



EL MALCRIADO

United Farm Workers of America, AFL-CIO

Vol. 9, No. 1

September 17, 1976

English



Edition

El Malcriado returns!



**Carter endorses
Prop. 14
P. 1**

**Child labor
persists
P. 6**

UFW photo by Cathy Murphy

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Price — 25¢

Carter says 'Yes' on 14



SHOUTING, CHEERING DELEGATES make it difficult to hear the mariachis (foreground) during a late afternoon floor demonstration at the Fresno convention. (Photo by Cathy Murphy)

FRESNO — Three thousand surprised but exultant UFW delegates and supporters jumped to their feet for a 90-second ovation when Presidential candidate Jimmy Carter told their Sept. 5 Political Endorsement Convention by phone that he supports passage of Proposition 14.

The convention's 1,047 delegates from 223 ranches throughout California reciprocated several hours later by voting almost unanimously to endorse Carter for the Presidency. Before his scheduled call from Georgia, Carter's chances for a UFW endorsement were considered uncertain.

Just days earlier, Carter had taken pains to correct a *Los Angeles Times* report that he favored passage of the initiative. Observers here speculated that Carter may have wanted to save his endorsement statement for the convention.

The former Georgia governor joined such leading California Democrats as Gov. Edmund G. Brown Jr., Sen. Alan Cranston, and Sen. John Tunney in supporting the proposition, which is designed to remove farm workers' collective bargaining rights from the political arena.

Meeting in Fresno's Seland Arena for their first endorsement convention, Union delegates endorsed candidates for county and state offices and adopted 15 resolutions on subjects ranging from immigration regulation to freedom of the press.

They also heard from an array of guest speakers including Cranston, Canadian Labor Congress representative Don Taylor, UAW Regional Director Jerry Whipple, Los Angeles Deputy Mayor Grace Montanez Davis, and Delancey Street Foundation President John Maher.

Union President Cesar Chavez told the crowd in Spanish that, "This convention represents a dream" because it was the first time farm workers would take an active role in politics.

Speaker after speaker told the workers that unless they wielded their political power to elect sympathetic candidates, their victories at the bargaining table and on the picket lines could be undermined by the government. The California legislature's refusal earlier this year to re-fund the state's Agricultural Labor Relations Board was cited repeatedly as an example of that sort of interference.

"When I came here I expected to find you organizing under the Agricultural

(Continued on page 11)

West Foods strike wins historic contract victory

Farm workers won a historic victory Sept. 6 when officials of West Foods' Ventura mushroom plant caved in under pressure from an eight-day strike and international boycott and agreed to a contract meeting virtually all of the workers' demands.

The victory represented the first successful strike under California's Agricultural Labor Relations Act (ALRA) and the first strike that agribusiness was unable to halt with a restraining order, said Eliseo Medina, UFW executive board member and director of Contract Administration.

Agreement on the two-year contract came after 44 hours of continuous bargaining during which 39 of the document's 44 articles were negotiated. In the 26 bargaining sessions between May 10 and Aug. 30, when the strike began, agreement was reached on only five of the articles because the Castle & Cooke, Inc., subsidiary refused to talk seriously, Medina said.

Workers ratified the contract 139 - 1.

Highlights of the contract, which took effect Sept. 6, include:

- A minimum wage scale of \$3.30, to go to \$3.50 next year, compared to the previous \$2.50.
- Nine paid holidays per year.
- One to four weeks of paid vacation, depending on seniority.
- Establishment of a hiring hall.
- Elimination of a probationary period during which workers enjoyed no union benefits or protection.

Negotiations on the use of dangerous chemicals are continuing.

"It was a nice, nice, nice strike," Medina said. "There was beautiful solidarity among the workers." He said all but 10 of the plant's 225 workers

honored the strike and that most of them participated in shifts of the round-the-clock picketing. The company's attempt on Sept. 1 to jam a busload of strikebreakers through the picket line failed, Medina added.

He said the victory will have a major effect on UFW contract negotiations everywhere because "it will show the growers we're serious and the workers that they don't have to be scared."

West Foods' motion for a restraining order against the strike failed. The UFW attorney argued that under the ALRA, the firm first had to make its case before the Agricultural Labor Relations Board (ALRB) before going to court.

The strike began as a work stoppage to protest the company's bad faith bargaining, Medina said. The strike vote was taken Aug. 30 at the plant, in front of company officials.

The contract is the UFW's first with a mushroom grower. The Teamsters have a contract in Oregon, Medina said, but that the UFW's is far superior.

He said the international boycott started in July against products of Dole Co., another Castle & Cooke subsidiary, was "extremely helpful" in persuading the company to negotiate seriously and in procuring the mediation services of Dan Rathenberg of the Berkely Coop. The boycott was terminated last week.

West Foods workers, who voted July 13 to impose the boycott, have some of the worst jobs in agriculture. The mushrooms are grown in complete darkness in chemically treated beds of steaming horse manure compost.

Like coal miners, the bedding and harvest workers wear hardhats with

lights attached as they crawl around cramped growing rooms to do their work.

"It's like working in a dark, steaming, stinking cave," said UFW negotiator Liza Hirsch.

Some crews are allowed to use rest rooms only at scheduled times. In some rooms the only drinking water is brought by the workers themselves in old plastic milk jugs. The uncovered jugs sit in the corners of the growing room and are shared by the entire crew.

The new contract provides for the addition of six drinking fountains and four toilets.

The company's extensive use of toxic chemicals poses a special health problem for the West Food workers.

The mushroom beds are sprayed systematically with Dithane (Z-28), a known carcinogen. Vapona, a

(Continued on page 2)

El Malcriado returns

This issue marks the first time *El Malcriado* has appeared since January 1975. We expect to continue publishing every two weeks without interruption as the official newspaper of the United Farm Workers of America, AFL-CIO.

As in the past, each issue will consist of separate Spanish and English editions with some overlap in content. The Spanish edition will be geared to the farm workers while the English version will cater primarily to UFW supporters.

"El Malcriado" doesn't translate easily, but its closest English equivalents are "the misfit" or "the upstart." UFW President Cesar Chavez has said that a paper by the same name played an important role during the Mexican Revolution and that the term has special appeal for Mexican farm workers who feel oppressed by their grower bosses.

As we build our staff we hope to turn up stories that do justice to the name of the paper.

By Bob Datz
Staff Writer

"Most of the people in the strike don't appear to be farm workers," Agricultural Labor Relations Board General Counsel Harry Delizonna told me on Sept. 3. His investigation had turned up Teamster organizers from all over California manning picket lines at the V.B. and A. & N. Zaninovich grape ranches near Delano.

That afternoon, I had gone to "V.B.Z." myself to check out the reputedly violent Teamster strikers and find out exactly who they were. Most of all, I wanted photographs of their strong-arming of workers who didn't obey the strike command.

The Delano office of Teamster Local 946 had ordered the strike, first at V.B. Zaninovich on Aug. 18 and at A. & N. Zaninovich five days later, after contract renegotiations were snagged on the issue of wages. The growers had first signed Teamster contracts in 1973, causing workers to strike in protest of the termination of previous UFW agreements. The Teamsters solidified their positions by winning ALRB-sponsored representation elections, the conduct of which was protested by the UFW. Thus the UFW looked on with interest as news accounts told of massive intimidation of workers by Teamster "pickets" in late August.

My arrival at the V.B.Z. fields with a UFW legal worker and some other observers came just before 4 p.m. quitting time. It was then, ALRB investigators had reported, that the workers were being most heavily harassed by their own union as they left for home. Their license numbers were being taken and they were being threatened and followed, state investigator Fred Lopez testified later under oath. Tulare Coun-

Reporter learns fast

Teamster enforcers don't mess around

ty sheriff's deputies had been escorting the workers to Delano in car caravans since a few days earlier, but the caravans had become tragicomic chase scenes as Teamsters in cars attempted to cut the workers off from the caravans, ALRB agent Fred Lopez said.

The instant I parked my car that day on Road 208 across from a dozen or so deputies, we were approached by at least 15 pickets who had broken off from the rest of their ranks up the road. Deputies began snapping photos of the whole scene as the picketers moved in. We were completely surrounded by the strike enforcers even before I could get a picture. It was clear they didn't want us there, no matter who we were, and they cut off any remaining elbow room when I identified myself as an *El Malcriado* reporter. Clutching my camera, I looked to the deputies, who made no move.

The lawmen couldn't see what followed as my antagonists pressed in for a few minutes of frantic bad-mouthing during which I expected almost anything to happen. Then a man about my size snarled through a phony smile as he pulled me toward him with his right arm and placed a couple of light jabs into my stomach with his left just to reinforce his suggestion that I stay away from V.B.Z.

In the meantime, another photographer had gotten out of our car

from the other side, only to be greeted by a shining hunting knife blade held by "a fat guy who stood right next to me." When they saw to it that we had put our cameras away, they rejoined their group, 50 strong, which was preparing to stalk the Zaninovich workers who had finished in the grape rows for the day.

As the disinterested-looking deputies readied their cars to form the day's caravan a few minutes later, I asked one if we could join the convoy to take photographs.

"Sure," he said, "but you would be placing yourselves in personal danger." Executing a U-turn in accordance with his advice, we left by another route but not before we saw the Teamsters' cars moving in behind the police cruisers even before any workers had moved their cars into line.

The members of our welcoming party all had addressed us in English, though most Mexican farm workers in the area generally are not bilingual.

In announcing legal action against the Teamsters earlier, the ALRB's Delizonna had said: "A telling piece of evidence is that there are 50 or 60 farm workers (working in the fields) and that there were 50 to 60 Teamsters there. The evidence clearly indicated that only two of the Teamsters had picket signs. If they weren't there picketing they were clearly there for intimidation purposes."

"Almost all the pickets are V.B.Z. workers," claimed Teamster organizer Pete Maturino when reached in his Delano office by telephone. "Ninety-five percent of the workers are in the strike and they don't have any weapons out there — we checked," he added.

Teamster officials continued to deny all charges of violent conduct at the Zaninovich ranches while almost everyone else who studied the situation had no trouble documenting such behavior during the 13-day strike. "There's violence going on and these poor workers are scared to death," Delizonna argued before a Tulare County judge as he sought to strengthen a temporary restraining order against harassment that had been virtually ignored by the Teamsters.

"Today there were actual shooting attempts," he said before going into court. "There have been burnings of

trucks, slashing of tires, threats of rape against women workers, and other violent actions too numerous to mention. One person was fired upon while driving and the bullet missed his head by a foot."

Dozens of sworn declarations filed with the ALRB state that even security guards and ardent Teamster members were threatened. One of the guards swore that Teamster organizer Efran Gonzales told him, "If you're gonna pull your guns out, we're gonna pull ours out." A V.B.Z. worker who had voted for Teamster representation at the ranch and acted as a Teamster observer during the state-sponsored balloting told of how he was threatened with blacklisting and a \$500 fine.

The victims of all this were and are Teamster members who were never

The sheriff's deputy said that by trying to take pictures "you would be placing yourselves in personal danger."

given the opportunity to cast ballots in a strike vote. Most of the 400 V.B.Z. workers neither worked nor picketed, preferring to simply stay away from the ranch in safety and wait out the strike.

