

The official voice of the United Farmworkers

EL MALCRIADO

Vol. V No. 3

© 1972, El Malcriado

June 9 1972



¡SI SE PUEDE!

the humiliating position
special Agricultural
ard (appointed by Repu
k Williams) for a ge
election to determine

RECALL GOV. WILLIAMS

¡SI SE PUEDE!

The people of Arizona are recalling their governor. Governor Jack Williams is an obstacle to the well-being of people and the people are using strong and Non-violent means to put him out of public office. Williams acts in the interest of the few. He not only causes the poor to suffer but he ridicules them in their suffering saying, "As far as I am concerned THOSE people do not exist". People are looking for moral leadership. They are offered moral bankruptcy.

Why are FARMWORKERS so interested in Arizona? Arizona is an agricultural state. Lettuce, melons, grapes, onions, mixed vegetables, citrus and cotton lead to an annual production nearing a billion dollars. Vast profits are made because of "cheap labor". Cheap labor is us. We, as the poorest citizens in the U.S. are forced into competition with the destitute people from Mexico. The state of Arizona falsely claims to have a labor force of 40,000 earning an average of \$1.58 an hour. The state does not admit that 100,000 illegal aliens enter each year to slave in the fields, live in squalor and be thrown out of the country penniless when the crops are harvested.

Working for as little as 60¢ an hour, the illegal underbids domestic farmworkers. What limited work remains for the local people falls below the federal minimum of \$1.30 an hour.

When 70% of the labor force lives in fear of being deported, there are no cries to end child labor, no demands for drinking water, no petitions for toilets, no protests against the foul condition of the labor camps.

In contrast to the hell-on-earth that has been willfully created for our brothers who work the soil, we have the Farm Bureau.

Together with their "boy" Jack Williams, the Farm Bureau had little difficulty obtaining legislative support for the recently passed farm labor bill, Arizona H.B. 2134. The multi-billion dollar TAX EXEMPT

Farm Bureau had no trouble in stopping legislation designed to improve labor camp conditions. They stopped workmen's compensation for farmworkers. They are responsible for the lack of child labor legislation in the State of Arizona. The same opulent clique has seen to it that there is no unemployment insurance for farmworkers, that the employer's liability act does not apply to agriculture and that there is no occupational disease compensation.

Last year in Arizona, gluttoned and fattened interests represented by Williams and the Farm Bureau received more than the entire budget for public welfare. Arizona continues as the political domain of the Goldwater machine, a grower based product of a Republican Party-John Birch Society merger. The Goldwaters are as deep into agriculture as they are into politics.

Barry's brother Bob is a partner with the Martori family in the Arrowhead ranches. This group produces lettuce, citrus and grapes and is a cornerstone of the anti-union movement among growers. Arrowhead is notorious as one of the largest importers of illegals in Arizona. During the past winter the local press picked up a story reporting 150 to 200 illegals living in the orange groves. Pictures of tarps and mattresses gave witness to the fetid conditions. Nothing was or is being done about it.

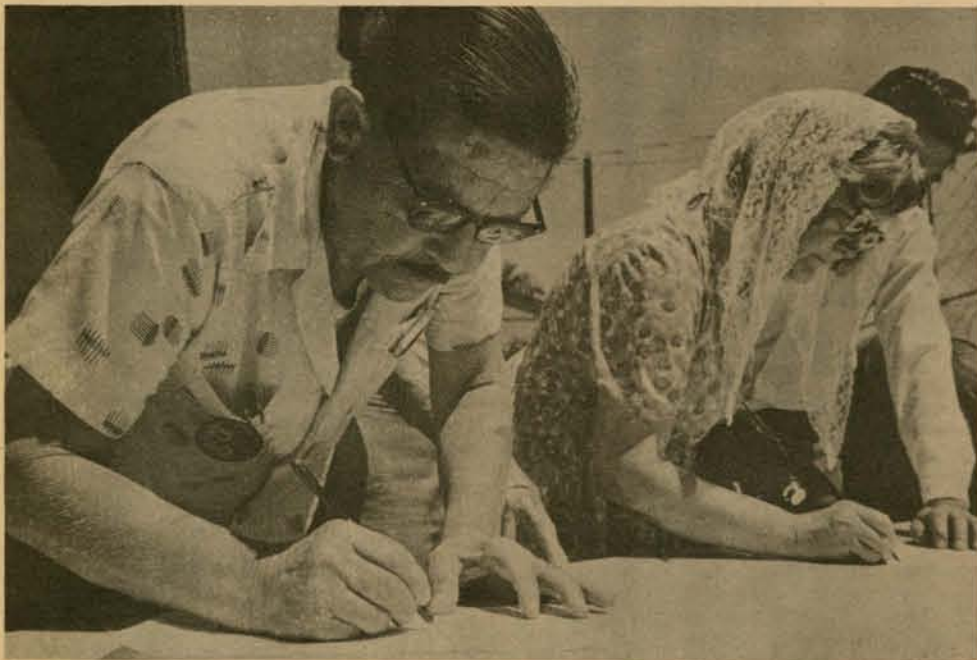
The callous indifference of Barry Goldwater was expressed in a recent speech. During the question and answer period, a farmworker stood up and asked, "Senator, why does your brother Bob hire so many illegals when so many local people can't find work?" Goldwater exploded, "My brother is over twenty-one and can make his own decisions. If you people would get off your butts and go to work, we wouldn't have to hire nationals."

Four Goldwater goons immediately threw the farmworker out of the meeting.

While the human exploitation continues and deepens the Farm Bureau, the Gov-



Thousands of people are signing the petitions to recall Governor Jack Williams.



ernor of Arizona and the Goldwater machine have placed themselves on WELFARE. But it is not the miserable dole arrogantly given to the destitute. It is WELFARE. The rule is, the wealthier you are, the more WELFARE you receive. Seven members of the Arizona State Farm Bureau received \$431,844 in WELFARE payments last year. Lynn Anderson, a state director and President of the Maricopa County Farm Bureau received \$91,856. These people have received money for doing less than nothing. They are dregs on the hard working people of the United States who have paid their taxes only to have them ripped off by a greedy "non-profit" Farm Bureau.

We refer to House Majority Whip, Stan Akers (R-Phoenix) who received \$94,101 in farm subsidies last year. Also worthy of mention is Representative James Sosaman (R-Higley), Chairman of the Agriculture Committee of the State of Arizona, who as a Farm Bureau Member collected \$55,732 in farm subsidies in 1971.

The law of the State of Arizona has a lot to do with what we have stated. Arizona Revised Statute 41-1291 says in substance:

No member of the Arizona Legislature shall have any interests financial or otherwise, direct or indirect, or engage in any business, or transaction, or professional activities, or incur any obligation of any nature which corruptly conflicts with the proper discharge of his duties in the public interest of his responsibilities as prescribed in the laws of the State. The penalty for violating this is imprisonment for not more than ten years and a fine not exceeding \$10,000.

We think that the men responsible for Arizona H.B. 2134 were aware of the aforementioned law. Were this not so, Rober Stumpt, the only legislator/grower who abstained from voting on H.B. 2134, would not have seen fit to disqualify himself from participation in this lawless "legislation". What were the others thinking of?

We do not need more studies. We do not need more data. We do not need more rhetoric. The actions of Jack Williams and those who voted for H.B. 2134 are subversive and un-American. Williams is going out. We will use our constitutional rights to carry out our own "Law and Order" program. Others who break the law at the expense of the poor are warned that they too can be removed. Williams OUT! IT CAN BE DONE! SI SE PUEDE!

EL MALCRIADO

Voice of the Farmworker

Published every two weeks as the

Official voice of the:

UNITED FARM WORKERS
AFL-CIO

La Paz, P.O. Box 62
Keene, California 93531

No subscription orders accepted.

Bulk order of 50, pre paid only \$5.00

Please specify

Spanish or English edition

© 1972, El Malcriado

CESAR CHAVEZ FASTS IN ARIZONA

• Arizona passes Farm Bureau-sponsored anti-farmworker law

• Cesar fasts to create spirit of social justice in Arizona

PHOENIX, Arizona -- Union Director Cesar Chavez announced he had begun a fast May 12, the day after Arizona passed one of the most restrictive and repressive anti-farmworker laws in the history of the United States.

The farm labor law, House Bill 2134, was passed and signed into law immediately on May 11 by Republican Governor Jack Williams. Cesar announced his fast at a rally of farmworkers and their supporters at the State Capitol the next day.

Cesar arrived in Phoenix on May 11 at the invitation of Gus Gutierrez, director of Union organizing in the state, and other Union leadership, to try to help persuade Governor Williams not to sign the bill. The Union had been told that the Governor would meet with Cesar before making a decision, but he secretly signed the bill within hours of its passage and refused to meet with Cesar or any other Union representatives. His quick signing of the bill was improper, since most legislation goes to the Attorney General's office first for his opinion on its constitutionality. Since this bill in particular has many elements which are probably unconstitutional, his surprisingly rapid action gives some idea of the kind of special-interest pressure behind the anti-farmworker bill.

The Union rally on Friday was originally planned to support Cesar in his discussion with Williams, but by that time the bill was long-signed and the Governor was in Tucson addressing the Arizona Broadcasters' Association. When the Union had learned of his action and planned speech, the Governor found himself picketed by 125 Union supporters--farmworkers, students, clergymen of all faiths, and Yaqui Native Americans--as he made his speech. Asked by a local newsman to comment on the pickets, he responded: "For me, those people don't even exist."

Cesar announced his fast at the rally on the steps of the Capitol. He said that he was fasting against fear--the fear of the Union which drove the Farm Bureau and growers to seek this legislation; the fear of the Arizona legislature and the Governor in the face of the massive economic and political power of the Farm Bureau which led them to pass and sign the bill; and the fear that Arizona farmworkers have of the power which others hold over their lives. He said that growers should not fear the Union, that it is not out to destroy them, but only to gain for workers the rightful fruits of their labors. In an exclusive interview with EL MALCRIADO, Cesar said: "The fast was started to create the spirit of social justice in Arizona and to try by our efforts through the fast and our sacrifices to erase the fears that the growers and the Republican legislators and the Republican Governor have of the Union. The fast is to try to reach the hearts of those men, so that they will understand that we too have rights and we're not here to destroy, because we are not destroyers, we're builders."

He felt strongly that the Union should not turn back on workers in Arizona at this



time, that "it would be cowardly for us to leave our brothers here. I saw it as our duty to sacrifice ourselves for our brothers."

He attributed the bill's passage to the disproportionate power of the Farm Bureau and Goldwater forces.

Cesar said the fast is not a hunger Strike, that he is not fasting until the law is repealed. He said he is not fasting out of anger or hate, but out of love and in an attempt to overcome the fears of the agricultural and political powers of the State of Arizona (Complete text of interview with Cesar on page 8).

The new law was originally introduced as HB 207 in 1971 by Rep. Stan Akers, a grower and owner of the Hogue Farm. It had little support and did not pass. It was re-introduced in 1972 as HB 2134 and assigned by the House leadership to three committees: Agriculture; Economic Affairs; and Appropriations and Rules. Such a multiple assignment is usually a sign that the leadership would just as soon see the bill die in committee, but they may not have reckoned on the power of the Farm Bureau and a few strong growers.

The bill had no trouble getting out of the Agriculture Committee, where four out of the nine members are growers, nor the Economic Affairs Committee, chaired by Rep. Akers.

When it stalled for five weeks in the Appropriations Committee, ten powerful growers in the House threatened the leadership that all other bills would be stalled if HB 2134 wasn't reported out. It soon was.

The local Union leadership hoped that assignment to some decent Senate committees would enable the bill's stoppage, but it was only assigned to the Agriculture and Livestock Committee, chaired by Leroy Palmer, an Arizona cattleman.

The bill was never assigned to the Labor Committee of either the House or the Senate.

The primary force behind the bill was the Arizona Farm Bureau, even more so than the growers. Jim Rutkowski of the Union's Arizona legal staff pointed out that only one grower testified before five different committee hearings, but the Farm Bureau was active throughout. They were undisguised in their effort to cripple the Union, and even got a screening of their infamous "Road to Delano" film, which maligns the Union with distortions and untruths. Both Jim and Gus Gutierrez said the primary aim of the law is to hurt the Union and to prevent it from organizing in Arizona. Jim noted that it is "the same bill the Farm Bureau has introduced in several states."

The new law has the following particularly repressive features:

It outlaws secondary Boycotts.

It severely restrains primary Boycotts. One must identify Boycotted products directly and specifically by label, rather than asking a Boycott of "non-Union" produce and thus encouraging the grower to sign a Contract. The law accomplishes this by outlawing "misleading" speeches about Boycotted products. Jim notes: "Constitutionally, this is very unsound, because the First Amendment doesn't protect just true speech--you don't have to be prepared to prove in court everything you say before you can say it."

The law grants growers an automatic and mandatory ten-day injunction against a Strike upon presentation to a judge of an affidavit stating that over \$5,000 worth of crop damage or loss will result in the event of a Strike.

It sets up elections procedures under which the grower provides a list of eligible voters; the Union has no access to

the workers in the fields or camps before the election; only secret ballot elections are allowed; and the procedures are so lengthy and complicated that workers are likely to be gone before any election could possibly take place.

It allows a new election to be called by a majority of workers three months after the original election. Thus an unscrupulous grower could wait until the off-season when his labor force is reduced to a few maintenance employees friendly to him, and get them to vote the Union out of its rightful bargaining place. When the workers returned for the next harvest season they would have to go through the tedious procedure all over again in order to be represented.

The law requires a majority vote of the membership before a Strike can be called. Jim notes that farmworkers thus become the only work force in the state to be required to hold an election before Striking.

Gus and Jim are in agreement that these provisions make it clear that the bill is aimed at the destruction of the Union, and that the Farm Bureau has skillfully hidden its true intentions behind measures which seem equitable. For example, a ten-day temporary restraining order against a Strike as provided by the law is not a critical factor in industrial labor-management relations, where both production and work-force are relatively stable and on-going. In such a situation a Strike two weeks from now is likely to be as effective as an immediate one. But in agriculture the harvest season is relatively short, often a matter of a few weeks. By the end of the injunction period the crops will be in and the workers will have nothing left to bargain with.

Similarly the kinds of complicated election procedures required by the law might be irritating but would not be decisive in an industrial situation, because the work force is on-going and can see it through. But farmworkers in Arizona are rarely in one place more than a few weeks, and an election process that takes two to four months--as this one does--effectively prevents any elections. Furthermore, should an election somehow take place, the law allows the grower to invalidate it after three months by waiting until the workers are gone and having a few friendly employees vote the Union out.

As Jim says, Arizona "has lifted stuff from the NLRA which was designed for industrial settings where the workers stayed year after year, and they're saying that is going to be fair for agriculture too, but it's not." All this is especially ironic when one recalls that agribusiness kept farmworkers out of NLRA coverage by arguing that agriculture was different from industry and thus shouldn't be covered.

Now when faced with a growing United Farm Workers they want to turn the tables and use only the NLRA features which limit union activity in order to stop us.

Gus Gutierrez feels that that is precisely what the new law does in Arizona--stops Union organizing. The Union is in for a long and hard struggle, and only the kind of dedication and sacrifice typified by Cesar's fast can triumph. VIVA LA CAUSA.

Letter From Arizona By Cesar Chavez

Dear Brothers and Sisters:

Our people have been poor for more years than we can remember. We have made only a small amount of progress these past ten years of work and struggle. Our women and children still die too often and too young. There is too much hunger and disease among us. Not even five percent of America's migrant farmworkers are protected by Union Contracts. Yet there is a great fear of our Union -- a fear that I do not fully understand, but that I know is present with most growers and especially among the lettuce growers in their current resistance to the rights of their workers. Growers through the Farm Bureau are seeking to bring the whole machinery of government against us. Why are they so afraid of a Union for migrant farmworkers? Is it so much to ask that the poorest people of the land have a measure of justice?

In Arizona -- one of two major lettuce producing states -- the growers and the politicians have just passed a law that destroys the right of farmworkers to have a Union. Farmworkers under this law cannot engage in consumer Boycotts. Supporters of our Union could be arrested for telling their friends not to buy lettuce. Farmworkers are put in the humiliating position of having to go to a special Agricultural Labor Relations Board (appointed by Republican Governor Jack Williams) for a government-conducted election to determine their right to Strike.

The law provides for union representation elections but establishes so many steps and procedures that seasonal and migrant workers would never have a chance to vote. Growers can not only frustrate an election for two-three months, they can actually avoid elections by a minor change in hiring practices. Even if workers should vote for the Union, an employer can seek a decertification election after only a three month waiting period. The bill is discriminatory. It is aimed only at farmworkers who are mostly Black, Brown and Indian. No other labor force is asked to live with these repressive measures. This is what the Farm Bureau means when they advocate "free elections" and "responsible legislation."

Farmworkers in Arizona tried to tell their legislators about the unfairness of this law. They collected letters and petitions and brought them to their representatives. They were met with cold indifference. They were patient but could not get appointments. In many cases, their letters were thrown into trash cans in front of their eyes. After the bill passed, it was brought to the Governor by the Highway Patrol. He signed it immediately. The next day the Governor was asked by a reporter to comment on the farmworkers who wanted to meet with him. He responded: "As far as I'm concerned, these people do not exist."

What is it that causes sane men to act so hastily and so cruelly? It cannot be that we are so powerful. In the context of the great corporations, we are like a mosquito on an elephant's back.

This attack on our Union in Arizona and in every major state is also an attack on the spirit of justice in America. Why shouldn't farmworkers finally have a chance to hold their heads high in their own organization? Why shouldn't poor people be allowed to struggle Non-violently for justice? The answers seem so obvious but the Farm Bureau, the lettuce growers, and the politicians are deaf to our pleas.

My major concern is not this particular Arizona law and the fast is not out of anger against the growers. My concern is the spirit of fear that lies behind such laws in the hearts of growers and legislators across the country. Somehow these powerful men and women must be helped to realize that there is nothing to fear from treating their workers as fellow human beings. We do not seek to destroy the growers. We only wish an opportunity to organize our Union and to work Non-violently to bring a new day of hope and justice to the farmworkers of our country. It is long overdue and surely it is not too much to ask. Justice for farmworkers is our only goal; it is the goal of our Non-violent Lettuce Boycott. Will you help us by making a commitment not to eat or buy lettuce? This is a small sacrifice that can bring a great change for migrant farmworkers. I ask for your prayers and your continued help in our struggle.

