The official voice of the United Farmworkers

English

EL MALCRIADO

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GEE BABY
ITS US GROWERS
THAT GET ALL THE
FRINGE BENEFITS IN
A CONTRACT WITH
THE TEAMSTERS





Peace is not only the absence of tension, but the presence of justice and brotherhood

Love for one's neighbor and the call to justice is the Judaic-Christian message that stands through the centuries. Despite the blare of gross commercials and the rush to make money, the Christmas season still reminds millions of people of that message. But how can we make that message more than just a memory? How can we live that message of love and justice in our daily lives?

In our movement, which is heavily charged with spiritual power, the boycott brings into action the principles of love

and justice.

The boycott is an act of communion among women and men of good will and an instrument that brings justice to the poor and the oppressed. The boycott is like a collective prayer, a petition transformed into action.

The boycott is a bridge of spiritual communication and solidarity between the poor of the fields and their sisters

and brothers in the cities.

With the boycott, human beings are able to transform reality. Farm workers bring to the city the reality of the oppression they suffer; women and men in the cities pledge to give their support in the struggle to change that reality of injustice.

Persons who volunteer their time to the boycott suffer inconveniences for their farm worker sisters and brothers, but these inconveniences bring them a great satisfaction. They give up eating something and get others to do the same so that farm workers may eat, and win the

justice and the dignity that is denied to them.

As a communion of action, love and justice, the boycott generates a spiritual force more powerful than all the dollars the growers and their allies can spend in order to destroy our Union. Before this spiritual force, these tigers are unmasked for what they really are, paper tigers, as we saw during Proposition 22.

During the Christmas season we celebrate the principles of love and justice by putting them into practice with the boycott. We stand united in the boycott. Until the

final victory!

Human Billboards Back in Action!

Boycotters and Union supporters carried the lettuce boycott into the streets with their "human billboards" as the United Farm Workers launched an all out boycott of Safeway and

The Union's boycott action came after unsuccessful meetings with the officials of the two chain stores. Both Safeway and A&P tried to evade the question of the lettuce boycott and attempted to steer the talks to legislation, and asked why they were chosen to be boycotted.

up the country between them, with A&P dominating In San Francisco, the boycott action at all major the eastern half of the food market and Safeway the western. A&P is the largest chain conglomerate in the country, and Safeway the second largest.

"NO on SAFEWAY"

At the meeting with Safeway in Oakland, Marshall Ganz, national boycott director, and Fred Heart High School. Ross, Jr., director of the boycott in the Bay Area, charged the 2,138-store empire with being rings up sales of \$5.4 billion from its stores Ganz, the boycott will very quickly cover the 'largest sellers of non-Union lettuce in in this country and overseas each year, and has entire A&P empire from Florida to Chicago the country,' and noted that one of its top been a longtime and bitter enemy of the Union. and from New Orleans to Maine.



A&P, the two largest food monoplies in the executives had personally circulated petitions for Proposition 22.

On Monday, December 18 the Union opened up its campaign by using the "human billboard" tactic that proved so successful in the Proposition 22 campaign, hitting Safeway in Seattle, Denver, Los Angeles and San Francisco.

Led by Richard Longoria, 60 sign-carriers The two chain stores have effectively divided reached an estimated 600,000 people in Denver. freeway entrances and the business district was extensively covered by the press.

In Los Angeles, the same rigorous schedule with workers rising before dawn, meeting by 5:30 a.m., being on location by 6:00 and working until 5:00 p.m. with a break for breakfast and rest. Over 70 people participated in Los Angeles, including about 25 students from Immaculate

Safeway, with its strong ties to agribusiness, rings up sales of \$5.4 billion from its stores

The store chain never stopped buying scab grapes during the Grape Boycott and now still refuses to change its anti-farm worker position during the lettuce boycott.

"DON'T SHOP AT A & P"

The meeting in New York between the Union and A&P October 12 went the same. Union Director Cesar Chavez and boycott organizers Marcos Munos and Andrea O'Mally told A&P officials they deserved to be boycotted for trying to "deceive the public by displaying the Union's Black Eagle label with non-Union lettuce.

A&P is a supermarket empire with 4,264 of the Proposition 22 campaign was followed, stores taking in \$5.5 billion in sales every

The boycott of A&P started with the appearance of human billboards from Boston to Washington, D.C., saying "BOYCOTT LETTUCE, DON'T SHOP AT A&P." The billboards even invaded Grand Central Station in New York, across from A&P's national headquarters. According to Marshall Ganz, the boycott will very quickly cover the

