

The official voice of the United Farmworkers

EL MALCRIADO



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Strawberry Workers win UFW Contract

Victory in Watsonville Strike



For the second time in five days in mid-May strawberry pickers at American Foods in Watsonville walk out of the fields demanding union representation by the United Farm Workers of America. Two days later, they won a contract. Photo: Ricardo Villalpando.

WATSONVILLE, Ca. — One hundred and fifty strawberry pickers won the highest farm worker wages in the Watsonville area and additional guarantees of a UFW contract May 16. The victory came only five days after the workers launched a spontaneous strike against American Foods, Inc., a corporation with strawberry fields in five U.S. states and Mexico.

Coming within weeks of two major rallies in the area with Cesar Chavez and the formation of a Watsonville Organizing Committee, the workers' new contract is the first for the UFW in the strawberries in this area. (See related stories on p. 5.)

The contract, with a wage increase to 90 cents a box piece-rate with a \$2.50 hourly guaranteed minimum, was won when American Foods sold its crop to Pik'd Rite, a company that already has a UFW contract. The new wages represent a 20% increase over the previous \$2.00 per hour.

\$2.00 plus 5 cents a box they were receiving. The demand was refused.

At that point, they elected a committee in the fields and decided to ask the UFW's Salinas field office for help.

On May 12, the workers began to picket the strawberry fields at San Miguel Road, leaving them empty, except for the manager, the supervisors and foremen.

On May 13, though, the picket line thinned as some workers returned to work under threat of eviction from their rooms in the company's labor camp. Also, new workers were brought in by the company. A large number of workers also left to find work elsewhere.

It looked as though the strike would end like so many before it, killed by the poverty that gave rise to the protest in the first place.

Turning point

At this crucial point, field office Director Roberto Garcia and other UFW organizers kept the picket line strong in spirit until an afternoon rally was held in the city park, which was joined by more than 100 strawberry workers who work under a UFW contract at Pik'd Rite in Chular.

Antonio Guevara, president of the Pik'd Rite ranch committee later told El Malcriado, "We all went around to the camps, telling our brothers why our union was the union of farm workers. Then we asked them to participate in order to win a contract."

At the American Foods camp, Roberto Garcia said he saw 28 men living in two small rooms, with as many as ten men sharing three mattresses pushed together on the floor. The young men, "illegals" from Mexico, told Garcia that Masuka charged them \$130 per month for rent while another supervisor named Manuel charged them \$3.50 a day for meals. The total each man had to pay came to over \$220 a month.

The camp itself is located in Eastern Watsonville, with its five long barracks located between a slaughterhouse and a junkyard.

The following morning Masuka brought in armed guards and special buses to scare the strike-breakers from leaving. But as

(continued on page 10)

Cheating charged

The strike was triggered by company supervisor Maxin Masuka's attempts to impose a system of wages on the workers that would have robbed them of even minimum wages, the workers told El Malcriado.

"Masuka came and told us that he was going to pay the slow workers who pick less than 20 boxes an hour by piece-rate and the fast ones who pick more than 20, by the hour," said Armando Rosales, a young worker who later became president of the ranch committee.

"It should have been the other way around, but the grower wanted it to his advantage. So we began to complain, and after some discussion we decided not to go to work."

Another worker, Antonio Alvarez, said Masuka had consistently cheated them of hours and boxes picked, pretended to "lose" checks, and pushed the workers to the point of exhaustion.

Workers make demands

The workers made a demand to Masuka for \$2.40 an hour plus 25 cents a box, a considerably higher wage than the

GRAPE STRIKES!



Picket captain Juan Salazar is thrown into a squad car May 1 by Tulare County Deputy Sheriff Jim Dunham (center), and other officers, minutes after the first strike line of the year in the fruit trees was established near Reedley, California. Note that the deputy on the right is pulling back on Salazar's arm with the handcuffs while at the same time joining the others in shoving him into the car. See page 6 for more details. Photo: Federico Flotte

Harvest in Coachella, p. 3-4

Lamont, Delano, Selma p. 6

Delano grower faces indictment



Hollis Roberts

MCFARLAND, Ca. — A good farmer, it is said, knows how to use his land. By this standard, Hollis Roberts is a good farmer.

Standing outside his modern corporate headquarters in this San Joaquin Valley town, Roberts can see his citrus groves, nut orchards, and vineyards in all directions, 100,000 acres worth. And although he can't see them from where he stands, he knows there are several thousand farm workers out there, working eight or ten hours a day, earning perhaps \$2.30 an hour.

A good wage, if he may say so, the best they've ever had. Hell, ten years ago it was \$1.10.

Smiling to himself, Roberts can turn and enter his spacious pri-

vate office. At his desk, he can examine a piece of paper, sign it, and move it from one side of his desk to the other. Not bad, a \$500,000 transaction, a just return to capital. He smiles again.

Watergate in fields

But all is not well for Hollis Roberts. There is Watergate out there on his land. Watergate, complete with the "laundering" of millions of dollars to conceal their origin and complete with illegal acts designed only to enhance a public image. Watergate, complete with crimes to cover up crimes, fraud to cover up fraud.

The workers are on strike again and those damn red and black flags are everywhere he goes. The Teamsters, well, at least they provide some stability in the labor factor. No more nuisances like that work stoppage the workers pulled off in April of 1972 because he wasn't paying the two cents per box to the Union's economic fund, as stipulated in the UFW contract then in effect.

His partner in a million-dollar farm management company has deserted him, charging him with systematic cheating. The bank he relied on for financing has collapsed. His hopes of building a financial empire in the

image of his patron, C. Arnholt Smith, are shattered. It's going to be a tough year.

By the end of May, Roberts may find himself charged with federal crimes in connection with his ties to Smith, the well-known San Diego businessman, whose billion-dollar financial empire collapsed last year.

A source close to the federal grand jury investigating that collapse told El Malcriado that Roberts faces indictments for perjury and the illegal use of the assets of Smith's bank to purchase land. There also is the possibility of a conspiracy charge.

Smith himself faces a variety of indictments, including banking violations, stock fraud, and illegal campaign contributions to his long-time friend and business associate, Richard Nixon.

In 1968, Smith arranged for Nixon to appoint Hollis Roberts to a special agricultural advisory group, and the rumors never died that Nixon had stopped several investigations into the Smith empire until Watergate.

Unholy alliance

The collapse of Smith's United States National Bank (USNB) in San Diego in October of 1973 revealed a complex series of transactions among Roberts, Smith, and Kansas City financier Michael Coen, with Smith pulling the strings.

Dummy corporations, thousands of acres of land, and millions of dollars changed hands on a daily basis. Each transfer of paper generated millions of dollars in profits.

In a lawsuit against the Smith empire, the government charged that the ultimate purpose of these transactions was to allow Smith to steal the money of the USNB's stockholders and depositors and use it to build his huge company, the Westgate California Corp.

Roberts' role, the government charged, was to head a number of phoney companies which Smith could use in his scheme.

In return, Smith financed a massive land expansion program for Roberts, permitting, for example, the purchase by Roberts of 70,000 acres of farm land from Tenneco in late 1971 and early 1972.

The collapse of the bank revealed \$100,000,000 in loans to "The Hollis Roberts Group" that could not be collected.

Golden West perjury

Roberts' role in Smith's attempt to gain control of Golden West Airlines has been well-publicized. Smith's effort was opposed by the government because it would allow him a transportation monopoly in the Los Angeles area—he already owned the Yellow Cab Co., a helicopter company, and another airline.

The Civil Aviation Board has charged that Roberts purchased Golden West in 1971 using laundered money provided by Smith

from the USNB. Until recently, Roberts said that he and not Smith controlled the airline. The government's contention that Roberts never owned the airline, however, was strengthened in March when Roberts quietly returned it to its original owner, a Coen-controlled company, without receiving any money in return.

The federal grand jury is now considering charging Roberts with lying to the government about his involvements in the transaction.

Land is money

Less well-known, however, is Roberts' role in Smith transactions involving thousands of acres of land in the San Joaquin Valley. Kern and Tulare County records list endless land transactions among companies identified before the grand jury as Roberts companies and others identified as Smith or Coen companies.

For example, at least two groups of dummy corporations (see chart) were assembled by Smith between 1970 and 1972 and placed under Robert's name. Control of these companies remained with Smith, however, according to testimony and evidence before the grand jury.

One group, for example, consisted of Kingsburg Oil Co., Strathmore Cattle Co., and Woodlake Farms, (K-S-W). The K-S-W group was established to promote Smith's "monster project," a multi-million dollar scheme aimed at artificially increasing the value of the Westgate-California Corp. many times over so that Smith could sell it for a huge profit just before the bottom dropped out. To do this, Smith wanted to set up a syndication of 12000 acres of cattle ranch land in the Western San Joaquin Valley where many wealthy people would each buy several hundred acres as a tax dodge.

Smith had his army of lawyers and accountants set up three new corporations, Kingsburg, Strathmore, and Woodlake. With loans laundered from the USNB and Westgate, the K-S-W group then bought 8820 acres of the land for \$12.5 million.

Artificial profit

At that point it was discovered that Westgate was going lose money for the year, and the syndication idea didn't get very far. So it was decided to sell the cattle ranch land earlier than had been expected so that Westgate could show a profit.

So Westgate sold the K-S-W group and its land to a company called Preferred Properties, owned by Smith's good friend Irving X. Burg. Preferred Properties paid for the land with money supplied indirectly by the USNB.

(Burg has a written contract with Smith for \$25,000 a year, according to evidence before the grand jury, for which he per-

forms "unspecified service." Apparently, the major service is to allow Smith to use Preferred Properties as a conduit for land and money.)

Smith then attempted to declare a profit for Westgate on the transaction, but his independent auditors realized that the land never left Smith's control and so refused to allow the artificial profit.

Roberts to the rescue

So Smith went to Roberts and asked him to purchase the properties, which Roberts did, using money that Smith arranged to be loaned to him by four banks outside California.

This appeared to eliminate Smith from the transaction. However, when Smith obtained the loans for Roberts, he provided as collateral some U.S. Treasury bonds which were owned by the USNB, again involving the bank in the transaction.

However, it was made to appear, according to the testimony before the grand jury, that Roberts had purchased the bonds from another Smith company and so owned them independently, when in fact the USNB let him use them. With the money so obtained, Roberts "bought" the K-S-W land and the deal was certified as legitimate.

Not long after, Smith arranged for Roberts' debt to the four banks to be paid off and the Treasury Bonds were returned to the USNB.

The net effect of this maneuvering was to place Roberts in ostensible control of the 8820 acres of land (see chart) even though he never paid a cent for it. Smith in fact retained control of the land the K-S-W companies, without any financial loss

(Cont'd On Page 10)

Leddy raps El Malcriado

BAKERSFIELD, Ca. -- Kern County District Attorney Albert Leddy has written to El Malcriado disputing the newspaper's account of his role in a series of meetings that took place earlier this year among law enforcement officials from agricultural counties in California.

El Malcriado charged that Leddy organized the series of meetings and that they were aimed at "standardizing" anti-picketing injunctions and arrest procedures for use against UFW strikers this summer.

"I am sending this letter as a request that you correct statements in your April 17, 1974 issue which are inaccurate and probably libelous," Leddy wrote to El Malcriado in early May.

A full response to Leddy's letter will be printed in the next issue of El Malcriado.

Hollis Roberts Group \$98,302,400	
Roberts Farms, Inc. \$16,160,301	
Golden West Airlines \$9,206,664	Algrove, Inc. \$1,799,398
Ajax Finance	Hargrove Ranches \$2,849,904
Apollo Ranches \$4,802,455	Kingsburg Oil Co. \$3,068,904
Bishop Mortgage \$8,608,237	Strathmore Cattle Co. \$1,997,500
Castle Packing \$3,594,505	Woodlake Farms, Inc. \$2,997,231
Excalibur Engineering \$5,289,217	San Joaquin Ranches \$9,296,666
Knight Farming \$5,242,054	Santa Maria Ranches \$10,098,717
Sabre Acceptance \$1,702,886	Kernville Brokerage Co. \$3,157,463
Trident Discount \$1,223,128	J. R. Barry Co. \$4,638,112

This chart shows companies which on paper appeared to belong to Hollis Roberts as of January 1, 1974. Most of them, including the K-S-W group and the Ajax Finance group, actually were controlled by C. Arnholt Smith and used for such purposes as "laundering" money to conceal its origin. Each company shown owns land in Kern or Tulare County. The figures in each box, from government sources, show how much each company had received in loans from Smith's U.S. National Bank at the time of the bank's collapse in 1973.