Your brother,

Cesar E. Chavez
Cesar E. Chavez

Ranch Committees Support Cesar's Fast

PHOENIX, Arizona -- Union Ranch Committee delegations from all over California visited Cesar Chavez here May 21 to show Solidarity with him in his fast for social justice.

Delegations included eight from Delano, including Juan Ramirez, President of the Perelli-Menetti Ranch Committee. Seven came from Lamont.

Poplar sent nine, including Adan Baldwin, President of the Roberts Farms Ranch Committee, Jose Palomo, President of the Cameron Bros. Ranch Committee, and Euserio Campos.

Twenty-one came from Calexico, including Vice-President Patricio Ortega Hermosillo of Freshpick Foods, Inc. and Miguel Lopez, President of the Inter-Harvest Ranch Committee in the Imperial Valley.

Eleven came from Coachella, and 12 from Hollister, led by Tony Ortega, President of the Almaden Ranch Committee. Four came from Selma, and 7 from Soledad, led by Gonzalo Cantu, Vice President of the Paul Masson Ranch Committee.

Wilcox sent a delegation of 15 led by José García of one of the Mel Finerman Ranch Committees; Oxnard sent four.

A group of three came all the way from the Napa Valley; it included Jamie Velasquez, President of the Christian Brothers Ranch Committee, and Gilberto Carrillo, Vice President of the Vinifera Ranch Committee.

NATIONAL LABOR NEWS

Excessive Pay Increases For Top Executives

While the Pay Board has been doing its best to keep down the wage increases of rank-and-file workers to 5.5 percent or less, a different set of rules for the top executives of large corporations allows them to receive salary increases of nearly 200 percent.

According to a private financial newsletter, the Gallagher Presidents' Report, the pay hikes of top officers of 47 leading U.S. manufacturers averaged 14.4 percent.

The Gallagher Report shows that the following executives received the highest pay increases: Dow Chemical President Charles Branch, 196.2 percent to \$305,089 a year; Bendix Chairman A.P. Fontaine, 130.4 percent to \$280,664; and General Motors President Ed Cole, 121.1 percent to \$497,534.

And while unions have made futile efforts to defend wage increases before the Pay Board on the basis of increased productivity, some executives have been allowed large increases in salaries despite drastic drops in company profits.

For example, an executive of Boise Cascade received a salary increase of 13.2 percent in 1971 even though the company suffered a loss of \$85 million in pre-tax profits.

Other executives didn't do quite as well. Ford Motor Company Chairman Henry Ford II collected \$689,000 in salary and bonuses last year--up \$189,000 or 37.8 percent from the previous year. Company President Lee A. Iacocca was paid \$675,000, a 48.3 percent increase.

At Chrysler Corporation, Board Chairman Lynn Townsend received an increase in his yearly salary from \$200,000 to \$225,000 and the company president, John Riccardo, went from \$175,000 to \$200,000.

The highest paid executive in the nation during 1971 was Harold S. Geneen, chairman and president of International Telephone and Telegraph, who received \$812,494, an increase of 6 percent over the previous year.

Yet the Pay Board's crackdown on workers continued. The latest report from the board showed that the combined average increase for 6.6 million workers in large plants had been held to 4.2 percent.

During April, the increases for nearly 2 million rank-and-file workers in plants employing 5,000 or more workers, was held to 2.5 percent by the Pay Board, including new contracts, deferred raises and retroactive pay boosts.

What Is A "Modest" Income?

The Bureau of Labor Statistics has reported that a "typical" American urban family needs \$10,971 in income per year to live "modestly."

A typical farmworker family has an income of \$1,900 per year, since most farmworkers are still struggling for the right to have their own union. Even a budget described by the Bureau as "austere" came to \$7,214 per year, still far above the average farmworker's earnings.

And these figures are for last autumn, failing to take into account rises in prices--especially food prices--since then.

All of the budgets are for a family of four--a 38-year-old husband working full time, a non-working wife, a son of 13 and a daughter of 8.

These assumptions make the discrepancy between farmworker income and that of the "average" family even more dramatic, since farmworkers' families are often larger than four and their meager income the product of the labor of several members of the family. Moreover, it is especially difficult for farmworkers to find employment year-round.

For a worker receiving the federal minimum wage of \$1.60 an hour, there is an ever-widening gap between his annual full-time earnings of \$3,328 per year and the "austere" family budget.

The difference was under \$2,700 when the \$1.60 wage floor went into effect, \$3,215 in the spring of 1969, and \$3,385 under the most recently announced figures.

Prices Up Again

The Bureau of Labor Statistics report for March showed that the Consumer Price Index rose to 124.0, meaning that consumers were paying \$12.40 for the same goods and services that cost them \$10 in 1967. It now takes \$14.43 to buy goods and services that cost \$10 in 1957-59. Food prices especially have continued to rise.

Workers Cheated Out of Wages

According to statistics released by the U.S. Department of Labor's Employment Standards Administration (ESA), employers across the nation have illegally underpaid workers more than \$74 million during the nine months ending with March 20.

The underpayments, reflected in the paychecks of 371,255 workers were mainly the result of employer violations of the minimum wage and overtime provisions of the Fair Labor Standards Act. The ESA investigators found 45,525 employers in violation of the various federal laws on wage and hour standards.

But the ESA has been able to recover illegally withheld wages from only about half of the employers found short-changing their workers. And the total amount recovered from employers, the statistics show, is slightly over \$23 million--less than one-third of the \$74.2 million lost to wage chiseling. So far, the government has taken no action against those employers who refuse to pay the wages they owe their workers.

U.S. Corporations Escape Taxes

A study of Internal Revenue Service statistics by Scripps-Howard reporter Robert Dietsch revealed that more than 40 percent of U.S. corporations pay no federal income tax and some of the biggest pay only token amounts.

Tax loopholes such as deductions, tax credits, depletion allowances and depreciation make this possible.

Dietsch's findings bolster charges made by Representative Charles A. Vakin (D-Ohio) that corporations are becoming "freeloaders" in the U.S. economy while the tax burden is increasingly shifted to the wage-earner who "pays on every dollar of income."

The average taxpayer, Vanik noted, "has no depreciation gimmicks, no tax-free bonds, no capital gains."

Court Test on Access to Workers

A company parking lot can't be put off limits to union organizers when there is no other practical method of reaching all the workers, the AFL-CIO asserted in a brief to the Supreme Court.

The position of the AFL-CIO has the backing of the Retail Clerks Union, the National Labor Relations Board, and a federal appellate court which held that Central Hardware Company of Indianapolis illegally interfered with the right of its workers to organize by barring union representatives from the parking lot.

The case is important to La Causa because two of our organizers were recently thrown off company property after parking their car in the workers' company-owned lot. Additionally, the grower in question did approximately \$300 worth of damage to their car in the process. (See p. 4)

Dept. of Labor Admits Anti-farmworker Bias

The U.S. Department of Labor acknowledges its Rural Manpower Service is geared to the interests and prejudices of employers and growers and often fails in its obligations to migrants and other farmworkers.

An investigation revealing widespread abuses was touched off by formal charges made last year by the Migrant Legal Action Program in behalf of 16 organizations and 398 individual farmworkers who documented 1,500 pages of complaints.

For example, inspection teams noted widespread failure of migrant crew leaders and growers to pay the social security payroll tax, even when the money had been deducted from the workers' pay. An investigation of 692 agricultural employers--a mere 3 percent of the total--revealed that 6,236 farmworkers had been cheated of \$914,000 in wages during the 1971 fiscal year alone.

The report found that some states with large numbers of Spanish-speaking workers had employment offices with no bi-lingual staff.

It also conceded the legitimacy of complaints about poor housing, dangerous pesticides in the fields, lack of toilet facilities and unsafe transportation.

Wages Frozen, Prices Climb

Charging that prices have risen just as fast as before the so-called controls were applied, AFL-CIO President George Meany called upon Congress to take over control of the nation's economy from an Administration that "has proven its incompetence."

George called for "an excess profits tax as an integral part of a fair and effective stabilization effort."

As part of "Phase Two" of his economic program to "combat inflation" Nixon last year set up a Price Board to regulate price increases and a Pay Board to do the same for wages. But George charged that while the Pay Board has been vigorous in denying labor excessive pay increases, the Price Board has continued to allow prices to rise as before. The result is that the working man has to pick up the tab for the Administration's misguided economic policy, while big business continues to turn big profits.

George was originally one of the members of the Pay Board, but recently quit, charging that the Board has been stacked against labor from the beginning. There were originally fifteen members, five from labor, five from business and five drawn from the public and government. But George has charged that the five from the public and government were chosen to support business' position, and cited the virtually consistent 10-5 vote against labor as proof and as reason for quitting the Board.

Record Profits For Big Business

Despite strict economic controls on labor, the Nixon Administration has allowed big business to make money at a record pace. In fact, American corporations earned more money in the first quarter of 1972 than in any previous three-month period in the nation's history, according to a survey by Business Week magazine.

First-quarter profits were up 13 percent at General Electric, 22 percent at IBM, 27 percent at Westinghouse and 29 percent at International Paper, just to name a few.

The magazine listed Chrysler's first-quarter profits as \$36 million on record sales of \$2.2 billion--a "smashing 321 percent increase in profits over the first three months of 1971."

Two other surveys also confirm that the first quarter of 1972 may well be a record profit-making period for American business. The First National City Bank of New York reported that after-tax profits of 1,561 leading corporations totaled \$8.8 billion in the first three months of the year--13 percent above the first quarter of 1971.

The Wall Street Journal conducted a survey of 599 companies which showed that profits rose 11.7 percent over the like period of last year.

Business Week magazine concludes that when all the figures are in, they probably would show American business earning money at an annual rate of better than \$52 million, far ahead of the record pace of 1966.

All this when the Nixon Administration has a policy of limiting pay increases to around 5 percent for the workers who sweat to produce those fat profits.

New Attack on Labor

The Nixon Administration has launched a new attack on labor--this time on the essential rights of striking and collective bargaining.

Bills prepared by the Administration and Senator Bob Packwood (R-Ore.) would permit the President to halt a major strike against railroads, airlines, maritime, long-shore or trucking firms by requiring unions and employers to submit a "final offer" and an "alternative final offer" to an arbitration panel. The panel would then choose one of the offers without change or modification.

Arbitration is usually entered into when labor and management are unable to come to terms and both voluntarily agree to submit their suggestions to a third party. However, both parties must agree to arbitration before the step is taken. The proposed bills would enable the President to force arbitration in certain cases.

George Meany, President of the AFL-CIO, hit the proposals hard in testimony before a Senate Labor subcommittee. The difference between voluntary and compulsory arbitration "should be discernible to any free man," he declared. "If a man doesn't have the legal right to stop working," Meany insisted, "then he has no rights."

If made into law, the Administration's proposals could become an effective strike-breaking tool. Management could simply refuse to negotiate in good faith, knowing that the disagreement would be settled by compulsory arbitration and his employees forced back to work. Thus the Administration's bills are a direct threat to the collective bargaining process.

"The right to negotiate with management is an empty promise without the right to strike," Meany charged. Employers "are not philanthropists" and rarely, if ever, comply with their employees' demands simply because they are just. "By and large, employers pay no more than their employees' bargaining power requires them to."

Flash Fire Kills 91 Miners

The United Steel Workers of America bitterly charged the Sunshine Mining Co. with wholesale violations of safety standards and the Bureau of Mines with failing to enforce them prior to the flash fire on May 2 that took the lives of 91 workers at the company's silver mine in Kellogg, Idaho.

Byron Schultz, the last worker to leave the Sunshine mine alive when the fire struck, testified before a House Labor Committee that his fellow workers died because respirator masks were either not available or not working or the miners didn't know how to operate them in the onrush of the odorless, but deadly, carbon monoxide gas generated by the fire.

In two years of employment at the mine, Byron said, he had never received safety instructions and had never seen a fire drill.

Meanwhile, word was received in Idaho that the Nixon Administration refused to declare the mining district a disaster area so that the stricken families could receive emergency aid. Instead, Nixon sent his "sympathy and concern."



Byron Schulz, a survivor of the Sunshine Silver Mine disaster, is overcome with grief as he tries to narrate how 91 of his fellow miners died in the flash fire that struck the mine.

LETTUCE BOYCOTT RESUMED

- Victory over NLRB and Republican Party
- Art Torres endorsed for Assemblyman, 40th Assembly District, Los Angeles

LOS ANGELES, California -- Union Director Cesar Chavez announced La Causa's victory over the National Labor Relations Board and resumption of the Lettuce Boycott at a press conference May 2.

The press conference was held at the campaign headquarters of Art Torres, a candidate for Assemblyman from the 40th Assembly District in Los Angeles, who has been endorsed by the Union.

In a brief statement to the press, Cesar declared:

"We're here to announce a victory settlement. We have through negotiations come to an agreement with the General Counsel of the National Labor Relations Board. The agreement reaffirms the right of migrant farmworkers to Boycott. Therefore we are exercising this right by starting a full-scale Boycott of Lettuce."

The victory came after the Union organized a massive letter-writing campaign in which over one million farmworkers and supporters throughout the country wrote to Senator Robert Dole, Chairman of the Republican National Committee, protesting the Party's attempt to use the National Labor Relations Board to destroy our right to Boycott.

The NLRB General Counsel, Peter Nash, appointed by President Nixon last August, suddenly tried to reverse the NLRB's long-standing position that farmworkers are not covered by the National Labor Relations Act, which prohibits secondary Boycotts.

During the press conference, Union General Counsel Jerry Cohen told reporters the Union had resolved "way back in 1967" to organize only farmworkers, and as such, was not covered by the restrictions of the NLRA it was on the basis of a reaffirmation of the resolution that the NLRB suspended its action against the Union's right to Boycott.

In response to questions by the press, Cesar called on the American public to help make the Lettuce Boycott successful as it had with the Grape Boycott. He noted that the Union was under a no-picketing injunction in the Salinas Valley, where farmworkers struck in 1970. He said if picketing and Strikes were not possible the Boycott was the only "method of convincing the growers to sign Contracts and recognize the workers."

Cesar noted the Lettuce Boycott had begun late in 1970, and was at one point voluntarily suspended by the Union when the growers indicated a willingness to sign contracts. The fact that those contracts never developed necessitated a resumption of the Boycott. Asked why negotiations with the growers had broken down, he replied that "the lettuce growers got commitments from the Farm Bureau to dump a lot of money and to help them specifically with introducing coercive legislation against our Union." He declared: "We blame the Farm Bureau as much as we blame the lettuce growers for wrecking the negotiations."

Cesar was asked if the Lettuce Boycott wouldn't be more difficult than the Grape Boycott, since grapes were somewhat of a luxury item for most American families and lettuce more of a staple. He replied that "all we're saying is make a small sacrifice so that your brothers who raised that lettuce and other foods that come to your table can have just a slightly better way of life. And we find the American public, by and large, is sympathetic to the underdog, is sympathetic to the whole question of giving the underprivileged a break, and we find that what we're asking is relatively very small in comparison to the sacrifices the workers have to make to get the lettuce to their table."

He said things now were very bad for the lettuce workers, that the work was so hard that productive work expectancy was only 10-12 years. Improvement of working conditions would thus be first on the list in Union Contract demands.

Cesar noted that four growers had signed Contracts with the Union, and their lettuce is exempt from the Boycott. Those growers are Inter Harvest, D'Arrigo, Freshpict and Mel Finerman. Their lettuce will carry the Union black eagle on the package or box in the grocer's bin.

SENATOR GEORGE MCGOVERN VISITS CESAR IN ARIZONA

- Condemns Arizona's anti-farmworker law
- Supports our Lettuce Boycott

PHOENIX, Arizona -- Senator George McGovern, a presidential candidate, endorsed Union Director Cesar Chavez's fast May 20 and publicly declared his support for our Union's struggle against the repressive legislation passed by Arizona.

Dolores Huerta, Union Vice-President, introduced George at a press conference held at Santa Rita Hall, site of Cesar's fast for social justice, and noted that, unlike most other politicians, Senator George McGovern does not stand with the Union "only when the cactus is bearing fruit." She said she first met George on a Union picketline in New York, when without newsmen or any other fanfare, he quietly lent his support to the Grape Boycott.

George flew here from Fresno, California where a large airport crowd, including many farmworkers, demonstrated their support for his effort in the California primary. Our Union's Executive Board has endorsed George McGovern's presidential candidacy.

After meeting with Cesar, George called him "one of the greatest living Americans". He quoted the Bible in saying that Cesar had been "annointed to bring good news to the poor."

George said he joined with the Union in "opposing regressive and unjust legislation that hampers the collective bargaining process and the rights of organized labor."

George also endorsed the Lettuce Boycott and said that "since Cesar is fasting totally, the least I can do is give up eating lettuce, and I urge my supporters to do the same thing." He said he intended to support the rights of farmworkers before the Democratic Platform Committee and the Democratic Convention in July.

Noting that his home state of South Dakota is one of the largest farm states in the nation, Senator McGovern said to "farmers and growers in Arizona, farmers and growers all across this country, you have nothing to fear from this man of peace and justice, Cesar Chavez--he fights the good fight for all those who covet a better future for this country."

The press conference was followed by a candlelight procession to a nearby hall for the nightly mass that has become such an important part of Cesar's fast. The hall where the mass was held was filled to overflowing by the more than 2,000 people who attended.

After the mass, Marshall Ganz, director



Union Vice-President Dolores Huerta introduces Senator George McGovern, who has been endorsed by the Union for U.S. President, to 2000 farmworkers and supporters.

of the Union's Boycott activities, introduced delegations and Ranch Committees that had come from California to show their Solidarity with Cesar.

Jim Drake, director of Organizing and Research for the Union, then explained to the crowd that the Union had decided to respond to Arizona's repressive legislation by demanding a recall of the Governor. He explained that petitions bearing the signatures of 103,000 registered voters would be needed in order to call a new election and remove the Governor from office.

Republican Governor Jack Williams supported anti-farmworker HB 2134 and signed

it into law immediately after its passage by the State Legislature, refusing even to discuss the bill with Cesar or other Union representatives beforehand.

With cries of "Si Se Puede", the crowd enthusiastically endorsed the Union's decision to recall Governor Williams and most picked up petitions before leaving.

McGovern spoke again after the mass and said of Cesar's fast that the "Cause of justice is one that is worth any sacrifice that we're called on to make." He said that Cesar's efforts and those of the United Farm Workers should instill fear in none, for they are for the good of the entire country."