On Sept. 7 they went back to work, the strike called off without agreement on a new contract. As *El Malcriado* went to press, Federal mediators had made a proposal that the Teamsters tentatively approved with no guarantee that the growers would accept it. Members ratified the union's acceptance on Sept. 5, paving the way for a possible settlement, but only 75 of the more than 500 V.B. and A. & N. Zaninovich workers voted at the ratification meeting.

If their unilateral agreement should result in a contract based on the mediators' proposal, that pact would increase base hourly wages from \$2.70 to \$3.00, rising to \$3.15 in February. The most recent UFW grape contract set base wages of \$3.35 per hour.

Thus the final outcome of this bizarre strike remains uncertain, but Delizonna hasn't changed his plans to seek contempt of court charges against the Teamsters for "thumbing their nose at the law."

He'll also go ahead with his announced intention to seek decertification of the Teamsters as the bargaining agent for workers at the two Zaninovich ranches, an unprecedented move in the one-year history of the ALRB.

A Board ruling isn't expected for a couple of months, but if Delizonna is successful the union would be stripped of its claim to represent the workers.

As workers crap out

Growers tell OSHA to flush it

The following Associated Press story, which speaks for itself, appeared in the Los Angeles Times on July 23.

WASHINGTON — Some farmers are outraged at a privy-on-the-prairie proposal that would require them to provide toilets, washing facilities and drinking water within a five-minute walk of all field workers.

Since the proposal was made last April, the Occupational Safety and Health Administration has received about 1,000 letters, mostly from farmers who cite cost, impracticality and difficulty of enforcement as potential problems. Few are from farm workers.

One irate Florida farmer says his workers must control their bowel movements when they are working so as not to reduce productivity.

"Why are you trying to get us to 1984 before the clock does?" wrote Rhee Cummings of Greensboro, N.C. "Toilets, sinks and water fountains in the fields? Are you serious?"

Mrs. Bill Simanton of Malta, Mont., writes that she would need dozens of toilets on her 627 acres. "This would entail financial bankruptcy because a water well would have to be drilled for each facility. And each would have to be heated to insure against freezing during the winter months."

And this unsigned comment from a farmer in Brownsfield, Tex., "What else will you idiots in Washington come up with?"

Faced with this outhouse impasse, OSHA officials concede changes in the standard will be made. "I think it will have to be modified," said W. M. Glasier, an OSHA agricultural safety specialist.

He added, however, that some regulation is necessary because not everyone takes care of workers. Glasier cited a letter from a farmer in Coconut Grove, Fla., who wrote:

"These proposed standards only give a worker another excuse to be goofing off while on the job and will not provide any real benefit to the worker. Bowel movements can be controlled and should be accomplished by the worker before entering the place of work or after."

"At the present time, no one is permitted to use the sanitary facilities here during working hours as this cuts down on their production and amounts to a monumental waste of time. New employees are permitted to use the facilities until they train themselves so bowel movements take place out of working hours."

Mushroom strikers win

(Continued from page 1)

dangerous organo-phosphate insecticide, also is used.

West Foods had been under a Teamster contract for five years prior to the late summer of 1975, when company workers asked the UFW's Oxnard Field Office staff to help them organize a union election under the ALRA.

An election was held on Sept. 8 under the auspices of the ALRB, with the workers voting UFW, 137; Teamsters, 39; and "no union," 9. After dismissing a Teamster appeal, the ALRB certified the UFW as the workers' official bargaining agent.

Negotiating for the UFW was done by a committee of seven workers assisted by Hirsch, UFW Negotiations Director David Burciaga, Negotiations Division staffer Jennifer Braun, and Medina, who joined the talks Sept. 2.

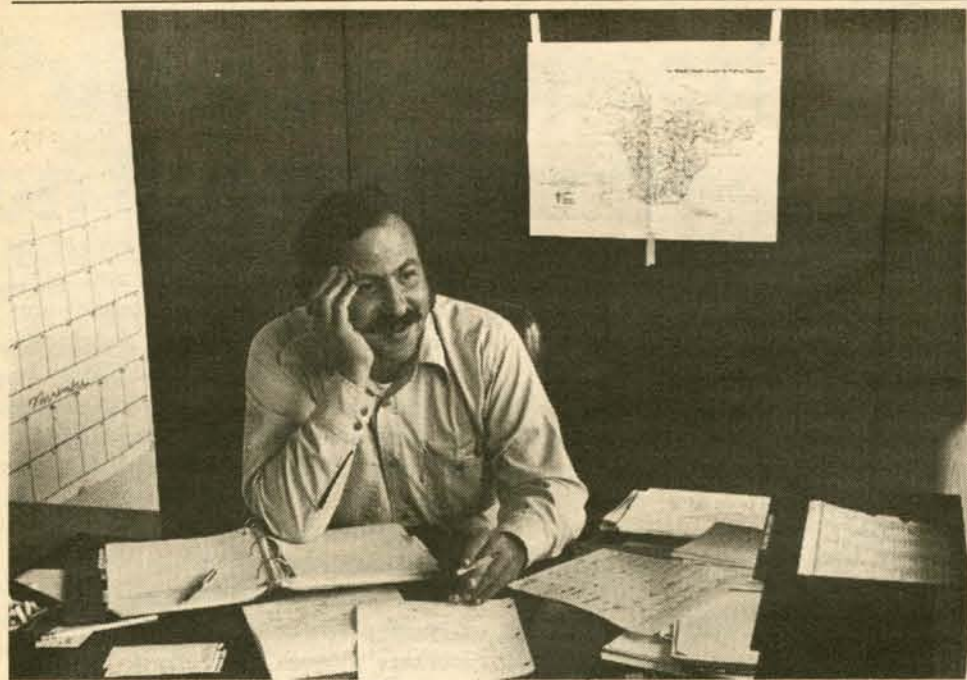
Medina said the West Foods picketers got support from local longshoring and laborers unions.

Since the plant operates year-round, the contract is equivalent to one for a

1,000-worker seasonal ranch, Medina said.



WEST FOODS mushroom plant workers in Ventura, Calif., picketed around the clock for eight days before winning their first UFW contract. (Photo by Nell Campbell)



GETTING IN to see "Yes on 14" Director Marshall Ganz these days isn't easy. Here he takes a breather from a breakneck schedule to chat with a visitor.

Proposition 14: What & Why

News Analysis

"This enactment is intended to bring certainty and a sense of fair play to a presently unstable and potentially volatile condition in the state."

Section 1, Agricultural Labor Relations Act, June 5, 1975

When growers and unions reached a compromise last year that resulted in the passage of California's Labor Relations Act (ARLA), both sides pledged not to seek changes to the law in the future.

It took the growers less than a year to renege on their promise.

When the Agricultural Labor Relations Board (ALRB) ran out of money in February and sought a special budgetary supplement to get it through the rest of the fiscal year, agribusiness mobilized to block the appropriation.

Blaming the law and the board's enforcement of it for their resounding defeats in last fall's union representation elections, the growers got the legislature's conservative minority to oppose the funding unless changes were made to the law.

The legislative majority wasn't about to alter the law, but it couldn't muster the two-thirds majority needed to pass the special appropriation. So the board went out of business until July 1, when its regular budget for fiscal 1977 took effect.

As other stories in this issue document, suspension of the board's activities held up hundreds of representation elections, certifications, and hearings on unfair labor practices. To ensure that farm workers' rights never again would be subjected to political sabotage, the UFW designed a ballot initiative, since designated Proposition 14, to take farm workers' fundamental rights out of the political arena.

"In 1975 the State of California granted farm workers the right to vote in secret ballot elections for the union of their choice. In 1976 the state nullified that right by taking away the opportuni-

ty to vote. In short, they stopped printing ballots and took away the ballot boxes," said the Rev. Wayne (Chris) Hartmire, director of the National Farm Worker Ministry.

Proposition 14 requires the state legislature to provide "funds necessary to carry out the (farm worker) act" in the future.

The proposition includes other amendments to the ARLA necessitated by the hundreds of abuses of the law that took place during ranch election campaigns from September to February. One would allow the farm labor board to award treble damages to parties injured by unfair labor practices. This would serve as a powerful deterrent to the threats, assaults, and intimidation that occurred against UFW organizers and supportive farm workers.

Many farm workers both live and work on ranch property. If their landlords had their way, union organizers would be prevented from ever entering the ranches to campaign during elections despite the ALRB's unanimous adoption of an "access rule" that allows organizers into the fields and camps during specified periods before and after work and during lunch breaks.

Agribusiness has bitterly opposed the rule even though courts have upheld similar rules in logging and other industries. Still, growers went to court to have it eliminated, without success. Both the California Supreme Court and U.S. Supreme Court Justice William Rehnquist refused to reverse the ruling.

"It should scarcely be necessary, as we enter the last quarter of the 20th Century, to reaffirm the principle that all private property is held subject to the power of the government to regulate its use for the public's welfare," wrote Justice Stanley Mosk in the state court's 4-3 majority opinion.

A similar preliminary ruling by that court last October was defied by growers all over the state, who continued to place UFW organizers under citizen's arrest for "trespassing." In just one month 104 such illegal arrests were made with the cooperation of county sheriff's deputies in the Delano area alone.

Proposition 14 makes the board's access rule a part of the ARLA itself. The agribusiness contention that allowing union access to workers is comparable to letting strangers into one's living room has been rejected by every high court decision rendered to date.

Complete and accurate lists of employees were to be provided to the ALRB and unions involved in ranch elections at least 48 hours after an election had been petitioned for, according to a board rule frequently violated by growers. That provision would be written into the law if Proposition 14 passes, giving unions information

Farm workers initiative campaign picks up

Ask the typical UFW staffer or volunteer what he or she is working on now, and chances are you'll be told, "Proposition 14."

The Union is throwing most of its resources into the initiative campaign because in the words of one UFW leader, losing the proposition "would set the Movement back 10 years."

"This is the largest single mobilization the Union has undertaken," says Marshall Ganz, Executive Board member and director of the statewide Yes on 14 campaign.

Ganz vacated his La Paz office several weeks ago to set up state campaign headquarters in Los Angeles, and he's been working full-tilt ever since.

In the campaign's first 18 days, 160,000 bumper stickers were attached to cars throughout the state and \$28,000 collected in small contributions with only a fraction of the 300 full-time volunteers now working in the campaign.

The volunteers have come to California from throughout the country, many from UFW boycott offices in the major cities. But Ganz notes that it's a sign of the Union's maturity that other important functions are continuing, including contract negotiations and enforcement, the recent Political Endorsements Convention, litigation, strikes, and medical care for farm workers.

"This has to be a 'people to people' campaign," Ganz says. "It's very hard to think in terms of raising as much money as the growers. We're asking people on the street for contributions. We explain that farm workers don't have the same kind of money as growers."

Agribusiness groups have announced plans to spend \$2-\$2.5 million before the Nov. 2 election, primarily for mass media advertisements. Their first salvo, full-page ads on Sept. 1 in California's 24 largest newspapers, cost about \$80,000.

