

TAPE ARC-47, TC 05:00:00

CBS

05:00:04 REPORTER: What were some of the other problems you had with the hiring haul?

05:00:07 PANDOL: The big problem actually was the workers. For example, the way we do it a man who had seniority or's been with us or a couple of them would come from Puerto Rico or if they been working in oranges or roses; many of them work here winter time in roses. But they come to us and they say we would like to go back to work now so we give them a request and the request they have to go to the Union. See we couldn't hire anybody. Many times they'd have to come and either ask the foremans or ask us for an advance to go pay their dues so they can come to work.

05:00:40 REPORTER: For three years you had a United Farm Workers Contract and your workers were under that. Why three years ago did you sign?

05:00:47 JACK PANDOL: Again, uh our economic boycott, when they closed down the markets the American people did not understand what the problem, the workers there was no rights of the worker there was no laws we tried, we begged for legislation nothing would happen and of course many growers in many areas who had not had the problem because as long as your house isn't on fire you don't think you need insurance so it starts to smolder, then it's to late. Uh, we have no laws, we had no way. The boycott, they went to the chains and threatened them, to close 'em down, burn 'em down and picketing and mass picketing in front of the stores, the stores would just not buy a product. We ran into one of the heaviest crops that we've had in, while since that time until today we never had the crop we had that year and we couldn't sell the whole crop, maybe even with or without the boycott we would have had the problems but with the boycott it was just the pressure was too great many of our neighbors

went broke; they just lost everything, everything they ever had and the rest then just figured well then what's the use. So we took the position we lost the battle, we hope to win the war. And after three years the evidence is here that maybe we didn't lose the war. Maybe Chavez has lost. Maybe he is now as the historians would say the first man.

05:02:05 REPORTER: What happened to the negotiations this time? Why didn't you sign?

05:02:09 JACK PANDOL: Primarily because of this uh the boycott and the hiring. And those are the two stumbling blocks they never got over that. Uh, Chavez I think by his own releases says wages were never discussed because this has all been cut and dried, whatever the others are paying this has always been traditional you treat your own as your neighbors treat his and the weight scale is uniform so there was no discussion along that line but the hiring haul and the boycott, we says if we sign then stop the boycott. We do not-if you want selective boycotts-don't go boycott us. He says nope he would not give on that. Here we sign, we have the eagle and I'm being boycotted.

05:02:48 REPORTER: How could that happen? I don't understand.

05:02:49 JACK PANDOL: How? Because they say there's honest innocent people who refuse to buy because maybe they feel maybe I'm doing somebody an injustice.

05:02:59 REPORTER: When there was a grape boycott there were grapes that were union picked but people weren't buying so...

05:03:03 JACK PANDOL: That is right and yet there's again no way of identifying. It was a very interesting story in New Hampshire or someplace up there a Catholic Bishop says don't buy any lettuce but UFWOC lettuce. The local growers of the area protested and Portland, Maine I think it was where they wrote an editorial said this is a terrible thing the Catholic Bishops are protesting

and saying don't eat our lettuce and the Catholic Bishops response was we're not talking about our local lettuce that stuff three thousand miles away in California and I happen to be an expert on you can't eat that lettuce.

05:03:33 REPORTER: The two main things that broke this last round of negotiations down it was the hiring haul and the secondary boycott which the growers wanted eliminated.

05:03:41 JACK PANDOL: Yes. That was the biggest stumbling block. There was other things but that was the biggest thing.

05:03:47 REPORTER: What were the bargaining sessions like?

05:03:49 JACK PANDOL: Uh, I wasn't in on them my brother was. They were long, the last one uh lasted til 4 o'clock in the morning and Cesar Chavez wanted to put a grandstand and Marshall Ganz and they get up and they brought in their audience 18 or upto 30 people, their so called committee back there, make big speeches, things that have absolutely nothing to do with the contract or negotiation. They were negotiating on certain points and on this time he brought in a brand new contract and threw it on the table and says here's my Coachella contract, this is what you're gonna take or else. And they made all a bunch of speeches. Our people says, look, here we been working all this time because we knew there would be these picket lines. We knew there would be boycotts. We knew all of this and we figured why have the bloodshed again. We went through this once, we didn't like it. We're not as scared of it but we don't like it. I haven't heard a grower yet cry.

05:04:44 REPORTER: Chavez has lost about 160, 180 contracts to the teamsters and he says the growers are signing with the teamsters is a sweetheart contract. How do you respond to that?

05:04:56 JACK PANDOL: Well, of course Chavez contend there were no elections ought to have elections. I contend my workers never had an election

and our workers never had a right of ballot. What I'm getting reports from some workers I've talked to and a few growers that I've talked to the thing they like about the teamsters contract they're not around everyday for social action and it's not a revolution. They are a business deal, they're tough, they're ornery and they say do it and you say yes sir. And with these people they come around and they come up with their management, the Union management that Chavez has got, my God you ought to see the type of element that comes around here! They know nothing about work, they never have done a days work; 90% of them. And it's really sad when you see this and they're trying to tell these workers and the worker looks at 'em-you have to remember many of these workers as foreman and many these employees have been with us from 5-25 years and they know what has to be done in a box of grapes. They know how to pack a box of grapes. When some amateur, some man that doesn't know anything and comes around here and starts telling 'em how he's gonna do this and that they get very disillusioned, very disgusted. Then he says young boy go wash your face and go on home.

