



Special Convention Report

FARMWORKERS HOLD NATIONAL CONVENTION

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It was more like a family gathering than a convention in the Selland Arena in Fresno last weekend as farmworkers from around the country gathered to adopt a constitution and elect officers for their union.

In a hall filled with red, black and white banners of the United Farmworkers Union emblem, 352 delegates of Mexican, Filipino, Black, Portuguese, Arabian, and Anglo backgrounds argued, cheered, sang, slept, ate, and danced together for three days of the most concentrated work in this historical chapter of their union.

In the background behind the podium, a huge mural depicted farmworkers in battle against the growers, the Teamsters, and the police, a constant reminder to the delegates and the public of the real purpose of the meeting. Measuring 16 feet by 24 feet, the mural was done by artist Carlos David Almaraz in the social-realism style of the 1930s. He was as-

sisted by Mark Bryon.

For those three days the delegates maintained a work pace that astounded visiting labor, church, and political leaders as well as the press. But to anyone who knows the farmworkers, the discipline with which they approached their monumental tasks was but a reflection of the discipline which they have learned in years of past struggle in the fields.

In sessions lasting 17 hours on Friday, ten hours on Saturday, and 23 hours from Sunday morning to Monday's dawn, the delegates adopted a 110 page constitution, debated resolutions submitted by some of the 60,000 workers they represented, and elected national officers.

Director Cesar Chavez was unanimously acclaimed President of the Union in an event cont'd on page 2

'An Historic Occasion'

After five months of strikes, thousands of arrests and beatings, three deaths and stacks of injunctions, 352 farm worker delegates came together to adopt a constitution and elect national officers.

"This is an historic occasion," said Maria Elena Serna, delegate from the Stockton Field Office, "and never in my wildest dreams eight years ago when we started the strike did I ever think something like this would happen."

"The whole thing is such an education for us, to go through this process of putting on paper what we have learned and how we will run our union."

Both in terms of the farm

worker struggle itself as well as for the entire US labor movement, this convention is in fact a very historic occasion. For 50 hours over a three-day period, delegates dedicated themselves to the task of summing up the experiences of 11 years of farm worker organizing and 11 years of difficult struggle against agribusiness and government.

The seriousness of the work was reflected in the determination and dedication of the delegates. Even during the long and tedious hours of checking credentials and seating delegates, attention was focused entirely on that task.

With a profound sense of collective responsibility, peo-

cont'd on page 2

The official voice of the United Farmworkers

EL MALCRIADO

English



Convention from page 1

motional affirmation of the leadership he has provided for the union since its creation in 1965. In addition current union leaders Dolores Huerta, first executive Vice-President, and Pete Velasco, third executive Vice-President were enthusiastically selected to continue in office. Only Veracruz was opposed in the election, and he won over Al Rojas by a 10-1 margin.

Four other vice-presidents were selected to serve on the National Executive Board: Mack Lyon, Florida Field Office director, Richard Chavez, of the Detroit boycott office, Eliseo Medina of the Cleveland boycott office, and Marshall Ganz of the Toronto boycott office.

In addition, five local farmworker leaders were elected to audit the union's financial records: Jessie de la Cruz of Christian Brothers Vineyards, Juan Garza of Robert's Farms, Ismael Solis Palomo of Lucas and the Cleveland Boycott staff, Carlos Valencia of Interharvest, Humberto Gomez de Farm Services Agency.

From the moment he opened the convention with the giant gavel presented by the Mexican Confederation of Workers Chavez presided over the convention with a firm but friendly hand, guiding the delegates through the long and arduous work of the convention, a process many of them were experiencing for the first time.

Union Vice-President Dolores Huerta set the tone for the weekend early on Friday with her report from the National Executive Board.

"While this constitution is needed to run our Union," she said, "we have created this miracle we call our Union without one in the past. What is more important than an instrument of rules is the spirit of brotherhood, cooperation and sacrifice that has been with us since our inception, and which has brought dignity to farmworker families throughout California, Arizona, Texas, and Florida."

The convention opened with an invocation by the Most Reverend Hugh Donohoe, Bishop of Fresno and welcoming speeches by Gabriel Martinez, Chairman of the Christian Brothers Ranch Committee, and Al Villa, Fresno City Councilman.

The first days business consisted almost entirely of approving the delegations, setting rules of procedure, and receiving the first of what was to be a flood of greetings from labor, church, and political groups from around the world. John Henning of the California Federation of Labor and Joseph Donnelly of the U.S. Bishops Committee on Farm Labor delivered their messages in person.

For some farmworkers from elsewhere in the country, coming to California was their first real exposure to the union as a large institution. Ernest Fleming, a black delegate from Coca-Cola in Florida remarked, "It won't be any problem for us to get more con-

tracts in Florida when we're ready to move. It's just a question of the union as a whole because we know we have to win back the contracts in California first.

We got help from the people out here in getting our contract, and we want to help the workers out here get theirs back. There's a connection between us, and maybe someday we'll be having a strike and they'll come to help us."

The work of the delegates resumed early on Saturday and the constitution was the focus of heated discussion on the floor. Early in the afternoon, Maximina de la Cruz, wife of slain striker Juan de la Cruz, was introduced to the convention from the podium, where she was given a seat of honor for the afternoon.

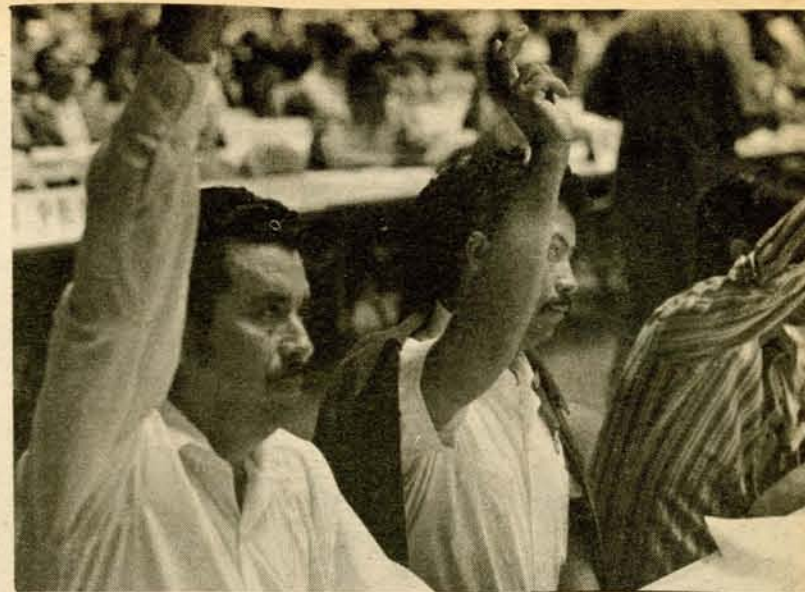
Debate was frequently interrupted for more reading of fraternal greetings, and for

major speeches by Monsignor George Higgins, Reverend Chris Hartmire, UAW President Leonard Woodcock, and Seafarers' International Union President Paul Hall. Woodcock announced a gift of \$20,000 to the union, bringing the total UAW contribution this year to \$190,000.

Following these speeches, James Herman of Local 34 in San Francisco of the Longshoremen's and Warehousemen's Union told the cheering delegates his union would consider refusing to load scab grapes as a means of helping the boycott, and Bill Soltero of the Arizona Laborers' Union delivered a fiery defense of workers' rights.

Late in the afternoon, Senator Edward Kennedy addressed the delegates and a large crowd of supporters, promising to support the lettuce and grape boycott efforts.

Saturday evening was devoted to relaxation, as the delegates enjoyed their only leisurely meal of the weekend.



Afterwards, the cultural diversity of the union was displayed as Mexican, Filipino, and Arabian music and dance groups performed on stage and the delegates danced in the aisles.

On Sunday morning, a mass was celebrated by a dozen priests and ministers in honor of the martyrs of the struggle to bring the union to the fields, accompanied by as many mu-

sicians as cared to bring their instruments.

And then the business of the day commenced with the final discussion of the constitution, the election of officers, and the debate on resolutions, to be completed 23 hours later with the translators upstairs reduced to giggling maniacs and Enrique Chacon proclaimed

"King of the Microphone finally at a loss for words.



Newly elected union officers circle the convention floor on Sunday

History from page 1

ple concentrated on studying and learning the parliamentary procedures examining carefully the text of the constitution, as well as on making sure that everyone else also understood and could contribute to discussions.

All present seemed to share an awareness of the importance of what they were doing. It was the process of discussion and debate, the participation of the delegates and their concern for what they approved and how it would affect them, which assures the farm workers of a democratic union, built to represent the interests of the workers.

In recent months the attempts to destroy the UFW have increased, while at the same time thousands of labor

unions and organizations have rallied behind the farm workers. Many labor people have looked to the farm workers struggle as leading the way for their own, for the attainment of basic democratic rights on the one hand and against corporate business and government interest on the other.

During the long hours of work at the convention, what had been learned over the past decade was brought together, studied, evaluated. Struggles fought and rights gained were transformed into programs to guide future work, and the union's organization was formalized so that advances of one sector became advances for all. In the same fashion mistakes in one period or in one area became a lesson to all.