"Growers have to buy whatever will help them," Ganz told farm worker delegates in Spanish at the Union's Sept. 5 Political Endorsements Convention in Fresno. "But help that's given is 100 per cent better than help that's bought because it comes from the heart, not the pocket."

Nonetheless, Ganz told the convention that the Union must raise a bare minimum of \$250,000 just for broadcast ads to run during the final weeks of the campaign.

"We think we can get it," Ganz continued. "But it won't come from the Bank of America or Standard Oil. It must come from the people."

Benefit concerts with major celebrities, and raffles, dances, and taco sales sponsored by ranch committees and Union field offices are among the fund-raising devices being used.

Ganz also emphasized the importance of registering voters and said the Union needs to sign up at least 500,000 new voters by the Oct. 4 registration deadline. In a four-hour statewide experiment recently, the Union registered 2,199 voters.

Ganz says he wants to recruit another 200 full-time volunteers soon and to have as many as 5,000 working by the end of October. The lion's share of that number will be farm workers.

The campaign has been broken down into 10 geographic divisions, each with its own office.

Ganz said he expects to spend until Oct. 1 recruiting volunteers, raising funds, and obtaining endorsements for the proposition so all resources in October can be devoted to campaigning.

necessary to achieve reasonable access to workers.

"That the growers realize the importance of the list is amply evident," said a UFW white paper on ALRA abuses issued in February. "For while they delay and provide inaccurate lists when the UFW is involved, they, in many instances, give the Teamsters lists before they qualify. This is known to have occurred at Bud Antle, Jack T. Bailey, and Oshita Farms in Salinas, among others. In contrast, the UFW has gotten lists as late as 11 hours before an election. In Delano, the average time was 18 hours before an election."

Proposition 14 also would:

- Provide for appointment of a new ALRB with new terms of office.

- Provide that a new election cannot be held until at least one year after an election has been held under existing law.

- Make it more difficult to petition for an election to remove or decertify an existing union, raising to 50 from 30 per cent the amount of the workforce necessary to petition for a decertification election. This would make it harder for a grower to hire antiunion workers specifically to oust a union from a ranch.

Anti-Proposition 14 "citizens" groups are funded and operated mainly by agribusiness interests who have fought farm unionization since Emancipation.

Their major anti-14 organization, Citizens for a Fair Farm Labor Law, is headed by Parlier grower Harry Kubo, president of the Nisei Farmers League (NFL).

That group, Kubo once said, "has done more to stunt the growth of the UFW in the Central Valley than any other organization and association."

Kubo's picture appears on the front of a slick anti-14 brochure under the quote, "Cesar Chavez has done some good things, but this time he's gone too far." Since the founding of the NFL in 1971, Kubo has spent much of his energy opposing those "good things."

Florida labor contractor indicted for enslavement

A federal grand jury in Florida late last month indicted a labor camp operator and three of his employees on charges of holding six farmworkers in peonage and involuntary servitude.

The 12-count indictment was returned in U.S. District Court in Tampa against Ivory L. Wilson, operator of labor camps in Lake Wales, Fla., and Benson, N.C. Also charged were Wilson's brother, Roscoe, Willie J. Bibbs, and Hagley Carter.

The four were charged with preventing the workers from leaving Wilson's control and employment between

November 1975 and April 1976 and forcing them to work until they repaid debts Wilson claimed they owed.

All four defendants were charged with five counts of peonage and five counts of involuntary servitude. Ivory Wilson and Carter also were charged with another count each of peonage and of involuntary servitude. Maximum penalty for each count is a \$5,000 fine and five years in prison.

The workers involved were Thomas Bethea, Charles V. Brown, Richard L. Brown, Will Carmichael, Elliott Johnson, and Clayton Norris.

Who backs 14?

Major public figures and organizations that have endorsed Proposition 14 include:

- Gov. Jimmy Carter
- Gov. Edmund J. Brown Jr.
- Lt. Gov. Mervyn Dymally
- Sen. Alan Cranston
- Sen. John Tunney
- Mayor George Moscone, San Francisco
- Mayor Tom Bradley, Los Angeles
- Parlier City Council
- Southern California Council of Churches
- Board of Rabbis of Southern California
- Southern California Conference, United Church of Christ
- National Association of Women Religious

Editorials

Same old story

In 1933 a massacre in Pixley, Calif., starkly dramatized the way growers felt about farm workers who wanted to unionize. About a dozen ranchers waited outside a union hall in the small San Joaquin Valley town that October, and as a strikers' meeting emptied into the street, mowed down several farm workers with rifle fire, killing two and wounding several more. Despite a nationwide public outcry, no suspects were ever arrested.

Two years later, with passage of the National Labor Relations Act, American workers in almost every industry except agriculture won the right to vote at the jobsite on union representation. For the more than 40 years since, the "Pixley mentality" has prevailed in various forms to deprive farm workers of the right to free union elections.

While some growers have changed their tactics with the times, they're often still motivated by vicious opposition to farm unionization.

Their verbal salvos, first against the performance of an allegedly pro-UFW Agricultural Labor Relations Board and now against the proposition, have been nothing short of a smokescreen for their refusal to grant farm workers the right to a decent life. "They never really wanted free elections for farm workers," Assemblyman Richard Alatorre has said, and we agree.

Fortunately, the people of California have indicated their rejection of the growers' flim-flam arguments by lending their signatures — more than 720,000 strong — to qualify the farm workers initiative for the November ballot. We're confident they will reject the arguments again on Election Day.

Still, the arguments need to be studied closely by well-meaning voters who run the risk of being conned by hysterical distortions and outright lies.

To allow union organizers to reach workers on ranch property during a few specified non-working hours on a limited number of days before representation elections hardly represents the

wholesale deprivation of property rights that growers claim would occur if the proposition passes. And to say that the limited access is tantamount to forcing citizens to allow hordes of strangers into their back yards is nonsense.

The California Supreme Court has upheld the ALRB's access rule, which Proposition 14 would write into law. Growers, after all, have access 24 hours a day to workers who live in company camps and ride to and from work on company buses. Without legally guaranteed access to workers by union organizers, the workers are effectively denied the right to make an informed choice.

"No on 14" materials featuring Parlier grower Harry Kubo continue to claim that the proposition would result in "blank check" funding for the ALRB. This is further poppycock, and the proof of its falsehood is in black and white. "The legislature shall provide funds necessary to carry out the act," the proposition states simply. Legislative analyst A. Alan Post has correctly concluded that funding for the board "would be determined by the Governor and Legislature through the state's regular budget process." The ballot itself states that the proposition would result in little, if any, additional cost to the state.

Kubo's leadership of the agribusiness campaign is revealing in and of itself. The Nisei Farmers League of which he is a founder and president "has done more to stunt the growth of the UFW in the Central Valley than any other organization and association," Kubo has boasted. And his "gang," as Gov. Brown calls them, aren't merely against Proposition 14 — they're against the Agricultural Labor Relations Act itself. Why don't they come right out and admit it?

What they did with live ammunition back in Pixley they're trying to do today with money. For them, it's a no-win proposition.

A political coming of age

The UFW's First Political Endorsements Convention on Sept. 5 was a testimony to the growing significance of this Union on the American scene. Some mighty powerful political candidates, most notably Democratic Presidential hopeful Jimmy Carter, saw the Union's support as essential to their efforts to win the hearts of California voters.

Perhaps the appearance of UFW President Cesar Chavez at the nationally televised Democratic National Convention in July foreshadowed the rise of farm workers into the political big time. After pocketing the Democratic nomination

in New York City, Carter had to recognize the breadth of support *La Causa* enjoys in the nation's most populous state. Hence the rare endorsement of a state ballot proposition, Proposition 14, by a Presidential candidate.

Senator John Tunney, facing a tough run against his Republican challenger, saw the need to mend his shattered relationship with the Union. Though he decided not to address the delegates, he benefited from Sen. Alan Cranston's carefully crafted appeal to the convention to support his colleague, who had endorsed Proposition 14 two days earlier.

In all, 30 office-seekers from both major parties spoke before delegate caucuses, coming from all parts of the state in search of the UFW blessing. Democrat Stephen Shilling from the Bakersfield area put in an appearance, for example, hoping for an endorsement in his electoral battle for the District 33 assembly seat despite his stated opposition to Proposition 14. Predictably, he didn't succeed.

Representatives of the rural and urban political structure from top to bottom thus trooped to the once-powerless farm workers who now appear to them as vital allies.

Striking victory

Felicitations to the farm workers at West Foods on their successful strike and new contract and to the Dole boycotters who helped make it all possible.

Once again the boycott proved itself to be the great equalizer when farm workers were forced to take on the giant multinational firm Castle and Cooke, Inc., West Foods' parent company.

But it was the strike that made the decisive difference.

The West Food workers walked out in strength and stayed out until they got what they wanted. They picketed 24 hours a day and effectively and non-violently prevented the company from bringing in strikebreakers.

Their gutsy determination evoked the support of farm workers and other workers from all over the Oxnard area who joined their picket line and kept it well supplied with food and coffee.

And in the end the West Foods workers and UFW negotiators fought through a back-breaking 44-hour bargaining session to win what is probably our best contract to date.

They earned it.

The successful West Foods strike and boycott offers concrete hope to all farm workers who wait for decent contracts at the ranches where we won elections last year.

Growers who refuse to negotiate in good faith, be forewarned.

Fresno convention
An appreciation

By Jacques Levy
Contributing Editor

Back in 1969, when UFWOC headquarters were in two small shabby buildings in the southwest corner of Delano, Cesar Chavez talked to me of his visions for the future.

At that time, the Union had few contracts. It was in its seventh year of existence and in its fourth year of what appeared a near-hopeless and endless strike against Delano grape growers.

And yet the farm worker leader already had made plans for a time when the union would be solidly established.

"Once we have reached our goal and have farm workers protected by contracts," he said, "we must continue to keep our members involved."

He talked of the need for political action.

Former newsman Jacques Levy is the author of "Cesar Chavez: Autobiography of La Causa," W. W. Norton, 1975.