UNION STARTS NATIONWIDE SAFEWAY, A&P BOYCOTT

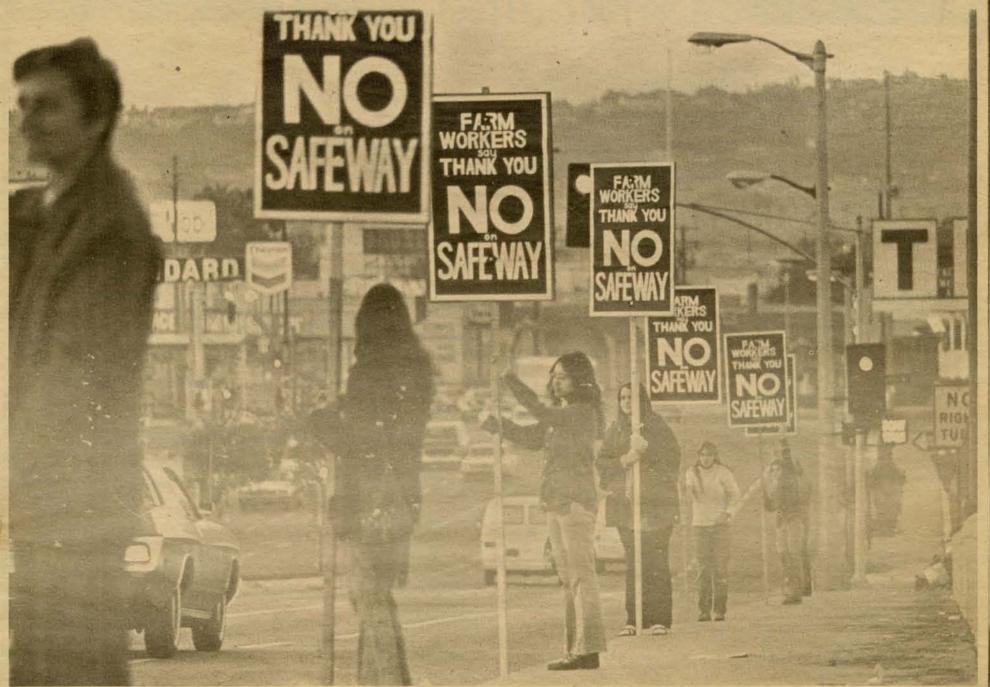


Photo: Ken Doyle

STRIKERS HIT GUILD

The Buttes Gas & Oil strikers, finding widespread support are sweeping the state of Wisconsin clean of Guild wines and liquors. In Milwaukee, they have knocked out Guild products from 141

of the 230 liquor stores in that city.

The strikers' campaign against Guild Wineries and Distillaries, which are controlled by Buttes Gas & Oil, received a tremendous boost when the last of Racine's 30 liquor stores to carry Guild wines and liquors broke under the economic pressure caused by the strikers' picketlines. It was a heavy blow to Buttes Gas & Oil because the liquor store was the largest in Racine with 25,000 bottles of Guild wines and liquors in stock.

En Eau Claire, all Il liquor stores are clean, while in the Appleton-Oshkosh area the strikers have persuaded 30 out of 39 stores to quit selling

Guild products.

Union Vice-President Gilberto Padilla reports that the strikers are determined to continue with the boycott against Buttes Gas & Oil's Guild Wineries and Distilleries despite sub-zero temperatures and snow storms.

The push against Guild wines and liquors is causing a massive switch among liquor stores to Christian Brothers wines and liquors to meet consumer demands for the holidays. Christian Brothers has a Union Contract.

For the sisters and brothers who want to write to the strikers, they are now working in the following cities:

Gilberto Padilla; Pablo López and family; Lupe Alviso; Mike Valencia; Ester Negrete; Mike Garza; Pete Zavala; Baldomero Juarez, Pablo Saludado --431 North 27 St. Milwaukee, Wis. 53208

Daniel Sanchez and family -- 210 Memorial Dr. Racine, Wisc.



DON'T BUY WINES AND LIQUORS PRODUCED BY GUILD WINERIES AND
DISTILLERIES UNTIL BUTTES GAS & OIL (WHITE RIVER FARMS) SIGNS
A NEW UNION CONTRACT WITH ITS WORKERS. Photo: Chris Sanchez

Refugio Guajardo, Jesús Guajardo and family, Tommy Padilla; Nicolas Rubalcava; Ricardo Zavala; José Alejandro and family in Madisonc/o 431 North 27th St. Milwaukee, Wisc. 53208.

Frank Alejandro and family are in Eau Claire,--c/o 431 North 27 St. Milwaukee, Wisc.

Luis Cantu and family; Steve Jimenez; Bernice Rincon, en Wassau-- c/o 431 North 27th St. Milwaukee, Wisc. 53208.

Irene Terrazas; Hermenegildo Loredo; Everado García; José Villa Nueva--1825 N. McDonald, Appleton, Wisc.

SUPPORT LETTUCE BOYCOTT

"I have assured Cesar Chavez and his valiant members that they can count on the support of our locals and the lithographers and photoengravers in their lettuce boycott."

--Kenneth Brown Lithographers & Photoengravers International

Ohio Valley Chapter, National Association of Social Workers, Inc.

"The lettuce boycott is symbolic of all struggles by minority groups for a decent way of life."

-- John J. Gilligan, Governor of Ohio

"Let us all get in back of the boycott. Let us help the farm workers and they will overcome."