Throughout the weekend farm workers' experience and needs oriented the debate. Digressions, abstractions, lobbying, many things which have char-

acterized other conventions were entirely absent.

The UFW is in many ways more than a union, and its convention was also a more profoundly collective undertaking than most others. The Union's philosophy and its policies have been worked out based on the material needs of all labor, the specific needs of farmworkers, and the democratic rights of all people.

At a time when the Union has about 10 contracts compared to the nearly 300 it held before the growers and teamsters closed ranks against farm workers, its members have reconfirmed the strength of their union, greater today than ever before, and rededicated themselves to the hard struggle of building their movement.

In the convention the fruits of that work were clearly visible in the political awareness and commitment of the mem-

bers, in their self-reliance and responsibility, and in the development of new leadership from the ranches, the strikes, the boycott.

As the emphasis shifts now to the major cities across the United States and Canada from the valley to the metropolis, the Union has gathered new strength and emerges from this convention as strong as the 60,069 committed workers represented by the delegations.





Maximina de la Cruz, widow of slain striker Juan de la Cruz, was given the seat of honor at the convention.

Delegates Urge Action on Current Issues

From midnight Sunday until 7 a.m. the following morning delegates discussed, debated and decided on some 27 resolutions brought before them.

Despite the long hours and apparent exhaustion of many people, they vote down a motion to make the National Executive Board responsible for deciding the issues, thus demonstrating their determination to formulate policy themselves through a collective decision-making process.

Resolutions were as varied as the expression of solidarity with oppressed South African workers, setting a policy of translating all meetings and discussions into as many languages as required by members present, as well as unanimous and boisterous condemnation of Safeway A&P for their refusal to stop selling scab grapes and lettuce.

The scope and nature of the resolutions in many ways captured the spirit and intent of the farm workers convention.

The commitment of this large multinational union to support the struggles of other workers and oppressed peoples came forward in resolutions backing unionization attempts by wood cutters in the South and Farah workers in El Paso, Texas,

Other resolutions expressed strong solidarity with the people of the Philippines in their struggle against the Marcos dictatorship, and in a particularly moving act of support with the Chilean people in their struggle against the present established military dictatorship.

Following the passage of this resolution, the farmworkers moved to dedicate a minute of silence in honor of slain president Salvador Allende.

All of these resolutions were passed unanimously. The members gave close attention to internal aspects of their unions struggle as well. Homage was paid to the first group of workers who walked out of the Delano fields back in 1965, and a to the martyrs of La Causa: Naji Dai-fullah, Juan de la Cruz, Romulo Avalos, Reyna Olivas Pablo Agbayani, Rodrigo Ter-ronez, Nan Freeman, Sal Santos, and Tomasa Zapata.

Another resolution flatly rejected compulsory arbitration, one set the percentages for dues and strike funds, a third called for support and cooperation for the work of EL MALCRIADO.

The AFL-CIO was thanked for its all-around support and its mobilization of workers behind the UFW, and a cru-

cial resolution called on the government to pass legislation guaranteeing the right of farm workers to a secret ballot election.

Over 40 resolutions had been handed over to the Resolutions Committee which met on Sunday in a pressured 8-hour straight session. While debates, speeches, cheers, and applause filled the large arena a group of about 35 delegates chaired by Gilbert Padilla sat behind curtains analyzing resolutions one at a time to determine which ones should reach the floor.

A few resolutions were discarded because they dealt with aspects of policy already covered by the new constitution. Others were earmarked for the Constitution Committee for consideration. Some were withdrawn; others debated at length. In cases of differences of opinion, even in the case of one dissenting vote, the resolution went to the floor accompanied by a minority and a majority report. The Committee passed most resolutions unanimously.

As in the convention itself, efforts were made to explain procedures to participating delegates and all discussions were conducted in English and Spanish.

Who Were the Delegates?

The delegates to the first Constitutional Convention of the UFW came from Ranches, Field Offices, Boycott Offices and Administrative units. 319 farm workers and organizers from six states--Arizona, California, Colorado, Florida, Texas, Washington -- represented 59,747 members, while boycott delegates totaling 29 represented 195 Union members.

In procedural business and hand votes, each delegate had one vote, but for Union elections roll call votes were taken and these were based on per capita figures, the number of members who work on a Ranch or Office.

So, for example, a delegate for the boycott in Miami cast 2 votes whereas one delegate from Inter Harvest

cast 587 votes.

Of 352 delegates there were approximately 50 women, that is, about 14.5%. About 85 per cent of the delegates were Mexican or of Mexican descent, 6 per cent were anglo-American, with smaller representation of Blacks, Portuguese, Filipinos, and one Arab delegate.

Young Boycotter Killed in Louisiana Crash

NEW ORLEANS, Louisiana--More blood spilled on the grapes at 1:30 a.m. September 13, when a large semi-trailer truck barreled into a boycotter's van from behind leaving one person dead, one in a semi-conscious state and one paralyzed from the chest down.

Carlos Valle 27, his wife Esther 25, and their children Reyna Olivas 5, Lee Olivas 4, and Carlos Valle Jr. 1, all of Delano, were asleep in the back seats of their 1962 Dodge Van, when the accident occurred. Their friends Barry Pritts, the driver, and Wendy Snow were in the front seat.

The victims were driving east about 200 miles west of New Orleans on their way to the Miami boycott, when a semi-trailer truck driven by Dewie A. Michael, 45, of the Delta Steel Company of Houston, rammed into their van from behind.

The van was forced into the median of the freeway, a large ditch full of water. The van plunged into the ditch and sunk in the water. Reyna Olivas drowned. Wendy smashed her head into the windshield, suffered internal injuries and lies in a semi-conscious state at Charity Hospital in New Orleans.

Esther Valle also suffered severe injuries, which left her paralyzed from above the waist down and is still being treated at Charity Hospital.

Carlos Valle suffered bruises and some fractured ribs, but was released September 17 after treatment at Charity Hospital, Lake Charles, Louisiana. Also treated for minor bruises and released were his children and Barry Pritts.

Funeral services for Reyna Olivas took place in Delano, September 18, attended by Carlos Valle, Union President Cesar Chavez, other Union officials and 100 Union members

and supporters. Arosary was said the night before at Guadalupe Church.

The Valle family had been among the 500 striker-boycotters who had left Delano in a caravan earlier in the month and had been assigned to the Miami boycott.

Carlos Valle is back in New Orleans with his wife. Letters of condolence and solidarity may be mailed to: Carlos and Esther Valle, Ward E 709, 1532 Tulane Avenue., New Orleans, Louisiana.

Reyna Olivas was included among the martyrs of La Causa at a special mass celebrated September 23, at the Convention. An amendment to a resolution honoring the martyrs, stated that the first day care center established by the Union will be named in her honor.

Further investigation and any legal action that may stem from the accident is being handled by David Dennis, a New Orleans attorney.



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Preamble We, the Farm Workers of America...

We, the Farm Workers of America, have tilled the soil, sown the seeds, and harvested the crops. We have provided food in abundance for the people in the cities, the nation and the world but have not had sufficient food for our own children.

While industrial workers, living and working in one place, have joined together and grown strong, we have been isolated, scattered and hindered from uniting our forces.

While other workers have overcome economic injustice, we have inherited the exploitation, the suffering, the poverty of our fathers and their fathers before them.

But despite our isolation, our sufferings, jailings, beatings and killings, we remain undaunted and determined to build our Union as a bulwark against future exploitation.

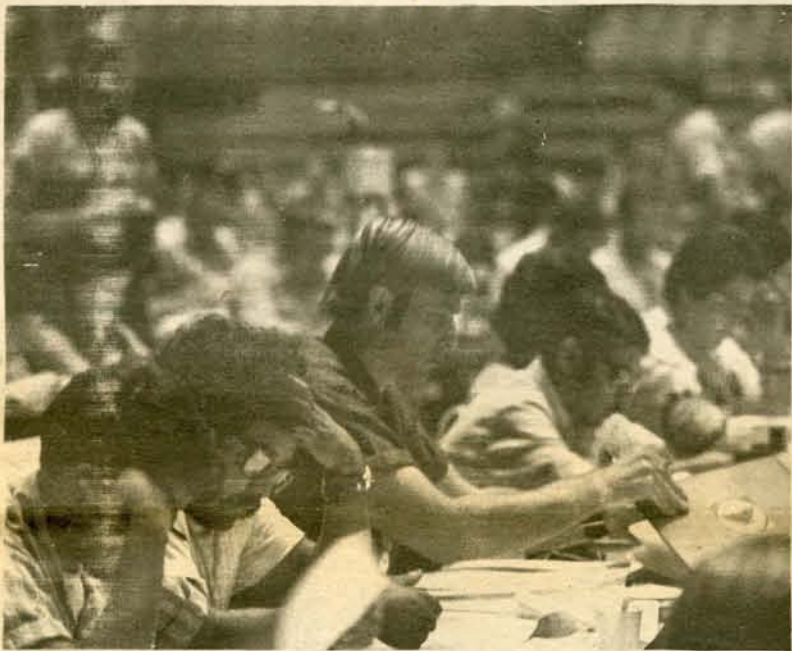
The right to join a Union

is universally recognized, but it is a right which those who own the fields have ruthlessly denied us. And as Pope Leo XIII said, "To exercise pressure for the sake of gain upon the indigent and destitute and to make one's profit out of the need of another is condemned by all laws human and divine."