Coachella grape harvest finds growers in retreat

COACHELLA, Ca. -- As the grape harvest is about to begin in the Coachella Valley, grape growers look out over their vineyards and see unthinned grapes, continuous picket line activity, and on the horizon, a nationwide AFL-CIO-supported boycott of scab grapes.

About five hundred labor and church leaders plan a demonstration May 30 at Boston's central Chelsea Market to let buyers know "if they buy scab grapes they buy a picket line," reported Boston boycott director Nick Jones.

In New York, the boycott director there and Executive Board member Richard Chavez said, "We'll stop them with picket lines." And in Cleveland, Ohio state boycott head and Executive Board member Eliseo Medina

not have the bulk to go to raisins (four tons grapes equals one ton of raisins), thus forcing them to either pick the grapes or let them rot.

So far, the success of the strike in stopping many regular workers from going into the fields has promoted growers to bring in even more workers illegally from Mexico, workers who not only work for less, but are not free to join the strikes.

There are now so many illegals in the fields that many workers with proper immigration papers can't get jobs. This is creating discontent even among strikebreakers. One told El Malcriado, "The Teamsters give us work only now and then, because the growers prefer the illegals who will work harder for less--and besides, they can take



In late April the arrival of 17 high school students and 4 teachers from the Southeast Alternative Free School in Minneapolis participated in Coachella picket lines. The students raised over \$3000 to make the educational trip to see for themselves what the farm struggle was all about. And they found themselves attacked by the growers, harassed by the local police and name-called by officials of the Teamster office.

reported "labor is really beginning to move." Similar demonstrations, picket lines and leafletting are planned all over the nation urging consumers not to buy grapes.

The Coachella Valley produces only 12.5% of all table grapes, but its southern latitude allows growers there to reach the market first and to demand the highest prices--unless a boycott is on.

Map strategy

Coachella growers, trying to outwit the boycott are using half the normal manpower in pre-harvest thinning, hiring "illegals" and launching a massive "buy grapes" advertising campaign that includes the use of Teamster propagandists in major U.S. cities. Also, they are diverting large portions of their table grapes into wine and raisins, which require less hand labor.

Many of the larger Coachella growers deny this. But evidence indicates that in private, they are making plans. A letter from grower Harry Carian to all the other grape growers April 12 referred to numerous "conversations" among growers about putting large portions of their crop into "raisins and/or wine" and made them a "lucrative offer" to buy these for resale.

But in early May, sources close to the growers revealed that the crop yield this year will be so low that most growers will

all the dues they want from them and they can't demand them back."

Human contraband

The smuggling of "illegals" into the county has become so profitable during farm worker strikes that the U.S. Border Patrol has complained in recent months that professional smugglers are starting to prefer aliens to narcotics as contraband.

On April 18 California Highway Patrol officers stopped an old car driving north on Highway 10 near Coachella and found a 16-year-old driver and 11 men without immigration papers in the car. They were turned over to the U.S. Border Patrol. The boy driver received a short jail term, but the owner of the vehicle used in the smuggling showed up to claim the car and was handed over his keys by Border Patrol officials with no questions asked.

The same car was stopped again April 24 on Interstate 10. Another 16-year old without papers was driving. This time there were 17 illegals crowded into the old auto and 21 more jammed into a little trailer being towed behind. All were captured and deported, yet the smuggler remains free.

When asked by El Malcriado why the owner was not detained as a possible smuggler, Chief Border Patrol agent Neal Novak said that it was a "normal operation" to hand over such transport vehicles to their owners.



"HUELGA, compañeros!" says Tomas Barrios (center), a picket line captain in the Coachella Valley. Last year Teamsters hired goons at \$67.50 a day to beat and maim strikers, but the same men and women have returned this year to try to win back the contracts stolen by the Teamsters.

"We don't impound cars," he said.

Strike pressure

The picket lines continue to put pressure on the growers. On April 25, 80 pickets stationed themselves at the Karahadian Ranch on 59th Ave. and Hays. As usual, Teamster organizers arrived minutes later to get the strikebreakers to sign Teamster authorization cards. The crew not only refused to sign the cards, but 21 quit the field and joined the strike.

Then, more Teamsters arrived on the scene and stationed themselves at the edge of the field, apparently to keep the remaining strikebreakers from leaving the field too. When asked why over a third of the crew had rejected the Teamster contract, Teamster organizer Frank Gonzalez told El Malcriado, "Those were just chavista plants."

But Teamsters are doing everything possible to shore up their steadily deteriorating position in the fields. For example, a fore-

man of labor contractor Jimmy Reyes was heard boasting that Teamster organizers Manuel Alvarado and Lazaro Rodriguez give him \$1 for every farm worker's signature he gets on the Teamster authorization cards. One day he said he made \$700.

Days later, on May 1, eleven men and women working under a Teamster contract signed by grower Henry Moreno joined the strike. They were protesting what they said was brutal treatment by their foreman and inhumane living conditions at the labor camp where they were staying.

They told El Malcriado that owner and camp operator Jose Morales refused to give them their checks in order to keep them from leaving the camp, where he charged them \$4 a day. They said there no toilets there for the women and they had to sleep in their car.

They were given legal assistance by the United Farm Workers and stayed free of charge

at a camp maintained for the strikers.

Support grows

Strike support from all over the state and nation continues to pour into the valley. Many groups and individuals have visited and donated food.

Among these have been the Orange County Support Committee, students from the Minneapolis Free School. Manuel Sierras, an international representative of the United Steel Workers, Bill Gallardo of the California Federation of Labor, Abraham and Jean Zwinckel, and UAW Local #560 members Willie Regalado and Arthur Uribes from San Jose.

Also, on June 7th some 400 delegates from the International Convention of the United Auto Workers in Los Angeles will come to join the picket lines. And June 8 the Orange County Support Committee will bring in a massive car caravan expected to draw over a thousand supporters to bring strikers food which is now being collected.



Over 40 members of the Orange County Farm Worker Support Committee caravanned to Coachella April 27 to picket with farm workers. Among the groups represented were the International Association of Machinists, American Federation of Teachers (AFT), Cal State Fullerton, Pomona College, University of Redlands, Teamster Local 896, Society of Friends, Shalom Ecumenical Fellowship, and the League of Women Voters.

Goldwater 'smuggles illegals', pays workers 50 cents an hour

PHOENIX, Arizona -- Grower Bob Goldwater, brother of Arizona Senator Barry Goldwater, smuggles Mexican "illegals" into his 4200-acre Arrowhead ranch and pays them between 50 cents and \$1 an hour.

These charges and others have been made by five "illegals" who were working at Goldwater's ranch when over 40 farm workers began picketing the ranch April 22. Days later, several pickets entered the ranch and persuaded the five men to leave.

Slave labor

The five workers described to UFW representatives what is in effect a black market in slave labor. Several of them had walked to Phoenix all the way from the Mexican border, a 3-day trip without food or water other than what they found along the way. Others were brought in by "coyote" labor contractors from a pickup point in Casa Grande to the ranch outside of Phoenix -- a service for which Goldwater allegedly pays the labor contractors \$80 per worker.

When the illegals arrived at Arrowhead, they were given an identification number. One of the five workers said he was called to a meeting by his foreman and told that 20 of the numbered workers were needed in California.

He said the foreman then chose workers at random to fill the "order", regardless of whether the men desired to go or not.

At the Goldwater ranch the illegals were used as strikebreakers and they worked 10 hours a day, six days a week in the grapes. Yet, their wages averaged from \$30 to \$60 a week,

in obvious violation of minimum wage laws. On top of that the foreman took, in most cases, \$24 of each check--supposedly for food. One of the workers said he earned a total of \$28 one week, which left him with \$4 after deductions.

The workers also said that at Arrowhead, they were under the complete control and supervision of the foreman, who ordered them to stop working and disperse whenever he sighted U.S. Border Patrol agents. The foreman generally knew in the morning when the patrols were coming and on one occasion knew a day in advance, they said.

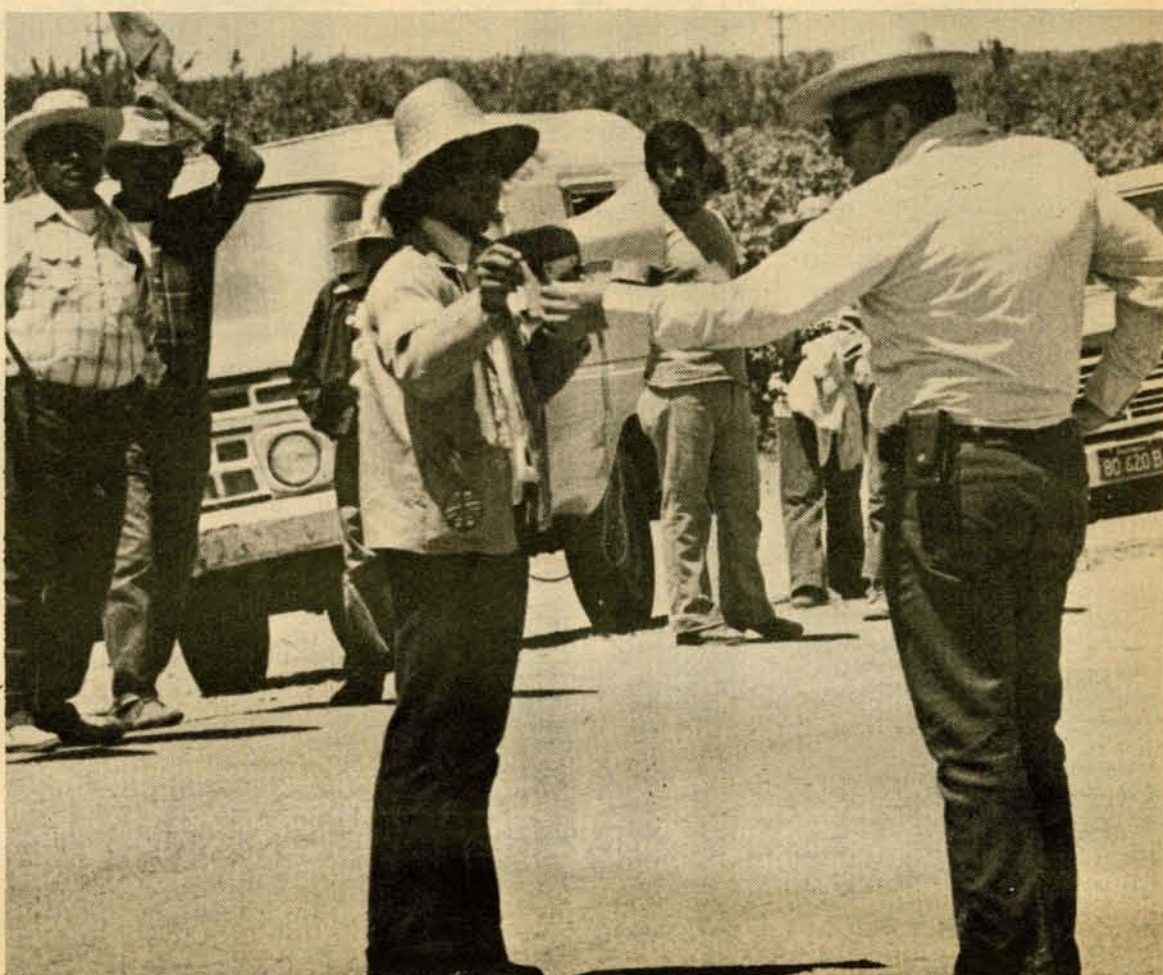
Pickets arrested

In other strike-related incidents in the Phoenix area, nine farm workers were arrested by Maricopa County Sheriffs as they picketed the Poswell, Bodine, Tenneco and Arrowhead ranches.

Among the arrested are a 62-year-old woman, a man over 60 and two young girls under 18 who were randomly selected from the picket line and charged with criminal contempt for allegedly violating court injunctions.

Another of the arrested was a young boy who tried to defend his mother after she was thrown to the ground by sheriff's deputies. He is now charged with obstruction of justice and aggravated battery.

Strikers charge the arrests were unjustified. They placed much of the blame for the arrests on Sheriff Major Dave Carter, who when a carload of strikers passed him shouting "Huelga!" was heard to say, "Huelga? That must be a dirty name they're calling me!"



Romeo Mata shows Teamster organizer Frank Gonzalez his check stubs on April 25, 1974, from Tudor ranch in which Teamsters deducted dues twice in one month.

Romeo Mata fights back. . .