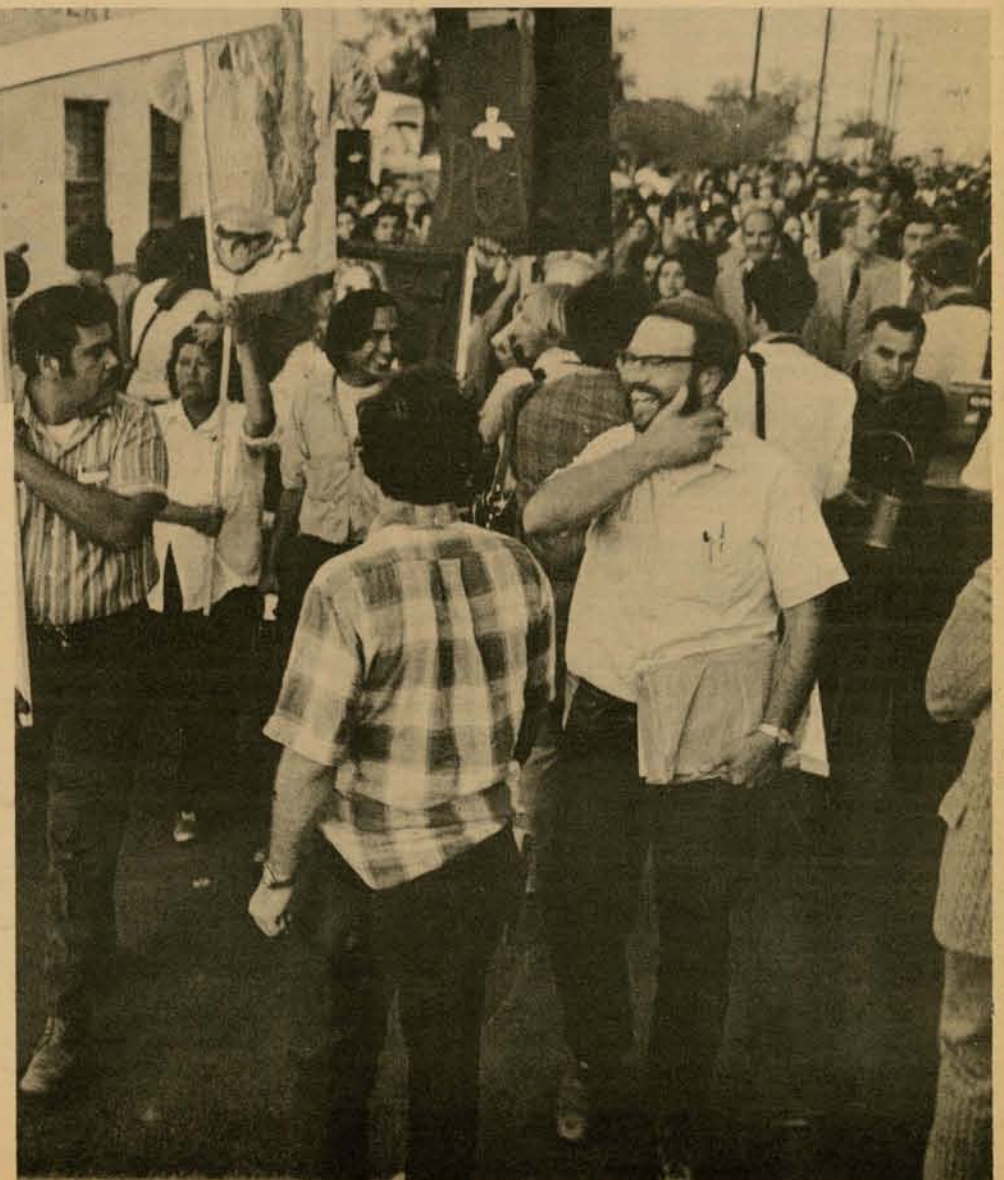


OUR UNION ENDORSES GEORGE MCGOVERN FOR PRESIDENT

PHOENIX, Arizona -- The Executive Board of the United Farm Workers endorsed Senator George McGovern for President May 19 after polling the members of the Union. Union Director Cesar Chavez issued the following statement:

"Senator McGovern has consistently stood with us on issues most vital to our people. He has picketed with us at the Talisman Sugar Plant in Florida. He has endorsed our Lettuce Boycott as he did the Grape Boycott. He has spoken out against repressive legislation such as that which has been passed here in Arizona and which if allowed to stand would deprive farmworkers of their right to organize. He has spoken out against the Farm Bureau's attacks on farmworkers and small farmers."

"Senator McGovern has always opposed the war in Viet Nam which has taken the lives of so many poor people, especially from the minorities. We urge our friends and supporters, especially in California, to support him in the California primary on June 6."



McGovern
FOR
PRESIDENT
June 6

THE FARM BUREAU, ENEMY OF LA CAUSA.

- A wealthy, tax-exempt business empire disguised as a farm organization
- Its anti-small farmer and anti-farmworker history
- Its Right-Wing political activities

The American Farm Bureau Federation (AFBF), a long-time supporter of growers and other big businesses, continues in its tradition of ignoring the small farmer and leading the opposition against the farmworker in his struggle to gain Unionization, unemployment compensation, higher wages, and over-all better living conditions.

Union Director Cesar Chavez, during his recent East Los Angeles press conference to announce the victory against the Republican Party's efforts to use the National Labor Relations Board to ban secondary Boycotts, warned that the Farm Bureau will again be one of the most active opponents of the Lettuce Strike and Boycott.

Farmworkers and our supporters on May 2 picketed Farm Bureau offices in 105 cities and 39 states across the nation protesting the Farm Bureau's intentions of destroying our Union through anti-farmworker legislation.

On May 11, Cesar's prediction came true when a Farm Bureau-sponsored anti-Union bill was passed by the Arizona State Legislature and signed by the governor. EL MALCRIADO wishes to expose the true nature of the powerful, wealthy, tax-exempt Farm Bureau, beginning with this first article to be published in a series on America's largest farm organization and its concentrated efforts to promote and expand its numerous business enterprises, its Right-Wing affiliations and other political involvements, and its anti-Union, anti-farmworker activities.

Information for this series of articles is based upon *Dollar Harvest* by Samuel R. Berger, and various resource materials collected by different departments in the Union.

Historically, farmers have always been plagued with a chronic problem of American agriculture -- surplus production. The Grange, established in 1867 by discontent farmers became the first grassroots movement protesting the outrageous prices charged by the railroads to haul agricultural produce. The Grange members created the first agricultural cooperatives in the country in an effort to help each other through the mutual buying and selling of their produce to coop members.

Continuing in an even stronger protest, the Populist movement of the late 1800s resulted from the bitterness of the rural people against the dominate power of business industrialization squeezing out the little farmer. They demanded the rights of referendum (the right of the people to vote directly on laws), recall (the right to remove an official from office by popular vote), income tax, and direct election of senators. Berger chronicles its history: "The Populist wrath exploded in 1892 with the angry campaign of William Jennings Bryan for the Presidency. Bryan's defeats in 1892 and again in 1896 contributed to the decline of the Populist movement, but not before much of its program had gained wide popular acceptance."

In another effort to relieve the poverty in agricultural America, the Farmer's Educational and Cooperative Union of America (later known as the Farmer's Union), founded in 1902, began to establish a system of warehouses in the cotton states and co-operative stores outside the South to aid the farmers in their cooperative buying and selling enterprises.

For two brief decades in the beginning of the 20th Century, the farm population enjoyed some prosperity unknown before or since. This time the expanding industrialization and growing population in the cities created an increasing demand for agricultural products; momentarily, surplus was not a problem.

The government's agricultural policy during this period was primarily to educate farmers in the techniques of scientific farming. The Department of Agriculture, created in 1862, also emphasized its educational role. That same year, the Morrill Act granted land to the states for the development of "land grant" colleges to teach agricultural arts. In 1887, the Hatch Act provided government aid to these colleges to establish and maintain experimental stations for agricultural research. By the early 1900s, agricultural agents were hired to spread the new scientific knowledge to the farmers as an "extension" of the land grant colleges. Later their jobs became known as the agricultural "Extension Service" which now operates in nearly every county in the nation.

The Farm Bureau began innocently enough in 1914 by an overworked agriculture county agent who appointed willing farmers to aid him in his duties of teaching farmers the latest farming techniques.

The "Broome County Farm Bureau", composed of these farmers, took over the duties of the agriculture committee formed in 1911 by Broome County Chamber of Commerce, based in Binghamton, New York.

Other county agents helped form Farm Bureaus in their areas. Soon the county Farm Bureaus organized into statewide federations, and eventually on the national level as the American Farm Bureau Federation in 1919.

Highlights of the Farm Bureau's activities of the preceding decades follows:

■ Early 1900s - Since its beginning, the Farm Bureau concentrated on the wealthy farmers because the Extension agents only bothered with showing the more prosperous farmers the new agricultural developments,

those with the time and money to initiate such new techniques.

■ 1920s - During this time the Farm Bureau concentrated on developing cooperative buying and selling for farmers since business enterprises hesitated from going into the rural areas because of distribution problems and the high credit risk of the farmer.

■ 1930s - This decade saw the split between the Farm Bureau and the Department of Agriculture (USDA) over the Department's desire to deemphasize the Extension Service and to deal directly with the farmers, all of which decreased the Farm Bureau's influence in rural America. The Farm Bureau has never been willing to share or even lessen its bureaucratic control over America's farmers and rural America in general.

■ 1940s - Continuing its attack on the USDA, the Farm Bureau singled out its Farm Security Administration (FSA) program which was developed to give tenants and sharecroppers farm ownership through long-term, low-interest loans, to improve migrant conditions, and to organize "resettlement projects," as cooperative agricultural operations for the poor. The Farm Bureau, fearful of this emerging rival organization, especially of its attempts to aid the farmworker to settle on his own farm, launched incessant criticism of FSA's "socialist schemes" and the worthlessness of trying to help small farmers who "do not have the land, facilities, or labor to produce large quantities of food" for marketing purposes. Farm Bureau lobbyists in Congress finally destroyed the FSA in the mid-1940s.

Over 30 years ago, the Farm Bureau began opposing any attempts to help the small farmer and the farmworkers, but today its attacks on the small farmer, the farmworkers, Union members and supporters is an all-out campaign through lobbying efforts to pass anti-farmworker legislation and through distorted information sent out on its vast propaganda networks of television and radio programs, films, newspapers and leaflets.

■ 1950s - In 1952, with the appointment of Ezra Taft Benson as Secretary of Agriculture, the Farm Bureau gained its closest ally in Benson in addition to regaining tremendous influence over farm policy. This Benson-Farm Bureau alliance campaigned to end government intervention in limiting the number of acres planted by farmers and determining prices to sell their produce. They argued that farmers would adjust their agriculture production to meet the needs of the market. Instead, enormous surpluses developed and the government stopped buying surplus commodities with the result that thousands of farmers went out of business. This is another example of the Farm Bureau and its misguided attempts to help the small farmers.

■ 1960s - According to Berger, "During the Kennedy-Johnson Administrations, the Farm Bureau's role shifted back to that of the vocal opposition, as Secretary of Agriculture Orville Freeman attempted to increase price supports and production controls in order to cut the increasing surpluses. Sliding further to the right, the Farm Bureau began to blast the government programs as 'socialist' schemes. Freeman himself came under a constant barrage of bitter and often personal attacks from the Farm Bureau."

From humble educational purposes, the Farm Bureau today, 58 years later, spreads like an octopus into tax-exempt business enterprises totaling nearly \$4 billion.



It is our nation's largest, most powerful and most affluent farm organization in 49 states (Alaska is the only state that does not have one) and Puerto Rico.

The American Farm Bureau Federation as large as corporate giants Chrysler, DuPont or Shell Oil, retains its tax-exempt status under the auspices of being a non-profit farm group organized for the mutual benefit of its members. The first \$1,000 in income received each year by a tax-exempt organization is tax-free, regardless of its source. This amounts to over \$285,000 each year in tax-sheltered income, \$1,000 for each state organization and \$1,000 for each county organization in the AFBF.

One advantage of the financial privilege of tax exemption is the extra funds the Farm Bureau has for lobbying purposes. Farm Bureau leaders and lobbyists have a tremendously powerful impact on government legislation, both agricultural and non-agricultural. Witness the Farm Bureau's destruction of the Farm Security Administration in the mid-1940s.

Farm Bureau lobbyists testified before Congress to support the oil depletion allowance which permits oil producers to deduct 22 percent from their gross income. For example, United Coops, an oil blending plant originally financed by the Farm Bureau cooperatives of Ohio, Michigan and Indiana 40 years ago, has greatly expanded to include other regional Farm Bureau Coops and sells about \$50 million worth of oil products annually.

The Farm Bureau's membership lists contain names of more than two million families (over six million people), larger than all the other farm organizations combined. Claiming to speak for the American farmer, the organization bills its reputation and influence as the "voice of agriculture." Yet a large percentage of their members are doctors, lawyers, bankers, barbers, garage owners and grocers, all of whom greatly benefit from the Farm Bureau's products and services at discount prices.

Associate memberships without voting privileges are reserved for the non-farmers. Farmworkers are certainly not encouraged to join, and would fall into this nebulous "associate" category, even though they spend all their lives in agriculture--as opposed to the absentee landlord and big growers engaged in numerous business ventures.

The Kentucky Farm Bureau admits that over one-third of its members are "associate" members. Usually, Farm Bureaus do not reveal the non-farmers in their memberships, instead they lump all members together in impressive statistics of rural America's farm families. Four of the most active state Farm Bureaus - Alabama, Florida, Illinois, and Indiana - admit to more family memberships than there are farms in their respective states.

Farm Bureaus everywhere loudly proclaim their non-partisanship. Yet they are politically active forces leaning toward the Right-Wing of the political spectrum, especially in the Republican Party. The Farm Bureau promotes recommended reading lists of Right-Wing propaganda and such speakers as John Noble, a favorite John Birch Society speaker and the 1968 chairman of the George Wallace for President Committee in Pennsylvania.

An article in the November, 1964 issue of the Farm Bureau's magazine, "Nations Agriculture" reiterated that the "Farm Bureau does not endorse candidates," yet the same article went on to state that Republican "Senator Goldwater has voted in accordance with Farm Bureau's policy recommendations most of the time."

The same article mentioned other political candidates who were not favored by

the Farm Bureau. It was a thinly-disguised "endorsement" article!

In November, 1971, Farm Bureau directors sent telegrams of endorsement to all Senators asking them to confirm President Nixon's Republican nominee for agriculture secretary, Earl L. Butz. This blatant public endorsement last year was the first time the AFBF broke its "traditionally neutral stance on Cabinet nominees," according to a UPI news article. It is obvious that the Farm Bureau liked Butz's anti-farmworker views. Recently Butz told a gathering of citrus industry officials in Florida that "Boycotts of crops by farm labor unions [meaning our Union] are un-American, vicious and we've got to stop it."

Surely, it won't be the last endorsement as the "non-partisan" organization turns more and more conspicuously partisan.

The Farm Bureau prefers to ignore the economic problems in rural America. On the contrary, it is developing a business empire including insurance, oil, fertilizer, finance companies, mutual funds, shopping centers and a travel agency, all of which make money off the farmers and other Farm Bureau members.

Some examples of the Farm Bureau's business operations include:

- a network of 55 insurance companies with over \$1.5 billion in total assets.
- a network of many cooperatives with assets of over \$200 million which rang up \$500 million in sales in 1968.
- Seven large shopping centers owned by the Alabama Farm Bureau.
- a Farm Bureau Mutual Funds with net assets of \$10 million owned by the American Farm Bureau Federation (AFBF).

A Fresno County Farm Bureau brochure advertises Farm Bureau "services", a term used loosely to describe its business enterprises of "Group Health Insurance, Group Compensation Insurance, Petroleum Program, Auto, Fire, Liability, and Life Insurance, farm supplies, SafeMark Tires, and a Credit Union."

This business enterprise, disguised as a farm organization with its tax-exempt status and politically active lobbyists greatly departs from its original purpose to better "the conditions of those engaged in agriculture and the improvement of their products and their occupational efficiency."

Improving the "conditions of those engaged in agriculture" does not apply to farmworkers. Since the early days of the Grape Strike, Farm Bureau members and leaders in every state have emerged as the bitterest opponent to the Union and all farmworkers. Union Director Cesar Chavez emphasizes the Farm Bureau's efforts to "cripple Unionization with restrictive legislation." Cesar explains, "It has fought every attempt to improve the conditions of farmworkers by opposing legislation to give us such minimum protections as Social Security unemployment insurance and minimum wage and hour legislation."

The Farm Bureau is truly an enemy of La Causa. In the following editions of EL MALCRIADO we will learn even more about the Farm Bureau so we will have all the information we need to struggle confidently against this anti-farmworker organization. Now, more than ever, we will unite ourselves in complete Solidarity with the sacrifices Cesar is making on his fast. And we will go forward with our banner, "SI SE PUEDE!" ("Yes, it can be done!") in Arizona and throughout the country.

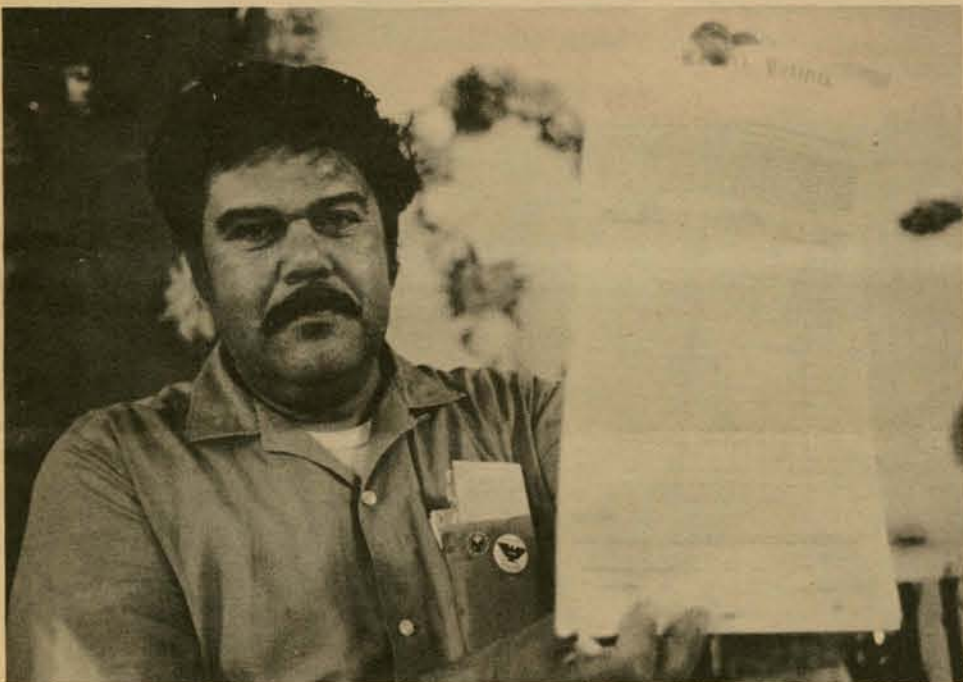
"Golden Rule: He who has the gold makes the rules..." --Arizona Farm Bureau News February 1972

Voters Move to Recall Arizona Governor

• Signed Anti-Farmworker Bill • Favors the Rich Over the Poor



Farmworkers all over Arizona are being informed about Cesar's fast and the recall campaign against Governor Jack Williams.