We devoutly believe in the dignity of tilling the soil and tending the crops and reject the notion that farm labor is but a way station to a job in the factory and life in the city.

And just as work on the land is arduous, so is the task of building a Union. We pledge to struggle as long as it takes to reach our goals.

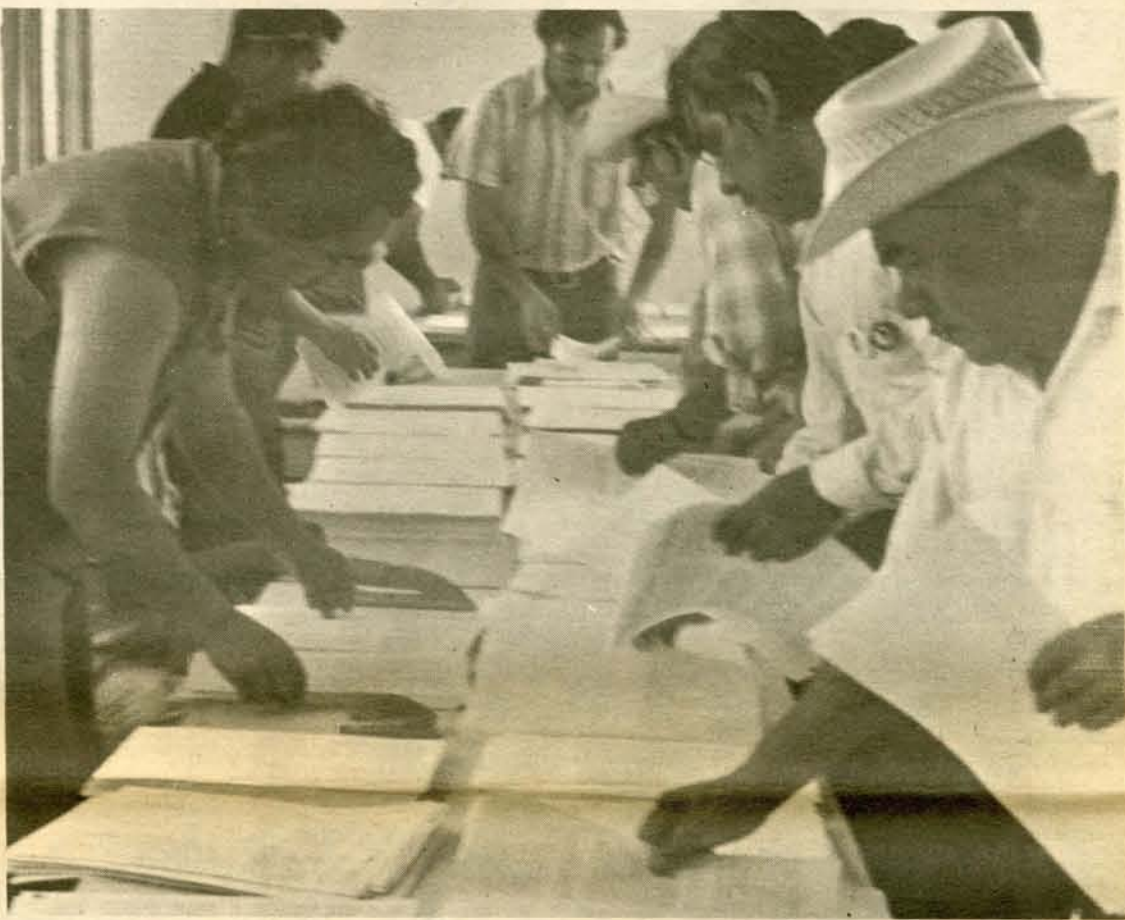
Above all, we believe that all men must act towards one another in a spirit of brotherhood and that our Union shall guarantee that all are treated equal in dignity and rights.



Delegates study closely the articles of the constitution.



Frank Dennison lawyer studied some 80 labor constitutions before helping to pull together the UFW Constitution.



Farm workers help collate constitution.

Executive Board Report 'The Miracle We Call Our Union'

The Constitution and By-Laws, Rules and Procedures, Order of Business and all of the Convention plans presented to the Convention delegates were prepared by the Executive Board with the assistance of our attorney Frank Denison and the Director's Administrative Assistant José Gómez, who did a major share of the convention work.

Presented September 21, 1973

As you know, before we were chartered as an independent Union by the Executive Council of the AFL-CIO on February 25, 1972, we operated under an Organizing Committee charter. Before our affiliation and merger with the Agricultural Workers Organizing Committee, AFL-CIO, we had begun our movement as an independent organization, the National Farm Workers Association.

The Constitution before you represents the first of our Union since our AFL-CIO charter. To prepare the document, we studied and examined the constitutions of 82 other national and inter-

national Unions. Benefitting from the experience of other labor unions in the rules and conduct of their bodies, we took from their constitutions what was applicable to our Union and incorporated these in our Constitution.

However, as our Union at this time in history is in a unique situation with tremendously powerful enemies conspiring to deny us our very existence as an organization, there are many parts of this constitution that had to be drafted and are original and could apply only to our Union.

We are still in the organizational stages as a labor union having as our primary goal the need to gain justice for farm workers throughout the nation. Yet, we have to administer the collective bargaining agreements that have been won, a difficult job because we are attempting to establish human relations in the past. At the same time, we are being subjected to the fight for survival from powerful enemies.

Our Constitution and this Convention reflect this crisis. We have here today seated on

our convention floor organizing committees, ranch communities and delegates from the boycott cities where our strikes have been transferred and which will now become a major emphasis to win our Union.

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Major parts of this constitution have been written to comply with federal law, especially in the areas of conduct of elections for Union representatives and dues collection. Other parts of the Constitution attempt to correct problems we encountered in the past when we had no rules to guide us in areas which were new to all of us.

In voting on the sections of this constitution, we must keep in mind that the constitution is an instrument to protect our members, to protect our Union as an institution financially -- through dues and assessments, and politically -- to make us strong internally, to provide the mechanics for organizing farm

workers, and to administer our affairs in a fair and reasonable manner. To accomplish these mandates, we need rules to guide our officers and members, rules that spell out both our rights and our responsibilities.

One important section of our by-laws yet to be written in detail are the duties and responsibilities of the ranch communities. Because the last few months have been so hectic with strikes and boycott activities, we were unable to meet with the ranch communities to get their ideas on the rules that we need for conduct of the ranch communities.

In the course of the next few months, the Board will meet with the Ranch Committees so that those by-laws can be discussed, written and ratified by the ranch communities. We are fortunate that we have experience in the area of contract enforcement so our task is easier.

The Board attempted to anticipate what our future situation will be two years from now when the next convention meets and parts of the constitution speak to this.

While this constitution is needed to run our Union, we have created the miracle we call our Union without one in the past.

What is more important than an instrument of rules is the spirit of brotherhood, cooperation and sacrifice that has been with us since our inception, and has brought dignity to farm worker families throughout California, Arizona, Texas and Florida.

Because our Union is the only aspiration and hope farm workers have, it is our hope that the organizing committees, the ranch communities, the boycott communities, many of which are composed of people other than farm workers, can continue working together to keep the hope of farm workers alive. It is also our hope that we, as a Union, will continue our work after this our first constitutional convention stronger than we were before we convened.

To quote Tolstoy from War and Peace, "If evil men can conspire to do evil, then good men working together can conspire to do good." VIVA LA CAUSA!!!

Constitution - Document of Struggle

Why did the delegates to the convention work so hard on adopting the constitution for the union? Because the constitution is not an abstract document, written out of the thin air. It is based on the experiences farm workers and the farm worker's union have had over many years of struggle, many years of fighting to organize.

Jessie de la Cruz, delegate from Christian Brothers and member of the Constitution Committee, pointed out, "This constitution was put together from every thing we have gone through. We've always had meetings with the people, meetings without delegates or anything like that. Through the years these experiences have been put together, and that's where the Constitution came from."

A SOCIAL MOVEMENT

For this reason the constitution reveals the union to be a social movement concerned with the extension of the democratic rights of all people, particularly workers.

For its own members, the constitution commits the union "to protect the moral and legal right of agricultural workers to exert economic pressure on recalcitrant employers, including the unrestricted right to strike and boycott..."

But it also commits the union "To work and cooperate with other unions for the mutual

benefit of the respective memberships and the building of solidarity among the entire labor movement ... in this country and throughout the world, and "to protect the civil rights and liberties of its members and all other people and guarantee them a powerful voice in the institutions which govern their lives."

WITHOUT DISCRIMINATION

The greatest successes of the union over the years have come when workers of all races, men and women, have worked together towards common goals. The constitution recognizes this: "The object of the union shall be to unite all individuals employed as agricultural laborers, regardless of race, creed, sex or nationality."

"We're fighting for a union with no discrimination," Juan Garza, delegate for Robert's Farms, just elected to the Board of Auditors during the convention. "We have to end discrimination against us as workers by the growers, and among ourselves. This is the only union I know of with so many races and such participation of women."

One of the most beautiful things that is happening with farmworkers," according to Mack Lyons, Florida Field Office director and new National Executive Board member, "is that they recognize a com-

mon problem-- the growers have promoted racism that has served to keep us at the bottom of the barrel, fighting with each other."