Grape worker wins Teamster dues fight

COACHELLA, Ca. -- "Look how you are robbing me," striker Romeo Mata angrily told Teamster organizer Frank Gonzalez. As he walked on the picket line he showed Gonzalez check stubs from the Tudor Ranch

where he had worked before joining the strike. "This isn't a union, it's a business," Mata said.

The figures on the check stubs show how Mata, his wife and his mother-in-law all had \$8 monthly Teamster dues deducted from their pay checks each of the two times they were paid in one month.

While this practice is reported by workers from Calexico to Salinas, most workers have been afraid to say something about it. But Mata is part of a growing number of farm workers forced to work under Teamster contract by necessity, who not only demand their money back, but in some areas have forced growers not to deduct Teamster dues from their paychecks in the first place.

Gonzalez stared at the check stubs and realizing Mata meant business, told him, "Why don't you come down to the Teamster office in Indio and we'll see about it."

"I've been there for a week already," answered Mata, "and all they told me was to go talk to Tudor, that it was none of their business. What kind of a union is that? A grower's union, that's what!"

Gonzalez looked at the dozen angry strikers that had gathered around the scene by this time and could only mutter, "How strange, how strange," before returning to his car across the road from the picket line.

Later Romeo Mata told El Malcriado that the Teamster double and triple dues deductions were not "strange" at all.

"Just imagine, at the Tudor ranch there were over 400 of us working and they deducted dues twice a month from all of us. Where is that money?" he asked. "Many people are afraid they will be beaten if they go to ask for their money back from the Teamsters. They (the Teamsters) speak harshly to the people and say they won't help them just to get rid of them. But I won't let them rob me."

Mata finally got his money back after much insistence and pressure on grower Tudor.

Mata then went back to work, this time for Karahadian, one of the largest grape growers in the Coachella Valley. But by April 19 he and many others got tired of how hard a foreman pushed them. A total of 50 workers walked out and joined the strike.

Some, like Romeo Mata, joined the picket lines to tell their personal experience to the other strikebreakers, while others just left Coachella to look for work on ranches that are not being struck.

"As long as they keep abusing us, I won't work with that so-called union," said Mata, "I'd rather go work elsewhere where there is no strike, because why should I scab for \$2.30 an hour if I can earn \$2.47 under Union contract in Calexico or \$2.51 with Freedman?"



Teamster contracts: poison for farm workers. This rig is spraying Gebrellin (gibryllic acid) on Coachella grapes which makes them grow abnormally big, but tasteless. This spraying was done while farm workers labored in the rows at the far right (not in photo) and by an operator who wore no protective face mask. Teamster organizers present in the Karahadian field scoffed at charges of negligence, and told El Malcriado, "Go look at the California state laws if you want to know. They're the ones who are on top of these things."

Salinas lettuce workers bar Teamsters from fields



Although Teamster organizers rarely enter the fields where they have contracts, UFW members have begun an extensive leaflet campaign urging workers not to sign with the Teamsters or pay Teamster dues. Here workers in a Maggio Co. field south of Salinas study a leaflet which urges them to form a committee to resist the Teamsters. "When we go into a field," commented UFW organizer Ricardo Villalpando, "we have power. If the field boss throws us out or has the police throw us out, the workers see who is on their side and who is against them."

New UFW office

Workers launch organizing drive

WATSONVILLE, Ca.—Close to a thousand farm workers from this foggy coastal farm town joined with UFW President Cesar Chavez on May 8 to rededicate their fight against the Teamster "contract robbers."

The meeting was called by the newly formed Watsonville UFW Organizing Committee, made up of 11 farm workers who are determined to establish not only a Union strike office in the local area, but a farm worker health clinic and service center as well.

The excited throng crowded into the A.E. Hall auditorium to hear Chavez predict, "the strike in this area is like a bomb ready to explode."

"Do you know how you can fight them?" he asked the audience. "Don't pay any more Teamster dues! And when you work in the lettuce don't do such a careful job, slow down. Make your protest effective, because the day of victory will come sooner when we have the pressure inside the fields, in our communities and across the nation."

The evening was livened by the Mexican dancing of Los Mejicas from Santa Cruz, music by Los Fronteras and Manuel Picket and Noe Montoya. Union member Jose Montoya dedicated a corrido to Cesar, and afterwards the Diaz family presented a check for \$500 from the Monterey Peninsula Support Committee.

Bigger and stronger boycott

Reporting on his recent speaking tours through Ohio, Florida and Pennsylvania, the UFW Pres-

ident told the farm workers, "the boycott that we have today is bigger and stronger and has wider support than the one we had in 1970 when we won the grape contracts."

Jim Gill, visiting California from the Toronto Central Labor Council, underscored the effectiveness of the boycott in Canada and the widespread support for the farm worker movement there.

"Brothers and sisters, he said, 'I come from the city that is, or was, one of the largest markets of California table grapes. It is not any more!'"

Cesar Chavez also stressed the importance of the 12.5 million member AFL-CIO endorsement of the grape and lettuce boycott.

"Brother Meany knows that if we do not stop the parasites now, tomorrow they will be after other unions. There is no other union in the United States which dares to do the openly shameful thing they did to come here and romance the growers and then sign with them against the interests of farm workers."

Chavez recalled how thousands of farm workers struck the Salinas Valley lettuce ranches in 1970, forcing five companies to renounce their Teamster contracts and sign with the UFWOC. The Teamster contract had promised \$1.70 an hour and a 1.5¢ increase each year on 28.5¢ a box, while the first UFWOC contract with InterHarvest won workers \$2.07 an hour and 40.5¢ a box.

That's why the growers want the Teamsters," said Chavez. "If those other contracts were still ours today, they would be paying no less than \$3.50 an hour."

SALINAS, Ca.—Four lettuce workers strode angrily into the UFW hiring hall here on April 30 and presented office director Robert Garcia with the small yellow slips of paper that marked the loss of their jobs at Hansen Farms, a local lettuce grower which holds a contract with the Teamsters.

"Look at this," Gregorio Aguirre told Garcia, "the sanganos (parasites) had us fired because we would not sign the cards. Six of the ten in our crew wouldn't sign, and all six were fired!"

Aguirre and the other three, Raul Ramirez Mendez, Jose G. Garcia, and Jose D.F. Garcia, said they were leaving the area rather than work under the Teamsters. "We won't sign—we're Chavistas, and we don't want our money to pay for the goons!"

"Every day the people come in with these stories," Garcia remarked as he watched the four workers leave. "Every day. But you know, the Teamsters don't even have the courage to make people sign themselves, they don't even go to the fields. They have the company foremen and supervisors do it."

"This summer, there's going to be the biggest strike you ever saw."

Continuing fight

Most of the lettuce crews now arriving in Salinas have already been fighting their Teamster contracts this year in California's Imperial Valley and Arizona's Yuma Valley. The same companies have land there as well as in Salinas.

More than 8000 workers participated in a one-day General Strike in Calexico called by the UFW on February 18, a work stoppage that became a five-day strike by nearly 1000 asparagus workers.



Cesar Chavez addresses 1000 UFW members and supporters at May 8 Watsonville rally. He is flanked by members of the Watsonville UFW Organizing Committee, (from left to right): Jose Rodriguez, president; Fausto Romero; Elias Lopez; Tomas Alejo; and Elias Fernandez. Committee members not shown in photo are Inez Martinez, vice president; Asención Mata; Bernardo Cardona; Maria Fernandez; Maria Jaurigui; and Sauro Cobon

HANSEN FARMS
P.O. BOX 269 • SALINAS, CALIFORNIA 93901
TELEPHONE: 424-0501

4/30/74 Gregorio Aguirre 526-70-5580
DATE EMPLOYEE'S NAME SOCIAL SECURITY NUMBER

EMPLOYMENT STATUS
☐ TEMPORARY OR SEASONAL LAYOFF. Report for work by phone or mail by _____ TO FOREMAN ☐ OR OFFICE ☐

☐ LEAVE OF ABSENCE TO _____ REASON _____

NOTE: FAILURE TO REPORT FOR WORK WITHIN 3 WORKING DAYS MAY BE CONSIDERED VOLUNTARY QUIT WITH LOSS OF BENEFITS.

☒ VOLUNTARY QUIT WITHOUT CAUSE *Would not join union*
☐ DISCHARGED FOR CAUSE _____

INSURANCE COVERAGE
☒ YOU HAVE QUALIFIED FOR THE MONTH OF _____ FOR HEALTH INSURANCE.
☒ YOU HAVE NOT QUALIFIED TO BE COVERED FOR HEALTH INSURANCE. FORMS FOR SELF-PAYMENT ARE AVAILABLE FROM COMPANY OR UNION OFFICE.

I HEREBY ACKNOWLEDGE RECEIPT OF NOTICE
Jose Rodriguez ORIGINAL — COMPANY
Gregorio Aguirre COPY — EMPLOYEE

Gregorio Aguirre and five other workers in his crew were fired from the Hansen Ranch April 30 for refusing to join the Teamsters. Note also that Aguirre was denied medical benefits.

In early April, three crews who work under Teamster contract in the Yuma Valley obtained a written agreement on five demands with the Englund Co. with the help of UFW organizer Caterino Torres in San Luis.

Angered at mistreatment by a particular foreman named Nikolai, the 150 workers elected a leadership committee and staged a strike after the local Teamster office refused to help them press their demands. Then the company went to Torres to seek his help in negotiating an agreement, which included the firing of the foreman.

When these crews arrived in Salinas several weeks later, they were told by Englund foremen to sign Teamster cards or be fired. At first, only 2 workers out of the entire 3 crews signed, but over the weekend the rest were forced to sign in order to receive their paychecks.

That same weekend, the strongest Chavistas were laid off and told there wasn't enough work. By Monday, however, they

had been replaced by new workers recruited in Arizona.

Companies on defensive

Now, in Salinas, the companies are preparing to fight the strike they know is coming. Garcia pointed out that the Teamster companies no longer use the local farm labor office (called "the corral" by the worker) as a pick up point. Rather they have devised a method of picking up workers in twos and threes on street corners, vacant lots, and so forth.

Only InterHarvest, with its UFW contract, uses "El Corralon." "The other growers don't want their workers coming into contact with us," suggested Garcia. "They know what happened in Calexico—we shut them down because we could talk to all the workers in one place."

In a similar fashion, many companies such as Englund are not using their labor camps this year. They have dispersed their workers into boarding houses, keeping them in small groups and making it easier to evict them should they go on strike.

Lamont



Striker Theresa Perez, (back to camera), discusses UFW benefits with strikebreaking worker at Roberts Farms.

Huelguistas report on San Joaquin strikes

On May 1, the first day of picketing in the Selma area, picket captain Juan Salazar was arrested and jailed for ten days in what witnesses described as one of the most unprovoked, brutal police attacks on a UFW strike line in recent memory. (See photo on page one.)

Salazar had just started to test loud-speaker equipment on the picket line when Tulare County Deputy Sheriff Durham rushed at him, grabbed him by the throat, and kned him in the groin, picketer Elio Salvidar told El Malcriado. Following the arrest, 50 farm workers picketed the Tulare County Jail to protest the brutality.

Salazar was held for ten days while UFW attorneys tried unsuccessfully to obtain his release on his own promise to return for trial. Finally, bail of \$2500 was paid.

Tulare County Superior Court Judge Frederick Jacobus, who denied Salazar's appeal on the question, is a former attorney who represented the Agricultural Workers Right to Work Committee in an attempt to throw out the newly signed UFW contracts in Delano in 1970.

During last year's strike in the Selma area, more than 1000 strikers were arrested. Salazar was among a group of nine strikers arrested July 21, 1973, who later charged they had been forced to run a gauntlet in Fresno County Jail while being beaten by sheriff's deputies.

Picketing is now under way in the fruit trees and grapes of the Fresno-Selma area. The groundwork for the strike this year was laid by a recent series of UFW marches and rallies in the small farm worker towns of Sanger, Parlier, Reedley, Dinuba, Orange Cove, and Selma.

Arvin and Lamont

Meanwhile, in Arvin and Lamont, the strike was bolstered by a spirited May 6 evening March through Arvin (photo above right). The march began with 200 people but when it reached the city park for a rally with Cesar Chavez

there were 800 people marching and chanting, "Chavez, si! Teamsters, no!"

The farm workers were joined in the march by nearly 50 members of the National Farm Workers Migrant Ministry who came to Arvin to express their support for the strikes and UFW boycotts.

The strikers charge many of the workers being used to break the strike are illegals, workers brought from Mexico without proper immigration papers.

On April 23 a young man walked out of a Roberts Farms plum orchard and explained to the strikers that he had paid \$250 to a smuggler to get to Lamont.

