minetti to the bargaining table, the group strongly urged action on the grape boycott and promised to publicize the boycott among the millions of Christians affiliated with the NCC.

CRANSTON SQUELCHES 'THREAT' FROM RIGHT-TO-WORK GROUP

LOS ANGELES, September 10-- U.S. Senate nominee Alan Cranston today answered a threatening letter from a California so-called right to work organization by promising he would work "with all the zeal I have to combat this hypocritical anti-labor scheme which is a threat not only to all organized labor but to the health of the country's economy."

Speaking at a Los Angeles Statler Hilton Hotel reception for labor editors and officials throughout Southern California, Cranston said:

"I have been saving this communication for your edification. It came on a letter from "Californians for Right to Work," with offices in Oakland and in Whittier, and it warned of dire political consequences to me if I should fall under the influence of-- and I quote--'A handful of irresponsible labor union professionals...who view compulsory unionism as a tool to extract countless sums of money from unwilling workers.'"

Cranston said he noted "with irony" the fact that the organization apparently was so completely uninformed about "my union views and my knowledge of labor problems that it would believe I might swallow such juvenile propaganda."


The goal of "right to work" legislation, Cranston said, is of course to destroy unions and thereby break the power of organized workers to bargain successfully in their own behalf.

"Thankfully, we have no such law in California," he said, "which is a paramount reason why wages and working conditions have not suffered here as they have in every one of the nineteen states where 'right to work' legislation has become law."


The 'Right to Work' Organization has the support of many California growers who are seeking to destroy the growing power of the UFWOC. Delano Grower Jack Pandol is Secretary Treasurer of the 'Californians for Right to Work.' The 'Right to Work' laws are just one more trick used by the bosses to prevent the workers from building a strong union.

Arroyo's Place


BAR



POOL HALL



BARBER SHOP

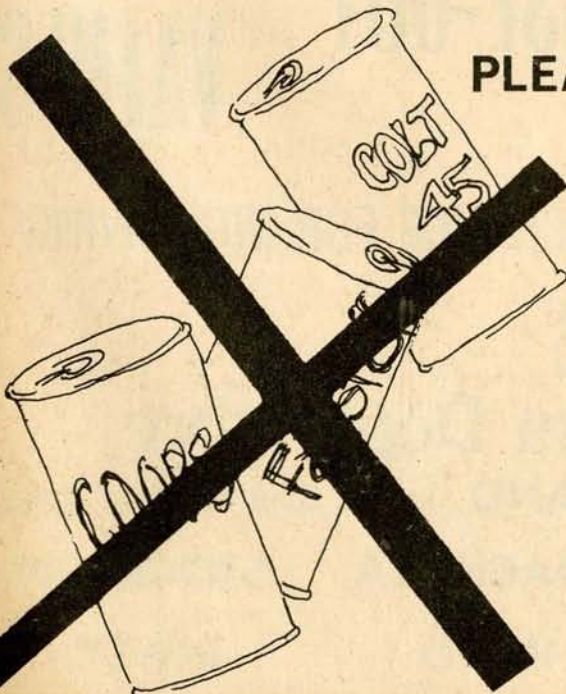


610 10 TH ST.

DELANO

W. A. Thompson

refuses to sign a contract with his drivers



PLEASE

DO NOT BUY

COORS,

FALSTAFF

OR COLT 45

BEERS

HELP THE TEAMSTERS

ACHIEVE JUSTICE

(paid advertisement)

BEE'S

Discount
Dept. Store

918 Main St.

Delano

*OUR BIG SALE
IS ON NOW!*

everything imaginable at lowest
prices anywhere

Open SUNDAYS every day
till 9 at night

BIG

CLOSE-OUT

VALUES

ONCE-A-YEAR CHANCE FOR BIG SAVING

BEE'S

Discount Dept. Store

918 Main st. **DELANO** across from the Post Office

ALSO IN: **COACHELLA** **STOCKTON**

INDIO

TRACY

R J GREENSFELDER D202E
1211 POLK ST
SAN FRANCISCO CA 94109