EQUAL RIGHTS

Jessie de la Cruz, commenting on the Constitution, recalled: "I was one of the women who used to stay home and do the washing and cooking. Like many Chicanas, I was led to believe that men were superior and that we shouldn't have any say-so. When the union got started Cesar encouraged us to get involved, and since we worked together with the men in the harvest it seemed we should work together in the union."

"So now the Constitution has a part that says the goal of the union is to involve women equally in the union. It wouldn't pass if it didn't say that."

Just as the goals and commitments of the union, as expressed in the Constitution are based on the past experiences of the union's struggle so, too, are the structures established by the Constitution based on the conditions of work in the fields and the lives of the workers.

RANCH COMMUNITIES

The ranch communities are the basic unit of the union, for here the members live and work together on a day-to-day basis.

One of the most important tasks in completing the con-



stitution will be the writing of the section on the rights and responsibilities of the Ranch Communities. This task was so important it had to be delayed because of the hectic summer months of the strike, in order to ensure that the workers were thoroughly consulted before the section was written. Some of the hottest debates of the convention occurred on the questions of membership and dues, with delegates often recalling specific instances at their ranch to illustrate a more general point about how they thought these issues should be worded in the Constitution.

Some of the problems stem from the nature of farm work itself. The work is mostly seasonal; the workers are spread out all over the country and many are continually travelling from place to place. The establishment of a system

of clearly defined rights and responsibilities, as well as conditions of membership is aimed at reducing problems.

DUES

The constitution also addresses itself to the problems of financing the union and its services. The dues structure has been changed dramatically so that workers pay a percentage of their wages rather than a fixed amount. This means they pay no dues when they are not working.

These changes came at the insistence of the workers themselves.

In a display of the consciousness that is typical of the union, delegates with good contracts such as InterHarvest voted in favor of the changes even though it means they will pay more in dues than they did before.

Building Union Democracy

"The constitution is at best just a guide," said Cesar Chavez, president of UFW of America. If the love and spirit aren't there, then no constitution in the world will work. In fact it will be a hindrance."

Over the past decade the farmworkers' movement has been sure proof of this. For years the work of building the Union was carried forward without writing down in details the rules and regulations and rights of members, because the love and spirit were there, the trust in leadership and the implicit guidelines.

A NEW STAGE

Now, however, as the union grows in size, spreading across the country, and as the opposition intensifies, uniform guidelines and explicit statements of rights and obligations have become necessary to insure the Union's ability to operate effectively and democratically.

Changes in the Union have made the Constitution important in part to allow the Union to keep pace with the changing struggle.

Creating new forms and new structures to deepen and broaden existing democratic impulses is as important as bringing together the experiences of the past.

Provided in the UFW constitution are mechanisms for strengthening and advancing the internal democracy of the

union. These mechanisms are based on the link between rights and obligations that lies at the very heart of the farmworker movement. The constitution provides each member with protection of rights to the same degree it requires that each member meet all obligations.

CARRYING OUT JUSTICE

One of the central sections of the Constitution, perhaps one of the most detailed deals with the administration of justice. The care with which this section was formulated reflects the farm workers' experience with justice in this country. Their strong sense of what is just comes precisely out of the injustice done them, as well as their knowledge of the difference between law and justice.

The injunctions brought against the picketers and strikers, the attempted use of the Taft-Hartley against the UFW secondary boycott, the jailings, the use of police and Teamster terrorism, have taught clear lessons.

Out of this understanding came the creation of a judicial process for farm workers, based on certain democratic principles such as trial by peers, rights to fair hearings, and rights to appeal.

Relying basically on the ranch Committee and the VANC Community to carry justice for all its members,

the Constitution puts matters of discipline in the hands of the farm workers.

At a hearing, for example the Ranch Committee presides and the community is present. Rather than allow lawyers to participate and dominate. Farm workers themselves serve as prosecutor and defense. The decision of the Ranch Committee must be upheld by a majority of community members.

TO APPEAL

The National Executive Board, which is not part of the farm worker's immediate community cannot intervene in local hearings.

If the farm worker does, however, feel that the trial has been unjust, she or he can appeal to the National Executive Board. If the NEB confirms the decision, the member can then appeal to the delegates of the next Convention. The Convention being authority in the Union.

In the case of expulsion, the Union has created an appeals mechanism outside its scope and jurisdiction for the protection of the person's right. This is a Public Review Board, consisting of three members not affiliated with the Union.

Another aspect of great importance is that parallel procedures are used for members as well as officials. There are not two systems of justice in the Union.

There are, however, spec-



ial mechanisms to insure membership equal power to discipline or control national leadership.

There are two possible ways of checking or disciplining leadership-- by recall and by trial. Any officer charged will be tried by the NEB, and if found guilty, the sole appeal is to the Convention. An alternate method is the recall of officers.

In all judicial proceedings detailed and specific charges must be brought, signed and substantiated. This is to protect the rights of the accused to prevent irresponsible actions on the one hand and also to develop a sense of fairness and responsibility on the other.

In the history of the farm workers struggle, direction and leadership have emerged continually from the local ranches and out of the local struggles, strikes and boycott. Because the struggles have taken place on so many fronts

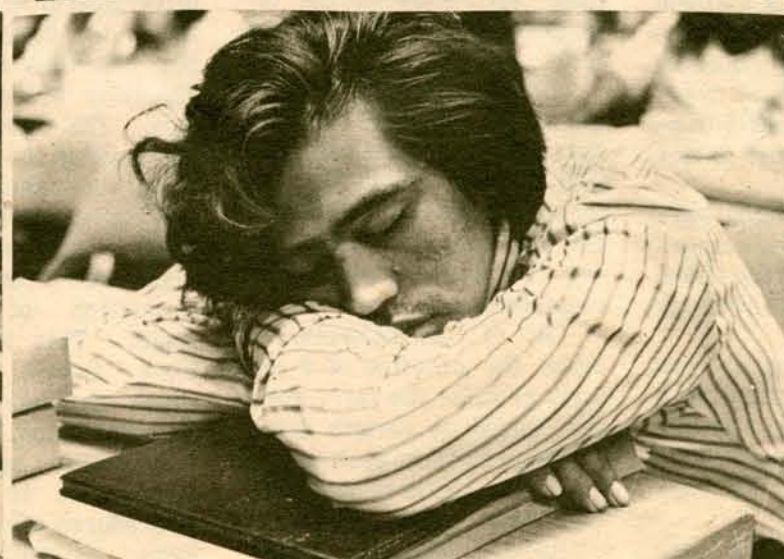
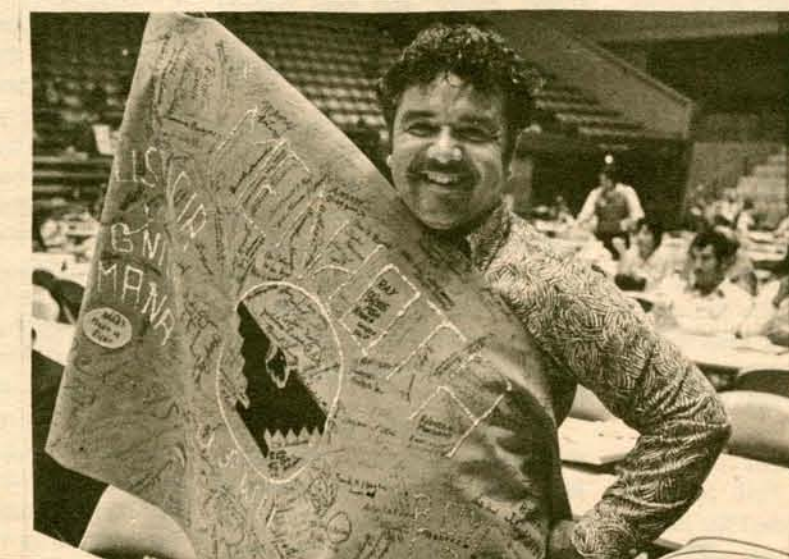
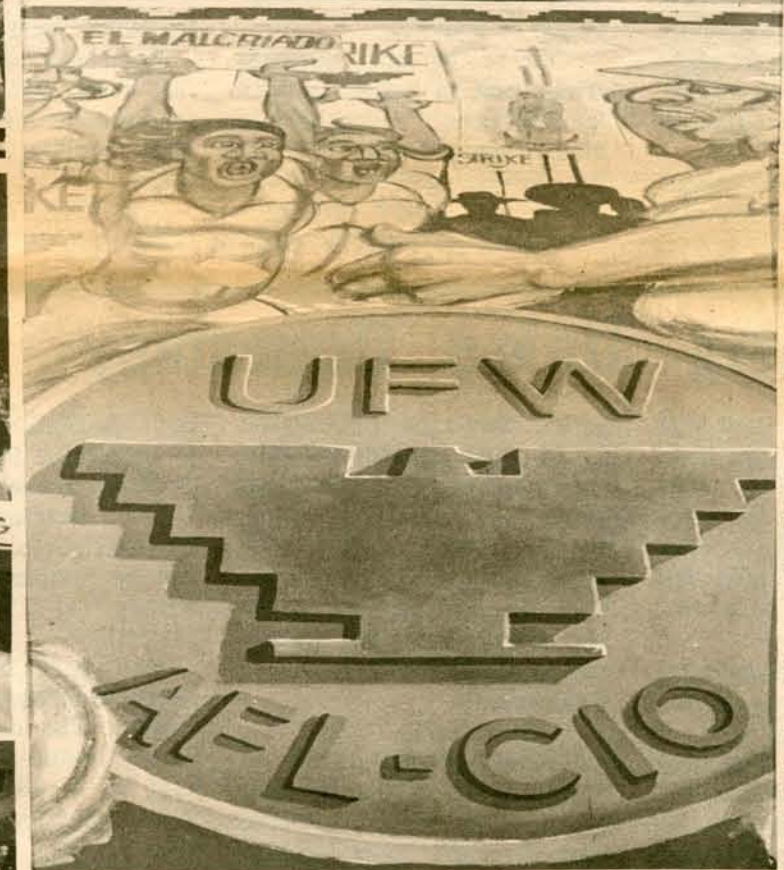
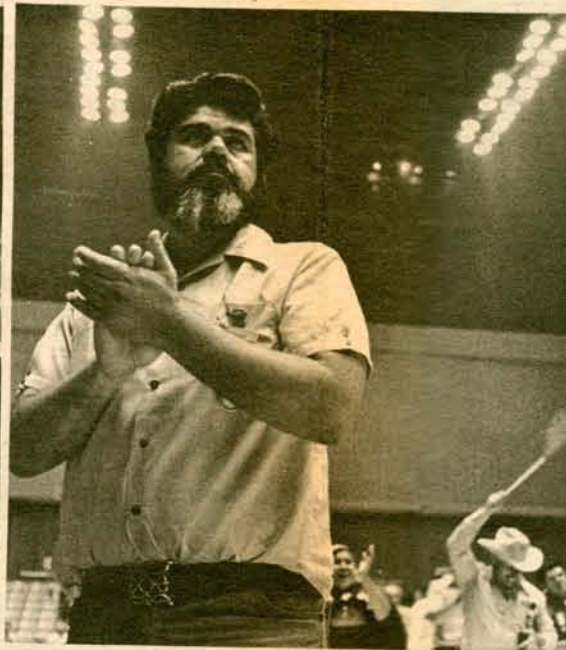
on so many levels at the same time, new leadership is continually being developed.