He gave the strikers the stub from his last paycheck which is shown on the right. He earned \$116.15 for the week's work, until the Teamsters deducted a \$15 initiation fee and \$8 monthly dues. The company also deducted \$29.33 for room and board in the labor camp.

His net pay for the week was \$55.87 or \$1.10 an hour.

Delano

Picketing began May 8 in Delano and a crew of eight Roberts Farms workers walked out of the first field visited by the strikers. The strikers took their accordion and guitar to a second Roberts' field (photo at right) where the workers in the vines watched and laughed while the picketers danced to the music at the edge of the field.

This crew was being required to perform four separate jobs at once -- tying the vines, hoeing, suckering and thinning.

On May 13, the first food caravan of the summer arrived from Utah in Delano (photo at bottom right) as representatives of the Utah Volunteer Support Committee for the UFW brought \$500 and more than 1700 pounds of food for the strikers.

The money and food had been raised in a campaign that began March 1 when Utah Governor Calvin Rampton declared the month to be Farm Worker Awareness Month. Dale Dodge of the Utah Committee gave special credit to local labor unions for the success of the drive.

Arvin



Farm workers join with Migrant Ministry members to tour Arvin on May 6 urging workers to fight Teamster raids on UFW.

TYPE	QUANTITY	RATE	TYPE	QUANTITY	RATE	TYPE	QUANTITY	RATE	EARNINGS		
3	5050	2.30							116.15		
SOC. SEC. NO.		FROM		TO		OTHER EARNINGS AMOUNT		GROSS PAY			
547-25-7555		04/08/74		04/14/74				116.15			
MISCELLANEOUS DEDUCTIONS											
DESCRIPTION		AMOUNT		DESCRIPTION		AMOUNT		FED. W/H	F.I.C.A.	S.D.I.	NET PAY
INIT FEES		15.00		RCCM/PC		2.00			6.75	1.10	55.87
PCCM/BC		1.33		UNION DUE		8.00					
				FED. W/H		F.I.C.A.		S.D.I.		GROSS PAY	
						14.53		2.45		246.40	

PLEASE DETACH AND RETAIN FOR YOUR TAX RECORDS

REFUGIO MEDRANO

ROBERTS' FARMS, INC.
ROUTE 1, BOX 600
McFARLAND, CA. 93250

Check stub from Roberts Farms shows how young illegal alien lost more than half his pay to Teamster and company deductions.

Delano



Strikers urge Roberts Farms workers to take their time with the work.



Utah Support Committee volunteers Dale Dodge, left, and Harry Baker, right, help organizer Guadalupe Murguía unload food for Delano strikers.

Contracts compared:

UFW-Almaden vs. Teamster-Gallo

The United Farm Workers of America AFL-CIO met to re-negotiate the third Union contract with E & J Gallo Winery on March 22, 1973. At this meeting the Union proposed that the existing contract be extended until such time that an agreement was reached or negotiations were broken by either side. Although this is customary procedure, the Company refused to extend the Agreement, but did agree to continue negotiating in good faith.

On April 18, 1973 when the contract expired the Company advised their supervisory personnel to keep all United Farm Worker staff out of the Company's property. This order was immediately carried out against United Farm Workers representatives, and at the same time the company ignored the fact that the Teamster organizers were entering their properties.

From the beginning of the negotiations the Union demanded elections (see Fresno Bee May 21, 1973), but E & J Gallo would not agree. On May 21, 1973, Gallo wired a telegram to Cesar Chavez, "You misunderstood our previous communication. The Teamsters do not represent our workers. We can continue negotiation at anytime."

Negotiations continued until June 20, 1973, during all this time the Teamsters kept trying to get to the workers with the company's blessings. The company by now was convinced that the Teamsters were getting no where and decided to break off negotiations.

The Company negotiator gave the Union an ultimatum. The Company would stop negotiations until such time that the Union agreed to three Company proposals.

- (1) Thirty day probationary period (during which workers could be fired without Union protection.
- (2) Do away with the hiring hall.
- (3) Weaken seniority clause to a point where it would be almost useless.

Before the Union had time to discuss the Company's demands, Gallo advised the press that the Teamsters represented the workers.

That same night the Gallo workers met and voted to strike. From a total of 150 workers, 130 walked out, and started picketing with the UFW black eagle flags.

On July 10, 1973 while the workers were picketing his vineyards Gallo and the Teamsters met and signed their sweetheart agreement.

The following is a comparison of the United Farm Workers-Almaden Vineyards contract and the Teamsters-E & J Gallo Winery contract.

UFW-Almaden

Teamster-Gallo

equipment, machinery methods or processes and to change or discontinue existing equipment, machinery, methods or processes.

Mechanization - Addendum

Harvesting machines will not be used as long as Union can provide the harvest personnel.

A joint Health & Safety Committee should be established consisting of 3 employees representatives selected by Union and 3 company representatives selected by the employer.

Health & Safety - Page 7

Besides the establishment of a joint Health & Safety Committee, the UFW contract bans the use by the employer of economic poisons dangerous to human life, water, soil and vegetation.

Employer shall provide protective garments, tools and equipment necessary to safeguard the health of, or to prevent injury to an employee's person.

The employer should also furnish pruning shears, safety glasses, gloves and over-shoes where required to perform the work.

No employee will be required to enter a field that has been treated with insecticide or herbicide sooner than the time interval after such treatment which has been recommended by the Health & Safety Committee.

There shall be adequate toilet facilities, separate for men and women. One for every 35 employees.

Workers shall be provided with suitable, cool, potable drinking water. Individual paper drinking cups should be provided.

The company may establish and make known work rules and safety rules which may carry penalties.

Health & Safety - Page 6

The employer agrees to abide and comply with all applicable federal state laws, rules and regulations. Employer agrees to meet with Union to discuss any alleged violations.

Nothing.

Workers must pay for these items.

Nothing.

Nothing.

Nothing.

Rest Periods - Page 16

Rest periods shall be provided at rate of 10 minutes per 4 hours of work. No rest periods for work shifts of less than 3 1/2 hours.

Nothing.

Nothing.

Nothing.

Employer does not have to notify any Union official when work is going to begin nor who it plans to hire to do the work.

See "Subcontracting".

Nothing. Company is free to hire new workers to fill job vacancies.

Seniority - Page 6

Employer is responsible for seniority. Not required to furnish seniority list to anyone.

Reduction in work force shall be based upon dates of hire with the employee last hired

(continued on page 8)

United Farm Workers of America Almaden Vineyards

Teamsters E. & J. Gallo Winery

Recognition - page 1

The collective bargaining agreement covers all agricultural employees employed on all agricultural fields owned, leased or rented by the employer.

During the UFW & Gallo negotiations the company was opposed to granting coverage to all of its agricultural employees.

Union Security - Page 5

Under this section UFW members have to pay initiation fees when required by Union. In the 14-year history of the United Farm Workers of America, no members has paid initiation fees.

Management Rights - Page 1

The employer retains any and all rights and prerogatives of Management it had prior to the signing of the contract, except as specifically and expressly limited or modified by provision of the Agreement.

Under the UFW agreement the workers have job security. The employer cannot subcontract to the detriment of the workers.

See "Subcontracting"

See "Hiring"

See "Discharge"

Coverage - Page 1

The collective bargaining agreement covers all field agricultural employees employed by the Employer in its grapes and apples.

The above limits Union coverage to include only grape and apple crops employees. Any other Gallo agricultural employee is excluded from Union contract coverage.

Union Security - Page 2

The Teamsters only exempt the Gallo workers from payment of initiation fees for the first 12 months of the 4 years agreement.

Management Rights - Page 4

First paragraph is same language as in UFW Almaden contract. It then continues on to give the Employer the following rights:

The right to hire, to determine the number of workers, including the number of workers assigned to a task or particular operation; the means and accomplishment of any work, including subcontracting; to direct, to assign work, to supervise all of the workers; to promote and demote, to lay off for lack of work, to suspend, discharge or otherwise discipline for just cause; the right to decide the nature of equipment, machinery methods or processes used, to introduce new

Contracts compared:

UFW-Almaden vs. Teamster-Gallo

(continued from page 7)

UFW-Almaden

tions, lay off and recalls from layoffs, preference will be given to workers with the greatest union seniority.

Wherever a vacancy occurs in a job classification with higher rate than general labor, such vacancy shall be posted on the company bulletin boards. The posting shall be made at least 5 days before the vacancy is permanently filled. Employees with seniority desiring consideration for higher rated job will so indicate by signing the posting. The senior employee shall be selected for the vacancy.

Maintenance of Standards — Page 1

The employer agrees that all conditions of employment relating to wages, hours of work and general working conditions shall be maintained at no less than the highest standards in effect at the locations covered by this agreement at the time of the signing of this agreement and conditions of employment shall be improved wherever specific provisions for improvement are made elsewhere in this agreement.

The above covers all conditions as spelled out.

Camp Housing — Page 9

Housing on the employer's premises shall continue on a non-discriminatory basis and without favoritism; the factors of race, color, creed, religion or national origin shall not be considered in the assignment of housing.

Discrimination — Page 2

Neither party will discriminate against any employee on the basis of race, creed, color,

Teamster-Gallo

to be first laid off; upon recall, the last employee laid off will be the first recalled; provided, however, the company shall have the right to determine any employee's ability to do the work directed by the company in determining any employees to be laid off and recalled.

The underlined above nullifies workers' seniority rights for layoffs or recalls.

Nothing.

The following shows how the Teamster-Gallo contract takes away any job security from seasonal workers, under their Seniority section.

Page 6— In the event any employee works for the company at least 30 days/within the preceeding 90 calendar days, he shall acquire seniority.

The above mentioned 30 days is called probationary period.

Page 7— It is understood that an employee terminated during his probationary period shall have no recourse to the grievance procedure.

This means employees can be fired within the first 30 days for wearing a UFW button or whatever the company's reason might be.

Page 7— Seniority and the employment relationship shall be broken for any one of the following reasons.

Page — #6 When the employee is laid off for a period of 6 months or for a period of time equal to his seniority, whichever is shorter.

The above means that for all practical purposes seasonal employees cannot have seniority or job security from season to season.

Maintenance of Standards — Page 14

The sum of wages and benefits (excluding housing which is covered in the following paragraph) that the employees are presently receiving at the time of execution of this agreement shall not be reduced. This agreement at a minimum would provide increased benefits for all employees.

The above is restricted to wages and benefits and does not cover working conditions.

Regular full-time employees on the payroll of the company who were occupying housing as of September 21, 1967 shall continue to be provided with housing for the duration of this agreement. Housing for new regular full-time employees since the foregoing date shall be provided and continued solely at the discretion of the company.

Discrimination — Page 2

There shall be no discrimination in hiring or in conditions of employment based upon

UFW-Almaden

sex, religion, national origin, age or political beliefs.

Application of Agreement — Page 2

This agreement shall be binding upon the parties hereto, their successors and assigns.

New Job Classification — Page 3

The employer shall notify the Union of its intended action in writing prior to installing a new job classification and new rate.

If Union does not agree with the new rate, the dispute can go to arbitration.

Subcontracting — Page 3

The employer should not subcontract to the detriment of the Union or bargaining unit workers by subcontracting work which in the past has been customarily and normally performed by employees of the employer.

Discharge — Page 10

The employer shall have the sole right to discipline and discharge employees for just cause provided that in the exercise of this right it will not act in violation of the terms of this agreement.

Individual performance in relation to a piece rate or incentive plan shall not be conclusive evidence for the purpose of disciplining or discharging an employee. This provision shall not, however, constitute any limitation on any of the employer's rights to discipline or discharge for unsatisfactory work performance.

No Strike or Lockout — Page 4

There shall be no strike or boycott of any kind against the employer or its products during the term of this agreement.

Picket Lines — Page 4

Refusal to cross a legitimate and bona fide

Teamster-Gallo

race, religion, color, age, sex, creed, or national origin.

Why was no discrimination based on political belief left out?

Nothing.
Gallo can get rid of Union anytime he wants to by just selling or transferring his vineyards, to any other legal entity including one in which the family may have complete controlling interest.

Nothing.

Gallo can establish a new job and set any wage rate he want, and the agreement does not provide the Union(workers) with any recourse.

Subcontracting — Page 15

The parties understand and agree that subcontracting by the company is necessary and proper.

Company can subcontract all of its work out to a contractor, and leave the workers out in the cold.

Discharge — Page 12

The company shall have the sole right to discipline or discharge employees for just cause provided that in the exercise of this right it will not act in violation of the terms of this agreement.