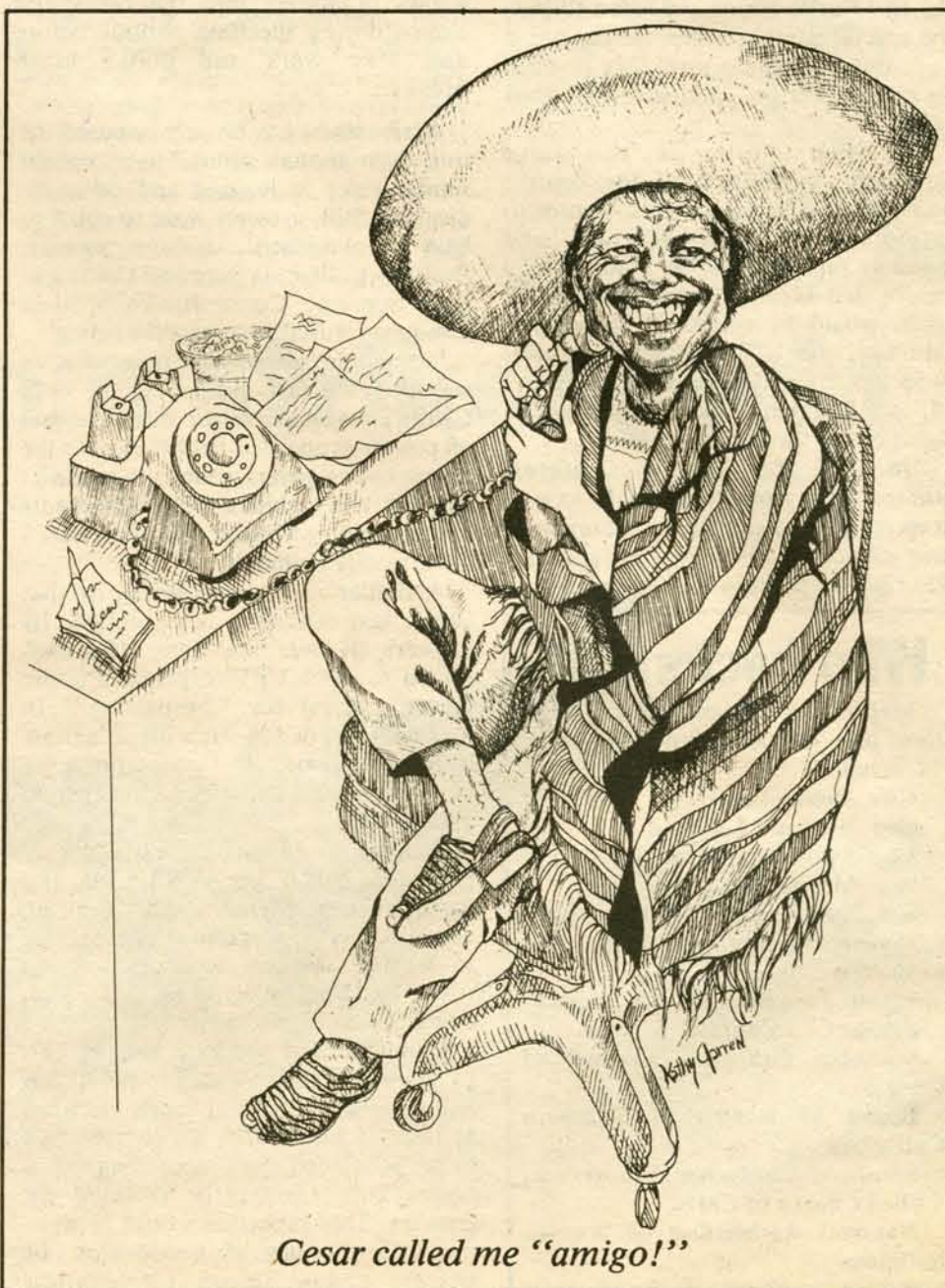
"There's so much political work to be done taking care of all the grievances that people have, such as the discrimination their kids face in school, and the whole problem of the police. I don't see why we can't exchange those cops who treat us the way they do for good, decent human beings like farm workers. Or why there couldn't be farm worker judges," he said.

"We have to participate in the governing of towns and school boards. We have to make our influence felt everywhere and anywhere. It's a long struggle that we're just beginning, but it can be done because the people want it."

Just as the Rev. Martin Luther King Jr. had a dream, Cesar Chavez had a vision for the future. But in 1969 that vision seemed a long way from reality.

No one would have dreamed that six years later, on Sept. 5, 1976, more than 1,000 farm worker delegates would gather for their first political en-

(Continued on page 5)



Cesar called me "amigo!"

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Putting perspective on the convention

(Continued from page 4)

dorsement convention, and that a candidate for President of the United States would call from across the country seeking their endorsement, while numerous other candidates for Congress, the state legislature and some county boards of supervisors would attend the convention with the same request.

It was more than symbolic, too, that the convention was held at the giant Fresno Convention Center in the heartland of California agribusiness power.

Back in 1910, when IWW organizers were attempting to organize farm workers there, Fresno closed all its halls to the Wobblies. When they tried to organize the workers on street corners, all who participated were arrested, and the Fresno jail was filled past capacity.

The jailed workers were treated brutally, denied decent food and

adequate sleeping gear. They were beaten and hosed down in their cells by high-pressure hoses.

Two weeks ago, there was no violence no hostility. The convention hall was decorated with colorful, hand-made union banners and a giant mural. Local TV stations and press covered the event.

Unlike most conventions, the delegates, representing more than 80,000 farm workers, sat attentively during the 11 hours, listening to the speeches and participating in the business at hand. They took their roles seriously, aware that effective political action could make a big difference in their lives.

They nodded with understanding when Don Taylor of the Steel Workers told them that their bosses, agribusiness, had been active in politics for a long time, and this was why farm

workers — who had not — had for so long been denied their rights.

They understood, too, when Jerry Whipple of the United Automobile Workers told them that everything they do is connected with politics — the price of bread, the price of gasoline, how the sheriffs treat them, what happens to them and their families.

And they cheered each time they heard another endorsement of Proposition 14, for it meant that this time the voices of farm workers were being heard, and their needs were being heeded.

Particularly sweet was the endorsement of Proposition 14 by the city council of Parlier, for it meant that farm workers and their supporters now had control of a San Joaquin Valley town in Fresno County.

Endorsements, too, came from Presidential candidate Jimmy Carter, U.S. Senators Alan Cranston and John Tunney, California Gov. Edmund G. Brown Jr., Lt. Gov. Mervyn Dymally, the mayors of Los Angeles, San Francisco and Sacramento, among others.

This, then, is the significance of the UFW's first political endorsement con-

vention. Part of Cesar Chavez' vision in 1969 is now a reality. The farm workers' influence is being felt in many places throughout the state and nation. Farm workers are effectively involved politically.

But back in 1969 Cesar Chavez also said that political power alone is not enough. "Effective political power is never going to come, particularly to minority groups, unless they have economic power. And however poor they are, even the poor people can organize economic power.

"As a continuation of our struggle," he said then, "I think that we can develop economic power and put it into the hands of the people so they can have more control of their own lives, and then begin to change the system. We want radical change. Nothing short of radical change is going to have any impact on our lives or our problems. We want sufficient power to control our own destinies. This is our struggle. It's a lifetime job. The work for social change and against social injustice is never ended."

In this area, too, the UFW has taken the first steps towards its goal.

'The last shall come first...'

John Maher is founder and president of Delancey Street Foundation, Inc., a San Francisco rehabilitation center for ex-convicts. His nine-minute speech Sept. 5 at the UFW's First Political Endorsement Convention in Fresno was the most eloquent of the day and was interrupted 12 times by applause. We think it's worth printing.

The last time that I had the great privilege to speak before the Farmworkers, the New York Times announced that the Farmworkers and Cesar Chavez were dead. If the New York Times does not learn a better lesson than that, the New York Times will be dead.

Whenever I have the opportunity to speak to you I always check with certain other people, and I've been instructed by the Irish Republican Army to convey to you the sympathies of all the Catholic farm workers of Europe and to assure you of their prayers.

I have been mildly alarmed as I've sat here today because many politicians have come to us and before us and among us. And they have indicated that they would like to be our leaders. I suggest to you that in our Constitution, politicians are not our leaders but our representatives. And that in order to get the support that you have earned through your blood and the labor of your fathers and your mothers and your children and yourselves, that they be forced to understand that our leader is Cesar Chavez and that our leader is Dolores Huerta, and that these are the people we follow.

Even the good politicians — it is their job to look upon these men and women here in this democracy as our leader-

ship. And that what comes from these tables — and behind it your sweat in the fields — are the policies on which we embark. And that we will charge them, if you help them, to carry out those policies and not to lead us in a different course.

Slavery was outlawed in our country a century ago. But as you know, economic slavery persists. The Black slaves picked the cotton and worked the docks in New Orleans and the White slaves dug the mines of West Virginia. And the Puerto Rican slaves sweat in the South Bronx of New York City.

Proposition 14, to me, goes far beyond the question of the farm workers of California. It brings to fruition the Biblical prophecy that the first shall come last and the last shall come first. Because when we win this we will win it for all the Hispanic people who in their own lands have been conquered and enslaved. We will win it for all the black people who've been brought here in chains in the holds of slave ships. And we will win it for all the whites, even those who have forgotten that their grandfather was 'strapped freezing cold and wet on the deck of an immigrant lugger to be brought here to dig a railroad.

When we win, the word will pass in South Africa, and in Ulster, and in South America, and in the mines of West Virginia, and everywhere where decent men struggle for their freedom. The word will go out that there is still a chance for justice, that there is still justice in God's earth because the farm workers of California have proven that the faith is still kept, victory is still

possible, and the swine can be put in their place.

When they come and they talk to us of what great leaders they are, we should tell them: "Abraham Lincoln is our leader, and Martin Luther King is our leader, and Bobby Kennedy is our leader, and Nan Freeman is our leader, and Juan De La Cruz is our leader, and through them Cesar Chavez speaks!

They are afraid of you in a way that they are not afraid of the big labor that lurks in New York. And they are afraid of you in a way that they are not afraid of students. Because we have nothing to lose, and men who have nothing to lose will always win. We will not only win Proposition 14, but the Dole company, the Castle & Cooke company, the West Foods company — the same people who have enslaved the Hawaiian pineapple workers will be brought to justice!

It is for other men, and other women, to speak in long phrases in English or in Spanish or in German. It is for you, the people who have proven your moral stability, the people who have proven the righteousness of your cause, to do the world's work. If we should lose every battle that faces us, we should still win the war. Because we have something stronger than them around our tables. We do not need money, we only need a sack of beans. We do not need to win every contract because someday they will all come to us. Because the thing that you have made, the thing that the Spanish people of California have kept alive in the dark night of Nixonism, that thing will raise its head among the poor white workers of Boston and the Blacks of Detroit and the Puerto Rican people of New York, and among the Cubans of Miami.



John Maher

First, we shall triumph in California, and then Cesar Chavez and yourselves will triumph in the United States, and then your children can go after the Teamster cowards who cannot find out who killed Mr. Hoffa because they don't choose to, because they can only kill from ambush. And we will straighten these yellow dogs, and when they are straightened, we shall bring what the founders of this nation called for from you and I.

When we came here, whether we came north from Mexico for a job, or whether we came at the tip of a Cossack whip or a Prussian boot or an English bayonet, we came here to build a New Jerusalem. And they will laugh at us for rhetoric, but we will have our New Jerusalem. And they are welcome to join us, and if they do not, then we will destroy them so that all children in this country can be free and so that the Constitution becomes real.

And God bless.

Agricultural Labor Relations Act A year of controversy

By Bob Datz
Staff Writer
News Analysis

Although most American Workers since 1935 have been guaranteed the right to hold job site elections on the union of their choice, agricultural workers didn't enjoy such legal rights until the adoption last year of California's Agricultural Labor Relations Act (ALRA).

The act, passed in the face of the kind of stiff opposition from agribusiness that traditionally has excluded farm workers from protective legislation, was directly linked to the emerging power of the United Farm Workers of America.