Gus Gutierrez, who is in charge of the Union's organizing activities in Arizona, places the first signature on the petition to recall Governor Jack Williams.

Exploitation and Fear in the Fields of Arizona

PHOENIX, Arizona -- Onions are about the only crop in which you can get work around Phoenix now. Most back roads and some highways have signs up--"Onion workers wanted", followed by directions and the contractor's name. The work is long and hard; the plants grow very close together, they must be uprooted, clipped and tied together. It takes a lot of stooping and kneeling, and the sun's hot--up to 100 degrees.

The going rate is 25 cents a bag. A fast, hard worker can make fifteen dollars a day killing himself; less than ten is closer to average. We talked to one man and wife--they made eleven together the day before. One family of four--mother and kids 16, 17 and 19--were averaging 25 dollars a day all together. As her son said, "That barely covers food for us." We asked why the kids weren't in school; her 19 year old daughter is married, and they can't afford the clothes and books for the other two--so they must work along with their parents. They knew about Cesar and the fast, and said they'd be there for mass.

One farmworker was pulling in 15 or 16 dollars a day--for himself, wife and five children. He felt 40 or 50 cents a bag would be a fair wage.

Another worker nearby also felt that his wages needed doubling to be fair. His friend was also 14, and had recently quit

school. He wanted to get back in, but it was onions for now.

It's not just wages. We visited four or five fields; each one had 100 to 300 workers and only one toilet and one common, unsanitary drinking can. The fields are full of illegals, and growers, politicians and police alike brag about their cooperation in making an exploited, illegal and dirt cheap work force readily available. The illegals were afraid to look us in the eye, much less talk with us about wages and working conditions. The contractors and growers alike were upset by our presence, and we were eventually asked to leave every field we visited. But we told as many as we could about Cesar's fast, the repressive bill the legislature had just passed against them, and invited them to the nightly masses.

This is what we're fighting in Arizona--the typical starvation wages, long hard hours under poor working conditions, and the worker's complete vulnerability before the will of his employer. When the workers on the Ellsworth Ranch near Queen Creek had the audacity to file a wage and hour complaint they found themselves thrown out of company housing the next day. So many are afraid of Union talk. It's these kinds of conditions that the Union is fighting, and this kind of fear Cesar is struggling to end in his fast, and it is these conditions and this fear that Arizona's new farm labor law seeks to perpetuate.

PHOENIX, Arizona -- The Union is asking Arizona voters to recall Governor Jack Williams because of his support of the Farm Bureau's attempt to cripple the United Farm workers in the state.

Recall is a procedure by which voters can require a public official to stand for election again at any time during his term of office. If defeated by an opponent, the remainder of the official's term is filled by the victor.

Williams signed HB 2134 into law on May 11, the same day it was passed by the legislature, and the Union is asking his recall because of this act.

Recall has been seldom used in Arizona's history except in the case of school board members. The petition for recall must bear a statement of 200 words or less stating grounds for recall. The following is the text of La Causa's petition for recall of Governor Jack Williams:

We, the people of Arizona, petition the recall of Governor Jack Williams. He has failed to protect the God-given rights of the people of our state. He has acted in the interest of the few to the detriment of the many. Migrant farmworkers and other poor have borne the burden of his scorn. He has ridiculed their hopes to build a better life for their children. He has destroyed their right to free association. Indians, whose rights have been denied for so long, encounter a governor who permits

the plunder of their reservations. Students and teachers fear to exercise their constitutional rights. The quality of educational excellence has deteriorated through the governor's inadequate response to our children's needs. Working men and women have been taxed beyond endurance, while the governor has disregarded their needs as consumers. He has failed to act to preserve the quality of our environment. Black and brown citizens face deprivation of legal aid and economic protections while the governor offers pious advice. Our state, in desperate need of moral leadership, faces a bankruptcy of conscience. We cannot continue in the present direction. A change is imperative.

The petition then goes through the following procedures:

Petitions asking for the Governor's recall and signed by eligible voters must be gathered. The number of signatures must be 25% of the number that voted for the governor in the last election in Arizona, so over 102,500 signatures are needed.

- The petitions must be submitted to the Secretary of State for his certification against lists of registered voters.

- Upon certification, the Secretary calls for a special election, which is to be held twenty to thirty days after his call.

- Other candidates must run against the Governor for him to be successfully recalled--if he is running alone, he cannot be voted out of office.

- Whoever gets the most votes wins the election--a majority is not required.

Williams is a Republican who is in his third term as Governor. His record is an extremely bad one that favors the rich over the poor. Apart from his anti-farmworker position, Arizona voters have their grievances against him:

- He initially vetoed legal aid funds this year, later granting approval only after imposing severe restrictions on their use.

- He regularly attacks environmentalists who oppose pollution of the air by the state's large and powerful copper industry.

- He has recently shown contempt for prisoners by refusing to send a mediator to the State Penitentiary in Florence where prisoners are currently engaged in a sit-down strike over grievances.

- In 1969 when the state's Navajo Reservation suffered a severe drought Williams refused to declare it a disaster area; as a result no governmental relief funds were forthcoming and the Navajos lost many cattle.

- He declared "John Birch Day" in Arizona last year at the request of that organization.

- He has declared his support of President Nixon's recent escalation of the war in Viet Nam.

The Union plans to couple the recall effort with a voter registration drive, since many people in the Chicano and Black communities of Phoenix and the rest of the state are not registered. It is expected that many diverse groups will be involved--unions, students, consumers, conservationists, church groups, and peace groups in addition to the minority farmworker, Chicano, Black and Indian communities.

Farm Bureau Members Get Rich off Subsidies

PHOENIX, Arizona -- The Arizona Farm Bureau Federation is advocating repressive state labor legislation while its members live high off federal subsidies, charged Gus Gutierrez, Director of Organizing for the Union in Arizona, after House Bill 2134 was passed by the state legislature and signed by the governor.

Gus pointed out that grower-rancher members of the Farm Bureau received most of the \$42 million in cash subsidies paid to Arizona farm operations last year.

"This program," Gus charged, "amounts to welfare for the well-to-do. As a rule of thumb, the wealthier the grower, the more he receives in subsidies." In contrast Gus said, \$36 million in federal funds were spent on the state's public welfare programs last year.

Seven members of the Arizona State Farm Bureau's Board of Directors, Gus added, received a total of \$431,844 in federal subsidies last year. Lynn Anderson, a state director and president of the Maricopa County chapter, received \$91,856.

Cecil Miller, Jr., state president of the Farm Bureau admitted, "The figures on the subsidy payments are a matter of

are accurate."

Gus Gutierrez also charged that the Arizona Farm Bureau uses funds from its auxiliary business enterprises to help finance the organizations' lobbying efforts.

"The Farm Bureau Service Company," Gus said, "which sells tires and batteries channeled \$36,000 to the Farm Bureau, a tax-exempt, non-profit organization."

Miller said this money represented a repayment of the money "loaned to the service company by the Farm Bureau in order to establish the firm in business. No profits are funneled back into the Bureau," Miller said. "Furthermore, we have no paid lobbyists. I happen to be the lobbyist."

But Gus explained that the Farm Bureau has a "built-in" lobby in the legislature, which consists of legislators themselves.

"House Majority Whip, Stan Akers (R-Phoenix), who received \$94,101 in farm subsidies last year," Gus said, "is vice chairman of the House Economic Affairs Committee, which introduced HB 2134."

Gus also noted that Representative James Sosaman (R-Higley), chairman of the Agriculture Committee is a Farm Bureau member who collected \$55,732 in farm

Exclusive to EL MALCRIADO

An Interview With Cesar Chavez In Arizona

- Creating the spirit of social justice
- Fasting as a part of Non-violence
- Disciplining ourselves to love
- !SI SE PUEDE!

Union Director César Chávez announced the beginning of a fast on Friday, May 12, the day after the Arizona State Legislature passed the most repressive anti-farmworker bill in the history of the United States. The following is an interview with César during which he outlines the role of fasting in Non-violent struggle and his own convictions which impelled him to fast.

EL MALCRIADO: César, why did you start your fast?

CÉSAR: The fast was started to create the spirit of social justice in Arizona and to try by our efforts through the fast and our sacrifices to erase the fears that the growers and the Republican legislators and the Republican governor have of the Union and of us generally in the State of Arizona. This is really a fast for social justice, and to try to reach the hearts of those men so that they will understand that we do have rights, and that we are not here to destroy because we are not destroyers, we are builders.

It would have been cowardly for us to leave our sisters and brothers here, although we have very few members in Arizona. A lot of farmworkers and I saw the passage of HB 2134 as a very dangerous and difficult position for the Union to be in. I began to feel even before the law was passed that if the Farm Bureau succeeded in Arizona, as it has in Kansas and Idaho, it might continue until it had gotten anti-farmworker legislation passed throughout the entire country.

And so I saw it as our duty to sacrifice ourselves for our farmworker sisters and brothers; to do less would have been to either run away or to be cowards.

EL MALCRIADO: Why do you think a bill like this could pass in this state?

CÉSAR: Well, the obvious reason, of course, is the unbalance of power in Arizona, the Republicans are controlled by the Farm Bureau which has excessive power and the farmworkers' only real direct supporter is the Union. Farmworkers are weak and this is the obvious reason the law passed. But also it passed because the Goldwater forces are drunk with power in Arizona. They have excessive power and power tends to corrupt and it's the kind of corruption that makes it possible for a special interest group to run over the sacred rights of the workers and to destroy their hopes and aspirations.

EL MALCRIADO: Why do you feel a fast which is essentially an expression of making oneself willfully, physically weakened is an appropriate response to forces of excessive power?

CÉSAR: Because fasting is a part of Non-violence and Non-violence is a very powerful method of restoring justice. And so the fast is only a part of the whole that we have decided is the only and the best course for us to follow in trying to win justice for farmworkers and trying to build the Union. And so fasting in that context is a very powerful expression. I'll be fasting for several days and if I were to do nothing but fast and then go and crawl in my little hole it would be different, but as soon as the fast is over and I regain my strength I plan to continue working as hard as ever. Also, I think that the Farm Bureau and the employers and the governor are going to have to understand that we are serious about correcting the injustices against farmworkers. They'll have to understand we're so serious we're willing to gladly accept any sacrifices that we must have to make to change the living and work-



Nightly Mass on the 15th day of Cesar's fast. Cesar's health deteriorated so much by the 20th day that he was hospitalized at the insistence of his doctor.

ing conditions of the workers.

EL MALCRIADO: Why do you think the powers in the state, the Farm Bureau, the Republicans, the Conservative Republicans, some of the big growers fear the Union? CÉSAR: They fear the Union because among other things, you know, it's going to give the workers the right to free expression and it's going to cost the growers a little bit more money; but basically and more important, they're going to have to share their power with the workers. That's even more important than money, and the other things.

EL MALCRIADO: On the other side of the question of fear, is the fast also an expression of your desire that the workers shouldn't fear the powers that are against them in this state?

CÉSAR: You see, a lot of the comments that I heard as I came into Arizona on Thursday and Friday was that people were saying it can't be done--"no se puede"--and I began to understand that the expression, "it can't be done," really meant, "I'm afraid to do it". And so we've got to show our brothers and sisters that it can be done, but we have to rid ourselves of that fear. And the fast I'm sure is going to - not the fast alone, - but the fast through the communications we're sending out to the workers daily is going to - make them at least recognize that they can't sit back and say it can't be done.

EL MALCRIADO: Is there any set of circumstances or anything that would convince you to stop the fast?

CÉSAR: No, there's nothing that would stop me from the fast because as I said before, this is just part and parcel of the



Non-violent campaign that we have to undertake. But there are several things that would make me very happy. And that would be if the governor were to call a special session of the legislature and repeal the law. But we're not asking him to do that, because it's not a hunger Strike. And if the workers understood the full impact and the meaning of this law on their lives and on their chances of correcting their situation, it would make me very happy.

EL MALCRIADO: That seems to indicate that the fast is a spiritual expression and a personal expression. Would you care to say anything to the farmworkers across the country about that?

CÉSAR: The farmworkers who have a Mexican or Filipino background or Arab background understand the fast because it's really a part of their culture. And I can't really say too much to them except that fasting happens to be a part of our culture, but also it happens to be a very important part of our lives in this Non-violent struggle. So all I can say to them is that each and every one of us has to do his part as well as he can.

To the other workers who are not familiar with the fast, the fast is a very personal spiritual thing and it's not done out of recklessness. It's not done out of a desire to destroy myself but it's done out of, in my case, personal experience, and a deep conviction that we can communicate to people either those who are for us or against us faster and more effectively spiritually than we can in any other way. The fast is a spiritual way of communication.

EL MALCRIADO: One of the striking things you said when you began the fast was that it is not done out of anger, but as an ex-

pression of love towards the growers and the legislators. Would you explain that kind of a response in the situation where those people have just cut farmworkers deeply with this legislation?

CÉSAR: You see, the growers, the Farm Bureau, the Republican legislators and the governor, apart from everything else, are human beings. Any one of us could commit the errors that they're committing, and so we cannot -- however hurt we are and however wounded we are by what they've done--lose sight of that fact. In other words, if we want dignity for our people, then we have to protest with dignity. But that should not be misunderstood to mean that we should be meek or that we have to be violent but I mean that we have to protest and still keep in sight their worth as human beings, however wrong they may be. And if we're going to do that, then you have to discipline yourself to love them. We have to love them so that when we struggle against them there is always a possibility of having justice done, because we'll be ready to accept it. We don't want to be so mad at them we cannot accept their giving to us.

And that comes because our firm conviction is that they are going to come someday and want to understand that things have to change. Therefore, we have to be ready to accept that offer of justice for what it really is: repentance. But if we're so mad at them, so full of hate against them, as has happened in the case of other movements and as we see it happen to people almost every day, we would be losing the opportunity to make progress for the workers. Without love, we wouldn't be able to accept the repentance of the growers, the Farm Bureau, the Republicans and the governor.



After Mass, farmworkers and supporters hear the latest news about the recall campaign against Governor Williams and the mounting support for the Lettuce Boycott.

Across the Nation: Vigils, Picketlines and Fasts

SUPPORT FOR CESAR'S FAST GROWS THOUSANDS SIGN LETTUCE BOYCOTT PLEDGE

As EL MALCRIADO goes to press, Union Director Cesar Chavez enters the 22nd day of his fast in Arizona. The news of Cesar's sacrifice is spreading throughout the world touching many souls and inspiring them to take the Boycott Lettuce pledge. Since the beginning of the fast, telegrams and letters supporting our International Lettuce Boycott and our struggle for justice in Arizona have been pouring in by the thousands. Our sisters and brothers, both farmworkers and supporters, are participating in vigils, picketlines and fasts all over the nation, offering "palanca" (spiritual Solidarity) in support of Cesar's fast.

ATLANTA, GEORGIA-- CHICAGO, ILLINOIS-- PITTSBURGH, PENNSYLVANIA-- ST. LOUIS and KANSAS CITY, MISSOURI-- Boycotters and supporters in these cities gathered letters and telegrams of support for Cesar's fast and pledges to Boycott lettuce to send to Arizona.

BALTIMORE, MARYLAND-- Supporters marched 12 miles to the Farm Bureau office where they held a rally and began a vigil proclaiming: "For every one head of lettuce you sell in Arizona, we're going to stop 50 in Baltimore."

BOISE, IDAHO-- Thirty demonstrators picketed and distributed over 1,000 leaflets in front of the Farm Bureau office, located in the J.R. Simplot Building, named after one of the biggest potato growers in the state. The Idaho demonstrators fasted for the day in solidarity with Cesar's fast.

BOSTON, MASSACHUSETTS -- Two hundred and fifty people participated in an Ecumenical service in support of Cesar's fast. Representatives from the Massachusetts Council of Churches blessed water, served it to the people who had fasted for the day, explaining: "Just as water does not satisfy our needs, neither does sympathy without action satisfy the needs of migrant farmworkers."

CALIFORNIA

BAKERSFIELD -- Over 1,500 farmworkers from throughout the Southern San Joaquin Valley marched two miles, May 24, from the city's center to the auditorium where 300 members of the Kern County Farm Bureau were stuffing themselves at their annual dinner.

The demonstration, organized by the Delano Union office, maintained an exuberant spirit that peaked when Dolores Mendoza, a notorious strikebreaker and enemy of La Causa, once again crossed a farmworker picketline to attend the Farm Bureau dinner as a guest speaker.

The picketline was preceded by a rally in front of the auditorium where Union Vice-President Dolores Huerta and General Counsel Jerry Cohen brought the workers the latest news about Cesar's fast and the organizing drive in Arizona. They also urged farmworker participation in Senator McGovern's primary campaign in California.

BERKELEY -- San Francisco Boycotters and supporters held a vigil in front of the Alameda County Farm Bureau where they heard Father Bill O'Donnell, of the United Clergy for Farmworkers, speak about the fast and "the strength that comes from the willingness to sacrifice, while the Farm Bureau relies on material strength."

LAMONT-- For the first time, the local Catholic church made their facilities available to the farmworkers who held a mass for Cesar's health.

LOS ANGELES-- Farmworkers from Coachella, Santa Maria and Guadalupe, La Paz

volunteers Los Angeles Boycotters and supporters spend busy weekends on the Art Torres campaign, going door-to-door, distributing campaign literature, bumper strips, and signs in the 40th Assembly District.

PARLIER-- Five hundred people, including a few California lawmakers, attended a mass for Cesar's health and the purposes of his fast. Local TV cameras covered the event, organized by the Selma Union Office.

POPLAR -- Over two hundred farmworkers picketed the election meeting of the Tulare County Farm Bureau officials.

DENVER, COLORADO-- About 80 individuals from community organizations representing all parts of Denver, participated in a weekend Solidarity fast in honor of Cesar's own fast. They broke their fast on Monday with a Mass at the local Farm Bureau office.