As used herein, "just cause" includes among others, but is not limited to, drinking on the job, drunkenness on the job, theft of company property, negligence and/or deliberate destruction of company property or equipment; violence or threat of violence or intimidation; possession, use or under the influence of illegal narcotics or dangerous drugs on company premises falsifying any company records; chronic absenteeism and tardiness; walking off the job without permission of a supervisor; refusal to comply with working instructions; soliciting other employees to violate rules, regulations or work instructions; instigating, participating in or giving leadership to any activity prohibited under Section 7 (No strike clause).

No Strike, No Lockout — Page 5

The Union agrees that there shall be no strikes, slowdowns job or economic action, or other interference with conduct of the company's business during the term of this agreement.

Who determines what is a "slow down"? What does "other interference" mean? Neither the Teamsters nor Gallo can give a complete definition, yet under the Discharge clause workers can get fired for any violation under this Section.

Nothing.
No other Union would want their members

(continued on page 9)

Contracts compared:

UFW-Almaden vs. Teamster-Gallo

(continued from page 8)

UFW-Almaden

picket line as defined in this Section shall not be deemed a violation of this agreement.

No employee under this agreement shall be required to perform work that normally would have been done by employees of another company that is engaged in a strike.

Credit Union Withholding — Page 11

Upon proper written employee authorization, deductions as provided in such authorization shall be made by the employer for the Farm Workers Credit Union.

A great number of Almaden workers have learned to save and have saving accounts with the Credit Union.

Hours — Page 11

An additional 25¢ per hour over the regular hourly rate for all hours worked in excess of 9 hours per day, Monday through Saturday.

All hours worked on Sunday shall be paid at the rate of time and one half.

Each farm worker shall be entitled to 1 full day (24 hours) off without pay each payroll week.

Reporting and Standby Time — Page 12

An employee who is required to report for work and does report and is furnished no work or less than 4 hours of work for reasons other than an act of God, shall be paid at least 4 hours for that day at the employees' hourly rate of pay.

Under the above clause worker receive pay when work is not provided.

Records and Pay Periods — Page 12

The Union shall have the right to examine time sheets, work production or other records that pertain to employees' compensation, in case of a dispute in pay.

Grievance Procedure — Page 14

Failure to file the grievance within 30 days from the date that such grievance came to the notice of the moving party shall constitute a waiver of said grievance, provided, however, that a grievance on discharge shall be filed within 5 days from the date that it comes to the attention of the Union, and failure to file such a grievance within 5 days shall constitute a waiver thereof.

Because farm workers are new in the labor movement many don't understand all of the benefits under a collective bargaining agreement, and the above provides the time necessary to file a grievance.

Procedure calls for 3 steps before submitting grievance to arbitration without time limits.

A grievance committee of 5 employees shall be established by the Union which may participate at any steps of the grievance.

Teamster-Gallo

to cross a picket line, nor would they want them to scab on a striking union worker.

Workers under Gallo-Teamster contract can get fired if they refuse to cross a picket line or refuse to scab.

Nothing.

Hours of Work — Page 15

An additional 25¢ per hour over the regular hourly rate for all hours worked in excess of 9 hours Monday through Saturday, and for all hours worked on Sundays.

Due to the critical nature of agriculture, the parties agree there is no limitation on the daily or weekly hours, employees are required to work by the company.

Call Time Provision — Page 15

All employees who are required to report to work and no work is provided shall be paid a minimum of 2 hours for each call at the hourly guaranteed rate and a minimum of 4 hours as herein provided for each call if required to start work. This call time provision shall not apply where work covered by this agreement is delayed or cannot be carried out because of rain, frost, drop in allowable sugar content, government condemnation of crop, machinery breakdown, or other causes beyond the control of the company.

Under this clause it's almost impossible to receive pay when work is not provided.

Nothing.

Grievance and Arbitration Procedure — Page 9

Grievance must be presented to the company's supervisor in writing or by the company to the Union in writing within 15 days from the occurrence or they shall be deemed waived. Grievances on discharge shall be filed within 5 days from the date of discharge and failure to file within 5 days shall constitute a waiver thereof.

With the above language if a worker finds out he had a legitimate grievance 15 days after its occurrence he cannot do anything about it.

Procedure calls for 4 steps before submitting grievance to arbitration with 9 time limits that must be followed, and if not processed within the specified time limits the grievances are considered waived.

Nothing.

Fringe Benefits

United Farm Workers of America

Almaden Vineyards

Jury Pay — Page 9

Employee receives the difference in pay between his jury pay and his regular earning up to 9 hours per day.

Leave of Absence for Funerals — Page 10

All Employees receive 3 day leave of absence with pay.

Holidays — Page 13

All employees can receive 6 paid holidays a year.

All workers can be eligible for holiday pay.

In event employee works on holiday he shall be paid time and one-half in addition to his holiday pay.

Vacations — Page 12

Each year employees shall be eligible for a vacation, with pay, provided said employees must have worked 1000 hours in the prior calendar year.

The 1000 hour eligibility makes many more workers eligible for vacation.

An employee with 1 year of service qualifies for 2% vacation pay and 1 week of vacation.

An employee with 2 or more years of service qualifies for 4% vacation pay and 2 weeks of vacation.

An employee with 10 or more years of service qualifies for 6% vacation pay and 3 weeks of vacation.

Medical Plan — Page 14

The Robert F. Kennedy Farm Workers Medical Plan is administered 100% by the plan's staff, including the payment of benefits. This means that instead of giving an insurance company a good percentage of the plan's money for administration, the money goes into better benefits for the workers.

A Kern County medical institution records show that Robert F. Kennedy Medical Plan paid for 80% of the medical costs involved.

Under the UFW plan it's possible for a family, (father, wife and son, 18 years and under), of 3 working under a Union contract to accumulate eligibility for 9 month benefits for the entire family by working 5 weeks.

Martin Luther King Farm Workers Fund Page 17

Employer contributes 5¢ per hour for each hour worked by all Employees covered by Agreement.

Teamsters

E. & J. Gallo Winery

Jury Pay — Page 18

Same benefit

Funeral Pay — Page 18

Same, except it only applies to Company's regular full-time employees.

Holidays — Page 19

Employees on seniority list can receive 5 paid holidays a year.

Not all workers can be eligible for holiday pay.

For work performed on holidays employees shall be paid their regular rate of pay for all hours worked in addition to his holiday pay.

Vacations — Page 20

The Company will grant vacation with pay to all regular full-time employees who have worked 1500 hours in 12 month period.

Even though a worker works 1500 hours in a 12 month period he is not eligible if he is not a full-time employee.

Same

Same

An employee with 15 or more years of service qualifies for 6% vacation pay and 3 weeks of vacation.

Medical Plan — Page 21

The plan provides that the families receive the same benefits as the Western Grower Assurance Trust Plan 10. The above mentioned plan is an insurance company. (Pan-American Underwriters) group insurance which is the one used by the Western Growers Association. Most workers are covered by the above.

The same medical institution's records show that the private insurance companies that cover the Teamster workers only covers 50% of the medical costs involved.

Under this plan an employee must work 80 hours in the preceding month to be eligible for one month's benefit. Under this plan the family cannot combine the hours for eligibility.

Nothing.

(continued on page 10)

Contracts compared:

UFW-Almaden vs. Teamster-Gallo

(continued from page 9)

UFW-Almaden

This is a non-profit corporation that has provided funds for setting up the day care centers, health care, health services, service centers and education center for farm workers. It is also responsible for the 64-unit farm workers' retirement village almost completed in Delano.

Juan de la Cruz Farm Workers Pension Fund - Page 17

This fund is new and is being organized to be administered similarly to the medical plan, where the workers will benefit from the funds (workers will administer the plan) and not the insurance companies.

Citizenship Participation Day - Page 16

All workers get an 8 hour Sunday (usually a non-work day) paid holiday which they donate to Union's Citizenship Participation Committee to be used for political education.

Grape Picking Piece Rates

It's hard to compare rates with so many different varieties of grapes, but sliding scale rates are about the same with the exception that the tractor driver for each gondola crews, partly for safety purposes, just drives, does not pick, and gets paid the regular tractor driver's hourly wage rate. This means one less worker to divide the daily wages and means more money per worker.

Teamster-Gallo

Pension Fund - Page 22

Fund is also new and has no history. But we do know that it's Teamster policy to have an insurance company administer their benefit programs, thus making the insurance company richer and giving less to the workers.

Example: The Western Conference of Teamsters existing Pension Plan (farm workers are not included under this plan) is administered by Prudential.

Nothing.

Grape Picking Piece Rates

In the Gallo operation the tractor drivers drive a short distance jumps off the tractor, runs and picks a pan of grapes, runs back and jumps on the tractor, drives another short distance and repeats procedure all day long. He is included with the gondola picking crew and get paid from the crew's picking wages.

UFW-Almaden

Harvest Procedure

Agreed to procedure on how to arrive at rate per ton according to yield per acre, per block.

Union representative gets a daily copy of all pounds of grapes, hours picked per gondola for entire field crew.

Hourly Wage Rates

General Labor	\$2.85
Staking & Stapling	2.90
Pruning-hand	3.15
Pruning-mechanical	3.25
Irrigator	3.05
Bird Control	3.05
Equipment Operator (Tractor Driver)	3.45
Crew Leader	3.45
Frost Protection	3.45
Mechanic & Serviceman	3.65
Equipment Maintenance Man	3.65
Truck Driver	3.65
Building	
Maintenance Man "A"	3.85
Maintenance Man "B"	3.45

Unemployment Insurance

Union and workers negotiating contract believe that for the benefit derived out of Unemployment Insurance compared with the money contributed, it was not worth fighting for, and not worth giving up other benefits that were negotiated.

Since very few agricultural employers are covered by Unemployment Insurance very few farm workers would ever accrue the necessary amount in wages for a quarter to qualify.

It is also a fact that the California State Legislature in the past 2 years has passed legislation covering farm workers under the law, only to have Governor Reagan veto the bills both times.

We are sure that in 1975 Unemployment Insurance covering farm workers will become the state law. Governor Reagan will not be around to veto it again.

Teamster-Gallo

Nothing.
Without some procedure to follow workers don't have a way of knowing the tons per acre to a field, thus accepting whatever rate the company gives them.

Hourly Wage Rates

Field Worker	\$2.76
Pruners - (includes grape vines and trees.)	2.81
Irrigator	2.81
Tractor Driver-special	3.34
Tractor Driver-regular	3.16
Foreman (working)	3.34
Serviceman	3.22
Equipment Repairman	3.22
Shop Mechanic	3.57
Grafting & Budding	3.34

Unemployment Insurance - Page 23

Company agreed to bring all covered employees under the State Employment Insurance Act.

Victory

(cont'd. from page 1)

Almaden worker Carlos Ruiz explained, "We began to ask them why didn't Masuka just raise their wages instead of using the money to pay security guards. Then some began to come out, and then all 65 of them came out, with us applauding and embracing them as they left to take up our flag!"

By the next day, Masuka gave up. He asked the company to sign with the UFW, but instead American Foods sold the crop to Pik'd Rite, which had already contracted to ship them to market. Because of the "Successor Clause" in the UFW-Pik'd Rite contract, all the strikers were automatically brought into the Union they had fought for.

"As soon as workers elsewhere in the valley find out we won this contract here in Watsonville," predicted Roberto Garcia, "a contract that is paying higher than anywhere else, people are going to start making their own demands, start organizing like the workers at American did."

"I think the workers are ready for a big strike. All it will take is a little push, and the growers are doing the pushing."

"The day we won the Watsonville strike."



Committee members who pledge to continue the fight for better working and living conditions with UFW organizer Robert Garcia (left) are (from left to right): Yolanda Prado; Armando Rosales, president; Manuel Zamora, Gilberto Fernandez; Antonio Alvarez; and Filiberto Escobar, as well as two unidentified crew workers.

"One benefit of our new contract is that we who are working here had the opportunity to choose the foreman that we wanted, and we could never do that before. Before we had to accept the foreman that the company put over us, like it or not. Now, since it is our decision, we know that he will not drive us so hard, will be a responsible person, and since he has worked alongside us he knows what it is to be tired."

Yolanda Prado

Farm labor vehicles fail CHP inspections

Mendota, Ca. — The California Highway Patrol reports that the 45 farm labor vehicles inspected during a recent safety campaign do not comply with state safety regulations.

The 45 buses and trucks were the only farm labor vehicles out of an estimated 500 in the San Joaquin Valley which appeared at a series of voluntary inspections conducted by the CHP in April and May as part of an effort to improve transportation safety for farm workers.

(Inspection of these vehicles is not required by law, a fact that the head of the CHP Motor Carrier Safety Division recently attributed to the political power of large growers.)

