Among Chavez's complaints against workers had no choice of unions because the Teamsters offered an option in bargaining philosophy. The Teamsters focus their attention to 0 b t a i n representation and "environmental protection." WOC puts considerable emphasis on such issues as "social justice" and "environmental protection." Chavez's complaints against the Teamsters was by far the most dramatic of these events, and it apparently left UFWOC in full control of farm worker organization.

In a fast-moving campaign, the Teamsters signed virtually all vegetable growers in the Salinas Valley and neighboring coastal areas to contracts covering field workers. The base for the campaign came in negotiations with the district grower-shipper association over a "sweetheart contract." The confrontation with the Teamsters was by far the most dramatic of these events, and it apparently left UFWOC in full control of farm worker organization.

In neither case was there any effort to obtain representation rights through worker elections. Among Chavez's complaints against the Teamsters was a charge that workers had no choice of unions —and even some of his supporters were able to observe the irony of this complaint.

The question is: If this is true, what do we do about it? Clearly, growers must meet together to analyze the problems and discuss alternatives. Many groups are already facing up to their future. But there remain large numbers of growers who fear a loss of independence if they become involved in group action. Unless we wish to see the production of fruits and vegetables settle into the hands of a very small number of huge growers, bold action will have to be taken by men still in the business. It will be a battle that must come from the growers themselves. They cannot and should not be organized by some external non-agricultural force.

Jet transportation and new foreign production areas are fast making areas 5000 miles distant our next door neighbors. We shall never be able to face this competition unless we strengthen our own financial future. We must continue to develop and use new technology; must also improve our selling powers in the marketplace.

The shipper association said it was not authorized to act for all growers, but agreed to help set up separate negotiations on field workers. Agreements followed quickly. But the move by the independent Teamsters aroused the wrath of Teamsters. After a series of meetings, the Teamsters agreed to forego further efforts to organize field workers, while UFWOC said it would not attempt any organization in handling and processing operations.

The agreement left a question—still unsettled at press time—about the Teamster contracts covering vegetable workers. Those five-year contracts were legally binding and could not be cancelled or assigned without agreement by the employers.

In meetings with grower representatives, the Teamsters requested cancellation of contracts on an "all or none" basis. Assignment of the contracts apparently was not suggested; Chavez had called the Teamster-employer agreement a "sweetheart contract." The situation posed a dilemma for growers. Cancellation would un-