LANSING, MICHIGAN-- Picketers greeted Secretary of Agriculture Earl Butz during his speech to the "Independent Farmers for the Reelection of our President". Butz, enraged, shouted: "Why are you attacking us good people at the Farm Bureau?"

MIAMI, FLORIDA -- A clergy delegation attempted to see Doyle Conner, Commissioner of Agriculture, who is pushing for a Florida anti-farmworker law, similar to Arizona's, while Boycotters picketed outside. During the May 19, Jewish religious day of Shebuoth, Feast of the First Fruits, many Rabbis preached on the

Lettuce Boycott, the farmworker's struggle, and Cesar's fast.

NEW JERSEY

NEWARK-- During a dinner with guest speaker Jack Anderson, Washington columnist, Boycotters discovered scab lettuce being served. They explained the Union's Lettuce Boycott and proceeded from table to table with buckets for guests to dump their lettuce. In addition, they collected \$100 for La Causa.

TRENTON -- New Jersey and Philadelphia supporters received lots of press coverage when they joined forces to picket the Farm Bureau. Picketers carried a casket full of letters and pledges to Cesar, with a sign: "Farm Bureau kills farmworkers. Migrant children lie in this box."

NEW YORK CITY-- Sympathetic politicians and officials of the New York Central Labor Council attended Ecumenical services during a 24-hour vigil outside St. Patrick's Cathedral. Over 20,000 leaflets with pledges to Boycott lettuce were passed out and \$100 in donations collected.

OHIO

CINCINNATI-- Boycotters and supporters gathered at Fountain Square in central Cincinnati for a weekend vigil.

CLEVELAND-- Union people spoke to the congregations of six churches about Cesar's fast. After services, the listeners

responded with letters, telegrams, donations.

DAYTON-- Supporters picketed a \$125 plate Republican fund-raising dinner with guest speaker Senator Robert Dole, G. Chairman. They demanded: "Why do Republicans feast while Cesar fasts for farmworkers who are starving? Why are Republicans trying to crush our Union with legislation like the Arizona law?"

PITTSBURGH, PENNSYLVANIA -- Bishop Leonard of the Diocese of Pittsburgh offered a special Memorial Day Mass in support of Cesar's fast and the farmworkers in Arizona. On Sunday, May 26, sixty churches included the Arizona event in their services.

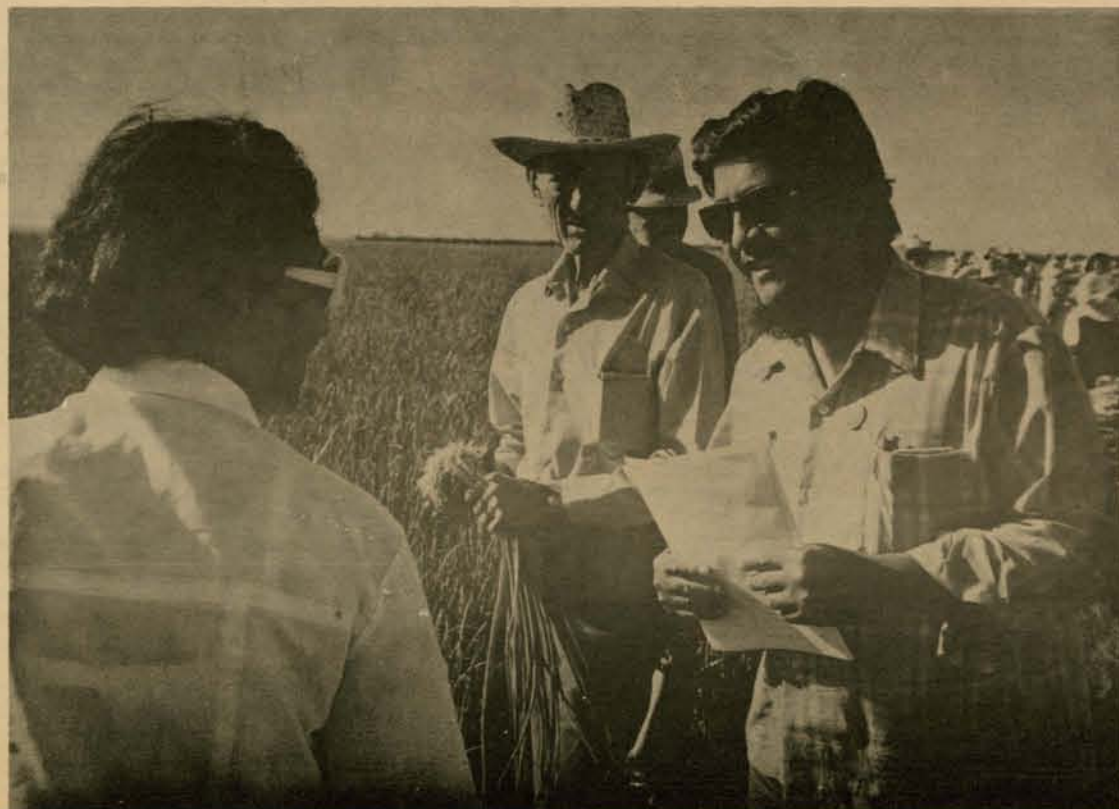
PORTLAND, OREGON-- Willamette Valley farmworkers joined Boycotters and supporters during an all-day vigil at the Farm Bureau office.

TEXAS -- Press conferences in DALLAS, SAN ANTONIO, and HOUSTON announced May 20 as a day of fasting in Solidarity with Cesar for farmworker support throughout the state. That evening, Ecumenical services celebrated the end of the fast while people presented the money they would have spent on food to the farmworkers' cause.

WASHINGTON, D.C. -- Boycotters reported that Farm Bureau people watched and listened when they spoke of Cesar's fast and gathered pledges signed for the Lettuce Boycott during a recent vigil held outside the Farm Bureau office.



Cesar's fast has inspired candlelight vigils like this one, along with picketlines and fasts, across the country.



Richard Chavez, Director of Union offices, distributes information about the nightly Mass celebrated during Cesar's fast and about our recall campaign against Governor Jack Williams of Arizona.

Help La Causa

TAKE THE LETTUCE BOYCOTT PLEDGE

Dear Cesar:

I support your Non-violent efforts to bring justice to America's migrant farmworkers. I stand with you in your fast for the "Spirit of Justice."

I pledge not to eat or buy lettuce until grower agree to negotiate Contracts with the United Farm Workers.

I pledge to tell my friends about the Lettuce Boycott.

I pledge to raise the issue of the Lettuce Boycott wherever I see lettuce (e.g., conventions, fund-raising dinners, airplanes, restaurants, church dinners, dinner parties, etc.).

VIVA LA CAUSA,

Name _____

Address _____

City _____ State _____ Zip _____

Mail to:

Cesar Chavez, Director
United Farm Workers
P. O. Box 62
Keene, California 93531

ALINAS: Defense Dept. ...SCABS AGAIN

SALINAS, California -- More than 300 farmworkers and supporters picketed the Salinas Grower-Shipper Association office May 5 to expose the Department of Defense's (DOD) attempts to undermine the Lettuce Strike and Boycott by arranging purchase non-Union lettuce.

The DOD officials, Mr. Ward, Carolot Coordinator and field supervisor for the Western Region of the Defense Supply Agency, Lieutenant Colonel Callaghan, Chief of Fruit and Vegetable Branch of the Western Region of the Defense Supply Agency, hoped to have a quiet meeting with 35 growers in the Salinas Grower Shipper Association office.

Workers came from Freshpict, Pic'n C, D'Arrigo, Inter Harvest and Paulsson. At the same time, TV cameramen, newspaper reporters and policemen directing traffic arrived, swelling the crowd outside. Hundreds of picket signs spelled out the protests: "Department of Defense exploits Farmworkers", "ITT and GOP - Department of Defense and Growers", "Toys Army Wants to Join You, if You're Rich Grower" and "Boycott Lettuce."

A farmworker delegation walked into the office and demanded a meeting with the DOD officials. Ward and Callaghan came out of a meeting to be confronted with the accusation that "only four days ago Cesar Chavez denounced the Lettuce Boycott and already DOD is in Salinas making plans to bail growers out!" The delegation members denounced them as strikebreakers and demanded that if they wanted to buy lettuce, they should buy only Union lettuce.

Ward, a veteran of the DOD Grape Boycotting activities, claimed the grower's meeting was a routine meeting held every year at the beginning of the harvest to inform the growers "how to bid for DOD sales give everyone a fair chance." Apparently DOD is more concerned about giving a "fair chance" to the growers, rather than farmworkers whose hundreds of sons are literally given their lives fighting the D's wars in Viet Nam and Korea!

The DOD officials claimed its organization is "neutral and buys according to price and quality", based on the rules. This is the same tactic employed by DOD when it used taxpayers' money to increase its purchases of scab grapes for service men and women throughout the world at the peak of the Grape Strike and Boycott.

The farmworker delegation returned to the picketline while Ward, Callaghan and their grower friends disappeared through the back door. Meanwhile, Union Director Cesar Chavez sent the following telegram to Senator Robert Dole, Chairman of the Republican National Committee:

The United Farm Workers protests the policy of the Department of Defense by the Republican Administration to break our Lettuce Boycott.

Today, May 5, despite the protests and picketing by more than 300 Salinas Valley lettuce workers, Lieutenant Colonel Callaghan, Chief of the Fruit and Vegetable Branch and Mr. Ward, Carolot Coordinator of field supervisor, both from the U.S. Department of Defense, defied our picketline to meet secretly with 35 Salinas lettuce growers to conspire to break the International Boycott of Lettuce.

The Republican Administration guaranteed these Salinas Valley growers a market for their non-Union lettuce at the expense of the tax-payers of this country. These same growers refuse to grant their grant farmworkers even the most basic human rights of dignity and freedom.

Senator Dole, citizens of our country who serve in the Armed Forces are young men and women themselves from the poor and minority groups. They do not want to feast on lettuce or even see it in their mess halls when they know that thousands of farmworkers and their families are prevented from receiving a just wage and decent working conditions.

We know that the poor do not have easy access to the doors of the White House and we will have to plead our Cause to the American People. We demand that the Department of Defense stop its interference in the rights of migrant workers to organize and to bargain collectively. We demand that the DOD stop buying non-Union lettuce.

JAW Honors La Causa

ATLANTIC CITY, New Jersey -- La Causa was honored when Union Director Cesar Chavez received the United Auto Workers Social Justice award April 25, being the "spokesman for the wretched of the American earth."

Cesar told delegates to the UAW's 23rd institutional convention that the late UAW President Walter Reuther and former UAW Eastern Regional Director, Paul Schrade,

KINGSBURG: Farm Bureau Initiative Halted

KINGSBURG, California -- Farmworkers walked off their jobs at the Ashlan Packing Company May 15 after they were informed that company-owner Harry Ashlan was pushing a petition for the anti-farmworker initiative currently being sponsored by the California Farm Bureau Federation and other grower groups. In pushing the petition, Ashlan was violating the Contract he signed with our Union in 1970, stipulating the employer cannot engage in anti-Union activity.

Selma Union Office Director Gilbert Padilla and Union Organizer Pablo Espinoza discovered the petition on Ashlan's desk while visiting him on other routine Union business. They demanded he immediately destroy the petition. He refused. Gilbert and Pablo then went directly to his fields and informed the workers of Ashlan's anti-Union, anti-farmworker activity.

Led by Ranch Committee President Porfirio Reyes, forty-four workers refused to continue working and set up a picketline in front of Ashlan's office. The picketline continued into the afternoon until Ashlan finally burned the petition himself in front of the workers.

Ashlan, a grower with 500 acres, had received the petition in the mail from Kerman, California. He had persuaded people to sign it by saying "it promised farmworkers elections 14 days after they request it."

But Ashlan neglected to inform the signers that the Farm Bureau initiative's proposed elections for farmworkers would be in the hands of the California Department of Industrial Relations, whose Board is appointed by anti-farmworker Governor Reagan. The initiative would also take away our Union's right to Boycott for social justice and would leave intact the corrupt labor contractor system that has kept us in misery for so many years.

Throughout California, many people are being fooled into signing the petition because the initiative is cleverly presented as the "Farm Worker Petition." "Help the farmworkers," they are told, "and support the Farm Worker Initiative." We are asking all of our supporters not to fall for this phoney and vicious attempt to kill our Union.

Oppressive Ordinance Fought

GREENFIELD, California -- Union members, comprising nearly 75% of Greenfield's Chicano community, joined the rest of the Chicano community in Boycotting local stores in retaliation for the passing of an oppressive anti-loitering ordinance by Greenfield's grower-dominated city council.

Farmworkers as well as the total Chicano community feel Ordinance 121 will be used primarily against their community. The ordinance makes "unreasonably annoying" behavior punishable by a \$500.00 fine or six months in jail.

Juan Huerta, Director of the King City Union office, has been actively opposing Ordinance 121, originally initiated by local market owners. According to Juan, it is customary for Chicano youth to socialize outside the three local markets.

A petition protesting the measure was signed by 445 persons and presented to the city council, but the council refused to rescind the action. The council's fears were expressed by local resident Robert Reitzel, who said "it's the council's job to stand firm and maintain this ordinance. I think outside agitation has stirred up our Mexican-American people. If you back down, there will be trouble in King City and Soledad."

The Boycott of Greenfield's markets is putting a lot of pressure on local merchants to help in rescinding the ordinance, but it is a hard struggle. The Greenfield mayor is one of the largest independent growers in the area and many growers near Greenfield are Farm Bureau members.

Tempers are running high. On May 7 six pellets were shot through the front windows of the King City Union office, while Juan Huerta marched in Boycott picketlines in Greenfield. The King City law enforcement officers and the mayor, who is a field supervisor for the Union Sugar Company, are still "investigating."

were in the forefront in supporting our Union's attempts to organize farmworkers in the grape industry in 1965.

"Without their recognition, our Union would have never been recognized by the growers," said Cesar as he urged the UAW to continue its support of La Causa.

OREGON: Senator Hatfield Anti-Farmworker

MT. ANGEL, Oregon -- Senator Mark Hatfield (R-Oregon) was confronted by 25 farmworker women when he spoke at Mt. Angel College April 27. Hatfield was questioned about his refusal to meet with farmworkers to discuss his anti-farmworker attitudes.

Hatfield stated he "did not support the Boycott, but supported anyone's right to organize", which to farmworkers is a contradictory and hypocritical position to hold. Many of the farmworkers wanted to ask questions, but Hatfield left the college 45 minutes early, saying he had an important meeting at the Valley-Migrant League headquarters.

So the farmworker women followed him there, where VML Director Frank Martinez finally let them attend the meeting. At the end of the meeting the women asked Hatfield why he met with federal employees, but refused to meet with farmworkers.

Pointing his finger at the farmworkers, Hatfield accused them of breaking up every meeting he had attended. But after many more embarrassing questions from our sister farmworkers, he finally said he would soon meet with farmworkers. According to Union organizer Graciela Cisneros, "Senator Hatfield said his assistant would let us know when he would be in town again. We are still waiting."

The Guadalupe Ten Stand Firm

GUADALUPE, California -- The entire Chicano community is mobilizing to fight an attempt by the Santa Barbara County Sheriff's Department to prosecute ten persons for "disturbing the peace" during an appearance of Melchor O'Campo March 16.

Melchor O'Campo, a member of the John Birch Society whose expenses are paid by Right-Wing and anti-farmworker groups who sponsor his speaking engagements, was invited to speak at Obispo Street School by the Board of Directors of the Guadalupe Parent-Teacher's Club. The President of the Board, Fausto Regusci is foreman at a local dairy and most of the other Board members are growers or known to be anti-Union.

The "Guadalupe Ten", including four of our Union members, are: Agustina Gutierrez, Anel G. Fierro, Carmen Magaña Jesús Ortiz, Sammy Gonzalez, Juana Estorga, Margarito Cabello, María Vaca, Manuel Echavarría and Fermin Sepulveda. They are accused of breaking up the meeting and not permitting O'Campo to speak. But our Union and the Chicano community is convinced that the Guadalupe Ten have been singled out for harassment because they are either Union members or have been active in trying to reform Guadalupe schools.

According to Union member Juana Estorga, more than 400 persons attended the meeting and O'Campo was permitted to speak. She said, "But then he started to provoke the people by telling lies about our Union and the Chicano movement, so we began answering him. When he said 'Cesar Chavez', we shouted 'Viva Chavez!', and when he said 'Chicano', we added 'Power!' That was all."

Juana explained that O'Campo deliberately provoked the people by shouting at them and the people answered him. She believes the Guadalupe Ten have been singled out from the 400 people who attended the meeting because the PTC Board of Directors wants to make an example of them and silence the rest of the community through fear.

Margarito Cabello, another of the Guadalupe Ten and a Union member, noted they were not notified about the charges against them until two or three weeks after the meeting. He said, "It is obvious that the Board is out to get us because there were no police at the meeting, except for the 35 to 45 policemen outside, and there is no way we could have been identified without the Board's involvement."

"If Melchor O'Campo came around again to say those lies about La Causa, I would answer him because we have the right to protest, especially when we are being shouted at and insulted. If O'Campo thinks we are going to receive him with open arms as he is when he goes to the growers, he is mistaken."

"O'Campo is not qualified to speak about farmworkers," Margarito explained, "he is a former radio broadcaster who wouldn't know how to drive a tractor nor use a hoe. I don't care if I go to jail for defending La Causa because it is for the good of my children and our community."

Our brothers and sisters of the Guadalupe Ten and their supporters ask that as many people as possible be present to join in the struggle at their next court appearance which is scheduled for June 7 at 9:00 a.m. in the Guadalupe Courthouse.

Secret Telegram Reveals Farm Bureau Worried But Still Anti-Farmworker

Harold B. Steele, President
Illinois Agricultural Association
1701 Towanda Avenue
Bloomington, Illinois 61701

CONFIDENTIAL

A committee from the United Farm Workers National Union met with me and staff members Wednesday without prior notice to advise that unless Farm Bureau ceases its activities in seeking farm labor legislation and in discouraging farmers from signing union shop agreements with UFW, it intends to carry out massive informational and Boycott campaigns against Farm Bureau and its affiliates. Beginning at 10 a.m. on Monday, May 8, in 40 cities--throughout the country and also in Europe--they hope to stir up public resentment to the tax-exempt status of Farm Bureau and affiliated cooperatives. They will seek unionization of wage and hour employees of Farm Bureau and affiliates, using strikes and Boycotts when necessary. They plan to infiltrate Farm Bureaus by having farmworkers seek voting membership in Farm Bureaus. Our response was to review Farm Bureau policies on farm labor relations and tell them in no uncertain terms that we were going to carry out these policies to the best of our ability. Your staff should be alerted to a situation which might become active. We will keep in close touch with those state Farm Bureaus where state farm labor bills are under consideration since it is obvious that this is a very sensitive area for UFW. For the present, would recommend that you do not issue any news releases on this meeting.