Over 150 growers and labor contractors, who own buses and trucks in the Valley were notified of the inspections and were told that no citations would be issued for safety violations, according to Lt. Hanna, Commander of the CHP Zone 4 which includes the San Joaquin Valley.

Blythe massacre cited

CHP officials and mechanics alike at several of the inspections listed the furor caused by the Blythe labor contractor bus massacre of January 15 as the major impetus behind the inspection campaign.

Although the CHP maintain that mechanical defects in the bus did not cause the crash which killed 19 lettuce workers, the massacre brought national attention to the poor condition of farm labor vehicles.

According to Lt. Hanna, however, the Blythe massacre was not the only factor in initiating

the campaign. "In general we have seen a lot of mechanical problems with these vehicles," he told El Malcriado, "We have had a number of mechanically caused accidents and we want the buses to be in good shape before the season starts.

"We do wish, though, that we could get better cooperation from the people who own them," he said. "The workers are almost at the mercy of the people who transport them."

'Worn-out' trucks

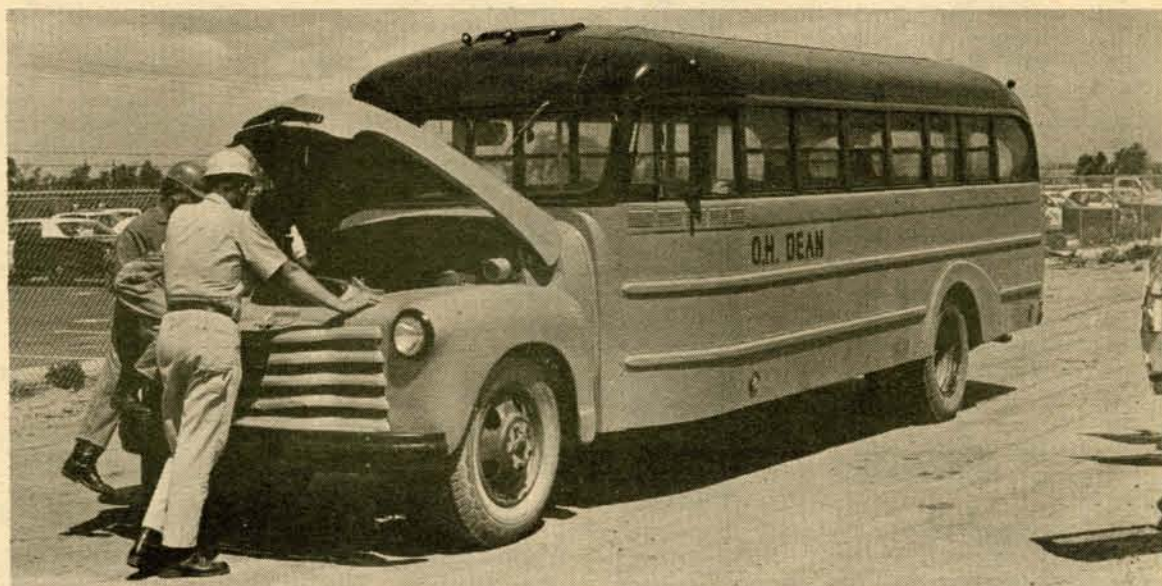
At the inspection in Mendota on April 25, seven buses and two trucks failed to pass the inspections.

"You know," said a young CHP mechanic, "Cesar Chavez is really pushing hard to have these things inspected annually. I'd like to see it, myself. These buses are a priority now — after an accident they always go hard on it."

The two trucks at Mendota belonged to Levy & Zentner, a local melon company. There were actually flatbed trucks with specially-built wooden enclosures fitted over the bed with benches installed inside.

The first truck failed to meet the requirement for window size, and the door opening in the rear and the aisles between the benches were too narrow. Also, the fire extinguisher and the first aid kit were inadequate. There was no heater, defroster, or fan in the driver's cab or the passenger compartment. The brakes needed adjustment, and a loose king pin made the front wheel wobble.

In the second truck, the emergency exits were not labelled cor-



Forty-five San Joaquin Valley farm labor vehicles such as this bus being inspected by Bakersfield CHP officials failed to meet state safety standards this spring.

rectly, the windows again were not the right size, and the rear entrances were not properly guarded. The master brake cylinder was almost inoperative, the exhaust system did not have a proper outlet, the tail lights were dim and one brake light didn't work, and only one windshield wiper worked.

"Like everything else on the farm it's worn out," said one of the drivers.

The CHP inspectors measured the seats in the trucks and determined the proper capacity for one truck, to be 52; for the other, 65.

The other driver laughed. "Sometimes we used to put 80 in this one," he said, "and 90 in the other one when we had to. They ought to get new ones, but you know. . ." He shrugged.

In Visalia, acting CHP post commander Lt. M.G. Russell was annoyed at the turnout in his area on April 16. "We spent sixteen man hours to inspect two labor contractor trucks," he told El Malcriado, "to say nothing of the effort to publicize it."

In Bakersfield 14 vehicles failed to pass inspection April 18, including three buses from Roberts Farms. Most of the vehicles at this inspection, however, were pick-up trucks with camper tops. These, according to Harold Hayes, head of the CHP's Motor Carrier Safety Division for Zone 4, are built in such a way that they cannot possibly pass the inspection on such matters as seating room and exits.

Two buses at the Bakersfield inspection belonged to contractor Oscar Dean. Following the in-

spection, the second bus had to push the first one in order to start it.

Only one previous voluntary inspection campaign has been conducted in the San Joaquin Valley, according to Hayes and other CHP officials, in the spring of 1969.

"I'll be honest with you, it was a disaster," said Gabriel Contreras, now head of the CHP's Motor Carrier Safety Division for the state. At that time, he was commander of Zone 4. "It was a big project, and we put a lot of effort into publicizing and organizing it. But it was pretty disappointing because no one showed up."

Afterwards, Contreras said, he sent a letter to the Commissioner of the CHP recommending against future voluntary inspections because they were a waste of time. The types of inspections bring "very poor results," the letter concluded.

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Report on Cesar's Florida speaking tour

In late April UFW president Cesar Chavez traveled to Florida, eastern Pennsylvania, and Los Angeles. The following is the account of a staff member who accompanied Chavez.

We left La Paz at 6 a.m. on the 24th of April and ended up in Gainesville, Florida for the night, where we stayed with Sam and Lydia Trickey, who do tremendous work for us there.

The next morning Cesar met some press people and then had a big rally with about 3,000 students at the University of Florida there in Gainesville. They said they couldn't remember when there has been a bigger rally there.

The students were enthusiastic and wanted to know how they could help. Cesar told them about getting Gallo out of the student community. There were about 50 students who organized the whole thing and they really worked hard.

That afternoon we had a reception with about 80 people at the home of our good friends, Glenn and Joann Dixon. Six or eight of the people there wanted to join the struggle full-time.

Then we flew really fast over Tallahassee and there Cesar had a friendly meeting with Governor Askew and his family and talked with him about the problems that farm workers face. He was very receptive to what Cesar had to say.

Then we met with a group of legislators and their aides. One of them said the Farm Bureau was keeping tabs on who met with us. That night Cesar had a tremendous rally in Tallahassee at the First Presbyterian Church with about 600 people.

Gallo distributor escapes

After that we went to a reception with about 100 people at the house of Jim and Lillian Shaw, where there was a Gallo distributor talking against the boycott, but he escaped before we had a chance to talk to him.

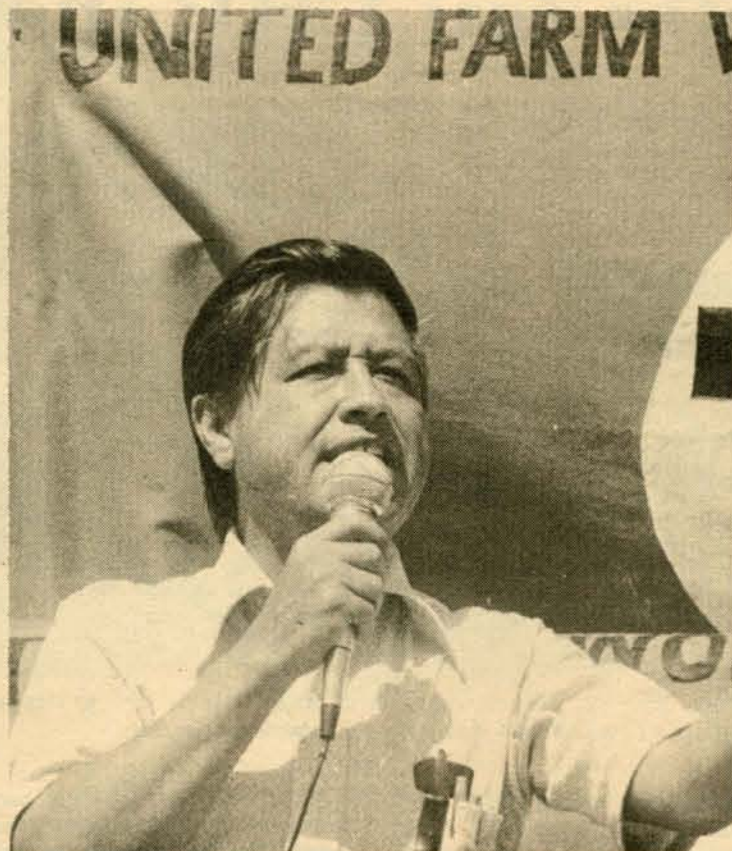
The next morning on the 26th we flew to Jacksonville where we had an ecumenical brunch arranged by Rev. Gene Parks at the Snyder Methodist Church, followed by a labor lunch with our good friend Jim Deaton of the Transit Workers Union. He is president of the Central Labor Council there. They spoke to the press, then we left for Tampa, where we had a rally at the University of South Florida.

Those 2500 students and community people were one of the most spontaneous and exciting crowds we've ever seen. The committee there was just fantastic.

Then in St. Petersburg across the bay we had a church service at St. Luke's Methodist where there was a lot of spirit and a good group of workers from the Transit Union who had just won a contract the day before with the help of some of our people on the picket line.

Farm worker rally

The next morning we went to Avon Park where the Union has



Cesar Chavez speaking to the Florida members of the United Farm Workers of America in Cenon Park April 27.

the Coca-Cola/Minute Maid contract. As we flew in we saw hundreds of Black and Chicano and Puerto Rican and white farm workers all gathered there with the flags and it was very exciting. We had a car caravan through town and then Cesar spoke to a rally with 500 workers.

The best thing that happened there besides the spirit of the workers was the Highlands Community Choir, a fantastic group of farm workers who sing on street corners every Sunday morning. When they started singing we knew it was going to be a great meeting.

The worker who ran the rally was Calvin Carter, one of the Coke workers, who was just like a preacher, telling the workers that they had to fight for the contracts for the California farm workers so the Union could get busy in Florida.

From there we went right to Miami where Cesar had a press conference with the Latin press; a lot of Cuban press people were there and they were friendly. Monsignor John McMahon read a statement from Archbishop Coleman Carroll in support of the boycott.

'Who's who in Florida'

That afternoon we had a reception at the house of our good friend Sandy D'Allemberte, and it was just amazing. Anybody who was anybody was there, and it was a sign of how far the boycott has come because six months ago we couldn't have brought all those people together.

We heard later that the Farm Bureau man in Tallahassee saw the list of sponsors and said, "Man, this is a list of who's who in Florida!"

The next morning we went to Pace Catholic High School and broke a fast with about 100 students and Father Frank O'Loughlin. Then Cesar met with a group of supporters from West Palm Beach, about 100 people who sup-

The next day we left for Philadelphia and that night we had a mass with Father Jim Ryan and the staff at the boycott house. The next day we started off with a huge clergy breakfast at the Amalgamated Clothing Workers Hall and all the heads of the churches and synagogues were there and I don't think the church support for the boycott could get any better.

Then we had a press conference with the Philadelphia Federation of Teachers and Charlie Ferguson of the Delaware County Central Labor Council. Ed Toohey of the Philadelphia Central Labor Council also spoke.

We had a good lunch after that with about 100 labor leaders, who really enjoyed meeting Cesar, and then a potluck dinner with a couple of hundred active supporters.

That night there was a rally with about 1200 people at the First Unitarian Church. There were people from all walks of life and you could really see how far the boycott has reached into different communities. Harry Boyer, the president of the Pennsylvania AFL-CIO gave us \$1000 and Wendell Young of the Retail Clerks Local #1357 expressed his full support for our struggle. Dorothy Steffins of the WILPF gave a good talk also, telling the people that this year's grapes taste like acid.