-- Most Rev. Francis J. Furey, Archbishop of San Antonio

"...without strong, honest representation...the plight of agricultural workers and their families will remain desperate."

-Cardinal's Commission on Human Relations Archdioceses of Philadelphia

"God bless them (the farm workers) in their continuing struggle for justice -- and God bless all of you for whatever assistance you may be able to give them in behalf of this worthy cause."

--Patrick Cardinal O'Boyle Archbishop of Washington

"We commend you for your absolute demand that only non-violent tactics will be used. We endorse the present boycott of head lettuce."

The Shalom Community
Los Altos, California

Phoenix Chapter, National Organization for Women

Civil Liberties Union of Mssachusetts

"The wages , hours and working conditions of American farm workers are a national disgrace.....Such producers do not deserve the patronage

of self-respecting American consumers.

-- Arizona Consumers' Council, Phoenix, Arizona

Board of Directors of Greater Jacksonville Economic Opportunity, Inc. Jacksonville, Florida

Florida AFL - CIO

Inter Church Association of Metropolitan St. Louis

"I hereby direct that all State Departments, Boards, Commissions and Agencies cease purchasing Iceberg Lettuce...."

--Milton J. Shapp, Governor of Pennsylvania

"BE IT FURTHER RESOLVED, that the Missouri State LaborCouncil, AFL-CIO goes on record as calling for an investigation in the U.S. Senate of the AmericanFarm Bureau and its state affiliates in regards their misuse of tax-exemption, illegal conflicts of interest, and racist hiring and membership policies."

-- Missouri State Labor Council, AFL-CIO, Executive Board

Archdiocese of New York

National Board Leadership Conference of Women Religious

"We urge the Ann Arbor Lettuce Boycott Committee to let it be known that the citizens of Ann Arbor, through the voice of their elected representatives on this City Council, are proud to offer their support to the lettuce boycott.

-- Ann Arbor City Council

National Tenants Organization

United Church Board for Homeland Ministries

NEW DEMOCRATIC PARTY of British Columbia, Canada: now the party in power in Brish Columbia has ordered all province agencies not to buy non-Union lettuce

GOVERNMENT JOINS by Tom Delzell, Legal dept. D'ARRIGO AGAINST STRIKERS



Two long chapters were added to the many volumed history of injustice for farm workers during the early weeks of the D'Arrigo strike, as both the Imperial County and United States governments aligned themselves firmly with D'Arrigo against the farm workers and the Union.

The D'Arrigo Union members went on strike on Wednesday, December 6. The next morning at 9:00 a.m. Union Vice-President Dolores Huerta received a night letter at La Paz informing her that the company was going to go to court at 9:00 that morning to get a temporary restraining order against the Union to limit picketing.

Union General Counsel Jerry Cohen immediately telephoned the Imperial County courthouse but the judge was already in court listening to the company lawyer's side of the story.

Jerry reminded the court clerk that it was clearly unconstitutional for the judge to sign an order without the Union's attorneys present to give our side of the story but Judge Kirk went ahead and signed the court order nevertheless, severely limiting the number of pickets allowed at each field.

The following day Friday, December 8, a team from the Union legal department consisting of Bill Carder from Salinas, and Tony Gaenslen and Tom Dalzell from La Paz, drove down to El Centro, and there got their first look at the injunction.

D'Arrigo's lawyer had simply gotten from there a copy of an old grower's suit from the Salinas Strike and without even bothering to read it copied it over and filed it. (Fred Ross, Sr. Marshall Ganz and the "UFWOC" were the defendants—the initials of the Union are no longer "UFWOC" and Fred and Marshall were hundreds of miles away from the strike)

Normally, a judge will not grant a temporary restraining order without a great deal of evidence that there has been violence on the part of the strikers. Since, the D'Arrigo strikers are very well organized and all understand that violence only hurts La Causa, their picketlines have been beautiful examples of the power of non-violence.

But D'Arrigo's lawyer, knowing that he would get a sympathetic hearing in court, submitted only one affidavit, by a company labor contractor, saying that he had heard one scab say he was afraid. And on no more evidence than this the judge concluded that the strike was bloody warfare and should be enjoined. Bill Carder pointed out to the judge that there had been no violence and that the company had not alleged any violence. In a strange bit of absurd logic, the Judge said that there had not been any violence because he had right away granted a temporary restraining order before there could be any.

Bill answered that there had to be evidence of of violence before a temporary restraining order could be granted, and the judge only grumbled: "I don't see why you people just can't obey the law."

Since the strikers had been scrupulously obeying the law, it is easy to understand why many farm workers and their friends feel their constitutional rights will not be protected in Imperial County courts.

The real blow, however, was to find that the Immigration Department has also in effect become an ally of the growers. A United States regu-

lation forbids the use of green cards to cross the border to break a certified strike.

That regulation is no longer being enforced in either California or Arizona due to a Ninth Circuit Court of Appeals decision striking it down.

The court in effect has approved the grower's practice of bringing green carders across the border to break our strikers. The decision does much more to preseve the growers' accustomed source of cheap labor than in protecting those who are struggling to improve conditions for all farm workers.