05:06:13 REPORTER: Do you think you would sign with the teamsters?

05:06:17 JACK PANDOL: Uh, to say I will not would be a very presumptuous thing. I don't think to say I'm gonna volunteer into it. No, I'm not going to volunteer. If our workers desire is that we should uh maybe whether I like it or not I would have to. Uh, so whether we do or not because without a teamster contract I'm having troubles, with a contract, with a teamster contract will I have more or less? Will my workers, will their homes be threatened? Will the teamsters come in and protect them? They keep saying we will protect our workers. Uh, if this is the case and the Chavez people threaten to burn their homes and the teamsters gonna help their homes and they will guarantee this then maybe the workers will want to go to the teamsters for help, for help you

know to save their homes. Now we feel that the laws of California, I think the police of California whether it's the sheriff's department who has it, I think they've shown evidence that they will stand the line. I feel that they've been straight on a line, they do not waver from their position that the worker in the field has a right to his employment and the pickets have a right to scream and holler with bullhorns all they want. I have not seen any evidence of any kind on either side or all three that anybody could say is bias or unbiased.

05:07:40 REPORTER: What kind of trouble would you have if you didn't sign it?

05:07:48 JACK PANDOL: One thing about teamsters is they are a union. What I mean by that by the definition of the US code and uh if I don't sign and these workers elect to say free and technically if they refuse to haul our products or something we can get an injunction against the teamsters and we can get relief from NLRB.

05:08:09 REPORTER: Are the teamsters pressuring the growers to join, sign up?

05:08:12 JACK PANDOL: Uh, no. They have not, we have not seen any evidence of this as of right now.

05:11:58 REPORTER: What do your workers think about the Chavez strike?

05:12:02 JACK PANDOL: Well, it's kind of interesting that you ask that question because for 5 years they had this join join join. They didn't join we joined them, we forced them into the union for 3 years because our workers didn't throw us into it. We wanted it because of economic boycott because of our pocketbook. Now at the end of 3 years it's just like the President of the United States at the end of 4 years we can vote him out they voted him out, they didn't want him and here they are. They're working, we have 250 on the payroll yesterday, we have more today. Chavez people, they're not joining him out there

hollering and Chavez is paying \$75 a week and he's not asking for nothing. And so I think this is evidence and proof that they've rejected him.

05:12:56 REPORTER: The workers that you've got in the fields today were they members of UFW?

05:13:00 JACK PANDOL: They had to be. I'm not saying every one of 'em because I can't tell you each individual but these are basically are steady workforce that's been with us for a long time and because of our contract they had to join. They had to pay dues whether they like to or not.

05:13:16 REPORTER: What was it like the past 3 years operating with the Chavez contract?

05:13:20 JACK PANDOL: The biggest problem was that the mismanagement of the union, primarily their hiring haul. We had strawberries just a half a mile away from here we ask for 150 workers, they give us 16. We couldn't pick it. We're not allowed, we had to wait beyond the time when the berries were getting ripe and soft, then we're allowed to go out and get more help if we get more help they have to join the union. We don't wanna join the union, consequently we had to go public, we couldn't market our strawberries that's one example. And we had many others. In all the years from 1940-1970 our organization has never been short of help more than maybe 1 or 2 days. But in those 3 years there was many times that we were begging for help and we couldn't get it.

05:14:06 REPORTER: Is the hiring haul one of the big failures of the union as you see it? AUDIO CUT FOLLOWING ANSWER IS TO A DIFFERENT QUESTION

05:14:13 JACK PANDOL: Well fine so he is also a labor contractor. The labor contractors set, in other words they don't set the wage. There is a going wage. For example if a labor contractor comes in and they have a place I'll defend them

that. We don't use hardly any labor contractors but there's some times, they're short jobs for one or two days. It's unfair to shall we say the working man that he has to leave a job come over for a day or two and then he's lost his good job and but a labor contractor takes these smaller jobs and moves these people and this is actually, he serves a purpose it's a broker. In your news media you have agents that do certain things these are agents and I would not condemn them if a man is honest. If he's dishonest then the state of Sacramento would lift his license. If he cheats the wages and all these accusations. There is laws in our state to protect the worker and the owner from any dishonest labor contractor so to say that they cheat, now if the workers didn't like the labor contractor he doesn't have to work. They're also saying to Chavez I don't like you as a labor contractor and he is in effect a labor contractor for a fee. He charges a fee to do this.

05:15:24 REPORTER: What's it like dealing with Chavez?