There were about 40 Puerto Rican farm workers in the crowd who wanted to meet with us and afterwards they told us how bad things are there with the piece-rate system, where sometimes they make \$2.50 for a ten-hour day. They help picket there on the boycott and they really wanted to help us in hopes that the Union will reach them someday.

On Wednesday May 1 we went out to the Lehigh Valley where there're a lot of steel workers and other workers who support us. We had a labor-clergy breakfast that people said brought together groups that had never been together before in that area.

Nancy Stinnett, Anna Hunt, John Brennan of the Retail Clerks, and Roger LaWarre of the United Church of Christ, who saw the beatings in Coachella last year, did a lot of work to organize the thing and they did a great job.

Then Cesar addressed a strong rally with about 700 people, mostly steelworkers, in Van Bittner Hall in Bethlehem. At lunch we had a Mexican meal with the local Chicano community, it was terrific. Then it was back to California.

Recruiting in Los Angeles

On Thursday the 2nd, we had a big recruitment rally at San Fernando Valley College and another one with 400 teachers from East Los Angeles and Watts at Wilson High School, to get people working with us in that area.

Afterwards, we had dinner at the boycott house with the staff and the Gallo workers who are there and some of the recruits who are going to be studying how to organize with Fred Ross.

After that we met with some of the clergy who are really helping us a lot with recruiting out at the University of Southern California.

The next day Cesar spoke to about 600 seminarians at Fuller Theological Seminary in Pasadena and then to 600 more students at Claremont College. That night we went down to La Habra for an exciting rally of about 800 people in a tiny little church. There were some farm workers there from a nearby nursery who are really working hard on the boycott.

At ten that night we went to the convention of the Western Synod of Lutherans, and it was really late and everyone was exhausted but they wanted to hear Cesar so he spoke about our optimism for the coming months.

After that we came home, really tired, but strengthened to have seen all the support that the farm workers have in so many different places.



Farm workers in Avon Park, Florida raise their hands to say they want to be Union members, or are already UFW members. Photo: B. J. Atchul.

Farm Worker Week rallies boycott support in churches



A march through a Chicano barrio in Chicago by 1000 determined UFW supporters highlighted National Farm Worker Week. Illinois State's Governor Walker proclaimed April 28-May 4 Farm Worker Week throughout the state.

Ruth Gilbert, NFWM president:

"I pray for the day..."

ARVIN, Ca.—"Brothers and sisters, I bring you greetings from the National Farm Worker Ministry," NFWM president Ruth Gilbert told 800 farm workers at an evening strike rally here May 6.

Speaking in behalf of more than 50 members of the Migrant Ministry who had participated in the march and hundreds more around the country, Ms. Gilbert said, "It is by the grace of God that workers like yourselves here in California, in Latin America, Africa, and even in Europe have realized that God has given us one good gift, our lives. And so we are taking the freedom to stop others from exploiting us. Viva la Huelga!"

Ms. Gilbert, an active leader of the United Methodist Women in New York, has worked with the Migrant Ministry for three years. "I grew up in Texas," she told El Malcriado after the rally, "without knowing that many people who had been born there were disenfranchised. We blacks were the newcomers, not them."

"And I had thought that the only people who were struggling were the black people, but when I had an opportunity to grow and become part of this movement to support the farm workers, I gladly took the chance."

"There's something that a lot of people don't realize, something I saw when I was in Florida, and I saw the farm workers who had

just come from meeting with the Coca-Cola officials about their contract. There were black people and white people and Chicanos among those workers."

"In some sections of the country, most of the migrant workers are black, they come from Arkansas and Florida. On Long Island most of the people picking potatoes are black."

"I think some of the people who have moved to the cities don't remember that there are thousands of our brothers and sisters still working on the farms in slave labor. As the struggle unfolds, I pray for the day when the farm workers will be able to organize the migrants in other parts of the country."



Ruth Gilbert, President of the National Farm Worker Ministry, greets farm workers during Arvin rally at the conclusion of National Farm Worker Week.

"People picked up on the idea and ran with it," said Rev. Wayne C. Hartmire in describing the success of National Farm Worker Week, April 28-May 4. "It went far beyond our expectations."

Designed as a national observance of the farm workers' struggle by religious groups and institutions, the week involved thousands of people in celebrations large and small, said Hartmire, director of the National Farm Worker Ministry (NFWM) which sponsored the program.

The major events of Farm Worker Week were planned well in advance, but Hartmire and other organizers say many churches, convents, schools, and individual clergy developed services on their own.

While Farm Worker Week support was strong across the nation, reports from Texas, New Jersey, and Ohio best illustrate the variety of the week's activities, says the Boycott Information Office at La Paz.

Texas

Hundreds of churches throughout the state held services focusing on the farm workers' struggle, reports Texas boycott director Bill Chandler.

The Catholic Bishops of Texas and the Texas Conference of Churches were among the strongest supporters of the activities, and many Southern Baptists churches were involved through the Christian Mission Office of the Texas Baptist Convention.

The Bishops of San Antonio, Houston, Austin, and Fort Worth sent pastoral letters and suggested liturgies for farm worker services to their churches, and the Episcopal and Presbyterian seminaries in Austin held a joint convocation at the outset of the week.

On May 1, Msgr. George Higgins, farm labor advisor to the National Conference of Catholic Bishops led an ecumenical service in San Antonio. The service was followed by a slide show about last summer's grape strike and a discussion in which San Antonio Bishop Harris urged support for the boycott of grapes and lettuce.

A "jamaica" or carnival at a Catholic church in Fort Worth raised about \$1300 for the UFW,

New Jersey

The New Jersey Committee to Support the Farm Workers held six ecumenical services in the

state, according to Sr. Kathy Hardy of the New Jersey NFWM. She estimated that forty churches participated.

Among the most active of a number of schools who held Farm Worker Week programs, she said, was St. Aloysius Academy, a high school in Jersey City. A speaker and a film there were followed the next day by a liturgy and a fast. The students donated the money they saved on not buying food to the UFW.

400 people attended a rally at the New Brunswick campus of Rutgers University. The main speakers were UFW Executive Board member Richard Chavez, New Jersey AFL-CIO vice-president Richard Lynch, Rev. Paul Stag, executive secretary of the New Jersey council of Churches, state Assemblyman John Simer, and representatives of the UAW, the IUE, and the Hospital Workers Local 1199.

After the rally, about 150 people picketed an East Brunswick supermarket.

More than 4,400 Farm Worker Week posters were distributed throughout the state, Sr. Kathy reported, some in library displays.

Ohio

UFW Executive Board member Eliseo Medina estimated that 1000 churches in Ohio participated in Farm Worker Week activities. He reported that the Ohio Council of Churches, the Ohio Catholic Conference, and "just about every council of churches" in the major cities in the state endorsed the week.

Each of Ohio's six Catholic bishops sent pastoral letters to his diocese. The letter to the diocese of Youngstown was read from the pulpit of every Catholic church in the city, and 75,000 copies of the Christopher News Notes issue on the boycott were distributed there alone. In Cleveland, 46,000 copies of the NFWM church bulletin insert were distributed.

Mayor Theodore Berry of Cincinnati and the Dayton City Council proclaimed Farm Worker Week in their respective cities.

Medina reports that many people are telling UFW volunteers, "I heard about the boycott in church."

Seattle

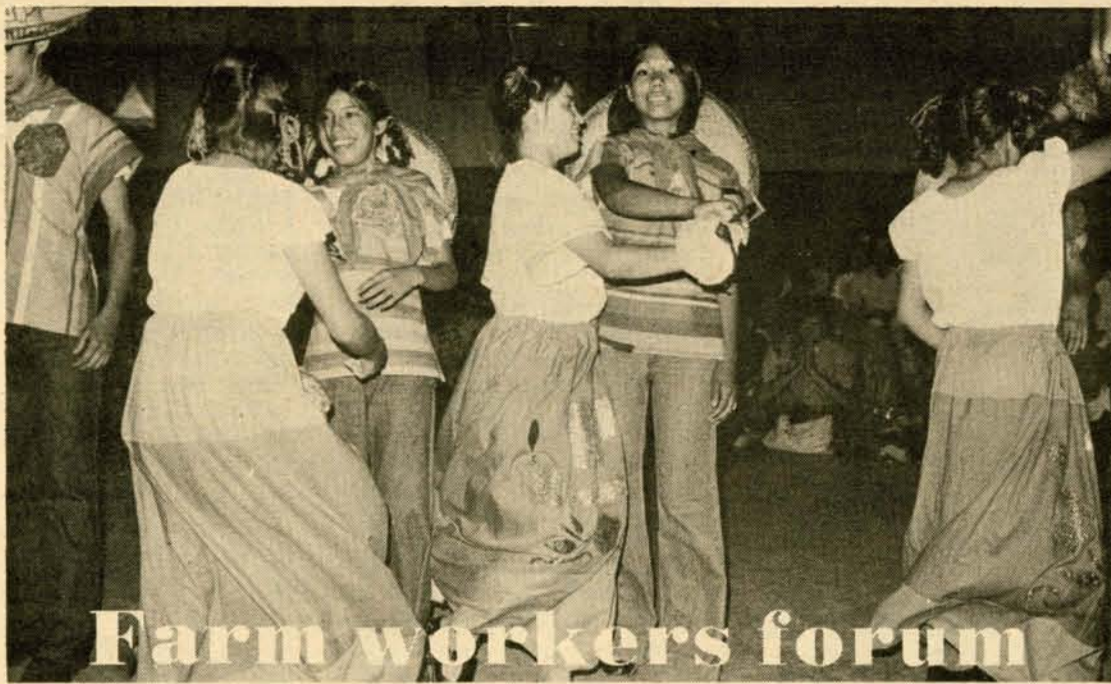
Primary boycott victory

SEATTLE, Wash.—The Seattle Division of Lucky's stores, with 16 supermarkets, agreed to stop selling scab grapes. The boycott victory, the first of its size since George Meany announced the AFL-CIO's endorsement of the grape and lettuce boycott, came during Farm Worker Week.

There were no picket lines outside the stores, but the UFW has received a great deal of publicity in Seattle recently, especially with organizing visits to the state

by UFW First Vice President Dolores Huerta, UFW Second Vice President Phillip Vera Cruz and the Rev. Wayne C. Hartmire, director of the National Farm Worker Ministry.

Also, Farm Worker Week in Seattle was endorsed by the Church Council of Greater Seattle, the Olympia Diocese of the Episcopal Church and the United Church of Christ. The Seattle boycott is directed by Dale Van Pelt.



Farm workers forum

Cinco de Mayo in Coachella with striker Celestino Chavez

"Sometimes I think that young people don't know how to hold on like the older ones like me. Here we are struggling, battling in the strike, but we will not let up until we win."

With these words, grey-haired Coachella striker Celestino Chavez recalled another chapter in history when poor farm workers fought against their oppressors.

"I have a book in my house of Don Benito Juarez, of when the French invaded and dominated Mexico. Juarez said that they had to rid themselves of that plague. 'But the Mexican troops were

full of doubts, because they knew the French at that time had the best army in all of Europe, with more arms and money.

"Then Benito Juarez showed them that power did not lie in force or money, but in the unity of the majority. We the Mexican people, said Don Benito, are greater in numbers and more united, because we fight for a cause, for our families and for our nation. Only together will we defeat the enemy.

"And that is how our General Ignacio Zaragoza put an end to the French domination on the 5th of

May, 1862, defeating the French at the forts of Loreto and Guadalupe on the outskirts of the city of Puebla.

"And that shows that in unity there is strength," Celestino Chavez concluded. "Just as a poor and scantily equipped army defeated the most powerful army in the world, we the campesinos are going to defeat the Teamsters with their millions of dollars.

"We are going to run them out of the fields, because we still have our dignity, and they have no pride at all."

"Niños campesinos" perform for the Cinco de Mayo Celebration in Delano, home of the first struggles of the National Farm Workers Association (now UFW). For the first time in recent memory farm workers held their own celebration, in opposition to the usual activities sponsored by the Delano Chamber of Commerce. Over 400 persons shared food and fun and called the day a great success.

International Worker Day

"There will be a time when our silence will be more powerful than the voices you strangle today."

These were the last words of August Spies, November 11, 1887, as the hangman's noose was tightened around his neck. He was going to be assassinated along with three of his class brothers by the ruling class of the U.S. for having helped organize workers in Chicago and the rest of the country in fighting for the 8 hour work day.