But if winning passage of the ALRA was difficult, keeping the law operating proved to be almost as tough. Just five months after the Agricultural Labor Relations Board (ALRB) began overseeing ALRA elections, political pressure from dissatisfied growers induced the legislature to block additional funding the board needed to keep operating.

The board, overwhelmed in its first five months by more than 300 ranch elections to supervise, quickly exhausted the \$2.5 million it had been allotted for its first year.

While a majority of the legislature favored re-funding the ALRB, a two-

thirds vote was necessary to provide the \$3.7 million budget supplement the board needed to remain functional. Agribusiness interests managed to get just enough votes to put the ALRB out of business, continuing a pattern of antiunion activity that began with farm laborer's first attempts to organize more than 80 years ago.

Why would growers favor cutting off the ALRA after they had agreed to support the law at the time of its adoption?

Gov. Edmund J. Brown Jr., instrumental in getting the act passed, found a simple explanation: "A group of people who never had any power before were getting it."

That they were. Almost 40,000 farm workers had voted in ranch elections from early September until the board closed its offices in early February, and the UFW won a majority of those elections.

Balloting resulted in UFW victories at 192 ranches, compared to 119 victories for the Teamsters and 25 for "no union." Another 43 elections were undecided because of complaints by all parties involved of unfair pressuring of workers and other questionable practices. The UFW expects to win most of those elections once hearings have been held to rule on the complaints.

(Continued on page 7)

Our kids work in the fields like adults

July 1976. 108 degree heat.

Child labor for most Americans is an inhumane practice to be read about in the history books of the Industrial Revolution. But for these children in the onions at the Garin Ranch in Mettler, Calif., and the strawberries at Oshita Farms in Prunedale, and for thousands of farm worker families in this country, child labor is still a fact of life.

The photo on our cover shows a girl working with an empty pesticide container. The photos on this page are equally representative of a day in the life of a farm worker child. Part of the UFW's Cause is to enable farm worker adults to earn a decent living without using their children.



UFW photos and page
design by Cathy Murphy



Following picketer's death

ILWU launches boycott

The International Longshoremen's & Warehousemen's Union (ILWU) late last month threw up picket lines and started a nationwide boycott against all Handyman locations in retaliation for the August killing of ILWU picketer Norman Ray Lewis.

Lewis, who the ILWU says was peaceably picketing the Handyman warehouse in Tracy, Calif., as part of a strike action started Aug. 3, allegedly was run down by company supervisor Leslie Laeger.

Lewis left a wife and five children ranging in age from 4 to 14 years.

The union has called on the district attorney of San Joaquin County to indict Laeger for murder or to convene a grand jury to investigate the killing and

issue a criminal indictment based on the facts.

Handyman of California, Inc., is a subsidiary of retailing conglomerate Edison Brothers Stores, Inc., of St. Louis.

Edison Brothers' subsidiaries also targeted for the boycott include Leed's Shoe Stores, Chandlers's Shoe Stores, Baker's Shoe Stores, Burt's Shoe Stores, Size 5-7-9 Shops, The Wild Pair, Joan Bar Boutiques, and United Sporting Goods.

In a letter to labor leaders throughout the country, ILWU President Harry Bridges and Secretary-Treasurer Louis Goldblatt wrote that, "The death of Norman Lewis is the direct result of Handyman's and its parent organization's policy of unyielding opposition to the organization of its employees, its refusal to sign a fair union contract, and its efforts to break a strike. We cannot, nor can any union, allow a revival of a policy of employer terror against our picket lines. The fight continues. Our picket lines are solid. We are determined to win the strike for which Norman Lewis gave his life."

Bridges and Goldblatt asked other unionists to support the ILWU's efforts to win the strike by calling on Edison Brothers in writing to bargain in good faith, urging the San Joaquin County District attorney to indict Laeger or convene a grand jury, supporting the boycott, and making a contribution to the Norman Lewis Memorial Trust Fund for the five Lewis children.

Edison Brothers' address is P.O. Box 14020, St. Louis, MO 63278. Contributions to the trust fund may be sent to the ILWU at 1188 Franklin St., San Francisco, CA 94109.

Do you get the message, Harry?

Anti-Proposition 14 spokesman Harry Kubo may be able to raise millions of dollars from agribusiness to work against the initiative, but city fathers in his own home town of Parlier have voted to endorse it. The 4-0 vote on the resolution at the Sept. 3 city council meeting made Parlier the first city to take a stand on the proposition.

Councilman Arcadio Viveros said the resolution was passed because many Parlier residents are farm workers or come from farm labor backgrounds. Kubo, a local grower, also worked in the fields as a youth, but now heads Citizens for a Fair Farm Labor Law, the leading anti-14 organization.

ALRA update

(Continued from page 5)

The Teamsters joined the growers in favoring an end to elections. They knew that many of their victories came only after workers had been fired, threatened, and even assaulted to force them to vote against the UFW.

Writing in *The Nation*, veteran Fresno labor reporter Ron Taylor observed "For the Teamsters and the growers — whose interests have always coincided in the farm labor struggles of the past decade — the results were unacceptable. A search was begun for a new anti-Chavez weapon."

Their weapon was political leverage and, as the board went broke, they decided to use the leverage to force changes in the law that would make it nearly impossible for the UFW to win union contracts through fair collective bargaining procedures.

UFW President Cesar Chavez protested that the growers' proposed amendments were a breach of the compromise reached when the law was passed and would "take the teeth out of the ALRA." But pending the changes, growers refused to authorize their minority of loyal legislators to approve further funding for the board. Their proposed amendments would have:

- Allowed growers or unions to appeal ALRB decisions to the courts, potentially tying up final election results for months or even years.

- Allowed growers to petition for elections as representatives of a "no union" campaign, even if a union had yet to appear to organize their workers.

- Delayed the elections by extending the time limit for balloting to 21 days from 7 days after an election petition is filed.

- Included labor contractors as "employers" under the terms of the ALRA.

- Required the application of National Labor Relations Act precedents to ALRB decisions except where "clearly not appropriate to agriculture."

- Required the ALRB to designate the bargaining units (ranch or area covered) for each election before it is held.

- Eliminated the law's requirement that employers give back pay raises to workers if found guilty of negotiating a union contract in bad faith.

- Scrapped the board's access rule allowing union organizers to talk to workers in the fields and camps for an hour before work, and an hour after work, and an hour during lunch and rest periods.

Satisfaction by the governor, a majority of the legislature, and thousands of farm workers with the performance of the ALRB had no effect on the legislative minority. That group claimed that the board was biased in favor of the UFW and spent its previous budget too quickly. Many observers questioned both the wisdom and the motives of the agribusiness politicians.

"The changes they want are many and major," a *Los Angeles Times* editorial pointed out, "and would work most directly against the organizing efforts of Cesar Chavez and his United Farm Workers of America. . . There can be no doubt that the intent of the amendments is to weaken the rights of workers and strengthen those of growers, while retaining the pretense of fair collective bargaining."

Calling for further ALRB funding without amendments to the law, the Sacramento Bee concluded, "The fact is that the farm labor bill, with the ALRB working to implement it, had done just

How to volunteer

Persons interested in volunteering to work on the Proposition 14 campaign may call the following numbers for information:

- Los Angeles Central, (213) 381-1136
- Los Angeles East, (213) 254-6768
- Los Angeles West, (213) 393-0680

- Long Beach Consult Directory Assistance
- Orange-San Bernadino-Riverside (714) 530-1944
- San Francisco, (415) 567-1562
- Oakland, (415) 533-3477
- San Jose, (408) 292-4651
- Sacramento, (916) 455-9494
- San Diego, (714) 233-5648

'Renacimiento' scheduled

La Tierra Nueva (The New Earth) Cooperative, a 60-acre farm run by 40 farm worker families in Yettam, Calif., will be the site Sept. 19 of an all-day "Renacimiento Campesino" (Farm Worker Renaissance) program featuring UFW President Cesar Chavez.

Chavez will speak in the morning after attending a public seminar beginning at 8 a.m. in nearby Monson on ways to build the farm worker Movement. The seminar, sponsored by *La Sociedad Economica Campesina* (Farm Worker Economic Society), will be held at the society's headquarters at 38845 Monson

Dr., about four miles from the cooperative.

Also scheduled for the 10 a.m. to 10 p.m. *renacimiento* are *mariachis*, theater groups, a dance, ceremonies to inaugurate the cooperative, plus commencement ceremonies for the 1976 graduating class of *Colegio de la Tierra* (Earth College), a two-year farm worker college in Del Rey offering 13 different associate degree programs.

The day's events are open to the public at no charge and are cosponsored by the three Fresno-area organizations — the cooperative, the society, and the college.



DOIN TUNES FOR JUSTICE — Country and pop artists Kris Kristofferson and Rita Coolidge shared the stage with UFW President Cesar Chavez on Sept. 3 at a benefit concert for the "Yes on Proposition 14" campaign in Santa Barbara, Calif. Coolidge and Kristofferson did all the singing. Chavez was the special guest speaker. (Photo by John McGrail)

what it was supposed to do — it had brought peace to the fields and orchards of California."

If proof of this was needed, it came on Jan. 31 when the UFW signed the first new contracts negotiated as the result of ALRA election victories. The signing came, ironically enough, just one week before the board went broke. Almost 2,000 workers were covered by the agreements, which represented the best total package of wages, benefits, and working conditions negotiated in U.S. agricultural history.

"These contracts show that the ALRA is a necessary and important instrument for both farm workers and the industry," Chavez said after the signing.

But without a functioning ALRB, the UFW was forced to move on its own to get the new law working again. The Union's Executive Board launched both a boycott of products by companies leading the antifunding fight (see story on page 8) and a ballot initiative to bring the issue of maintaining farm workers' rights to the California voters. The initiative contained its own list of ALRA amendments that not only would require the legislature to adequately fund the board each year, but would also:

- Authorize more severe penalties for unfair labor practices.

- Require growers to more readily provide the board with employee lists.

- Make the board's access rule a part of the ALRA itself.

- Up the number of workers needed to call for decertification of a union to 50 from 30 per cent of the workforce.

If the measure passes in November the financial rug can never again be pulled out from under the law and no amendments to it enacted without another vote by the people of California.

Farm workers and volunteers moved into the streets during the month of April to fill petitions with at least 312,404 signatures needed to place the initiative on the ballot. More than twice that number — 728,000 — were gathered in just 29 days, setting a record for any such effort. The tremendous public response startled and angered agribusiness but delighted farm workers and UFW supporters everywhere.

With the initiative easily qualifying for the ballot, the Union turned its attention to the fall campaign. Chavez said he was confident that the voters would act more positively than had the legislators in Sacramento.

"We don't confuse the American people with their politicians," he said. "We are convinced that when the people are faced with a direct appeal from the poor, struggling against great odds for a just cause, that they will respond positively. The people of California yearn for justice and it is to that yearning that we appeal."