William J. Kuhfuss, President
American Farm Bureau Federation

PARLIER: Farmworkers Oust Incumbents

PARLIER, California -- Parlier farmworkers, who are mostly Chicanos and comprise about 80 percent of the town's population, recently united with the rest of the community at the polls to oust the incumbent mayor, two councilmen and city clerk.

The long struggle was led by the Parlier Fact-Finding Committee which was organized at an open community meeting January 1971 in response to City Council's hiring of Patrick Carnahan as Chief of Police. Carnahan is known to be a racist by the community. Another member of the Police force, John Martinez, who ranked far above Carnahan in years of service, was by-passed for the appointment.

The ten-member Fact-Finding Committee, including six farmworkers, was continually rebuffed by Mayor Weldon Byram and Councilmen Norman Krum, Luther Balakian, Richard Mangrum and Scheichi Tsuboi. The Committee organized a petition drive for an election to recall the City Council. More than 25% of the community, both Chicanos and Whites, signed the petitions, but the petitions were rejected by the City Council on the grounds of a minor technicality.

The Committee then organized a Boycott of Byram's Market and Tsuboi's Market. On September 2, 1971, Byram's Market, along with three neighboring businesses, was destroyed by arson. Councilmen immediately blamed the Chicano community, but Byram himself was later arrested by the Fresno County Sheriff's Department on charges of arson.

Although Byram was recently acquitted by the local courts, Councilman Baldaza Tovar related in a recent interview that the case against Byram will probably be further prosecuted by the insurance company.

Within the next month, the last two incumbent councilmen, Tsuboi and Mangrum will be challenged by Rudolfo Zapata and Mike Avila, who are both supported by the Fact-Finding Committee.

As for recently-elected Mayor Andrew Benites, 24, his first action in office was to accept the immediate resignation of the Parlier's entire six-man police force. He appointed John Martinez chief of police and has begun to build a police force truly sensitive to the needs of the community.

Although none of the new councilmen are farmworkers, they are aware of farmworker needs and have the complete support of the Parlier farmworker community.

Jesús Sanchez, member of the Union and the Fact-Finding Committee, said the Committee will remain intact as a political organ of the community, a constant reminder to the new City Council of its responsibility to progressively serve the Parlier community.

Union Member Killed By Policeman

Mario Reyes Barrera shot without justification

Only after militant Non-violent demonstrations by La Causa
is the killer arrested and charged with murder

BLYTHE, California -- Mario Reyes Barreras, 22, husband of Adela, 23 and father of Rosie, 3, and Mario, Jr., 1, and member of the United Farm Workers, was killed needlessly by a police officer on Thursday, May 18 in Blythe. Mario was buried here May 23, two days after his killer, Detective Sergeant Richard Krupp was charged with murder.

The incident took place after Mario had a slight accident with a motorcyclist, Richard Lee Bailey, 35, of Phoenix, Arizona, on a highway near Blythe. Krupp apparently saw the accident. The mishap was so slight that, according to a report by Enrique "Hank" Ramirez, a law student who has been taking testimony from many people in the area, Bailey refused to press charges even after urging by Krupp. Bailey was not seriously injured and apparently wished to continue on his way.

Krupp nonetheless decided to pursue Mario, who had left the scene of the accident. Mario fled from Krupp, who was off duty, on vacation, and driving his own personal vehicle, a Datsun pick-up with a camper attached. He was, according to Ramirez, out of uniform, dressed in a "T-shirt and light blue-jeans."

Daniel Perez, a cousin of Mario, was "standing in back of Danny Figueroa's house, which is 318 North Carlton, talking with some friends" at the time. It was about 6:15 p.m. "As we were sitting there talking, we heard a loud, skidding noise. What came into my mind was that there was a wreck. So we ran around the side of the house and toward the street, Carlton, and we saw Mario's car, which had run into the sidewalk."

Mario had been traveling west on Bernard Street, and had unsuccessfully tried to take the corner at North Carlton at a high rate of speed. His car had spun around and slammed into the curb.

Daniel Perez and his friends were about 60 yards away, and all saw what happened next. Krupp parked his car about five yards away from Mario's car, according to Daniel, and he saw "Krupp get right off of his car and run towards Mario's car, and he opened the passenger door. As he opened it I saw his arm extend with an object in his hand, and I heard a shot."

"I saw Mario make no resistance or any moves--he was just there, he didn't move." There is speculation that Mario may have been injured or dazed by the swerving of his car and its slamming into the curb--as Daniel says, "I would have tried to get away." All witnesses agree that Mario offered no resistance at all and was defenseless.

"At that time", continued Daniel, "one of my friends yelled 'He shot him!', and then we ran towards the incident where Mario was shot, and Krupp got off Mario's car and ran quickly towards the Westside Market, which is a nearby store. We ran towards Mario's car, and we saw Mario lying in there and he was bleeding, and it looked as if he shot him in the head."

"We ran towards the Westside Market after Krupp. I didn't know it was Krupp at the time--I didn't know it was a police officer or who it was--I just saw somebody shoot Mario. I ran towards the Westside Market with the rest of my friends, and we were going to go in, but Mr. Soto, the owner of the store, said 'Don't go in'."

"So we waited outside and he came out. As he walked by us, we all saw the gun--the gun was full of blood and the muzzle had a lot of hair on it. Soon two other officers came--within about five minutes--and we started yelling at them 'Take the gun away from him, take the gun away from him--it's evidence!' because you could see all the blood and hair on it." But the gun wasn't taken away from Krupp and Rigoberto Garnica, another eyewitness who arrived shortly after the shooting, said that Krupp "went to his pick-up, he opened the door and got a rag and started wiping the gun and wiping the hairs and the blood." The police did not take the gun away from him, Rigoberto said, rather Krupp "just put it in his holster."

"More officers came", said Daniel, "they just started protecting Krupp, that's all. Again we asked them to take the gun away, but they wouldn't listen."

"It happened real fast, you know", concluded Daniel, "but from my point of view, Krupp's intention was to make sure that Mario was dead. I don't know why, but from the whole incident, that's what I've pictured."

When Mike Zimmerman, director of the Escuela de la Raza Unida (Freedom School) in Blythe, got there a few minutes later, the ambulance had arrived. The scene was chaotic: women were crying and screaming, "lying on the ground, hitting their fists on the sidewalk", children "not more than four or five years old were running around crying, screaming", and a young girl, Mario's sister, was "hanging on to a telephone pole, sobbing."

Zimmerman immediately went to the hospital. He said that "no doctor reached the hospital for at least 30 minutes" after Mario's body arrived. He was pronounced dead on arrival.



Union Chaplain Father Joe Melton (center) and Blythe Union Office Director Alfredo Figueroa (right) lead a Brown Beret honor guard in the singing of "Nosotros Venceremos" at the funeral of Mario Barreras.

By this time the police station was surrounded by angry Chicanos. Zimmerman and Alfredo Figueroa, United Farm Workers organizer for the area and Director of the Blythe Union Office, tried to calm people down and prevent further violence.

Alfredo suggested to Blythe Mayor Richard Farrage that he take a delegation into the station to make sure that Krupp had been arrested and was being held, so that such information could be transmitted to the people. Farrage took Alfredo, Mike and two others into the station, where they were stalled for two and one-half hours and were given no information. Organizers outside used this time to take depositions from six people which were presented to the police, but still no arrest was made.

Two days of demonstrations followed on Friday and Saturday, organized by Alfredo

ches, they were superb--I have nothing but praise for the Brown Berets. They were the ones that conducted all the vigils, seeing that none of the hot-heads, local drunks or anybody got out of hand." The local chapter and the chapter from San Diego formed an honor guard at Mario's funeral.

The organized demonstrations on Friday and Saturday were completely Non-violent. Alfredo called them "the most successful demonstrations I have ever been in. I have never felt the support of the people so strongly in any issue like this issue--because it was obvious that the man was killed in cold blood. There have never been so many people marching under the banner of the United Farmworkers before in the history of Blythe."

Alfredo says that while police officers have been indicted by grand juries in California in similar incidents in the past, never before has an officer been arrested, jailed and charged with murder in this kind of a case before.

But the arrest and charges were not brought immediately. The demonstrations on Friday and Saturday were held because the Blythe Police Department had brought no charges against Krupp and apparently hadn't even arrested him. So Alfredo contacted the Riverside County Sheriff's Department, and they took over the investigation. It was the Sheriff's Department and the County district Attorney's office which finally brought murder charges against Krupp and had him arrested and jailed without bail on Sunday, May 21.

Krupp was secretly arraigned the next day, and the preliminary hearing was set for June 2. He pleaded not guilty.

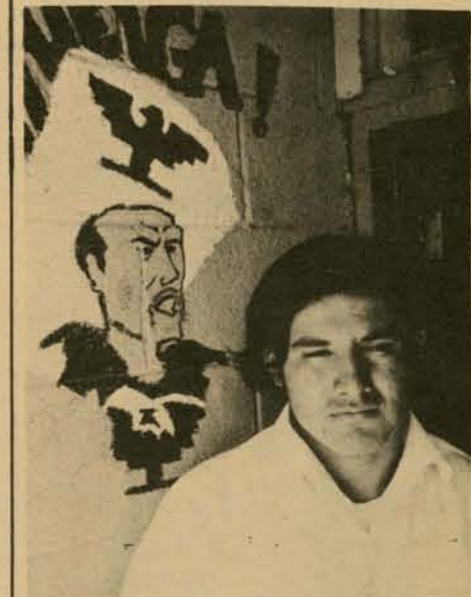
Mario's killing is not the first issue to divide this small community, located on the Colorado River just across the Arizona Border. For the past several weeks a school controversy has been raging in Blythe, precipitated by the "manhandling" of Alfredo Figueroa's 14-year old daughter Patricia by junior high school principal Earl Trout.

That incident brought scores of Chicanos to the next meeting of the Board of Education, where Alfredo presented a list of demands which included the firing of Trout, the inclusion of Chicano and Black cultural education in the schools, and the initiation of bi-lingual education in all grades.

When Alfredo began to translate his remarks into Spanish for those in the audience who did not speak English, Board President Warren Miller threatened to end the meeting. Only after intervention by other Board members was Alfredo permitted to translate into Spanish.

The controversy resulted in the establishment of the Escuela de la Raza Unida, or Freedom School, intended to fight the educational stagnation and racism that many feel pervades the public schools.

The school is directed by Michael Zimmerman, who has his secondary teaching credentials from the University of California at Riverside and a bachelor's degree in sociology from Cal State Fullerton. Zimmerman works closely with and has the cooperation of the United Farm Workers Union Office in Blythe.



RIGOBERTO GARNICA: "...The police did not take the gun away from Krupp..."

But even the school controversy did not unite and galvanize the Chicano community as did the killing of Mario Barreras. Many who before were afraid to speak out now have done so. Hank Ramirez quotes Augustine Soria, an eyewitness to the shooting, as saying: "Generally I don't get involved in government affairs. I'm from Mexico, and I don't have the rights most citizens do, because I'm not a citizen. I've been here for a long time, and I've stayed out of trouble. However, this time I am going to get involved. Because the officer, when he got off the car, knew what he was going to do, and he went directly to the victim's car, and shot him like a dog. It is for that reason--because it might happen to my own son--that I'm going to get involved."

The killing of our brother Mario Barreras comes only three months after another Union member, Romulo Dominguez Avalos, 21, was shot down in cold blood February 11 by U.S. Border Patrolman Edward Nelson, at the Cal-Mission Ranch in Livingston, California.



ALFREDO FIGUEROA: "...It was obvious that the man was killed in cold blood..."

Figueroa. According to Alfredo, about 600 people participated on Friday and almost 1,000 on Saturday. Additionally, all-night vigils were held at the police department each night by 50 to 100 people.

Members of a local Brown Beret chapter, along with a chapter from San Diego and members of a national Brown Beret caravan traveling the Southwest, policed the marches, conducted the vigils, and made certain that the demonstrations remained Non-violent. Alfredo said that "in the mar-

SUNNYSIDE, Washington --Use of heavy equipment to physically threaten Union organizers in the Yakima Valley is the latest twist in a long series of conflicts between the United Farm Workers and George H. Gannon and Dan Alexander, co-owners of the Yakima Chief Ranch, where the Union won a recognition election in 1970.

In the last issue of EL MALCRIADO we reported that Alexander had chased Robert Trevino, a Union organizer, around the Yakima Chief Ranch with a forklift and a tractor in an effort to get names of workers to whom he had talked; that Alexander had seriously damaged Robert's car with a caterpillar while he was meeting with workers; and that a complaint had been filed with the U.S. Civil Rights Commission over these incidents by the Union. This past month saw the following developments:

On Friday, April 21 Alexander was successful in getting a temporary restraining order against the Union from Judge Walter Stauffacher in Yakima Superior Court. He filed the suit through two Yakima Chief Ranch employees who are known to be "scabs". One, Union organizers say, is "a known company stoolie" and the other "a John Bircher, and member of the company union."

The temporary restraining order prevented Union representatives from entering the ranch by car; they were allowed to go in only on foot and by invitation from a worker; they were required to proceed directly to the residence of the invitor and to leave when the visit was completed; and they were prohibited from knocking on doors.

Because the order was clearly contrary to many court decisions, some from the state of Washington, establishing the right to access to workers on company property, the Union representatives fought it. The following Monday, April 24, they were successful in getting the court order overturned.

In discontinuing the restraining order, Judge Ross Rakow of the Yakima Superior Court ruled that it had been "improvidently entered". Such an order should never be entered so easily, he said, especially in cases involving free speech. The company plaintiffs were ordered to pay the court costs of the Union defendants, amounting to \$200.

During the week of May 15, Dan Alexander again took the Union to court seeking a preliminary court injunction to keep Union organizers from talking to our sisters and brothers at the Yakima Chief Ranch. According to Union Organizer Robert Trevino, "Alexander tried to coerce 70 of his workers to be plaintiffs against the Union. He held meetings with the workers and sent his lawyers door-to-door at the ranch's labor camp in an effort to intimidate the workers into signing anti-Union petitions."

Washington:

STRUGGLE WITH YAKIMA CHIEF RANCH CONTINUES

Company Violence Against Union Organizers

Two Major Court Victories Over Company

History of Organizing in Yakima Valley

The court hearings lasted for three and one-half days during which Yakima Chief Ranch lawyer Donald Bond tried to prove that Yakima Chief Ranch farmworkers did not want the Union organizers to see them and presented the petitions as evidence.

But the growers' case fell through when the farmworker "plaintiffs" refused to testify against the Union. The only person to attack the Union was Alejo Guerrero, who union organizers say is a "super-scab" used by Yakima Chief Ranch to fight the Union. When Guerrero was cross-examined by Union attorney Harold Greene, Alexander's anti-Union plans were completely exposed.

The ensuing court decision was a victory for La Causa, except for a few restrictions placed on Union organizers: (1) organizers must park on the west side of the Yakima Chief's labor camp; (2) only one organizer may knock at one door and (3) organizers must leave the ranch by 9:00 p.m. But the right of farmworkers to receive Union organizers at the camp was affirmed. Not only did Alexander and Gannon fail to keep our organizers from Yakima Chief Ranch, but also, the decision cost them \$15,000 in legal fees.

The present struggle of the Union with the owners of the Yakima Chief Ranch began on September 7, 1970, when a picketline was set up at the ranch and 80 out of 110 workers responded by going out on strike. The chief issues were low wages, \$1.65-\$1.75 per hour, and poor housing conditions. On September 12, 1970, an election was held at the Yakima Chief Ranch to determine whether the workers wanted the United Farm Workers to represent them. The election was held with the consent and participation of ranch ownership. The results were 105 favoring the Union, 4 against. In response wages were raised to \$2.00 an hour and an agreement signed calling

for recognition of the Union as the workers' representative and for the beginning of negotiations around the first of January, 1971.

Informal discussions began in February, 1971, at a meeting in Delano between Dolores Huerta, director of the Legislation Department of the Union, and Gannon. Dolores proposed the Inter Harvest agreement, the contract the Union has with the United Fruit subsidiary in California, as a basis for negotiation. Gannon was receptive to that proposal; Alexander was not present.

Alexander, a strong backer of the Farm Bureau and its anti-Union views, later rejected many sections of the Inter Harvest agreement, implied often and repeatedly that the Union was or might become detrimental to the interests of the workers and that he, as representative of management, was at least equally equipped to deal with workers' needs. The Union felt that this did not reflect a reasonable or objective view of the relationship between management, workers and Union.

On June 26, 1971, Gannon and Alexander came to the Union headquarters at La Paz for further discussion. Representing the Union were Cesar Chavez, Union Director, Jim Drake, Director of Organizing, and Robert Trevino and Lupe Gamboa, Union organizers from Washington. Among the areas covered in the negotiations were: Rehiring of strikers. The Union demanded that workers who went out on the original strike be reinstated; Alexander refused.

Representation of workers. Alexander was constantly pressing the issue of his interest in the welfare of the workers and his desire to "protect" them from the possibility of future Union corruption. In a January 1971 reply to the proposal of the Inter Harvest contract as a basis for negotiation, Alexander ased, "What

if UFWOC at some time in the distant future is taken over by gangsters?" Alexander and Gannon had to be repeatedly reminded that the workers had voted by the overwhelming margin of 105-4 to have the Union represent their interests in bargaining with Yakima Chief Ranch, and that successful negotiations were hardly possible if Gannon and Alexander persisted in second-guessing the workers and mistrusting their elected representatives.

The issue of a hiring hall. Alexander flatly refused to accept the hiring hall, reserving to himself complete control over hiring, firing and disciplining personnel.


The negotiations at La Paz in June ended unsuccessfully, with the parties widely apart. Cesar noted that it is a common practice of growers to call for elections and, after the Union has been overwhelmingly endorsed by the workers, to refuse to bargain in good faith. They blame the Union for the delay, meanwhile blacklisting Union members. This was exactly the tack taken by Gannon in a series of five articles published in the Tri-City Herald in Washington in August of 1971. In them he attacked Cesar personally, painting a picture of him as unreasonable, violent and foul-mouthed, and unwilling to negotiate. He even implied a comparison between Cesar and Hitler. Nowhere is there any mention of Cesar's many years of work and sacrifice for farmworkers, of his strict practice of Non-violence, nor of Gannon's own employees' overwhelming endorsement of Cesar and the Union as their representatives in dealing with Yakima Chief Ranch.