It was from this struggle that was born the expression of soli-

darity with the international working class. The First of May is one of the great contributions made by the working men and women of the U.S. to the struggles of workers in the entire world. It is not surprising that the growers and bosses here try to bury the First of May just as they buried hundreds of workers when it began.

E. Camacho
President
Centro Cultural
Delano, Ca.



Benito Juarez



César Chávez

woodcuts by Beto Rocha

Thanks - Tehachapi boycott

El Malcriado
UFW AFL-CIO
Box 62
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Dear Brothers and Sisters,

I am glad to report that I am healed up enough from my back problems to drop you a sincere note of thanks for your concern while I was down. I appreciate not only the thought, but the paper, which did much to keep me informed, I have been keeping tabs on the Tehachapi boycott from my

bed, and all seems to be going well. We shall keep the pressure on. It has been an honor for me to help the cause in this small way. I only hope that I will not fail you, and that the boycott will be a continued success. Keep up the good work. Viva la Causa.

Fraternally,
Phil Murry
Local 2332
Tehachapi Federation of Teachers
AFT AFL-CIO

Boycott from Netherland

Dear Sirs,

Today, at Findlay Market in Fairfield, Ohio we were given your handout asking for help. Even though we arrived only recently in the U.S.A. we knew about your struggle from articles in Vrij Nederland, a weekly we used

to read at home. At that time we could only sympathize, but now that we are here for a temporary stay we gladly use the opportunity to send a check to support your cause.

N. T. de Oude
Fairfield, Ohio

Margarita Muñoz. In Memorium



With deepest regret we inform our readers that one of our most devoted Union supporters and loyal distributors of El Malcriado in the Somerton, Yuma and San Luis, Arizona area passed away May 6. She was 47.

We will never forget Margarita Muñoz as she told her many friends of the story of our struggle and what they could do to help our Cause.

May she rest in peace!
Sincerely yours,

Ramon and Ernestina Chavez
N.F.W.S.C. Inc. Director
San Luis, Arizona

Corrido de la Causa

Written in Coachella
April 9, 1974

Cesar Chavez, you are hailed today throughout the entire nation, with the boycott and the strike you will be our own champion.

The cry of "Viva la Huelga" for the gringo is admiration, but for the grower it's a headache and a cause for consternation.

The weapons that you fight with are justice and with reason, like that illustrious Lincoln, cornerstone of our nation.

Strong blood of Mexican and Aztec run proudly through your veins, today you fight for the poor man, you'll tear apart his chains.

God lights the way and protects our advances and retreats,

we will end this human suffering, we won't accept defeats.

The victory will be ours in the boycott and the fields, the gringo will always remember that the farm worker never yields.

The author of these verses is a Union member to the letter. Viva la huelga y la Causa, to the boycott, all the better.
J.F. Ruiz
Jerecuaro, Guanajuato, Mexico



Farm Worker Alert

Disability for Strikers



● IF you work in California you are covered by disability insurance when you are hurt off-the-job, or become sick off-the-job.

● IF your doctor, chiropractor or dentist finds that you cannot work, and

● IF you earned, at least, \$300 during a 12-month base period, and

● IF you file a claim requesting these benefits not later than the 20th day after the 1st day for which benefits are payable.

STRIKERS ARE COVERED FOR ALL ACCIDENTS AND FOR THOSE ILLNESSES REQUIRING HOSPITALIZATION NOT ARISING OUT OF THE STRIKE.

In February of this year the Delano Campesino Center won 3 appeals for strikers who had been denied disability because they were on strike and had "withdrawn from the labor market". In each of these 3 cases, taken to the State Appeals Board by Campesino Center staff members, the disabled farm worker was awarded full benefits.

In one of the above cases the farm worker became injured on the boycott in Minnesota. She received California State Disability Insurance because the Appeals Board determined that "the boycott is part of the national strike called by the union" and that she did not withdraw from the labor market since her unemployment was the result of a labor dispute.

Who is covered?

All farm workers working in California whether residents or not. Men, women, students and

children of all ages are covered. Make sure that each member of your family has and works under his own correct Social Security number. Each employer must have a record of each worker's Social Security number.

What about migrants?

You can receive benefits if you become sick after you have left California by filing a California claim form and mailing it to the address on the form. You may file for benefits while in another state or ANYWHERE outside the United States. Disability insurance is designed to serve you by mail.

What are the benefits?

California Disability Insurance is TWO things:

(1) If a doctor finds that you cannot work, you can get a weekly cash (or basic) benefit for up to 26 weeks (one-half year).

(2) IN ADDITION, if you are in a hospital, you can get \$12 a day in hospital benefits for up to 20 days.

Is pregnancy covered?

Pregnancies are now covered if they are abnormal or if there are disabling conditions.

How to apply

Get a disability insurance claim form from the Campesino Center or Disability Insurance

Field Office nearest you, or from your doctor or the hospital in which you are a patient. You don't have to pick it up. You can get one by phone or letter.

If you have left California write for a claim form to:
Employment Development Department
Disability Insurance benefits
Post Office Box 711
Sacramento, California 95803

This is YOUR money. While you work, 1% of your wages is deducted by your employer

Delano grower

(cont'd. from page 2)

either. But Smith was able to report a \$4 million profit to the Westgate stockholders, instead of the actual \$3.5 million loss, and in doing so cover up his wheelings and dealings with the company's money.

Robert's claims that he did not know that it was in effect Smith's money that he used to buy the K-S-W group because of the use of the USNB's Treasury bonds as collateral. The grand jury, however, is considering evidence that he did know, and may issue a conspiracy indictment if it is established that he did.

What is ownership?

The grand jury in San Diego is investigating several other types of deals between Roberts and Smith, according to the source, such as the creation of dummy corporations to act

through a payroll withholding and sent to the State Disability Insurance Fund. There are no matching dollars from the employer or government.

An employer can deduct no more than \$85 from your pay in one year for California State Disability Insurance. If you worked for 2 or more employers and, thereby, had more than \$85 deducted, you may claim a refund of the overpayment on your California Income Tax return.

Only 5 states in the United States have a disability insurance

program. Farm workers in California have this coverage because of the persistent effort of UFW Vice President Dolores Huerta before the California State Legislature to have farm workers included.

Your union fought for this benefit for farm workers. It's your money. Whenever you are unable to work because of sickness or injury, wherever you are, immediately file a claim for the disability benefits which are your right.



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Inside the Teamster lie factory

The following article was written by a man who worked on the public relations staff of the Teamsters Agricultural Workers Organizing Committee in Salinas for three months earlier this year. In March he was fired for "budgetary cutbacks."

The short squat man pounded the desk to punctuate his words.

"We won. We won! Goddamnit, that's what we wanted. The NLRB ruled they would not sponsor union elections at Steak-Mate Company."

As a Teamster PR man, I had been telling the public that the Teamsters wanted secret ballot elections for farm workers. Now Louis Uribe, Teamster Area Supervisor, was telling me that we successfully prevented farm workers for a Santa Clara asparagus grower from voting for the union of their choice.

It didn't make sense and I told Uribe it didn't.

"Get it through your fucking thick skull!" he advised me. "We don't want any elections until all farm workers in California are covered by the NLRB."

Then I realized that we were going to keep stalling farm worker elections as long as the UFW existed. We couldn't beat the UFW in any fair election and we knew it.

'My job, to lie'

This conversation with a high-ranking Teamster organizer marked the turning point of my career with the Teamsters. More and more, I found myself expected to lie.

"You can't have doubts about what we're doing if you work here," warned Jim Hansen, my professor-like boss, the day I started work. He showed me a pro-Teamster advertisement to appear in the Teamster Farmworker, a new newspaper we were going to publish. It was



Bill Grami

signed by a phony "committee" of farm workers that Hansen made up. I quickly learned that such tactics were normal in the office. Dozens of phony letters were sent to legislators and clergy to prove farm worker support for the Teamsters. Everyone in the office, from the clerks to the organizers, would have to write two or three each time.

The more I learned about the Teamsters, the more difficult it became for me to defend them. Part of my job involved researching the contracts to find arguments that our debate team on the East Coast could use.

Once, several hours before he was scheduled to debate UFW first Vice President Dolores Huerta, Teamster Tony Mendez asked me for proof that our grape contracts were costing the growers almost a dollar more per hour than UFW contracts. Mendez based this figure on a cost comparison we were using.

I checked both UFW and Teamster contracts. The costs to the growers were almost equal. The original comparison had arrived at the buck-an-hour difference by counting the cost of Teamster benefits but leaving UFW benefits out.

These were the kind of lies we were sending our debaters to Dolores Huerta with.

We tried to hide Teamster shortcomings by trumpeting benefits exclusively contained in Teamster contracts. We loudly proclaimed a one-thousand-dollar life insurance plan that covered Teamster farm workers, while we quietly forgot about the one-hundred-thousand-dollar plan that these same farm workers bought for the union officials with their dues.

We proudly pointed to our 10¢-an-hour pension plan and asked why the UFW had none. But I was extremely surprised when I discovered a company-financed pension plan was also contained in several UFW contracts. I confronted administrator Sid Luscutoff about the UFW pension plan.

"That's for Cesar's bank account," he laughed. "Nobody's ever collected from that pension plan, and nobody ever will."

Several days later, I was told nobody could collect pension under our plan for at least a year.

Racism in the office

Defending the Teamster against charges of racism was the hardest task that the PR department faced. One of our debaters, Jim Butler, described the situation perfectly one night when he was speaking to a hostile crowd.

"The Teamsters are not racist," he said nervously. "All the secretaries in the Teamsters' headquarters in Salinas are Mexican women."

The Teamsters tried to disguise the Anglo-dominance of the Teamster Agricultural Workers Organizing Committee by hiring Chicano and Filipino organizers. But I quickly found that Bill Grami, a non-farm worker organizer from the larger Teamster organization, was our real leader. And the second-in-command was his young, blonde wife, Jan.

"Grami says," was a phrase I heard over and over again when-

ever I questioned the falseness of our propaganda, or the stupidity of sending organizers to places like Almaden Vineyards where they were chased out by farm workers.

Most of the Chicanos in the organization really were clerks. They were expected to check in and out on a time clock whenever they came to work at our office in Salinas.

"The office situation was a lot worse last summer," one of the secretaries confided to me. "Whenever Sid blew up at one of us, he would stalk off calling us 'stupid Mexicans.' It was pretty hard to take."

Among the higher-up Chicanos, loyalty was built on money. A starting organizer would cost the union well over a grand a month. And with the area supervisors and administrators, the sky was the limit.

'Bad publicity'

The newspaper that I was supposed to edit first appeared the last week of my employment. 15,000 editions of the "Teamster Farmworker" were published and ready to go.

The next day all 15,000 copies were dumped.

Louie Uribe and Sid Luscutoff told me those were Grami's orders. Grami had objected to one key phrase in the newspaper: "Let us not forget that we have the right to strike the growers..."

Grami decided the growers might take us seriously. We didn't want that to happen. Such a statement would be "bad publicity," as Luscutoff put it.

Since then the newspaper has reappeared - only the offending article has been cut. Its author, Area Supervisor Uribe, has been demoted to the Teamster PR department.

On March 28, 1974, I was fired. I was given "budgetary cutbacks" as the reason. My boss, Jim Hansen offered to write me a letter of recommendation. He assured me that it wasn't my fault.

Only that I wasn't a good enough liar.

Grami censors Teamster strike threat



Team

March, 1974

DEDICATED

up-coming... We all will have to depend on each other during pressing times and keep communication lines always open.

Let us not forget that we have the right to strike the growers if and when it becomes necessary; and let us remember that we, the Teamster members, hold the hammer in our hands and that the growers should not let themselves believe that we Teamsters do not know how to drive nails to the ground. We will bring our hammer down if necessary, to receive a just and fair contract.

Brothers and sisters, don't fail if you have a chance to come and visit your Teamster office(s) and staff. We are here to help each other like family members. We all know that

union auto. have lost your chase a duplicat charge of \$1.00.

If you have any q on us. We're here to

Your, Louis

Farmworker Area Super



DEDICATED THE NA

When the paragraph above appeared in the March, 1974 edition of the "Teamster Farmworker", Bill Grami ordered the 15,000 copies destroyed. The edition reappeared in April as "the first issue of the Teamster Farmworkers," with the offending paragraph replaced with an article by Frank Castro, secretary-treasurer of the Teamster farm local 1973 in Salinas.

He wrote, "Our policy will not be to operate as others who constantly express hatred and biased reporting and who consequently lose the real honest intent that is so meaningful to a good newspaper. We will report all matters honestly and with integrity, as we do not intend to lose our credibility."



Teamster headquarters in Salinas.