05:15:29 JACK PANDOL: Personally Chavez, I've never met the man. Uh, I don't know what he's like; I've heard all kinds of stories. He has naturally two sides, he can be very sweet and very wonderful and at times he can get pretty ornery. But uh, we did not meet with him. I think that people like himself and maybe three or four people on the top if they had the whole control maybe it would've been a different story. But the misfits that they have and the people that come from out of town that have been told how we cheat the workers that they have to go a mile for water, they have to go for toilets they have to go a quarter of a mile. And we say my God don't give me credit for being nice but give me some credit for for shall we say a little economics; if I had to have a man on my payroll walk a mile for water but then he'd come back he's thirsty again I'd never get any work done. There's water cans twenty feet away from here there's toilet facilities fifteen feet from here where we're talking here is the

middle of the crew. This is something that we have had for years because forget that we're nice, let's just say that we're money hungry and this is the economic soundness. AUDIO CUT He went to the best areas and I'll take, we'll take some credit here because working facilities, the living facilities, the wages, and the longevity of work, and the balance of work in this area is probably the best in the world. I've travelled in our sales operation because we sell internationally. I've travelled clear down as far as Indonesia into Japan, I've been to South America Europe now and I've seen many areas where people work. There's no place in the world that's better than we have here and this is open book, it's not no secret it isn't something all the sudden I discovered this. And yet these people these do gooders will come in here and all the sudden say I have conquered I have brought this to come to pass. Why don't they go to some of these areas in even the United States, I'm not gonna point a finger but there's many areas that wages are less than half of what we pay. They could go there and help these workers if this is truly what they feel. We've had a nun come here from Texas and I said sister don't you believe that the workers in your area in Texas and in Louisiana where you were born have a worse lot than they have here. Don't you think if you sincerely wanna help you could help? She says yes you're right. But she was brainwashed to come here and this was the great thing, now we're going to join the great movement.

05:17:56 REPORTER: Is Chavez a movement not a union?

05:18:00 JACK PANDOL: Yes. Uh, Chavez is not a union. I'll show you letters and anybody else Chavez has written to us that we have to give him a kickback of two cents a box that we have refused to give because I think it's our attorney's tell us if I give that two cents I could go into the penitentiary. Chavez says I'm not a union. He calls himself a union for the outside world but when it comes down to a showdown he wants his two cents. In fact I just got a letter the other

day he wants his two cents kickback and we say no because I gave one check of \$3400 plus and on there my receipt says donation signed Richard Chavez. And I says I will not pay anybody. Especially my attorney tells me cite case after case, I think it was five pages of cases where I could go to federal penitentiary for for this kind of a union payoff.

05:18:49 REPORTER: Do you think Chavez has sort of got his back up against the wall now? Is there still a place for him or what's gonna happen?

05:18:55 JACK PANDOL: I think he's got his back up against the wall. Every contract that he has he's lost, he's lost all the lettuce, he's lost every contract that come to pass here lately. The workers, some of the growers and the workers have joined into teamster negotiation. In our own case here we're staying free. Sixty miles north of us up in the Reedley/Fresno area there are many many people who had the contracts there are staying free, their workers do not want to belong to anything. I had a man visiting with me last night he happen to be working with the teamsters. His wife Delores Mendoza is a free willed woman, she's been very antiunion. She told me last night she says I came as a friend my husband is here. We're not on union business, we're not on anything else. We brought a man from Salinas and all I'll say is please talk to the growers and let us stay free. And here her husband works for the teamsters. So it isn't anything that there's behind the scene negotiation or anything of this nature. These workers should have some rights. We feel by being out here with them we know or at least this is what they tell us. As long as they keep telling us this express and desire, as long as God will give us the will and the American people will understand what is happening we will continue this way.

05:20:05 REPORTER: Do you think there should be elections? Because Chavez says the people want to be individual they don't want to be in the teamsters, they want to be.....

05:20:14 JACK PANDOL: My friend, Cesar Chavez has been saying constantly I want elections but yet every time in Sacramento when there's been uh whether it's been proposition twenty two, this year there was legislation to be put up. Last year there was legislation to be put up. Couple three years ago legislation. Cesar Chavez and Delores Huelga in fact Delores Huelga says these people do not want elections they're, what is it? What is the expression? They're too dumb to understand democracy in elections. We have constantly, I have been on record I have lobbied. I have even paid money into uh what would you call it? Into promotion of election. Let the worker have their rights. We plead and begged. I happen to be on the State Board of Agriculture. I was on a committee and to promote legislation and they says something about farmers and I says don't protect the farmer protect the consumer and the worker and the farmer will in through. That's all we're interested in. The food supply of this country must be protected. We ddestroy this my friend forget the atomic bomb cuz the atomic bomb only kill certain people lack of food will kill many. And if these people are allowed to destroy the food of this country then we are in a very very serious situation.

05:21:25 REPORTER: Do you think Chavez can be successful in stopping the grapes from being picked or a majority of them in the Delano area?

05:21:32 JACK PANDOL: Since yesterday and today I would say that this man is a miserable failure. If these two days are any criteria. Course maybe he's only paying 'em \$75 a week. Maybe these workers are making uh 25 they're making about three couple times that much; maybe two or three times that much. Maybe if he raise the ante; pays 'em 250 a week huh maybe I'll go join 'em. Then he could win if he could pay 'em a decent wage. But he can't expect 'em to stay out there wavin' that red flag for \$75 a week because they haven't got their heart in it, they haven't got.....AUDIO CUT

END