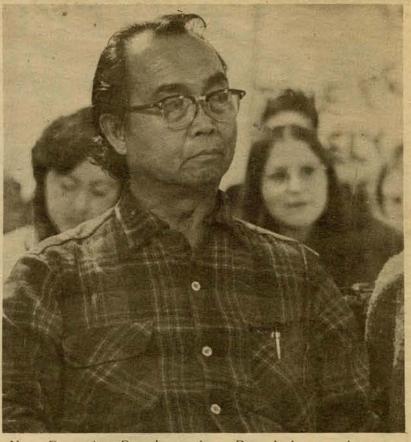
The Union legal team returned from Calexico determined to carry on the struggle in the courts. But it is clear we must rely on our own sisters and brothers and on the sense of decency and justice of Americans all over the country to win justice through the lettuce boycott and what is left of our constitutional right to strike.



Official Notice to All Members of the United Farm Workers, AFL-CIO

THIS IS TO ANNOUNCE THAT THE EXECUTIVE BOARD OF THE UNITED FARM WORKERS, AFL-CIO HAS NOMINATED AND ELECTED OUR BROTHER PETE VELASCO TO SERVE THE UNEXPIRED TERM OF LARRY ITLIONG UNTIL THE COMING NATIONAL CONVENTION.

> Signed, César Chávez, Director United Farm Workers AFL-CIO



New Executive Board member, Pete Velasco, who came to this country from the Philippines at the age of 16 to work in the fields, is one of the original strikers in our movement. He worked on the Grape Boycott, led the Grape Strike in Coachella in 1969 and has worked as an effective fund-raiser for the Union . He is presently director of the Stockton Field Office. Pete is a tireless worker and we wish him every success in his new position.

Union Fights For Right

to Organize in Labor Camps

BELLE GLADE, Florida -- Eliseo Medina, director of organizing for Florida, has vowed to keep migrant labor camps open to Union organizers even if it means going to jail.

The sugar cane growers in Florida are so frightened by the possibility that their workers will join the Union that they have had a number will join the Union that they have had a number Medina said that the large growers who own of organizers arrested for visiting camps. In and operate the camps have a "basic disregard" the latest such incident "two former employees of the Sugar Growers Cooperative in Belle he said, "because the growers control who can Glade, and Huey Tague, Union organizer, were enter the camp and when and where they can scare away hall. We hope to use the experiences of our mainly Jamaican cane cutters," according to Dorothy Johnson of the Union office in Belle on the Union is here to stay—we have a very serious anti-union legislation in Florida."

The 74 has been introduced in the lation. His 74 has been introduced in the lation. His

David Frieser and Steve Wolf, the other two commitment and we're not scared. So there will arrested, had previously lived in the camp, Dorothy said, "and the purpose of their visit on Sunday was to visit some of the people they had met while living there." They were charged

with trespassing.

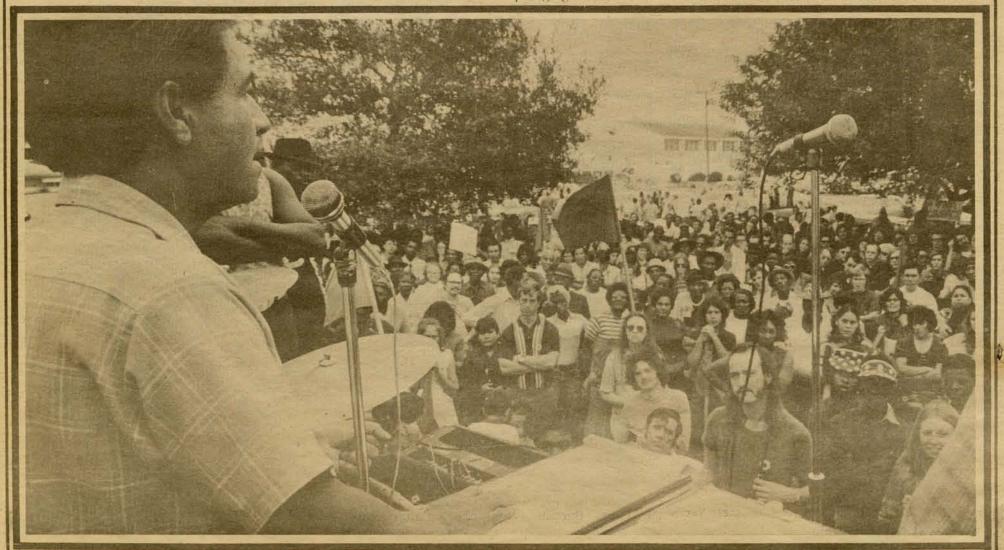
for the workers. "The farm workers are slaves,"

be more arrests and court decisions."

Dorothy Johnson also reported that the growers have begun to turn to another favorite weapon for crushing farm workers -- anti-Union legislation. "HB 74 has been introduced in the

REPORT FROM FLORIDA

During a recent visit to Florida, Union director Cesar Chavez urged workers and supporters to continue their efforts to organize, pledging that the Union would back them until contracts are won.