The Union has also made in the constitution a firm commitment to furthering the education of its members, and in general to advance their level of understanding and participation in the political process, nationwide.

A step in this direction is the establishment of the Auditors' Board with the responsibility of checking over all financial records of the Union. This Board consists of 5 farm workers, chosen from the delegates at the Convention.

In general the Constitution is an integral part of the process of building this Union and this Movement. One union member remarked: "The struggle teaches us what works and what doesn't; and the constitution along with our discussion of it reflects where we are now in the struggle. The Constitution will change with the struggle."

"You cannot stop people who will not be stopped."



Text of Resolutions Farm Workers make policy

CHILE

The tragic events in Chile have not escaped the attention of the farm workers. We note the violent overthrow of a constitutional government, whose base was the working people of Chile and whose program encouraged Chilean farm workers to organize. We know that the large land holders in Chile, like those in California, favor the repression of working people's organizations.

At this point, with the aspirations and needs of U. S. farm workers in mind, we feel that a two-fold call is in order:

(1) That Congress support the resolutions (by Senator Edward Kennedy and Representative Donald Frazier) urging the military junta to honor the Declaration of Human Rights, respecting the safety of political prisoners especially farm workers and trade union members, and guaranteeing their right to legal protection and to sanctuary.

(2) That the U.S. government withhold diplomatic recognition from the repressive military junta, and that it suspend military and economic aid to this junta. (Before this resolution was adopted, it was amended to include a one-minute period of silence by the convention in honor of the late Chilean President Salvador Allende, who died during the violent overthrow of his government by the military.)

WOODCUTTERS

RESOLVED: That because the struggle of the Gulfcoast Pulpwood Cutters Association to organize poor wood cutters, both Black and White in the Southern states is a valiant effort deserving of our commendation, and because the Woodcutters Association is now striking for a living wage, and because the Woodcutters Association has expressed its solidarity in our Union's present strikes, this Convention communicate to the Gulfcoast Pulpwood Cutters Association its solidarity and support.

TRANSLATION

BE IT RESOLVED that the Union as a multi-national organization must translate all meetings in accordance with the membership present.

ARBITRATION

WHEREAS: From the beginning of the US labor movement, the enemies of labor have tried to outlaw strikes and boycotts, and impose compulsory arbitration on labor; and

WHEREAS: Labor has unanimously opposed compulsory arbitration as a violation of the no "involuntary servitude" section of the US Constitution and as an employer means of destroying and weakening unions, therefore be it

RESOLVED: That the First Constitutional Convention of the United Farm Workers of America, AFL-CIO go on record opposed to any form of compulsory arbitration.

THE MARTYRS

BE IT RESOLVED at this convention (Constitutional) of the United Farm Workers, AFL-CIO, that the martyrs Nagi Daifullah, Juan De La Cruz, Romulo Avalos, Reyna Olivas, Pablo Agbayani, Rodrigo Terronez, Nan Freeman, Sal Santos, and Tomasa Zapata be granted seats as delegates in symbolic recognition; assigning them seats and badges in memory of their sacrifices in their struggle to obtain the rights of farm workers and that they continue to be recognized at future conventions.

(Before its passage, this resolution was amended to establish that the first UFW day care center be named after Reyna Olivas.)

LEGISLATION

We farm workers hereby call upon the California State Legislature to pass and implement legislation which will give us the right to free secret ballot elections.

We farm workers hereby call upon the Congress of the United States to give us the same rights that we enjoyed by all other working men and women in this country. Since 1969, our position has been and will continue to be Waner Act coverage, free from the crippling anti-union Taft-Hartly amendments of 1947. We now repeat our plea for Waner Act coverage and the same twelve years (of organizing) enjoyed by other worker (those belonging to the major unions) so that we can nurture and build our Union.

PHILIPPINES

We of the United Farm Workers of America protest the dictatorship of the Marcos regime in the Philippines.

We protest the imposing of martial law which has taken away the civil rights and democratic liberties of the Filipino people.

We protest the U.S. military and economic involvement which supports the Marcos dictatorship and continue the exploitation and oppression of the Filipino people.

BE IT RESOLVED that the UFW supports the just and righteous struggle of the Filipino people in their quest for social justice and national self-determination against the Marcos dictatorship.

BE IT FURTHER RESOLVED that we stand in solidarity with the oppressed people of the world who struggle to free themselves from the chains of economic exploitation and imperialism.

RECALL

Over 176,000 voters in Arizona signed petitions to Recall Governor Jack Williams. Of these 176,000, the county recorders found 108,309 valid signatures -- more than the 103,000 necessary for a recall election. Last Thursday, Wesley Bolin, the Arizona Secretary of State, and Attorney General Gary Nelson refused to honor these petitions.

They invalidated over 30,000 signatures collected by deputy registrars even though there is no law prohibiting deputy registrars from circulating petitions.

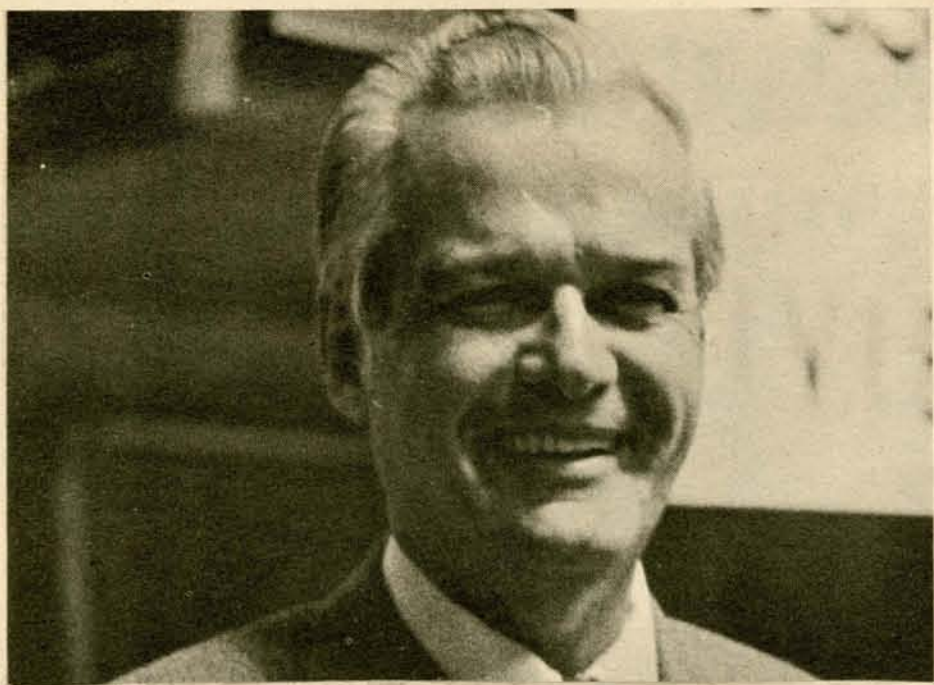
The United Farm Workers of America is shocked at this unconstitutional refusal to let the people of Arizona vote in a recall election.