Gannon was even successful in getting the most vicious parts of these articles reprinted in the New York Times. In the last issue of EL MALCRIADO, Reverend Chris Hartmire, Director of the National Farm Workers Ministry, exposed the articles for what they are, a dishonest attempt to attack Cesar's reputation and to disguise Gannon's anti-Union and anti-farmworker position.


With the recent physical attack on Robert Trevino and the damaging of his car by Dan Alexander, Yakima Chief Ranch seems to have begun a new phase in its attempt to thwart the will of its employees and deny them representation by the United Farm Workers. Yakima Chief Ranch is the largest single hops ranch in the world, and is well aware that any settlement it makes with the Union will be seen as a breakthrough for farmworkers in Washington and a model for future contracts with hops growers in the Yakima Valley and other agriculture businessmen in the state.

Gannon and Alexander seem determined to resist the Union and to try to undermine it through personal attacks on its leader through the press. A hard and possibly long struggle is ahead--but we are used to that, and we will win.


When we are really honest with ourselves we must admit that our lives are all that really belong to us. So it is how we use our lives that determines what kind of men we are. It is my deepest belief that only by using our lives do we find life. I am convinced that the truest act of courage is to sacrifice.



VIVA LA REVOLUCION



HUELGA!



CESAR CHAVEZ poster "... the truest act of courage, is to sacrifice ourselves in the non-violent struggle for justice. God help us to be men."

Order No. GHU \$1.50

This poster features a picture of Mexican agrarian reformer, Emiliano Zapata. His famous motto is: "La tierra pertenece a quien la trabaja!"


Order No. EZ \$1.50

This poster by Andy Zermeno captures the spirit of La Causa in struggle.

Order No. HUP \$1.50


A beautiful color poster showing Cesar Chavez with farmworkers in a vineyard outside Delano. "The time has come for the liberation of the farmworker. . ."

Order No. CIG \$1.50




Beautifully sculptured black and gold farm worker eagle lapel pin.

Order No. EAGP \$1.50



BASTA: A compelling pictorial history of the great moments of the grape strike, including the famous march from Delano to Sacramento.

Order No. BAS \$2.00




CHAVEZ pamphlet: two articles by Peter Mathiesen together give a thorough biographical sketch of Cesar Chavez.

Order No. NYA \$5.50

These artistically superb Huelga Stamps portray the farmworker and tell of the benefits of collective bargaining in agriculture.

Order No. STMP \$1.00



HUELGA! A 45 rpm record with two famous songs of the historic Delano Grape Strike: "Huelga en General" (General Strike) and "El Esquirol" (The Scab).

Order No. HUEL \$1.00

VIVA LA CAUSA! A long-playing record documenting our long Non-violent struggle to win Union Contracts in the grape industry: "Sounds of the Strikers"; "El Plan de Delano"; and ten Huelga songs.

Order No. VIVA \$3.00

I SUPPORT FARMWORKERS

Show your support for La Causa and display one of these bumper strips.

Order No. BMPS .25

Also these assorted packages are available:

- FIVE ASSORTED UFW POSTERS - Order No. UFWP - \$2.00
- ASSORTED FARM WORKER STICKERS Order No. FWST - 25/\$1.00

TALLER GRAFICO • p.o. box 62 • keene, ca. 93531 •

Detach and mail with check

ITEM(S) DESIRED			
Order No.	Size	Quan.	Price

Allow 4 weeks for delivery

Name _____

Address _____

City _____ State _____ Zip _____

Am enclosing check for \$ _____ Please include .35 for postage.

Coca-Cola Contract Goes Before Pay Board

- STUDY SHOWS 107 YEARS OF EXPLOITATION OF FARMWORKERS
- UNION CONTRACTS NOT INFLATIONARY

SARASOTA, Florida -- The United Farm Workers has petitioned the Federal Pay Board in Washington, D.C., for approval of the recently-won Contract with the Coca-Cola Company here in Florida.

Under Phase Two of President Nixon's economic program, negotiated contracts involving pay increases are subject to review by the Board.

The request is in the form of a lengthy document written by Dr. Marshall Barry, Assistant Professor of Economics at New College in Sarasota. It was forwarded to the Board early last month.

In a long preface to the request itself, Marshall paints a vivid picture of farmworker living and working conditions against which the contract itself must be understood.

Housing conditions are especially bad in Florida. With an average family size of five, the average farmworker home has two rooms. And even what poor housing there is is rapidly disappearing--in the twelve counties in which Coca-Cola has laborers, there was a 62% decline in housing for farmworkers in the ten year period of 1960-70.

Health and safety: The death rate from the age of one month to one year for farmworker children is three times the national average, and six times the average for non-farmworker children. Life expectancy for farmworkers is only 49 years versus 70 for the country. And farmworkers have an accident rate three times the national average for all occupations.

Child labor, supposedly a thing of the nineteenth century, is still prevalent among farmworkers due to low wages. A 1969 U.S. Senate report found 800,000 paid farmworkers under 16, and nearly half--375,000--between 10 and 13. Many other children who worked on the nation's farms probably don't appear in such statistics, since they are often working with an older relative under whose name all wages earned and other statistics appear.

Marshall also documents the dismal failure of federal programs to alleviate these conditions. Programs which are effective are usually politically controversial and as a result often terminated. Moreover, it is not surprising to find as much as 70% of the budget of such programs being allotted to administration and overhead. This is just another example of how federal programs supposedly designed to aid the poor are really welfare for the middle-class, creating jobs and business for that sector of the economy.

Federal aid to agribusiness alone equals the total welfare budget for the nation. Farm price support comes to \$5 billion a year, and consumers pay an additional \$4-5 billion in higher food prices. This compares to a total welfare budget for the nation, including federal, state and local programs, of \$10 billion.

In the face of all this, consider the Florida farmworker. Marshall puts the average yearly wage for farmworkers in Florida in 1970 for a family of five at \$1,930--when "poverty level" for a family of four is officially \$4,000.

Even the figure of \$1,930 is high, Marshall argues, for the following reasons: --Only \$1,202 of the total is income from farm work, earned over an 88 day period; the remaining \$727 comes from 45 days of non-farm work.

--The figure really represents family income, as opposed to that earned by one breadwinner, since farm wages are so low as to force women and children to join men in the fields.

--Food and travel expenses are considerably higher for farmworkers than the average, because they must migrate from job to job and often buy supplies at the "company store" at inflated prices.

--A farmworker's total income is often reduced by the "bonus" system practiced by many growers, under which part of his pay is withheld to be returned as a "bonus" only if he remains the full season. Since the farmworker must often move on before the season ends, and is often subject to arbitrary dismissal, his "bonus" is often not forthcoming.

Even though the average farmworker is able to find only 88 days of farm work, and only 45 days of non-farm work, unemployment compensation is rarely available to supplement his meager income. With such low income figures, it is hardly a surprise that the cost of harvesting food is a very small percentage of the total retail cost. Marshall Barry gives these figures for the following hand-harvested foods:

product	store cost per unit	field cost per unit	percent
lettuce	\$.21/head	\$.01-.013/head	6%
lemons	\$.24/dozen	\$.006-.01/dozen	3%
oranges	\$.50-72/dozen	\$.012/dozen	2%
grapefruit	\$.08-.10/each	\$.002-.004/each	2.5%

With these kinds of figures it is easy to understand how little contracts like the one won with Coca-Cola will contribute to inflationary pressure. Marshall Barry found that the contract will increase the total costs to Minute Maid, Coke's frozen orange juice subsidiary, by less than 0.64%. Minute Maid will retain over \$16 million in profits, so should have no substantive reason to raise prices--thus the contract would be completely non-inflationary.

Furthermore, the Coca-Cola Contract will merely bring the Florida farmworker back up to his 1960 earning power. Marshall points out that while the farmworker's income has not increased in the past ten years, inflation has reduced his real income substantially--so that the increases won under the Coke Contract will simply raise him to his 1960 level in real terms.

Marshall Barry also emphasizes that the federal regulations limiting pay increases exempt "any individual whose earnings are substandard or who is a member of the working poor, . . . until such time as his earnings are no longer substandard or he is no longer a member of the working poor." The Florida farmworker clearly qualifies.

"As documented earlier in this paper," says Marshall, "the United Farm Workers (AFL-CIO) through the collective bargaining agreement with Coca-Cola is attempting to remedy some of these historical disadvantages and extreme hardships of the farmworkers. Of course, the first contract for farmworkers in Florida cannot compensate for the 107 years of exploitation which have existed since the official end of slavery in our country. It is, however, a beginning. This petition to the Pay Board should be viewed as a request by the most exploited segment of our work force to permit them the opportunity to solve their own problems. . . through organization and collective bargaining with their employers."

Report from Florida

INTERVIEW WITH UNION CREW STEWARD

LA PAZ, California -- EL MALCRIADO was recently honored by an interview with Walter Williams, Union Crew Steward from Arburndale, Florida where our Union has won contracts with Coca-Cola (Minute Maid) and H. P. Hood.

We reported in the April 28 issue of EL MALCRIADO how Walter, along with Alternate Steward, Arthur Pounds, were successful in enforcing the piece-rate adjustment provisions of the Union Contract with Coca-Cola.

Walter reports, "Generally speaking, everybody's really pleased with what the Union's done. Everybody can see a big change. Everything is going well with Coca-Cola and working very smoothly."

Walter has been working in the fields since he was four years old. He has worked in California, Oregon, Washington, Montana, Idaho, Utah, Colorado and Florida, and covers about 35,000 miles a year with his family.

Walter explains that before Union contracts, "the picker went to the field and worked and he took whatever the situation was and either liked it or quit--you know, he didn't have any voice in whether or not he accepted the thing as it was." By contrast, once the Union won the contracts in Florida and grievances arose, the workers took them all the way from the local foreman right up to the President of the company. "I've never seen it where the worker--just a picker--could go into the field and have a problem and it be taken care of at this level. Most of the time he'd just discuss it with the foreman in the field and--well, he'd go on down the road. You know, he'd always be told, 'If you don't like it, well go somewhere else.'"

"The people are beginning to get the notion that these jobs belong to them, and that they have a right to work out whatever problems there are. I see that dignity and the self-respect of the people are not only being preserved, but enhanced. I think it'll not only be good for the worker, but for the whole industry-- 'cause if the picker in the field is happy, the whole company runs better."

When asked about his hopes for the future, Walter replies they are "pretty broad. I hope to see a day when the Union can have its hospitals and clinics set up all over the United States, wherever there's farm work, so that the farmworker can take advantage of the insurance without it costing so much, and be assured of quality work."

"To me, the dignity of the people is what really matters. It's not so much the money or the insurance, but it's the rights that people gain. In the future the people can begin to take advantage of these rights and

privileges more than what they are now."

Walter says the injunction which the National Labor Relations Board had sought against the Union had slowed organizing in Florida, but now that the Union has reaffirmed its rights, organizing would no doubt pick up again. Everybody in Florida took a deep interest in the campaign, Walter reported, and many signed letters in support of the Union's position.

Walter's wife Mattie feels the gains made by the Union "will be a great help to our children as they grow older if they choose to follow this line of work--because they'll have advantages we didn't have."

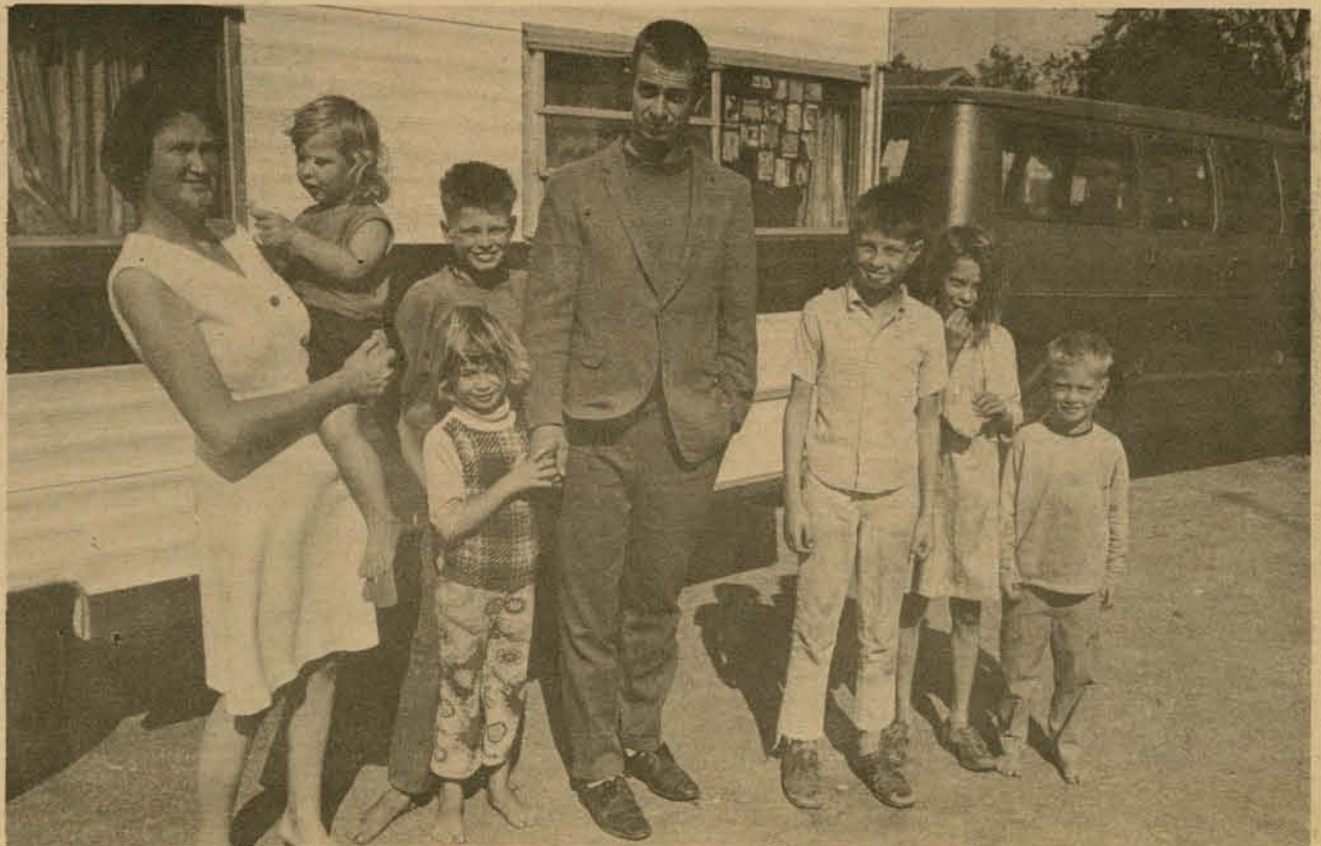
In the past when Walter has complained about the low wages associated with farm work, he was often asked why he doesn't do something else. He sees that kind of response as no solution at all. He enjoys his work, takes pride in it, and feels that it ought to pay a living wage. "I don't say make everything just exactly the way you want it--but make it livable."

Walter feels the job of crew steward carries a responsibility "as great as any

Union job there is, because if he can solve problems without hurting the picker and without making the company so mad that they want to fire everybody, then he can accomplish something, and the whole crew does good."

Walter reports complete unity and strength among the various crews working for Coca-Cola. Without this unity and the willingness to take the risks necessary to enforce the contracts, "the contracts throughout the state of Florida would have been worthless, because nothing would have ever worked right."

Walter and his family were on their way from Florida to the Northwest for the cherry-picking season. And as they travel they will be bringing the message of La Causa wherever they go. If all of us strive to follow the example set by our brother Walter and our sister Mattie, our Union movement cannot help but continue growing in numbers and strength so that someday all of us will be liberated from the poverty and misery that has enslaved us for so long. Viva La Causa!



Walter Williams, his wife Mattie, and children travel the migrant trail all over the country. Walter, a Union Crew Steward, was a key figure active in enforcing our Contract with Coca-Cola Company. The Williams family looks forward to the day when our Union has Union Contracts covering all farmworkers so they can enjoy a better life for themselves and their children.

Ranch Committee Victory Over Mel Finerman

In April of 1971, Mel Finerman, Inc., the world's largest independent packer of lettuce, signed a Union Contract with our Union. This year, our farmworker sisters and brothers who work for Finerman celebrated the first anniversary of the signing of the Contract by picketing the main offices of the company in Oxnard and by winning a great victory over the supervisors of the company.

Many conflicts have emerged between the company and the Union since the Contract was signed because the company's supervisors have resisted recognizing the Ranch Committee, which is elected by the workers. The violations of the Contract by the company and the unjust and oppressive treatment of workers by company supervisors reached an intolerable level.

The company thought it could quickly subdue the Ranch Committee and continue to ignore the workers' demands. But the company did not expect the Ranch Committee to be backed with the Solidarity and determination of the workers it represents. The company also did not realize its workers were not struggling alone. Farmworker sisters and brothers from Inter Harvest, Freshpick and Cline Farms, plus our supporters from the communities of Oxnard, Ventura, Santa Paula and Santa Barbara joined in the struggle.

The battle between the company and the Ranch Committee was short but rough. Several farmworkers were arrested on April 17 when they did a sit-down inside the company's main offices in Oxnard. The struggle continued. The company could not withstand the pressure. It quickly decided to negotiate with the Ranch Committee and on April 25 an agreement was reached. It was a complete victory for La Causa.

After the victory, EL MALCRIADO talked with the members of the Ranch Committee: Francisco Cortés R., Jose Guadalupe Varela, Filimon Ramirez, Salvador Cordoza and Eliseo C. Rincon. We also interviewed Ray Ortiz, director of the Union Office in Oxnard, and Union Organizer Pablo Izquierdo. The brothers gave us a detailed report on the grievances they had against the company, the struggle they had with the company and the victory they were able to win.



VIVA LA CAUSA!

Francisco Cortés begins his explanation of what happened during the struggle with the company by saying: "We had not realized the importance of the Ranch Committee began to file grievances against some of the supervisors and foremen demanding that they abide by the Union Contract." Francisco says the company did not respect the Union Contract, refused to give the workers the tools necessary to do the work they were assigned and tried to hire more people than it needed for the work available. The company was trying to divide the workers by trying to make them fight to settle who would work and who wouldn't.