Farm Bureau-Teamsters Try to Kill Union



S ANGELES, California--"President Frank Fitzsimmons of the Teamsters, after wining and day, announced yesterday that the Teamsters were going to renegotiate their 'lettuce agreements,''

'agreements' with the lettuce industry are a fraud as massive as the grower fraud on Proposition 22. Rich white men sitting in a motel brown farm workers nor can they deprive the of farm worker enemies. farm workers of their legitimate Union," she

"It is no coincidence that the Teamsters' contracts signed by the lettuce industry in 1970, worker views. precipitating the largest agricultural strike in U S. history, were an attempt to provide the were parading in a huge circle outside the L. A. growers with paper insulation to protect them Convention center when Fitzsimmons addressed from the legitimate aspirations of their farm the Farm Bureau, saying he had no regrets

"The recent statements made by Mr. Fitzsimdining with the Farm Bureau Federation on Tues- mons are an indication that both the growers by calling us "revolutionaries. and the Teamsters realize that the present fraudulent agreements will not fool the public. Dolores Huerta, Vice President of the United These cynical actions are further justification Farm Workers said here at a press conference of our lettuce boycott," she concluded, "which will be intensified and the farm workers will on Thursday, December 14. will be intensified and the farm workers will.

This is an admission of what the UFW has use every non-violent tool at their disposal to maintained for over two years. The present achieve collective bargaining rights with the lettuce industry.'

During the same week the American Farm Bureau Federation held its annual convention room cannot dictate the destinies of 100,000 in Los Angeles -- a yearly gathering of thousands

Not only were the usual group of agribusiness heavies on hand to do their dirty work--people to organize their Union. like Farm Bureau President William Kufuss announcement closely follows their meetings with and California Governor Ronald Reagan--but the Farm Bureau because the Farm Bureau on Tuesday Teamster boss Fitzsimmons, who has and the lettuce growers (together with large long fought our Union behind closed doors, came chain stores such as Safeway and A & P) are out of the woodwork and used the Farm Bureau attempting to destroy our Union. The sweetheart convention to publicly proclaim his anti-farm

Several hundred farm workers and supporters

for crossing our picket line, calling the lettuce boycott a "fraud" and feeding fat-cat fantasies

Neither Fitzsimmons nor the Farm Bureauboth supposedly champions of "secret ballot elections' -- dared mention that the Teamster sweetheart contracts signed with the lettuce growers in 1970, were drawn up without the participation or consent of a single ttuce worker.

Meanwhile, fat-cat growers in slick business suits and cowboy hats stood around outside doing their utmost to ridicule our demonstration.

Immediately after Fitzsimmons spoke, Dolores Huerta held a press conference outside in which she denounced the Farm Bureau for its continuing attempts to thwart the right of farm workers

"Farm workers are protesting the Farm Bureau's use of tax exempt money to crush our right to have a union -- the most sacred right of American workers," she said.

"The Farm Bureau is not the champion of the family farmer that it fraudulently purports to be," she continued. "Rather it is a multi-billion dollar financial empire that is cheating the American people out of their tax revenues through its fraudulent tax status."



WHY FARM BUREAU FAVORS NLRA FOR FARM WORKERS

On Wednesday, Dec. 13, the American Farm Bureau Federation changed its legislative policy and endorsed coverage of farm workers under the National Labor Relations Act. This position was worked out the day after the Farm Bureau had wined and dined with Frank Fitz-

simmons, the \$125,000-a-year president of the Teamsters Union.

This Farm Bureau-Teamster legislative position is designed to destroy the United Farm Workers . If the growers are successful and persuade Congre to cove arm workers under the N.L.R.A. , they will make our present boycott illegal.

The boycott, of course, is the most important non-violent tool which farm workers have developed in their struggle to build a Union. The Farm Bureau knows this and this is the reason they now want the N.R.L.A.

Many of our friends have been misled into believing that the N.L.R.A. would benefit our Union. The experience of other unions of

this belief. In the South, for example, black people have long been frustrated by the N. L.R.A.

It is possible to win collective bargaining elections under the N. L. R. A., but without sufficient economic power, such as the boycott, it is impossible to persuade racially prejudiced and backward employers to negotiate in good faith. As a result, unions win elections and recognition but do not win contracts.

A Union which has won an election under the N.L.R.A. has the right to bargain with an employer for one year. Typically, however, as studies of Southern labor relations show, the employer hires lawyers to bargain for one year with instructions not to arrive at a contract.

for additional wages can hire a law firm to engage in such "surface bargaining" for \$30,000, thus saving himself \$120,000. It is almost impos-

The only way to insure that the employer will

poor, minority peoples illustrates the error of bargain in good faith is to retain the basic right to strike and boycott. Without our present boycott, our Union would win contracts with

Our struggle with the lettuce industry is proof of this fact. During the boycott moratorium, we talked to representatives of the lettuce industry for seven months. It took almost three months for them to agree that our Union could post bulletin boards at central locations on the farms. (Needless to say, there was much joy throughout the land at this "breakthrough".)