SOUTH AFRICA

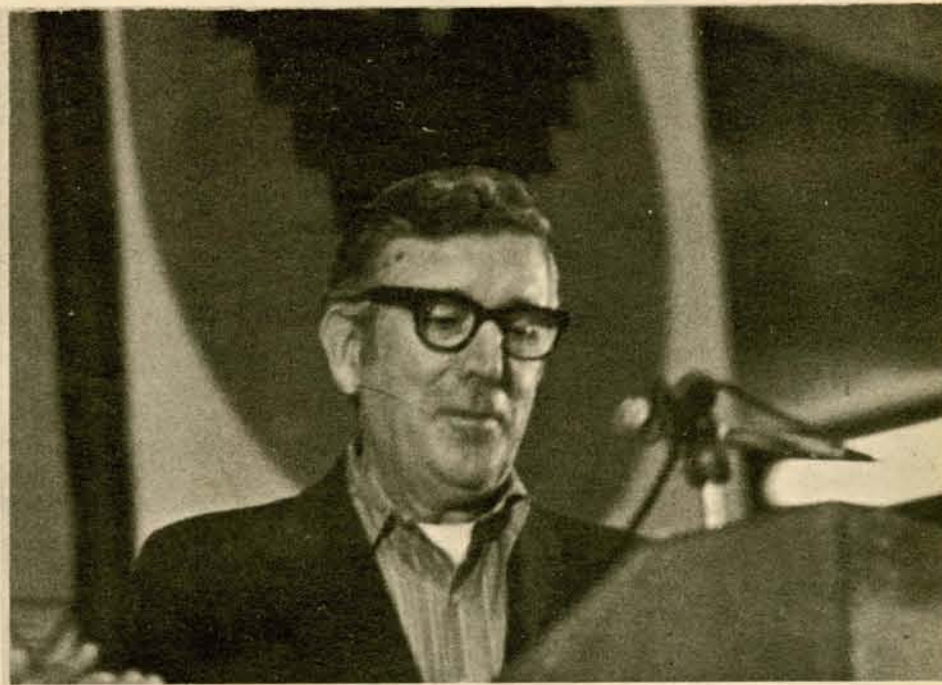
BE IT RESOLVED that the United Farm Workers of America fully support the struggle of the oppressed South African workers.

As our brothers and sisters have been struggling for 13 years against the inhumanity of their bosses, we wish them to know that their struggle is ours. In struggling for own freedom we stand in solidarity with them.

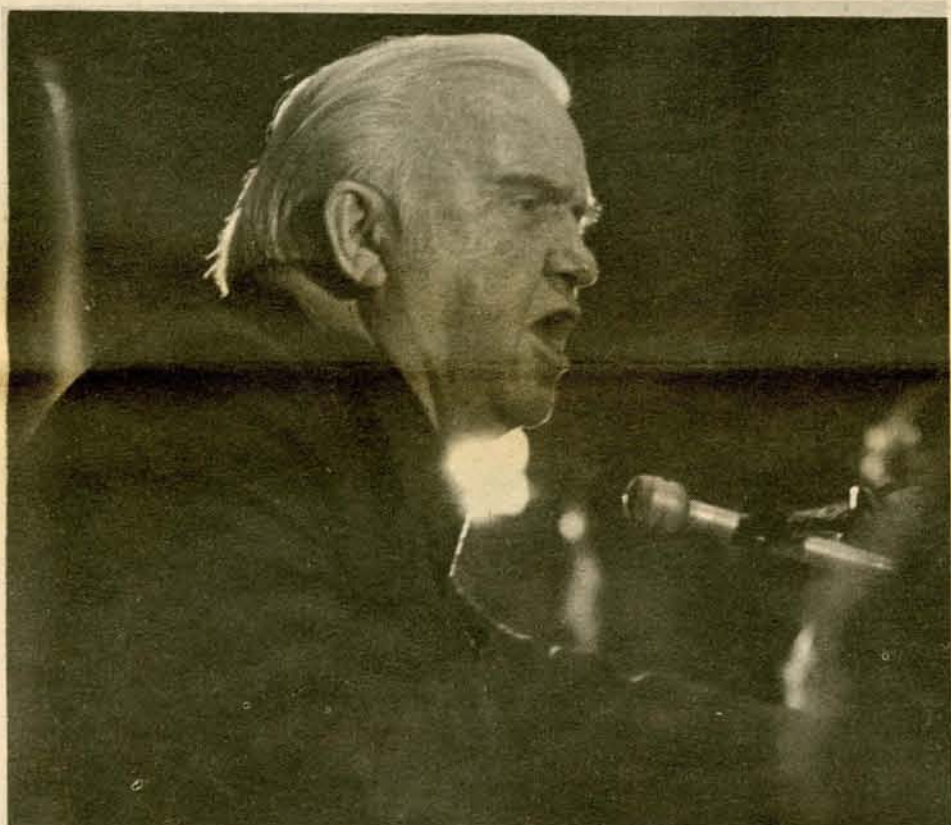
' Working People Today



JOHN HENNING, Executive Secretary-Treasurer, California Federation of Labor, AFL-CIO: "You won the impossible victory when you brought the growers to the bargaining table and contract. You caught the social conscience of America. We will d with yoi till you win the final victory. Conflict will not be wished away by dreamers... or cursed away. We will not support legislation outlawing boycotts, consumer boycotts nor elegibility requirements of 100 working days at one ranch for voting.



LEONARD WOODCOCK: United Auto Workers: "The rich and the privileged of the earth have never willingly taken their boots off the back of those that they oppress and exploit. Your fight has to be the fight of all labor. We stand with you until victory. Viva la Causa!"



PAUL HALL-- Seafarer's Union, Representing George Meany: "What you're really fighting for is your children and your next generation. You've got to whip this boss the way you've whipped him before. The boss is using you and your children to become wealthy. The boss is using politicians like Ronald Reagan to take away your God-given right to have a union. In all labor history we have never seen such a shameful example of conspiracy. Any hope of destroying you has passed in the night. You are out in the main arena of the United States."



JIMMY HERMAN— Longshoremen's Union: "Collective bargaining has worked for agriculture workers in Hawaii, and it can be done here under the banner of the UFWU,. We will stop those boxes of grapes on the docks! Growers must come to the realization that they must come to collective bargaining or they might as well put concrete over the whole damn thing. Our union is here because we have no choice but to be here. Every union in the nation has the fundamental duty to be here at your side in this struggle."



BILL SOLTERO, Arizona Laborer's Union: We

"We want a world where we can all live with justice, with enough to eat! We want our sons and daughters to have the opportunity to go to school and become professors if they want to. Here in this country, which has more than half of the world's capital and less than 6% of the population, we have been treated like animals, starting with the black slaves who were brought over

in chains from Africa, and later, the Chinese, the Mexicans and Filipinos. There are 65 million unorganized workers in this country. Why did the Teamsters pick on this baby of the AFL-CIO? There's bound to be a conspiracy with Nixon, the Teamsters and the damned growers, to destroy this union! Those wretches have to be shown that Cesar Chavez and the Farmworkers Union has the force to win!

Have a Duty to Organize...



SENATOR EDWARD KENNEDY

" This convention marks a moment of rebirth, a moment of rededication. It marks the rebirth of this union. It marks the renewal of the spirit of non-violence. It marks the rededication to the goal of bringing a new day of hope and justice to the farm workers of our land.

That day will come. It will come for the farmworkers, and it will come for America. For this nation cannot call itself just while 5 million migrant and seasonal farm workers and their families rise with each dawn to fight for survival....

... If America is to fulfill its promise then it must not permit anyone-- whether grower or contractor or Teamster -- to dictate to farmworkers who is entitled to represent them.

This union is young when measured against the history of the American labor movement; but it already has a tragically long list of martyrs who have died beneath

its flag....

Their deaths will not be forgotten.

But for those who are named tomorrow, there are a hundred times as many who go unnamed. The migrant children who die of diseases that exist only among the poor. The women who die in childbirth because they cannot obtain adequate medical care.

The men who die before their time. They too are the martyrs of this movement. They, too, deserve to be remembered. They, too, deserve to be mourned.

For they are the reasons why this union must not die. They are the reasons why this union must go forward. They are the reasons why this union must meet the challenge now before it.

One can only hope that the leaders of American agriculture will recognize that time is on the side of this union. For the values of this union are the values of America, the values of social justice, of fair play, of equality. Those who

oppose you, oppose the nations values and it is only a matter of time before their opposition is overcome....

...I come here today to honor your courage, to honor your cause. Your struggle is the struggle for human dignity and freedom that fired the imaginations of the men who founded this nation and that brought generations of immigrants to these shores. Your struggle is the struggle of America to reclaim its promise. It is a struggle that must be won if we are to reach our 200th anniversary with pride in what we have brought forth in this land.

You stand for the best of America. You stand for the ideals of our past and the hope of our future. I have come to stand with you before and I shall come again to stand with you and I shall keep coming until the victory is yours. For I am proud to stand with Cesar Chavez and I am proud to stand with the Farm Workers. Viva la Huelga! Viva la Causa!