"Our demands on the company were just," explains Jose Guadalupe Varelo. "One of the many ways in which the company violated the Contract was by setting up arbitrary work standards, rather than those agreed upon in the Contract. We went to the company on April 6 with the intention of settling the grievances that had been accumulating. Three times we tried to negotiate with the company, but company officials refused to talk to us. The only grievances we settled were two that any clown could have resolved. One was our demand that the company keep clean the portable toilets it is required to take to the fields by the Union Contract. The other had to do with the right of Union representatives to visit Union members in the fields." (On Saturday, April 15, Ray Ortiz and his wife, Barbara, were arrested as they tried to talk with one of the Finerman crews.)

"But all of the other grievances having to do with reporting and stand-by time, transportation and the unjustified discharge of one of our brothers and the attempts by the company to use one crew against the other were not resolved at the time," says Jose. "We had no choice but to protest these injustices by picketing the company. Many people came to help us: Mecha students from Ventura College people from Santa Paula and Santa Barbara. In fact, sisters and brothers came from as far away as 50 miles to help us in our struggle."

The demonstrations against the company started on Thursday, April 18 and an agreement with the company was reached seven days later. Jose explains: "We put a lot of pressure on the company and finally it decided to negotiate. We were tired of playing games, so we told the company, 'If you want to negotiate, you'll have to negotiate at La Paz.' And the pressure continued until today, April 25, when we had a meeting with the vice-president of the company."

Filled with enthusiasm, our brother Jose goes on to tell us what was accomplished at the meeting: "During the meeting more than 14 grievances were resolved--all in our favor. It was a great victory for the Ranch Committee and the Grievance Committee. It was a great step forward for the sisters and brothers who work for Mel Finerman. And this great victory was made possible only through the efforts of all of those who came to our aid."

Filimon Ramirez gives other details concerning their struggle with the company and says "we had to picket the company because the company supervisors were taking advantage of the workers and were trying to ignore the Union Contract. But thanks to our brother, Cesar Chavez, who has helped us learn how to fight for our rights, we have been successful so far."

Filimon says that one of the most serious problems between the Union and the company was the racist and anti-farmworker attitudes of some of the company supervisors. "One of the supervisors, for example, would play one crew against another by giving more work to one crew, while giving less work to the other." He says,



Farmworkers defend their Union. Here, our brothers who work for Mel Finerman, Inc., picket the company with the support from farmworkers who work for other companies, students from Ventura College, the community of Oxnard and Brown Berets from different parts of California. The campaign ended in victory. Photos: José Guadalupe Varela

"This was an attempt to divide the workers and discredit our Union. But the people resisted. The Ranch Committee and the Grievance Committee struggled against that supervisor. And we are very happy with the results."

Salvador Cordoza relates to us about how 15 farmworkers were arrested during the struggle with the company: "We wanted to talk with the company, but the company refused. So we stayed in the company's offices trying to convince the company to work with us in resolving the grievances we had. Instead of negotiating with us, the company had us arrested."

We ask Eliseo C. Rincon why he thinks the company had our people arrested. He answers: "Some of the company supervisors are very difficult to get along with. As one brother already said, some of them are racists. That is why they want to keep us down. And the conflicts with the company started when we were no longer willing to put up with all of that. We farmworkers united in the defense of our rights and our own lives. Too many lives have been wasted by ruthless exploitation. But the company supervisors hate seeing farmworkers unite and struggle for what is right."

"The company supervisors were not complying with the norms and standards set down by our Union Contract," says Eliseo, "and it was the responsibility of the Ranch Committee and the Grievance Committee to force them to comply."

And Eliseo explains that on the day the arrests took place--he was one of the persons arrested--the workers learned not to fear being arrested because they were fighting a just Cause in defending their Union Contract.

He says that one of the disagreements between the Union and the company had to

do with transportation required by the Contract. The Contract requires the company to provide transportation for workers from its main offices to the fields, which are quite extensive. The workers, in turn, have the responsibility of getting to the main offices. Also, the company has to pay up to four hours reporting and standby time when workers come to work and there is none.

The company was refusing to provide the required transportation so the workers met to discuss what measures they should take. So, Eliseo tells us, "We all decided not to take our cars to work in order to get the company to take us from the main offices to the fields. This particular company has no camps. We all live in town and we use our autos to get to the company offices. But this time we walked to the offices. We told Billy Newman, one of the company supervisors, we were demanding that the company live up to its Contract obligations. He answered with a bunch of excuses saying there were no buses available on such short notice, even though we had been asking for them a long time before. We waited five hours before the buses arrived. We were three crews and we wanted one bus for each one."

Afterwards, the company refused to pay the five hours in reporting and standby time, a grievance that was finally resolved. Eliseo concludes: "It looks as if the things are going to go well with the company from now on. I want to repeat our thanks to all who struggled by our side on the picketlines, especially our sisters and brothers from Inter Harvest, Freshpick and Cline Farms!"

Ray Ortiz, Director of the Union office in Oxnard, was one of the persons arrested on April 17. He says: "Relations with the company had been deteriorating since January. The main problem was that the com-

pany did not recognize the Ranch Committee. When it approached the foremen and the supervisors with a grievance, it was ignored. Yet, the Ranch Committee had been elected by the workers and charged with the responsibility of enforcing the Union Contract. Thus, grievances were never solved and they continued to pile up."

"After attempts at talking with the company failed," explains Ray, "it was time to take some action, so we picketed the company's main offices in Oxnard. We also took a large delegation of workers, together with the Ranch Committee, into the offices. The company refused to talk with us, so we decided to wait. Some of us were arrested. During the entire struggle, we received a lot of help from farmworkers who work for other companies. When the company finally decided to negotiate, the Ranch Committee was able to resolve all fourteen of its grievances with the help of Cesar Chavez, Dolores Huerta and Richard Chavez."

Ray emphasizes that "it is very important for all farmworkers to understand that the Ranch Committee would not have succeeded in the struggle with the company without the support of the workers it represents. Without the backing of all of the crews, the Committee would not have had the power to force the company to the negotiating table. But the workers united behind their Ranch Committee and the grievances were resolved."

"Yes, it is very important to always remember," concludes Ray, "that Union members should always support their Ranch Committees. It is farmworkers united in Solidarity with their Ranch Committees that can take necessary action against a company that violates the Contract. Without pressure, nothing will happen."

FOR AN INDEPENDENT AND FREE FARMWORKER PRESS:

ONE MILLION EL MALCRIADOS

"EVERY FARMWORKER, WHETHER HE IS A MEMBER OF THE UNION OR NOT, OUGHT TO SUPPORT EL MALCRIADO. WE WANT EVERY FARMWORKER TO APPRECIATE EL MALCRIADO AND TO USE IT AS AN INSTRUMENT OF STRUGGLE. IN ORDER FOR IT TO BE A GOOD PAPER THE PEOPLE MUST RESPECT IT. BUT TO BE A GREAT PAPER EL MALCRIADO MUST BE A WEAPON FOR LA CAUSA."

With these words our Director, Cesar Chavez, defines the function of EL MALCRIADO as a newspaper of struggle. An arm for the victory of La Causa, EL MALCRIADO is an instrument of social awareness in the Unionization of Farmworkers. One of our most difficult tasks, however, is the distribution of EL MALCRIADO. Bringing the paper to all of our brother Farmworkers is in itself a step toward the liberation of Farmworkers.

We have not accepted commercial and impersonal methods of distribution like sending the paper through the mails or selling it in stores. The mails are too expensive and we Farmworkers are forced to move so often that the paper would have a hard time keeping up with us. Selling the paper in stores means proprietors would make a profit and we would have no control over who buys it.

We looked for a method that would not increase production costs and which would leave the control of distribution in our hands. The cost of production is 5 cents per copy--2 cents for printing--2 cents for administrative and personnel expenses and 1 cent for distribution. Selling the paper for 10 cents gives the Union 5 cents profit per copy.

We are building our own printing and editorial building. This will give us complete control over our publications. The cost of the building is \$25,000. The presses will be another \$25,000. This means we must sell one million EL MALCRIADOS.

For this objective the matter of distribution is urgent; to teach and to build. In discussions with brothers we have developed a method of distribution we call Committees of Information. These are not simply distributors but personal representatives of the Union in constant contact with the readers. They are the eyes and the ears of EL MALCRIADO. Through the Committees of Information the editors are in direct contact with the readers, their problems, their necessities and their hopes. Committees of information are formed with five or more members. In each city, county or valley there is one person in charge of distribution. The committee head gives 50 papers to each member. The money that is earned from the sale of newspapers is used to purchase the following edition.

In Selma we have already begun a pilot program which we hope to extend to cities throughout the state and nation. Nine volunteers have started the first Committee of Information for La Causa. These members know that La Causa is liberation for the Farmworkers. They know that our movement cannot advance without well informed and politically aware Farmworkers.

When he was asked why he was interested in the paper, Juan Contreras answered, "Because it is the paper of La Causa, and I believe it is the only newspaper telling the Farmworker the truth and reflecting his feelings. When we read EL MALCRIADO we know the news is correct. It is not like reading the Fresno Bee which does not print news of interest to us, but on the contrary, prints news that is in direct opposition to us."

Concerning the sale of EL MALCRIADO, brother Contreras said, "It is a matter of putting your mind to it. I bought 50 papers, walked through the Selma area and sold them all."

Hijinio Rangel, an organizer of the Union in Dinuba gave his support to the paper, saying, "I am taking 100 to sell at Ranch Committee meetings. I don't see why any member cannot sell 50 EL MALCRIADOS. They were always saying, 'Where is EL MALCRIADO?', now we are bringing the paper to them and they have the opportunity to be informed." The same brother continued, "In any movement the Committee of Information is needed, a movement cannot grow if it does not have a method of teaching."

The Farmworkers in Selma and in the county of Fresno have given an example of Union solidarity which will result in a stronger and more united movement. Every day our brothers and sisters organizing La Causa in other valleys, small communities and counties will continue the example of Selma. In Delano, Santa Maria, Salinas, Lamont, Poplar, Dinuba, Tolleson, Coachella, Calexico and wherever Farmworkers are to be found, Committees of Information will grow as the vanguard of La Causa.

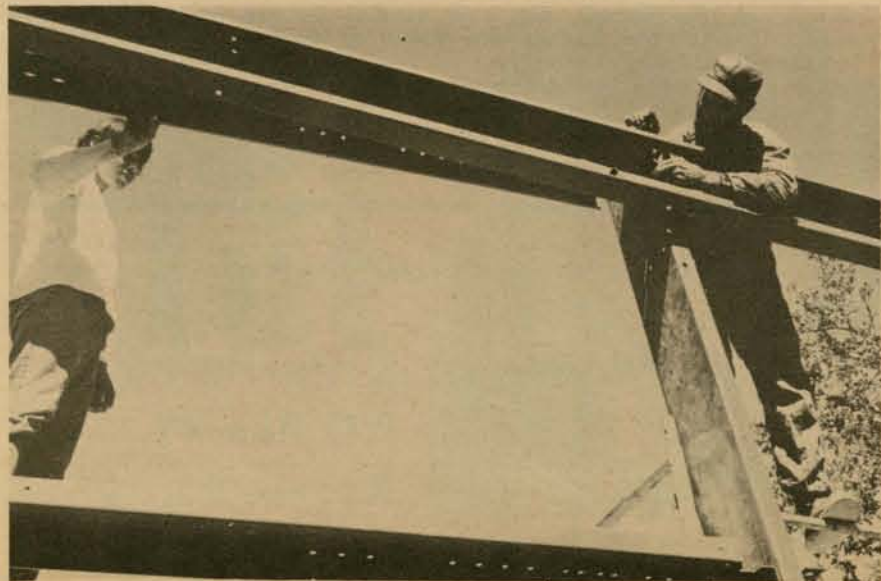
- Committees of Information
- The Eyes and Ears of EL MALCRIADO
- A Distribution System for EL MALCRIADO



James Drake, Union Director of Organizing and Research, is in charge of distributing EL MALCRIADO. Here, he and Nancy Elliot discuss her new assignment: distributing EL MALCRIADO in Fresno County.



Union volunteers Freddy Chavez (with hat) and Fidel Huerta (right) move a scaffold as they work on the EL MALCRIADO building.



Erasmus Anzaldúa learns construction techniques from Mike Kratkow as they and other volunteers put up the building that will house EL MALCRIADO and our Union's print shop.

Help La Causa Grow

START A COMMITTEE
OF INFORMATION

IN YOUR COMMUNITY!

Buy, sell and read EL MALCRIADO!

We ask that your orders be prepaid so we can pay for the printing.

Please send

me _____ bundles of EL MALCRIADO in Spanish

and _____ bundles of EL MALCRIADO in English

(\$5.00 pre-paid for each bundle of 50 papers)

Enclosed is my check for \$ _____

Name _____

Address _____

City _____ State _____

Telephone _____ Zip _____

Mail to:

EL MALCRIADO
P.O. Box 62
Keene, California 93531

A FARMWORKER-ADMINISTERED PLAN FOR MEDICAL CARE



Photo: George Ballis

We have named our Medical Plan in memory of Senator Robert F. Kennedy because he gave our Cause his unfailing support and gave his life in the defense of the poor.



The Baiza family of Lamont (left) receives Kennedy Plan benefit check from María Saludado (right), an administrator of the Kennedy Plan, and Robert García (middle), Lamont Union Office Director. The Baiza family is one of the thousands of farmworker families who have benefited from the Kennedy Plan. The Kennedy Plan has paid out over \$1,000,000 in benefits since it began in September of 1969. More than 22,000 individual claims have been processed.

The Robert F. Kennedy Farm Workers Medical Plan is financed by the ten cents an hour that growers are required to contribute into the Plan when they sign Union contracts. The Kennedy Plan is completely administered by farmworkers and benefits go to Union members who have accumulated the necessary hours worked under Union Contracts. This interview with the Director of the Kennedy Plan, Leroy Chatfield, is conducted so that we may know more about the Plan, its progress and what is being planned for the future.

Why is there no outside insurance company involved in the Kennedy Plan? Why is the RFK Plan self-insured?

The ten cents an hour is so small that we wanted to make sure that as much as possible went into benefits. Most insurance companies would use about three cents of that ten cents for their own costs of administration, salaries, overhead, and profits and dividends to stockholders.

By having a self-insured plan, in which no dividends are paid to stockholders, and in which overhead costs are kept to a minimum and no salaries paid to the administrative staff (they are all volunteers), we are able to keep our costs to a minimum and make sure that most of that ten cents goes directly into medical benefits. In fact, our administrative costs require less than one-half cent out of that ten cents, as compared to the three cents of traditional insurance companies--which is more than six times as much.

However, because we are self-insured, the Union membership has a greater responsibility than under conventional plans. Because any claims in excess of what is justified hurts other Union members and their families, since it reduces the amount of money in the plan available for benefits.

We hope to be able to expand the benefits available in the future. If we can get a contribution of twelve or thirteen cents per man-hour from growers in future Contracts, we would like to enlarge our hospitalization benefits and add an ambulance benefit, since most of our members live in rural areas and require an ambulance in an emergency. We would also like to add coverage of emergency room treatment, since this service is often required by our members, especially their children.

We also want to add an emergency dental care benefit. This would not cover normal dental needs, like periodic check-ups, but emergency needs, like getting a tooth pulled.

We'd also like to provide some type of benefit for glasses, especially for our older members.

But all these plans for the future depend upon the RFK Plan continuing to work well, and upon our ability to raise the contribution of the growers in future Contracts.

Do Union members have any responsibility to see that the ten cents per hour is paid into the Plan?

Yes. Every worker should make sure that his employer pays that ten cents per hour, and every Ranch Committee should vigorously enforce this part of the Contract.

We have found some growers that do not report all the hours of their workers. Every such case reduces the amount of money in the plan available for benefits, and limits the possibility of adding new benefits in the future.

How does the Union Clinic in Delano fit into the Kennedy Plan?

The Union wants to make sure that, after the ten cents per hour has been stretched as far as possible by the Plan, the quality of medical care received as a result is the best possible. We want doctors, nurses and technicians who believe in La Causa. That's why we have a Union Clinic in the Delano area.

Workers in that area voted to have the Clinic and voted to use it. For each Union member working in the Delano area the Kennedy Plan pays six dollars a month to the Clinic to cover all visits, laboratory tests, medicine, emergency and specialist care. This means that these Union members and their families must use the Delano Clinic, as they voted to do. Even if they're going to have a baby, or require surgery, they must report to the Union doctors, so that we can make sure they get to the best care available and are not being overcharged for their needs.

Are there plans to open other Union Clinics?

Yes, by June 1 there will be a Clinic in Calexico, and workers in that area will have a prepaid plan available. The Union has made special arrangements with the Immigration Department that any Union member or member of his family can come across the border to receive medical care.

The Clinic will be located right next to the Calexico hospital. We'll have two Union doctors there, and two nurses, a lab technician, a receptionist and an administrator.

We have also received requests for Clinics in the Fresno area, the Salinas Valley area and in Florida. Workers who are interested in forming Clinics in their area should write to Cesar.

But before there can be a Union Clinic, there must be a strong organized membership, because many of the town doctors and the hospitals in the area do not like the idea of the Union having its own clinic and its own doctors.

How does the ten cents per man-hour that the growers pay into the Kennedy Plan compare with other medical programs?

For most unions in the state of California, the employer contribution is 35 cents per man-hour for medical benefits. Thus growers pay less than one-third when compared to other medical programs.

Of course, other unions have been established for 30 or 40 years, and have built up to their present position. It must also be remembered that farmworkers had no medical benefits at all before the RFK plan was started.

What kind of benefits does this ten cents per man-hour buy?

We investigated over 50 union health and welfare plans, not only in California, but as far away as New York. And we found out that ten cents per hour would not purchase very many medical benefits.

Therefore, the workers who were under Union contract at the time had to make a choice between two kinds of benefits. The first kind is called "in-patient care" or "hospitalization benefits", which cover grave illness requiring hospitalization and major surgery. The second is called "out-patient care", which covers day-to-day needs--doctor visits, medicine, having a baby, etc.

The Ranch Committees met in March and April of 1969 and voted to recommend to the membership that the Plan cover "out-patient care", in the hopes that by covering day-to-day medical needs, and treating illness early, that many of the serious medical problems could be avoided. The membership voted overwhelmingly in favor of the Ranch Committees' recommendation, and that's why the Kennedy Plan emphasis is on doctor visits, X-ray tests, laboratory tests, medicine and maternity.

In addition we have a small surgical benefit of \$200 and a hospitalization benefit of \$400, knowing that such benefits are very helpful for more common medical needs, like having your tonsils or appendix removed, or the common childhood illness that often require a few days of hospitalization. But the main emphasis of the Plan remains on out-patient care, because of the limited resources of the Plan.

For more information write:



Kennedy Plan
P.O.Box 47
Keene, Ca. 93531

Or contact your local Union office