Three growers added to UFW boycott list

By Bob Datz
Staff Writer

In mid-July UFW contract talks with H. P. Metzler Products, a Fresno fruit grower, were broken off after five months of futile exchanges and virtually no progress. Just three weeks later Tanis Ybarra, UFW Selma Field Office director, got word that the company wanted to settle as soon as possible.

A meeting was set up for Aug. 11, after which company attorney Jordan Bloom confided that the Union "would probably get everything you want" if the workers would accept a minor company demand on hiring.

"I'm almost positive their sudden response was from the boycott," Ybarra said later, and recent negotiating sessions seem to support his view. Both sides are meeting regularly and making progress, said UFW Negotiations Director David Burciaga.

The UFW has used boycotts since 1968 — when it launched a nationwide boycott against grapes — as a device to pressure growers into good-faith bargaining. Since 1973 the Union has boycotted Gallo wine and non-UFW head lettuce, and in July started boycotts against four firms, including H.P. Metzler, it contended were bargaining in bad faith.

One of those firms, Dole Co., was removed from the list after a contract settlement last week at West Foods in Ventura, a fellow subsidiary of Castle & Cooke, Inc.

Boycotts continue against Metzler, Maggio-Tostado in the Coachella Valley, and McFarland Roses in the Delano area. Contract negotiations are continuing with all three.

H.P. METZLER

With no previous union contract, workers at the Metzler Ranch voted in the UFW on Sept. 24, giving the Union 68 votes to 13 for "no union." Twenty-eight ballots were challenged and unfair labor practice (ULP) charges are still pending. Firings that the company contends were layoffs occurred both during and after the election, hitting workers with UFW loyalties. Unemployment investigators looking into the "layoffs" were told by a company official that, "We don't want any union people on our ranch."

"If you have your way you'll get results to destroy the company, isn't that right?" Metzler attorney Bloom remarked as negotiations faltered in July.

UFW negotiator Dolores Huerta's response was immediate, "You guys don't want to negotiate." Talks were frozen solid for three weeks.

This was two weeks after the Metzler boycott began. The company had stood firm against a hiring hall after "playing games" during the earlier meetings, Ybarra said. "At one meeting they would give us the hiring hall and at the next they'd take it back," he said. And piece-rate and other information on current conditions requested from the grower hadn't been provided.

Yet the talks' new tone in August put both sides "very close on seniority, the hiring hall, and the grievance procedure," Ybarra said.

As the boycott continues, consumers are being asked to avoid Metzler products — grapes, almonds, and peaches under the "Sun-Met" and "Mr. M" labels — in marketing areas including New York, Chicago, Detroit, Toronto, and Denver. The firm sells to the A & P supermarket chain in the eastern United States.

MAGGIO-TOSTADO

In 1973 Indio attorney David Smith counseled Coachella Valley growers to dump their UFW contracts and sign on

with the Teamsters. Coincidentally, the Western Conference of Teamsters also happened to be one of his frequent clients.

Three years later, representing once-Teamster-organized Maggio-Tostado, Inc., Smith moved to have the UFW's 43-34-vote representation election victory over the Teamsters decertified on the very same March day he met in a preliminary negotiating session with the UFW.

No further meetings were held for another four months because "they just weren't returning our calls," said Ilene Carr of the Union's Negotiations Division. Notes of July and August sessions held after the boycott began show informational exchanges but little actual bargaining.

"More recently, we've been moving toward a settlement," Burciaga said.

Contract articles aside, accommodation on four ULP charges from the fall election campaign remains an issue. Company supervisor Eddie Norte's alleged firing of four workers for refusing to sign Teamster authorization cards and his threats and actual firings of UFW supporters have not been

forgotten by the Union, although ULP rulings are still pending from the ALRB.

Maggio-Tostado grows carrots, lettuce, cucumbers, and cabbage, shipping to all parts of the United States and Europe under the "Mr. California (M-T)" and "Sun World" labels. Boycott volunteers should have little trouble finding distributors of Sun World cabbage, Carr said.

McFARLAND ROSES

Coming into bloom in late October, McFarland's roses grow jungle-like, creating attention-snatching bands of color about 10 feet wide.

Last November's harvest required about 140 workers, mostly local residents who had just finished working the Delano grapes. Many were anxious to sign UFW authorization cards as they came to work with huge leather gloves to protect themselves against the roses' brambles.

A solid organization committee at McFarland made the Nov. 28 election an easy victory for the UFW, with the Union receiving 36 votes to 11 for "no union". Despite charges of employer

Land reform conference set in Fresno next month

A State Conference on Land Reform will be held by the California Food Policy Coalition October 15-16 in Fresno, Calif.

The conference is the third in a series of six being sponsored by the coalition and will focus on the control and use of agricultural land in California.

Subjects to be examined include the relationship between land reform and agricultural production and the extent to which the control of land affects the development of food policy. The coalition wants to develop a continuing issue-oriented task force at the conference.

Workshops will cover such issues as land and the law, energy-intensive farming; current legislative approaches to land reform; alternative ownership patterns; and means of moving from farm worker to farmer (this workshop will be conducted in Spanish).

Participants also will take a firsthand look at the effects of the federal Reclamation Act of 1902 on the Westlands Water District near Fresno.

Registration will cost no more than \$5 and will end Oct. 8. Further information is available from Mack Warner, 2160 Lake St., San Francisco, Ca., 94121.

Huelga School accredited

The Sept. 9 reopening of the Huelga School in Delano, Calif., marked the beginning of the school's first year as an accredited alternative school.

Twenty-one full-time kindergarten and first grade students are attending the school, which in past years concentrated largely on supplementary after-school activities for farm worker children.

Started in 1969 by the National Farm Worker Ministry, the Huelga School considers itself "a real integral part of the Movement," said Director Shelly Spiegel.

Spiegel came to the school in July and is teaching classes along with Maria Gonzalez, also a certified teacher. Bob Ream runs the evening adult program.

After-school programs continue for children in the second grade and above.

With a lot of help from parents, the staff worked the summer to refurbish the school building at First Avenue and Asti Street, where the Union had its first office until 1969. The UFW's first service center and hiring hall were located in other buildings on the same intersection.

Daytime classes emphasize bi-lingual, bi-cultural education in addition to math, reading, and other primary school subjects. "We hope all the children who leave our school will be literate in two languages," Spiegel said.

Language classes also are taught in the after school program, as are sessions in photography, science, math, puppetry, and dance.

A variety of skills classes ranging from mariachi to basic auto mechanics are available to adults through the evening program. While daytime programs are full, openings are still being filled in the adult classes until they start on Sept. 20.

threats and firings of *Chavistas*, no ULP charges were filed against the company, enabling negotiations to begin as soon as possible after ALRB certification in late December.

The company's decision to negotiate through Associated Farmers of California should have been an indication of things to come. Since 1937, when the group was founded — in its own words — to "protect farmers from the Communist influx into the agricultural areas of California," Associated Farmers has used its tax-exempt income to lobby against the interests of farm workers and break legitimate strikes. In more recent years, the organization has taken strong stands against the ALRA and the extension of unemployment insurance to farm workers.

Only three meetings were held in the six months before the McFarland boycott was called. In those sessions, the grower rejected vital union security and recognition proposals. McFarland, through attorney Fred Morgan, also rejected the concept of the absolute union shop and offered hourly wages hikes of just 10 cents per hour with another 5 cents to be added a few months after the agreement took effect. Current hourly wages begin at \$2.75.

Huerta, first vice president of the Union, was involved in the earlier negotiations and recalled Morgan as being "just insufferable."

"He wanted me to send him 'our priorities' in writing," she said, "and, well, the whole contract is important to us so I just said, 'let's do the boycott.'"

Her recommendation was adopted and, of the companies currently on the "unfair list," McFarland and Associated Farmers of California have shown the least willingness to bargain.

A subsidiary of George J. Ball, Inc., McFarland Roses distributes its flowers through the parent company's three divisions: Jiffy Products of West Chicago, Ill.; Pan American Seed of Florida; and Ball Superior of Mississauga, Ontario.

UFW leaders say the boycott pressure is having an impact, despite the low profile of the three growers' products.

"It should not be let up," said Burciaga, "because if it were, we'd stop making any progress with these negotiations."

Special programs being organized include Movement history, and field trips to Union clinics, offices, and facilities; and studies of cultures found in the Delano community, including Mexican, Filipino and Anglo-American, Spiegel said.

Individual attention is important to the philosophy of teaching at the Huelga School, with most learning done in small "learning centers."



THE UFW-SPONSORED Huelga School sits in the heart of the Union's first headquarters in Delano. (Photo by Bob Datz)

UFW has 49 contracts

Elections held between September 1975 and February 1976 under California's Agricultural Labor Relations Act resulted in signed contracts with 40 growers, bringing the total number of UFW contracts to 49, according to figures obtained from the Union's Negotiations Division.

Contract talks are proceeding with many of the 82 remaining ranches where UFW victories were left uncertified when the California legislature cut off

funds for the Agricultural Labor Relations Board, bringing the board's certification activities to a halt. Contract talks cannot begin until an election has been certified.

Agreements reached with the certified companies have meant the UFW label can now be found on a wide range of crops. Before last fall's elections, Union contracts were mostly in wine grapes.

Among the contracts now in force are:

Company	Area	Crops
Admiral Packing	Salinas	lettuce
Akitomo Nursery	Oxnard	celery, plants, flowers
Akune Nursery	Oxnard	celery, plants
Almaden Vinyards	King City	wine grapes
Christian Brothers (Mont La Salle)	Napa/Fresno	wine grapes
California Coastal	Salinas	lettuce
Coca-Cola	Florida	citrus
Colace Brothers	Calexico	alfalfa, melons, row crops
J.J. Crosetti	Watsonville	row crops
DRM	Coachella	citrus
R.T. Englund	Salinas	lettuce, row crops
David Freedman & Co.	Coachella	table grapes
Green Valley Produce Coop	Salinas	lettuce
Harden Farms	Salinas	lettuce, row crops
H & M Farms	Oxnard	tomatoes, celery
InterHarvest	Salinas, Oxnard, Calexico, Santa Maria, Phoenix, Bakersfield	lettuce, row crops
Las Colinas Vineyards	King City	wine grapes
Mann Packing	Salinas	broccoli
Paul Masson Vineyards	King City	wine grapes
Pik'd Rite	Salinas	strawberries, tomatoes
Meyer Tomatoes	King City	tomatoes
Mr. Artichoke	Salinas	artichokes
A. Perelli-Minetti	Delano	wine grapes
Molera Agricultural	Castroville	artichokes
Novitiate Wines	Los Gatos	wine grapes
Reclaimed Island Land	Stockton	machine tomatoes
Salinas Marketing Coop	Salinas	lettuce, row crops
Santa Clara Nursery	Oxnard	celery, plants
J. H. Smeds & Sons	Fresno	grapes, tree fruit
W.H. Smeds & Sons	Fresno	grapes, tree fruit
Tanaka Brothers	Oxnard	tomatoes, celery, row crops
United Celery Growers	Oxnard	celery
Valley Harvest Distributing	Watsonville	cauliflower
Valley Vineyards Services	Livingston	wine grapes
WYT Farms	Fresno	grapes, raisins
Watanabe Ranch	Oxnard	vegetables
West Coast Farms	Watsonville	lettuce, row crops
West Foods	Ventura	mushrooms



Members of the Valley Vineyard Services ranch negotiating committee meet with UFW President Cesar Chavez in his office. From left: Rigoberto Costillo, Hipolito Ramos, Livingston Field Office Director Juliana DeWolfe, Nicolas Arroyo, Carlos Hernandez, Rodolfo Gonzalez, and Jim Drake, Proposition 14 campaign coordinator. (Photo by Cathy Murphy)

First ALRA grape contract

LA PAZ — A year after workers began organizing themselves for a union representation election at Valley Vineyards Services, Inc., the ranch near Livingston, Calif., became the 48th under UFW contract and the 39th since California's farm labor law was passed last year.