REVEREND WAYNE (Chris) HARTMIRE
Migrant Ministry:

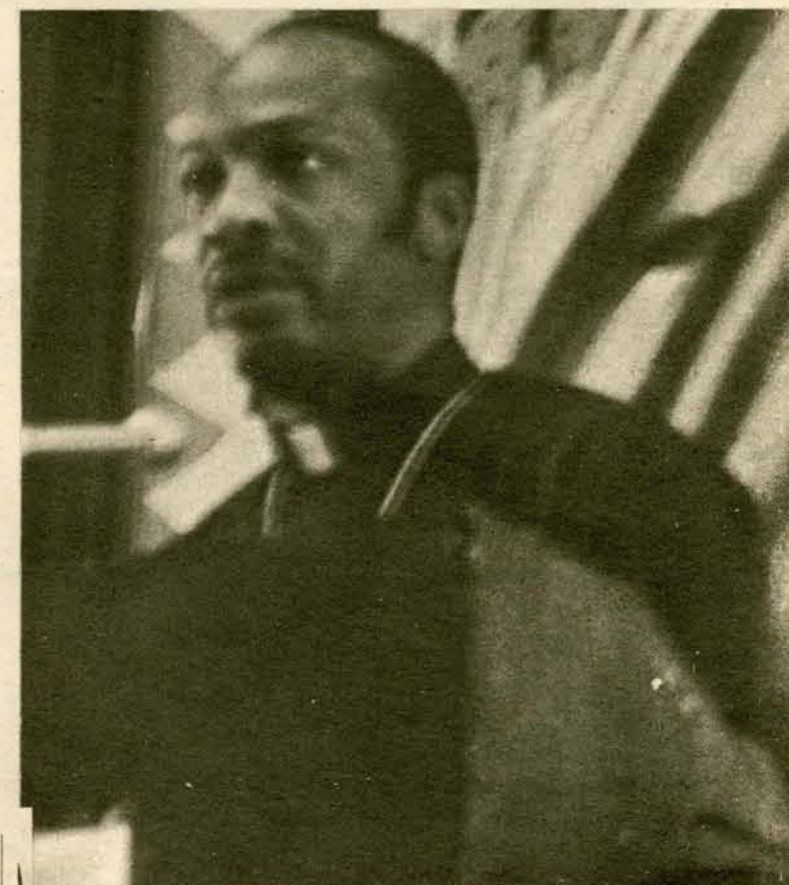
"It's an honor to learn from you about life and theology. Coachella cost the growers six million -- their profit should have been up three million. They lost that and they lost three million besides. This year death has been with us like a plague. Friends in church and labor have been with us as never before. You cannot stop people who will not be stopped. You cannot stop the spirit of love in the people. The movement is a spiritually potent force in our country. We can do anything if we work with people, and people are everywhere we go."



BISHOP DONNELLY: "Not only does a worker have a right to join a union, he has a duty. Working people today have a duty to organize.... No worker standing alone can help with the problems facing labor but a union can.... The bitter struggle through which this union has travelled will make it a stronger union... There will be no turning back until justice prevails in California agriculture.



Monsignor George G. Higgins



REVEREND STERLING CARY



SANTA MARIA VALLEY NEWS

by Marie Cain

FARM WORKERS IN COURT

SANTA MARIA, California-- Charges of a misdemeanor assault and battery against Rudy Pili, a Teamster organizer and Jesús Ortiz, a picket for the United Farm Workers, were dropped by the San Luis Obispo County district attorney this week.

According to Union sources, Pili attacked Ortiz with a knife on a UFW picket line in July while the Union struck

Security Farms owned by the Minami family of Guadalupe and Santa Maria.

At the time of the incident both Pili and Ortiz were charged with felonious assault and battery and bail was set at \$10,000. Pili was released within a few hours on his own recognizance and the charges were reduced to a misdemeanor. Ortiz was held for bail.

Judge Harold Johnson told Union lawyer Bill Carder that he could not release Ortiz because "he is a green card alien and might go back to Mexico." Judge Johnson did reduce the bail to \$5000 and reduced the charges to a misdemeanor.

Following Judge Johnson's action, one hundred UFW workers picketed the court demanding Ortiz' release. Protesting telegrams were sent to federal, state and local officials as well as the California Bar Association and the American Bar Association.

Ortiz was released without bail and the charges were reduced to a misdemeanor on the day of the demonstration.

Allan Grant: "people not willing to die for Union."

California State Farm Bureau members met at California Polytechnic State University in San Luis Obispo in late August and were met by newly organized United Farm Workers supporters from San Luis Obispo led by José Ponce, Sharon Card and Peter Katoff.

During an open press conference, Allan Grant, state director of the Farm Bureau, said he did not believe people were willing to die for a union.

His statement followed by two weeks the deaths in the San Joaquin Valley of Nagi Daifullah and Juan de la Cruz.

Later Grant was confronted by a group of campesinos from Santa Maria who asked him how many persons had to die before the growers would believe we want our own union.

Grant replied, "Okay, you've had your say now."

Campesinos and the San Luis Obispo group saw Farm Bureau people bring in a box of scab grapes to their meet-

ing. The box was left in the foyer of the building to be eaten at coffee time.

José Ponce later dumped the scab grapes in a trash basket as a symbol of protest.

Ponce, Sharon Card and Katoff have organized a community center at their home in San Luis Obispo which brings together many causes and persons. From these persons they recruit people to boycott Safeway each Saturday.



Santa María farm workers honor Nagi Mohsin Daifullah and Juan De La Cruz

School board stalls on hiring practices

SANTA MARIA, California-- Affirmative action employment hiring in relation to the ethnic makeup of the population, is stalled by the Santa Maria Elementary School Board.

The board appointed a citizen's committee last spring to develop a plan for district use. In late summer the committee presented a 29-page plan to the board which outlined employment goals and recruiting practices.

Board Chairman Richard Dixon expressed his disapproval of such a detailed plan and

submitted a one-page plan of his own.

The citizen's committee, composed of Chicanos, Anglos, Blacks and Asians told the board at a recent meeting that their recommendation of timetables and goals stands "because it represents what the community wants."

Strong feeling has been expressed by committee members as well as other members of the community concerning the board's actions in previous matters in which recommendations of committees have been ignored.

Spokesmen at various school board meetings have pointed out that last year the board adopted an integration plan which was the least favored of three plans presented by a citizen's committee appointed by the board to recommend integration plans.

Minimal integration has been achieved by the school district by rearranging boundaries for individual schools. However, the committee recommended a paired school plan which would have avoided the present problems presented by former classmates being sent to different schools.



Racism comes out publicly

SANTA MARIA, California-- Racism surfaced publicly in Santa Maria recently.

In one incident, the Santa Maria Times, recently ran an ad stating, "Reward -- \$100 for information leading to conviction of Mexican-American person who hit brown Mustang in windshield with beer bottle and assaulted driver at Waller Park Sunday, September 2."

Chicano and Anglo community leaders joined in a letter of protest to the Times saying, "This advertisement is an open affront to the Mexican-American people of this community. It helps perpetuate an invidious stereotype of Mexican-Americans as lawless and rowdy people. It prejudices persons solely on the basis of race, without any factual inquiry...."

Among signers of the letter are community workers, teachers, ministers, doctors and

union people.

The ad incident was followed by another in which an amendment to rules governing the Santa Maria Elks' Lodge that would have allowed non-white membership, failed to pass at a recent election.

The vote follows a national Elks election in July when it was decided to change the white-only ruling of the organization but allow each lodge to make its own decision.

The Santa Maria group, which includes business men, city officials, lawyers and judges, educators and ranchers had promised the community group seeking changes in the club's discrimination policy, that if the local group could vote on it, "we will surely change the rule."

In the past Clarence Minetti, Guadalupe rancher and former school board member, emphasized the local club's hands "were tied by national policy."

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Farm Worker Forum



BY Union Research Dept

From FloridAgriculture Magazine:

Dolores Mendoza, known by many as a "super scab", took Al Alsobrook, Florida Farm Bureau Director of Information, on a tour of farm-worker's housing in Delano and this is what Al found: "In all we counted some 14 houses in the city of De-

lano which could be considered below standard. Even these 14 had plumbing and some had air conditioners."

From Citrus World magazine:

Anita Bryant, singing spokeswoman for Florida orange juice, recently visited Rev. Billy Graham and wife Ruth. "The Grahams are at home now atop a mountain overlooking a beautiful valley. We were greatly pleased to learn that Dr. Graham is a Florida citrus grower with grapefruit groves in the Vero Beach area."

From Council of California Growers Newsletter:

Council president Lester Heringer states: "Nobody needs a balanced and beneficial environment more than California agriculture, and I can't think of any industry which has done more to improve the state's environmental quality." Heringer went on to add that agriculture is not as concerned about the added cost of substitute pesticides as it is about the increased danger to workers and the environment from repeated application."

From FloridAgriculture magazine:

Scottie Butler, Florida Farm Bureau general counsel, paid

our union a surprising, but unintended, compliment when he noted that complaints about working conditions filed by farm workers could be a serious problem for Florida growers. "With the activities of Chavez and the United Farmworkers Union, you can almost bet that complaints from employees will be filed," Butler said.

From FloridAgriculture magazine:

An article entitled, "The Church of Cesar", features a picture of Cesar Chavez with the following caption taken from Matthew 7:15: "Beware of false prophets, which come to you in sheeps clothing, but inwardly they are ravening wolves."