We never got to wages and could not get the growers to agree to such basic Union protections as the hiring hall, grievance procedures, and the Union security clause. The only way our Union An employer who might have to spend \$150,000 can insure good faith bargaining is to maintain our present lettuce boycott until collective bargaining agreements are signed. The Farm Bureau wants to destroy our boycott and it is for this sible to prove bad faith on the part of the employer reason that its members are now backing the

by Jerry Cohen, Union General Counsel



Farm workers are protesting the Farm Bureau's use of tax-exempt money to crush our right to have a union-the most sacred right of American workers -- DOLORES HUERTA

The Farm Bureau is a destructive force that has interfered in the orderly collective bargaining relations between farm workers and growers.

The Farm Bureau is not the champion of the family farmer that it fraudently purports to be. Rather, it is a multi-billion dollar financial empire that is cheating the American people out of their tax revenue through its fraudulent tax status.

The Farm Bureau is using these illicit profits to engage a nationwide anti-farm worker conspiracy through the following means:

- Recruits exploited illegal aliens as strikebreakers to undermine farm workers' strikes.
- Promotes and finances company unions to subvert farm worker demands for representation

by a union of their own choosing, the United Farm Workers, AFL-CIO.

- Introduces anti-labor bills in many states to take away the farm workers' only non-violent weapons for justice the strike and boycott.
- Sponsored and heavily financed Prop. 22 the anti-farm worker initiative decisively rejected by the voters of California on Nov. 22.
- Opposes the extention of protective social legislation to farm workers:
 - (a) unemployment insurance twice vetoed by Governor Reagan.
 - (b) pesticide poisoning protection for farm workers and consumers.
 - (c) laws against child labor.

Educate and Organize: READ AND DISTRIBUTE EL MALCRIADO

EL MALCRIADO is the official voice of the United Farm Workers. EL MALCRIADO:

- exposes and denounces the exploitation of farm workers by the growers and their lackeys.
- supports and helps to develop our belief in non-violent action.
- informs and brings to light the new life of dignity and justice that farm worker unionists are winning for farm workers day after day.

EL MALCRIADO is a weapon of information and organization.

EL MALCRIADO asks farm workers and boycotters to send news about the life of struggle they live. Letters, songs, poems, cartoons and drawings are always welcome. If you send photographs or undeveloped film, please send only black and white, along with information on what they are about.

In order to reduce postal costs and collection problems, EL MALCRIADO is sold only in bundles of 50 issues, in any combination of English and Spanish, at \$5.00 per bundle pre-paid.

This distribution system enables every person who buys the newspaper to become an organizer for La Causa by helping to establish a person-to person network of information wherever farm workers and Union supporters are found.

One way of distribution making it easy to sell 50 copies of EL MALCRIADO is to find several persons willing to buy five or more copies every two weeks.



EL MALCRIADO 🛥

check or money order for \$___

(\$5.00 a bundle PRE-PAID)

Official Voice of the United Farm Workers

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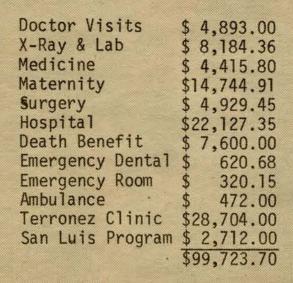
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KENNEDY MEDICAL PLAN PAYS ALMOST \$100,000 IN NOVEMBER

Every Union Contract won by the Union requires the growers to pay the Kennedy Plan ten cents an hour for every worker. Since it was founded in 1969, the Kennedy Plan has paid out almost \$2,000,000 in benefits and services to farm workes and their families covered by Union Contracts.

Last month the Kennedy Plan paid out \$99,723.70 as shown below.



(Information: María Saludado, director, Kennedy Plan Ralph Magaña, accounting, Kennedy Plan)



María Saludado

THANKS TO KENNEDY PLAN

I want to thank the Kennedy Plan for the benefit I received in the form of a check for \$500 with which I paid for the funeral expenses of my wife, Socorro.

Leocadio de la Rosa Soledad, California 93960

GRATEFUL FOR BENEFIT

Dear Cesar and other sisters and brothers,

It is a pleasure to write to you, although I am also very sad because of the death of my husband.

César, I want to thank you and María Saludado for having helped me so much with the benefit from the Kennedy Plan of \$500.

May the Lord help and bless you so that our movement will continue to advance.

Lola Capilla

HELPED BY KENNEDY PLAN

Today October 25,1972, I received check No. 2442 for \$1,000 from the Kennedy Plan that you sent me on the 18th.

All I want to do is to give you all my thanks for this benefit.

Sofia Atilano Inter Harvest worker.

FIRST OF A SERIES_

YOUR UNION CONTRACT :

Health and Safety Clause

Photo: Chris Sanchez

Farm workers are aware of the dangers of pesticides and lack of hygiene not only to their health, but also to the health of consumers. that is why farm workers demand a health and safety clause whenever they negotiate a Union contract.