Negotiations committee members and UFW president Cesar Chavez signed the pact Sept. 1 at the Union's headquarters here in ceremonies attended by about 100 headquarters staffers. An Aug. 23 ratification vote had gone 113-5 in favor of the agreement.

"This is perhaps our best contract," Chavez said before introducing the five-member negotiating committee from the ranch formerly named "Montecillo." The company employs 600 workers during peak harvest season.

The agreement, which is the first new grape contract signed as the result of state-run elections, provides an initial base wage of \$3.35 per hour for general laborers and \$5.00 per hour for mechanics.

Recent Teamster agreements with E. & J. Gallo and Dalton Richardson pay general laborers \$3.26 and \$3.15, making the latest UFW contract the best-paying grape pact in the state. It also provides employee fringe benefits similar to other recently negotiated UFW contracts.

Each member of the Valley Vineyards negotiating committee made brief remarks that included praise for the Union's volunteer staff.

"The work you do is of your own free will while farm workers do it out of necessity," said Committee President Nicolas Arroyo.

Recalling the workers' efforts to organize for their September 1975 election, committee member and former Gallo striker Rodolfo Gonzalez said, "The Union responded with its saving hand. When the company saw the (UFW) eagle coming, they began to have nightmares, their knees became wobbly, and they placed security guards in the fields. But the Movement could not be stopped."

Chavez hits Delano's rejection of statue

The Delano, Calif., city council's recent rejection of a statue honoring Philippine national hero Dr. Jose Rizal drew strong criticism from UFW

President Cesar Chavez. Chavez demanded that the council accept the \$2,500 statue — a gift from the local Filipino community — and apologize for its "inexcusable behavior".

City officials who said there were "no ground rules" for accepting the statue are unable to reverse their position. The City of San Francisco readily accepted it for placement in Golden Gate Park.

"Little concern was voiced for 'ground rules' 50 years ago when Delano agribusinessmen began importing thousands of single Filipino men to labor in the fields," Chavez said in a letter to the city council. Chavez said growers subjected Filipinos to "cruel economic and racial discrimination."

"If Dr. Rizal came to Delano today to struggle for freedom, he would probably experience the same opposition from the Delano city council as he faced from the Spanish colonialists," Chavez added.

When the board went broke

Latest ALRB and UFW statistics show how the death of the ALRA in February left California farm workers in a state of suspension.

- ALRB elections held: 414
- Elections awaiting certification: 223
- Undecided ranch elections: 57
- UFW victories awaiting certification: 83
- Unfair labor practice charges pending: 652
- UFW unfair charges pending: 520.

The uncertified UFW victories cover about 20,000 workers who are

still waiting for the board's go-ahead to enter contract negotiations.

The Union's Negotiations Division reported that the board's closing was immediately reflected in slower negotiations with growers who knew there was no board to enforce good-faith bargaining provisions of the ALRA.

Representation elections also have been curtailed. More than 6,000 Coachella Valley workers, for example, have signed UFW authorization cards but haven't been able to vote on a union since the board shut down.

Election results at the E. & J. Gallo ranch still are undetermined. Gallo

products became the target of a UFW boycott in 1973 after the company signed a Teamster contract — still in effect — instead of renewing the UFW contract that had been in force. Almost all the workers then walked out on strike.

Strikers were allowed to vote in the September Gallo election under terms of the ALRA but their ballots were challenged by the Teamsters. Final ruling on that election awaits the completion of suspended ALRB hearings to determine the exact definition of an "economic striker."

Observers say the board should be fully operational by next month.

Ad uses argument judge ruled faulty

Full-page newspaper ads opposing Proposition 14 are still using at least one argument ruled fraudulent more than a month ago by a Sacramento Superior Court judge.

The ads, appearing on Sept. 1 in most major California newspapers, were the first major salvo in an anti-14 campaign being waged by agribusiness under the banner of "Citizens for a Fair Farm Labor Law."

An Aug. 4 ruling by Judge Francis Carr upheld the UFW's contention that some of the anti-14 arguments written for a state ballot issues booklet were "deliberate lies." The decision directed

that the arguments be revised before publication of the booklet by the state.

Among the arguments Carr found faulty was the growers' assertion that the UFW-sponsored proposition would remove budgetary control of the Agricultural Labor Relations Board (ALRB) from the state legislature.

Yet the ads call the proposition "an attempt to circumvent the normal budgetary controls on government spending."

To the contrary, Proposition 14 amends the current Agricultural Labor

Relations Act and requires the legislature to "appropriate funds necessary to carry out the act."

"I think they're groping," said Marshall Ganz, UFW executive board member and director of the statewide Yes on 14 campaign, in response to the first ad. "It's very hard to argue with the right to vote. The only way you can do it is by lying, and that's what they're doing."

Ganz branded as one lie the ad's contention that the proposition would permit "governmental confiscation of personal rights and private property rights."

"What personal rights would be confiscated?" he asked.

While the court decision resulted in changes in the anti-14 arguments for the state booklet, it had no authority over the content of advertising.

But one argument the growers have revised since Carr's ruling is their original contention that Proposition 14 would create a law that couldn't be changed without a constitution amendment. The truth is that the law could be changed only through a statewide popular vote.

Union leaders expressed surprise that the growers launched such a large ad campaign so early. They said it probably came in response to the UFW's massive bumper sticker effort, in which stickers had been affixed to 140,000 cars in California by Sept. 1.

Ganz added that the early blitz by growers indicates that their campaign chest is bulging. He said he expects them to spend \$3-4 million against Proposition 14 before the Nov. 2 election.

Growers split?

California's agricultural industry is approaching November's vote on Proposition 14 "with its house divided, its shots scattered, and its leaders galloping off in all directions."

That's the assessment expressed in a recent *California Farmer* editorial beseeching the industry to "close ranks" against the proposition.

"We face a single adversary of nearly overwhelming dimensions in the form of the Chavez initiative in November," the editorial acknowledges.

"We have no money, time, no energy to waste on fragmentation, duplication of effort, or ruffled feathers," it continues, noting that potential supporters among urban politicians, the news media, and business leaders "are growing tired and confused by what appears to be internal disagreement and bickering in agriculture."

Growers file funds report

The anti-Proposition 14 organization Citizens for a Fair Farm Labor Law had raised \$20,920 by June 30, according to a campaign statement the group filed with the state Aug. 2.

The voluntary statement listed expenditures through June 30 of \$6,651.78, including a \$5,000 legal retainer to the Los Angeles law firm of Gibson, Dunn and Crutcher. The first filing required by law is due Sept. 28.

Most of the 81 contributions listed were for \$250 and came from growers in the Woodland area. Donations of \$1,000 apiece were made by L.R. Hamilton, Inc., of Reedley and the Napa County Farm Bureau.

Marshall Ganz, statewide director of the Yes on 14 campaign, said the contributions list will help the UFW.

"We want to send letters to the grower/contributors saying, 'We're targeting your farm for organizing activities. Thanks for giving us your address,'" Ganz said.

On July 28 the Fresno-based anti-14 group filed an amendment to its statement of organization, replacing Tim Bone of Fresno with Harry Kubo of Parlier as president. Kubo is president of the Nisei Farmers League. Patricia "Corky" Larson, communications director of California Women for Agriculture and wife of Coachella Valley grower K.K. Larson, was listed as vice president. Grower PR representative Don Curlee is secretary and Bone, treasurer.

The other major anti-14 organization is the California Farm Bureau Federation Political Action Committee, headquartered in Berkeley. Its officers are leaders of the California Farm Bureau Federation.

Convention spirited Salinas delegation sets the tone

It was late Sunday afternoon in Fresno's Selland Arena, and delegates to the UFW's First Political Endorsements Convention were tired.

Many had driven during the night to reach Fresno by 6 a.m. to register, and they'd spent all day in business sessions in the humid convention center.

But they had enough energy to rise enthusiastically — at Executive Board Member Marshall Ganz' request — to express support for all the full-time workers for Proposition 14. As they got to their feet a commotion broke out in back of the arena.

Right away it was clear what was happening. The high-spirited Salinas-area delegation had started a "spontaneous" demonstration — reminiscent of the kind you see at political conventions — complete with banners and a mariachi band.

As they paraded through the aisles other delegates joined the procession, and soon virtually all seats had emptied and more than a thousand farm workers and supporters were winding through the arena, clapping in unison, waving banners, and chanting, "Catorce, Si! Catorce, Si! (Fourteen, Yes!)"

"This is for everybody, every race, every religion — and this convention is the way to change everything," said Francisco Solorza, a delegate from Chula Vista Farms, while the parade continued sucking delegates from their seats into the overcrowded aisles.

"I'm against violence because I was in a war and that changed nothing." The sparkle in his eyes as he talked said that he'd rather be participating in the demonstration and that he had completely dismissed any weariness from the long day preceded by an all-night drive from San Diego County.

Rudy Reyes had been to both UFW Constitutional Conventions and has been an active Union member since the first grape strike in 1965. In Fresno this time as a delegate from the Freedman ranch in the Coachella Valley, Reyes said he was moved by the new heights of influence his Union has reached.

"Before, when we went to strike, they wouldn't ask any farm workers what they think. In the early days, I never thought it would come to this," he said, referring to the procession of politicians from Jimmy Carter to local candidates that sought support from the delegates. "I thought maybe we could get some contracts, and that's it."

While the VIPs and political heavies reached the rostrum at various points during the day, lesser political lights sat hopefully in the back of the hall awaiting their chance to speak to smaller caucuses of delegates from their respective areas. If politicians could ever be seen as humble, this was the place to catch them. All were delighted to talk to *El Malcriado*.

"The farm workers' endorsement would be very helpful," said Republican State Senator Milton Marks of San Francisco. Involved in a close race for reelection, Marks said there is great support for the UFW and the boycott in his urban district that he would like to have on his side in November. But since both he and his opponent seemed equally favorable to the delegates, Marks' efforts for the day produced nothing. No endorsement was made in the race for his ninth senatorial district seat.

The farm workers weren't arrogant about being the objects of such solicitude, but many were aware of the significance of the event.

"I think it's very important that Jimmy Carter wants to talk to us," said Clarence Bradley, a cauliflower cutter at InterHarvest in Salinas for the past five years. "It shows he's thinking about us, anyway."