That same article notes with dismay that "an effective way to deter either the Roman Catholic Church or the Christian

WILL NOT RETURN UNTIL...

Cleveland, Ohio:

Dear Brothers and Sisters: The Strikers from California to Cleveland arrived here just fine and in good spirit. We hope you are fine too. We arrived here Saturday night. Along the way we stopped at Phoenix, Ariz; Albuquerque, New Mexico; Denver, Colorado; Kansas City, Kansas; Chicago and now here at Ohio. Every city we went to they gave us a good place to sleep, plenty of milk, for our children and plenty of food for us and they treated us like kings.

We urge all of you to come and join us in the cities across the United States and Canada. Many families came with us. There is one family who has 8 children, another has 6. One man has 18 members in his family who are here. It is nice to know that the people here are very good to us. They have given us plenty of food good homes, and the schools are nearby.

As you all know, the "Sweetheart" contracts signed by the Teamsters and the Growers,

THE GOONS, the injunctions, the 6,000 arrests, the beatings, and the two killings of our brothers Nagi and Juan de la Cruz are the reasons we are here telling the people we are poor farmworkers in the search of justice. We are the ones who pick the fruits and vegetables that get to their table and we want to keep picking them for all people in this world. We want to do it knowing that our children, too, have plenty of food to eat, a good education, a good roof over their heads, and good medical treatment. We want the growers to treat us like human beings while working the land. We don't want to be exploited anymore.

All this fine treatment and fine people of America convinces us that we will win our struggle very soon. We are not going back until justice for all farmworkers and their families is in sight. Boycott grapes and lettuce!

Juan Salazar
653 E. 109 Street
Cleveland, Ohio

Migrant Ministry from aiding and abetting Chavez and his militant social movement has not yet been found".

Convention Souvenir



Commemorative medallion of the historic 1st Constitutional Convention of the United Farm Workers of America. Please send me _____ medallions. Enclosed is \$2.00 for each plus 10/ shipping.

EL TALLER GRAFICO • P.O. BOX 62
KEENE, CA • 93531



Denver welcomes boycotters

Injunction

DENVER, Colorado -- Denver Union friends, religious and union leaders rallied together September 2 and 3 to welcome California strikers on their overnight stay here as they continued onto Eastern Boycott cities.

During a brief rally, Richard Longoria, Denver Boycott Director, introduced the Denver labor leaders instrumental in providing meals and accommodations for the striker: Jay Dee Patrick, Region 16 Director, AFL-CIO; Cletus Ludden, President, Denver Area Labor Federation; Herrick Roth, President, Colorado Labor Council; Tim Flores, Assistant to President, Colorado Labor Council; and Bill Payne, Editor, "Labor Advocate".

Patrick welcomed the strikers, commenting, "with the

dedication you've already shown, you're sure to win. We support you all the way!"

Mrs. Vi Wagner, Secretary-Treasurer of the Denver Area Labor Council, coordinated the efforts of several AFL-CIO Union members and UFW supporters who helped prepare and serve the dinner.

Upon arrival at Denver's AFL-CIO Labor Center, the boycotters received a delicious ham dinner including potato and fruit salads, beans, rolls, cakes, pies, cookies, coffee, mile and punch.

The next morning a Labor Day mass was held outdoors at the Marycrest Convent with the following Colorado clergy participating: Bishop George Evans, Denver; Fr. Don Dunn, Catholic Community Services; Fr. Jose Lara, Our Lady of Guadalupe; Fr. Patrick Sulli-

van and Fr. Marty Marquez, St. Joseph's; Fr. Bill Sulzman, Colorado Springs; Fr. James Moynihan, Our Lady of Grace; Fr. Thomas Dowd, St. Augustine's, Brighton, Colorado.

A black and white eagle flag draped the speaker's podium in memory of slain strikers Nagi Daifullah and Juan de la Cruz.

UFW boycott organizer Marcos Muñoz spoke about the strikers' stop in Ludlow, Colorado, site of the mine workers massacre. Muñoz told about the similarity of the workers' struggle for better conditions in the mines and UFW struggle today for better conditions in the fields. A black and white eagle flag was left in Ludlow in memorial to Nagi and Juan.

Mrs. Juanita Herrera,

a Denver boycotter for over two years during the first grape boycott thanked the Denver supporters for their welcome to the city. She and her family are on their way to the Washington, D.C. Boycott.

Marshall Ganz, Union organizer destined for the boycott in Canada, introduced the new Denver boycotters: Jesús and Sebastina Valderrama and children (Lupe, Maria, Gustavo); Luis and Consuelo Garcia and children (Jose Luis, Francisco, Margarita, Adrian); the Garcia's fifth baby, due in about 10 days, will be Denver's newest boycotter; and Koro Korukawa.

by Elaine Graves

A new injunction attempts to block UFW picketing at the Hunts Point Terminal Market in New York.

The New York State Supreme Court granted an injunction sought by 8 firms August 20 limiting the number of pickets to two and ordering them to remain at least 10 feet from the loading platform.

Calling the picketing "destructive and disorderly", the following firms sought the injunction: M. Singer's Sons Corp.; Prevor-Mayrsohn International, Inc.; Samuel Klein & Sons, Inc.; Fruitco Corp.; Craig-Ann Produce Co., Inc.; Kleiman & Hochberg, Inc.; E. Armata, Inc.; and M. Trombetta & Sons, Inc.

U.S. CATHOLIC CONFERENCE SUPPORTS FARMWORKERS

The Committee on Social Development and World Peace of the United States Catholic Conference, made up of some twenty-one bishops, priests, religious and lay leaders from all parts of the country, met August 21-22 in Washington, D.C. to formulate policy on a number of current social problems, including the farm labor dispute in California.

The committee, after hearing a detailed report from Bishop Joseph Donnelly, chairman of the Bishops' Committee on Farm Labor, and from Monsignor George G. Higgins, consultant to the latter committee, strongly reaffirmed its support of the farm workers' cause and expressed deep concern about the recent outbreak of violence in Kern County and in the San Joaquin Valley which has resulted, tragically, in the death of two of your members.

The committee has relayed its concern about this matter to Secretary Richardson of the Justice Department and has urged the Department to do everything within its power not only to apprehend the guilty parties but to prevent future acts of violence in connection with the farm labor dispute....

...Be assured of our prayerful best wishes for the success of your efforts.

In this regard, the committee is persuaded that the time is ripe for an overall settlement of the farm labor dispute and feels very strongly that such a settlement would be in the best interest of all concerned.

Most Rev. John J. Dougherty
Chairman

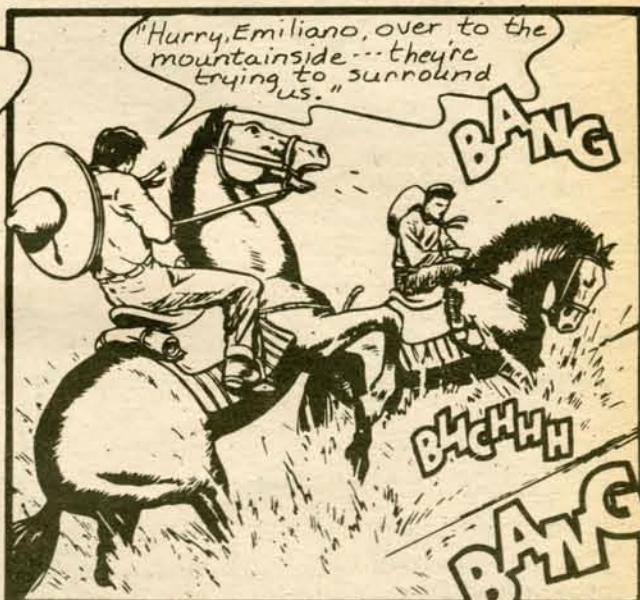
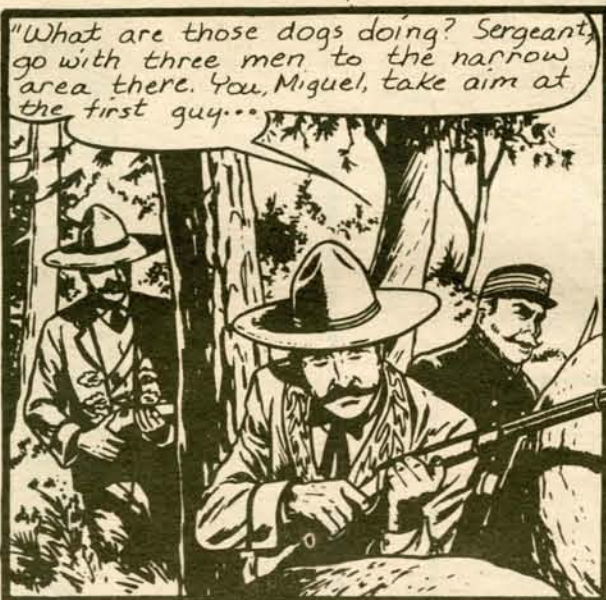
No. 6

Emiliano ZAPATA

GUION: RENE G. D. MONTEMAR

DIBUJOS: ROBERTO ALFONSO

The Zapata brothers gallop toward Cuautla to join the campesinos' protest against the landowners. The rural police try to ambush them...



CONTINUED