 Company agrees to consult with Union's Health and Safety Committee in formulation of policies relating to Health and Safety of workers, including but not limited to the following:

Use of economic poisons; use of protective garments, materials, tools and equipment as they may affect the health and safety of workers and sanitary conditions.

- 2) DDT, DDD, ALDRIN, DIELDRIN and ENDRIN shall not be used. Other economic poisons which under any circumstances cannot be used without extreme danger to farm workers and consumers shall not be used.
- 3) Company agrees that it shall notify Committee as soon as possible prior to the application of economic poisons.
- 4) Company agrees to keep records (on use of pesticides) and to make them available to Committe or such Union member as committe shall appoint as its agent.
- 5) There shall be adequate toilet facilities, separate for men and women in the field readily accessible to workers, that will be maintained in a clean and sanitary manner. These may be portable facilities and shall be maintained at the ratio of one for every forty workers.
- 6) Each place where there is work being performed shall be provided with suitable, cool, portable drinking water convenient to workers. Individual paper drinking cups shall be provided.
- 6) Workers will have two (2) rest periods of ten (10) minutes which insofar as practical shall be in the middle of each work period.
- 7) Tools and equipment and protective garments necessary to perform the work and/or to safeguard the health of or to prevent injury to a worker's person shall be provided, maintained and paid for by the Company.
- 8) Adequate first aid supplies shall be provided and kept inclean and sanitary dust-proof containers.
- 9) One baseline cholinesterase test and other necessary cholinesterase tests shall be taken on those workers employed as applicators at Company's expense when organo-phosphates are used. Union shall be given results of said tests immediately.
- 10) No employer shall require any employee to go or be in any employment or place of employment which is not safe.

Romona rapped by NLRB

The decision by a National Labor Relations Board hearing officer in San Francisco that Romona's Mexican Food Products, Inc., is guilty of widespread unfair labor practices might appear routine to some - but not to knowledgeable labor leaders.

Although her name isn't to be found in the 45-page ruling of NLRB Administrative Law Judge Leo F. Lightner, Ramona's is owned by a woman whose signature appears in the lower left-hand corner of the millions of 'greenbacks" being ground out by the Bureau of Engraving.

She's Romana Banuelos of Los Angeles, chosen late in 1971 by President Nixon to be Treasurer of the United States and readily confirmed by the Senate in December of that year despite strong opposition from labor.

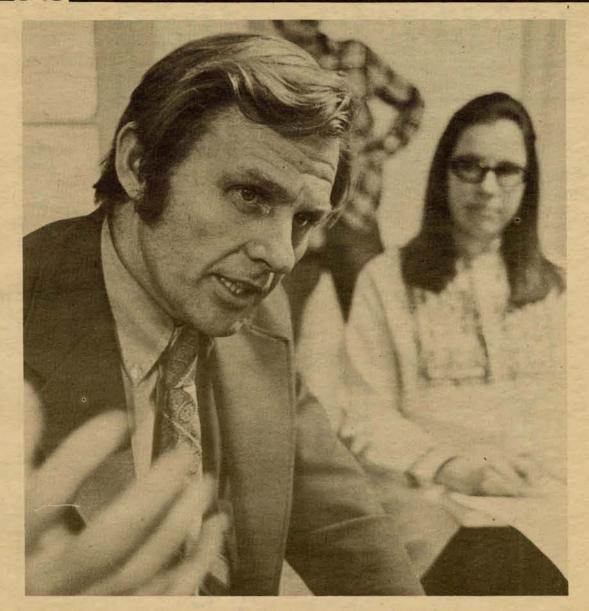
Nixon said he chose Mrs. Banuelos for the post in recognition of her leadership among Mexican-Americans. AFL-CIO Director of Organization William Kircher testified she was anything but that, based on labor relations and working conditions at her snack plants. He said the firm has a long record of "illegal" employment of Mexicans.

in accusing the firm of "interference, restraint and coercion" of its employes, Lightner concluded the employer illegally:

Threatened workers with loss of jobs if they participated in a strike, continued the threats after the strike began in March, threatened employes with loss of 'alien-employe status and deportation" to Mexico if they did not return to work, later refused to rehire strikers, stripped others of holidays and health and welfare benefits, and denied the union information to which it was entitled.

CHRISTMAS CONTRIBUTIONS TO LA CAUSA

Many of our sisters and brothers across the country give to our movement every Christmas. We thank you for your help and ask that you make your checks or money orders payable to the "United Farm Workers", not to Cesar Chavez, in order to avoid accounting problems.



ARIZONA: Jerry Pollock, candidate for governor in the recall campaign against Governor Jack Williams, has just started 500 to 750-mile walk across the state to introduce himself to the people of Arizona. A complete report in the next of EL MALCRIADO.

SPECIAL BULLETIN KENNEDY PLAN

The Robert F. Kennedy Plan i s looking for Mr. Orlando Curiel, who was sent a check of \$300 maternity benefit to Salinas on October 11,1972. The Kennedy Plan has not been able to find him since then. We are asking him to please come to one of our Union offices so we can arrange for him to receive his benefit.