"This is the first time we've had anything like this. The more we have 'em, it enlightens everybody. By doing this, we know who's right and who's wrong. But the grower, he thinks he's always right."

"The most important thing is to get Proposition 14 passed. The next thing we should do is get rid of those people that keep cutting our funds," Bradley said in reference to state legislators who blocked supplemental funding for the Agricultural Labor Relations Act earlier this year.

The 1,047 delegates formed a microcosm of the Movement and its

historical development. Serafin Quojaya, for example, was the lone delegate from E. & J. Gallo Ranch. A 1973 striker, he's presently employed at another Livingston ranch while waiting for certification of the representation election held at Gallo last September. The 54-year-old Quojaya was elected to represent the 128 mostly Portuguese strikers who didn't return to their homeland after the 1973 strike and voted in the Gallo election. He listened to the proceedings quietly, seated behind a delegation sign that reminded passers by of a Union struggle still unresolved.

The six-member West Foods delegation from Ventura was excited. It was their first UFW convention and Union President Cesar Chavez took time to point them out to the other delegates, who delivered cheers and applause of solidarity for all West Foods workers who at that moment were striking for a UFW contract.

Delegates had gathered from ranches and Union offices, clinics, and services from every farming area in California.

The largest area delegation came from Salinas, where the Union has most of its contracts.

"The ranches made all new banners for this convention, the majority of them," said Salinas Field Office Director Roberto Garcia. The area's 136 delegates and visitors from 26 nearby ranches headed to the convention in a car caravan, Garcia said, but he couldn't guess how many cars that added up to. All he could say was, "That's a big caravan."



THESE DELEGATES from San Ysidro in San Diego County typify the kind of spirit expressed throughout the Fresno convention. (Photo by Cathy Murphy)

Carter likes 14

(Continued from page 1)

Labor Relations Act (ALRA), Taylor told the delegates. "Instead, I find farm workers fighting for the right to organize."

Business Manager Bill Soltero of Laborers Local 383 of Phoenix, Ariz., speaking in animated Spanish, exhorted the delegates to work hard for Proposition 14 and asked all who would commit themselves to do so to raise their hands.

Near the end of the day, after a spirited 14-minute floor demonstration in support of Proposition 14, dozens of delegates took their turn at floor microphones to announce pledges of money and time for the initiative campaign. More than \$20,000 was pledged, mostly in increments of a few hundred dollars.

Carter, whose telephoned comments were broadcast over the arena's P.A. system and simultaneously interpreted into Spanish through closed-circuit portable radios furnished most of the delegates, told the assemblage that though he was far away in distance, "I'm close to you in spirit."

"The achievements of Cesar Chavez and the United Farm Workers of America have already added a great chapter to the history of labor," he continued. "You've shown... that your people can achieve self-determination through the struggle for the right of collective bargaining. Yet throughout the struggle you have maintained your commitment to nonviolent change."

"You've had special problems in California among the farm workers. And the farm labor law passed by the legislature and the governor recently is now being tried and tested throughout your state. But for 11 months (sic) the law that had been passed was rendered ineffective. For that reason I support the objectives of Proposition 14..."

At that point the whoops and cheers began.

Carter concluded with a few sentences in Spanish in which he said he looked forward to being in California soon and meeting with Chavez.

Chavez then asked Carter whether he was unequivocally supporting the proposition, and the candidate said yes.

Endorsements were considered only for candidates who requested them. Candidates or their representatives were invited to speak before area caucuses meeting throughout the day, which forwarded recommendations to an endorsement committee of 27 delegates. The committee in turn sent its recommendations to the entire convention for approval. All of the committee's endorsement suggestions were accepted.

The committee's sessions were closed, but one participant said candidates'

support of Proposition 14 and past solidarity with the farm workers were the key criteria used in making endorsements. The delegate said the committee's decisions on Carter and Tunney were unanimous but unenthusiastic.

The UFW actively worked for Tunney's primary election opponent, Tom Hayden, and has regarded Tunney as a lukewarm supporter at best.

But all but a handful of delegates seemed happy to accept the committee's recommendations.

Other endorsees, all Democrats, were: San Joaquin County Board of Supervisors District 1, Ralph White; Alameda County Board of Supervisors District 5, John George;

State Assembly District 12, Tom Bates; 13, John Miller, incumbent; 17, Willie Brown Jr., incumbent; 37, Arline Mathews; 38, Betty Mann; 39, Jim Keyser, incumbent; 44, Alan Sieroty, incumbent; 51, Charles J. Post III; 55, Richard Alatorre, incumbent; 56, Art Torres, incumbent; 58, Fred Chel; 60, Joseph Montoya, incumbent; 61, Patricia Ostrye; 63, Bruce Young; 69, Neal Gibbons; 73, Dennis Mangers;

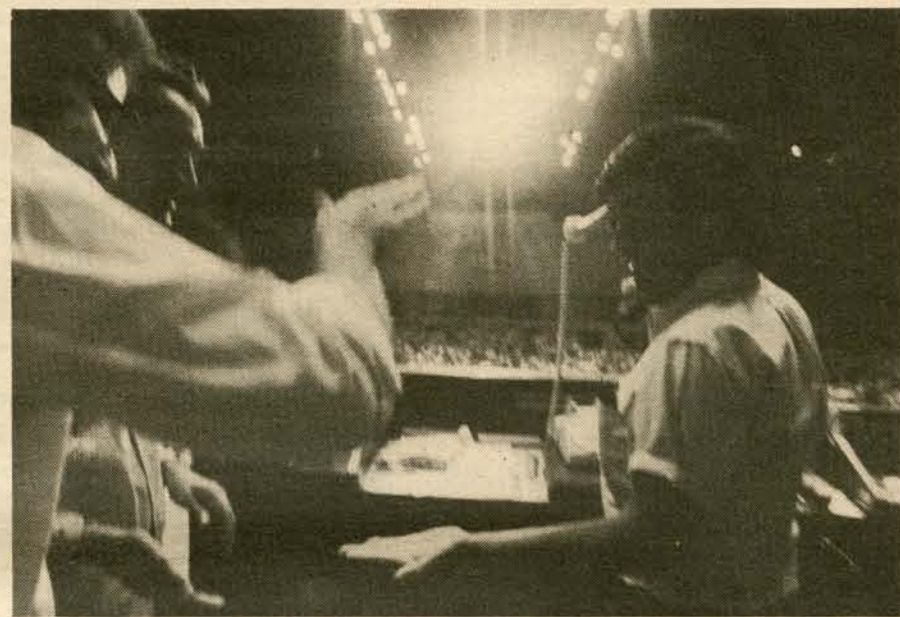
State Senatorial District 29, Bill Greene, incumbent; 23, David A. Roberti, incumbent; 39, Bob Wilson;

U.S. Congressional District 4, Robert Leggett, incumbent; 8, Ronald Dellums, incumbent; 10, Don Edwards, incumbent; 12, David Harris; 13, Norman Y. Mineta, incumbent; 25, Edward R. Roybal, incumbent; 27, Gary Familian; 28, Yvonne Brathwaite Burke, incumbent; 33, Ted Snyder; 37, Douglas Nilson Jr.; 39, William Farris.

The Union's Executive Board was empowered to decide on endorsements in certain other districts because the committee lacked sufficient information. Decisions referred were for Assembly Districts 43, 72, and 80; Senatorial Districts 5, 7, and 37; and U.S. Congressional Districts 9, 15, 16, and 40.

The Executive Board also was authorized to make endorsements during the interim period until the next endorsements convention.

The adopted resolutions included support for passage of Proposition 15, replacement of the U.S. Immigration and Naturalization Service with a new agency "capable of observing the Constitutional and human rights" of all U.S. residents, condemnation of legislators who voted against a budgetary supplement for the ALRB, suffrage for non-citizen residents of the United States, freedom for four incarcerated Fresno Bee reporters and defeat of a dog racing proposition on the California ballot.



UNCONVENTIONAL BEHAVIOR followed Jimmy Carter's speech via telephone (top) as UFW President Cesar Chavez, Secretary-Treasurer Gilbert Padilla and Executive Board member Marshall Ganz (from right to left above) slap each other "five" upon hearing Carter's endorsement of Proposition 14. Below, delegates cause the day's biggest ruckus during a late afternoon floor demonstration that released the day's energy.

(Top photo by Paul Chavez, others by Cathy Murphy)



Cranston campaigns for Tunney

FRESNO — Overcoming a polite but unenthusiastic response to his praise for Sen. John Tunney (D-Calif.), senior Democratic Sen. Alan Cranston got an energetic ovation for his direct endorsement of Proposition 14 from the Union's Sept. 5 state Political Endorsements Convention.

Tunney, whose Democratic primary opponent, Tom Hayden, was supported by the UFW this year, was the subject of much of Cranston's speech, which also praised Democratic Presidential candidate Jimmy Carter.

Pointing to Tunney's liberal voting record and recent endorsement of Proposition 14, the senior senator called his colleague "a courageous leader who often sticks his neck out to fight for what he believes." He urged delegates to "be realistic" and endorse Tunney in his bid for a second U.S. Senate term, which they later did.

One of the morning's most spirited reactions came when Cranston men-

tioned Hayden's name. Cheers, whistles, and sustained applause interrupted the speech.

"But you can't vote for him; he's not on the ballot," Cranston continued. "The way we're going to defeat (Republican candidate) H. I. Hayakawa, who opposes Proposition 14, is to elect my colleague who supports it, John Tunney."

The Palo Alto native himself then joined the list of major political leaders endorsing the proposition. Two days before the speech he reportedly had not worked out a position on the issue.

"I endorse Proposition 14," said the determined-looking senator as he leaned forward toward his audience. "I'll not only vote for it, I'll not only support it — I'll work for it up and down the state of California between now and election day."

The initiative's passage would guarantee the continuation of "a

working democracy" for the state's farm workers and be a benefit to all California citizens, Cranston said. He added that the ALRA may become a model for farm labor legislation on the federal level and lashed out at Republicans in the legislature "who cooked up a scheme to stall and sabotage" the law.

"Everlasting strife between farm workers and growers is a losing proposition for both," Cranston added.

In an interview with *El Malcriado* before his speech, Cranston denied that a Tunney endorsement from the UFW would be a difficult subject. He added that he had "been working on this speech like fury for four days" and called his remarks on Tunney "a very big part of this speech."

Cranston began his address by blasting President Gerald Ford's economic policy and urging an endorsement of Democrat Jimmy Carter.

"Ford is not only an economic disciple of Richard Nixon, he's outdone his master in wrecking our economy," Cranston said. He called the Nixon and Ford policies those of "deliberate unemployment and economic decay", citing nationwide unemployment statistics since 1968 and observing that those figures leave out many who have given up looking for work, "millions of our brothers and sisters thrown out on the scrap heap, ignored, forgotten, wasting away in poverty."

"The fact is that the very best unemployment figures under Ford are worse than the worst unemployment figures under Nixon," he said.

The Senator also urged farm workers to take advantage of the state's new bilingual post card voter registration system to register 500,000 new voters to help ensure the passage of Proposition 14 and the election of Jimmy Carter and other candidates who will advance the cause of workers.



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