In many cases, members do not inform the Kennedy Plan of changes in address and checks are many times sent directly to the hospital in order to protect the creditt of Union members. Please let us know if you change your address.

1000 PICKETS BOOST FARAH BOYCOTT

LOS ANGELES, California -- The continuing strike against Farah Manufacturing Co. received a major boost Dec. 11, when more than 1000 pickets turned out at the downtown May Co. and Bullocks stores (two of the largest suppliers of Fara pants). The strike support action was endorsed by the County Federation of Labor.

The strike, which was begun by members of the Amalgamated Clothing Workers Union at the company's El Paso plant, has received backing from all major sections of the labor movement and has blossomed into a full-scale national boycott of Farah pants.

The company has refused to negotiate with its workers. The main demands center around union recognition and wage increases. The firing of one of the union's militant organizers touched off the strike and more than 3,000 workers immediately walked off the job.

The Farah has tried every tactic at its disposal to break the strike. The company imported scabs from Mexico, inspite of insistence by the National Labor Relations Board that it go to the bargaining table.

The company also was able to get a temporary injunction to restrict picketing and more than 1,000 strikers were arrested before the U.S. Supreme Court struck the order down.



Sisters and brothers who work in the Union's field offices in California and Arizona meet to discuss how to better serve our Unions members.

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BOYCOTT LETTUCE

On July 1970, when the United Farm Workers had just won its great victory in the Grape Strike and Boycott, the lettuce growers went into secret negotiations with Teamster leaders....



August 24,1970. 7,000 farm workers in the valleys of Salinas, Santa María and Arroyo Grande went out on strike. Some of the large lettuce companies rescinded their agreements with the Teamsters and signed with the Union.



SOLIDARITY FOREVER...

The strikers were forced to take their fight to the cities and launched the lettuce boycott in the U.S., Canada and Europe.



YOU KNOW, EVEN IN



The growers signed "sweetheart" contracts with the Teamsters and the farm workers responded with the largest farm worker strike in the history of the United States.



The rest of the lettuce growers refused to sign with the Union and in September found a judge in Salinas who would declare the strike illegal.



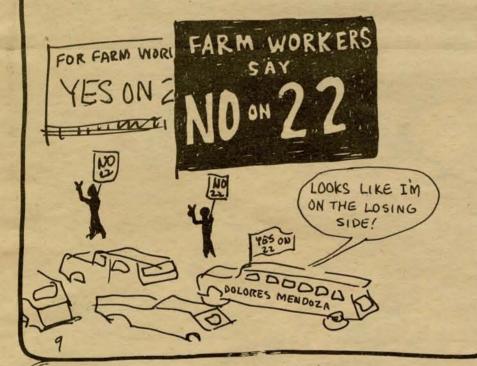
In March of 1971, the Union and the Teamsters signed a jurisdictional agreement. It recognized the right of our Union to organize farm workers.



Under pressure, the growers started to negotiate with the Union. The Union demonstrated its good faith by calling a moratorium on the lettuce boycott, which continued during the entire period of negotiations starting March 26,1971.



The growers threw their filthy money into a legislative program designed to kill the Union. They got corrupt politicians to push laws prohibiting strikes and boycotts: A.B. 964, S.B. 40. But they were not able to push these through the California legislature. Then came the million-dollar fraud, Proposition 22. The farm workers once again entered the political arena to defeat the fraud.



Fitzsimmons, a so-called unionist, crossed farm worker picketlines to come to the rescue of the defeated anti-labor forces.



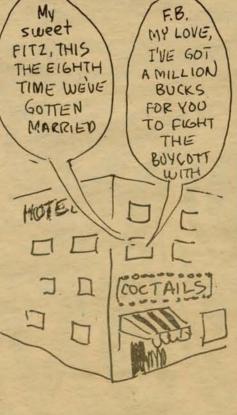
The growers negotiated in bad faith, with no other intention than to stop the Union during the harvest of 1970-71, to raise money and ally themselves with the most reactionary and racist forces in the state and the nation to destroy the Union.

KILL UNION KILL UNION, KILL UNION, WESTERN KILL GROWERS KILL UNION, UNION ASSOC. KILL UNION! CESAR CHAVEZ IS A COMMUNIST, THE POPE IS A COMMUNIST, EISENHOWER WAS A COMMUNIST, & ONLY THE GROWERS ARE ALL-AMERICAN ... VOICE OF AMERICANISM

IN THE ELECTIONS, THE PEOPLE OF CALIFORNIA RECOGNIZED THE UNITED FARM WORKERS AS THE ONLY TRUE UNION FOR FARM WORKERS.

.THE GROWERS, THE FARM BUREAU AND THEIR LACKEYS WERE FURIOUS WHEN THEY FOUND THEMSELVES STUCK IN THEIR OWN TRAP OF LIES AND FRAUD.

10



SAFEWAY. BOYCOTT AEP FINAL

