



# El Malcriado

THE VOICE OF THE FARM WORKER

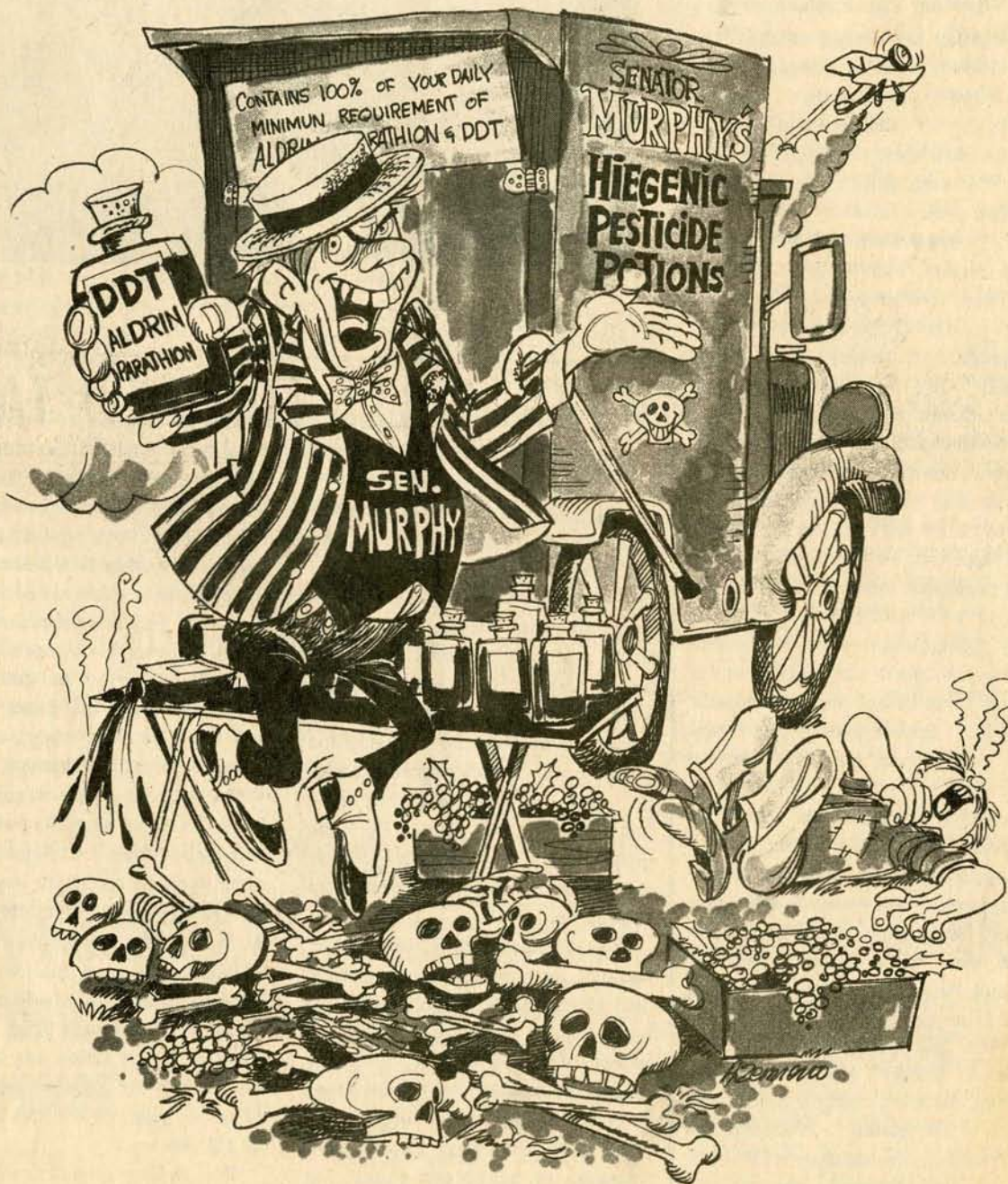
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in English

Vol. III, No. 12

DELANO, CA.

September 15 - October 1, 1969



SENATOR GEORGE MURPHY IS BACK IN SHOW BUSINESS, TAKING HIS SONG AND DANCE COMEDY ACT FROM WASHINGTON, D.C. TO CALIFORNIA AND BACK AGAIN. THE FORMER MOVIE ACTOR'S LATEST ACT IS "THE MEDICINE MAN." BOOKINGS ARE THROUGH WHITAKER & BAXTER, THE DELANO GRAPE GROWERS' PUBLIC RELATIONS FIRM.



## CHARGES REPUDIATED; APOLOGIES TO UFWOC

**MURPHY'S LIES EXPOSED!**

WASHINGTON, D.C., September 29 -- Officials of Safeway Stores admitted today that they had been selling scab grapes with 18 parts per million residue of Aldrin, residues far exceeding the safe limit as set by the Food and Drug Administration. The confession came during testimony before Senator Walter F. Mondale's Special Sub-Committee, on Migratory Labor, which was investigating the danger of chemical pesticides to farm workers. The testimony completely refuted charges by California Republican Senator George Murphy that the Union's warnings of poisons on the grapes were a hoax.

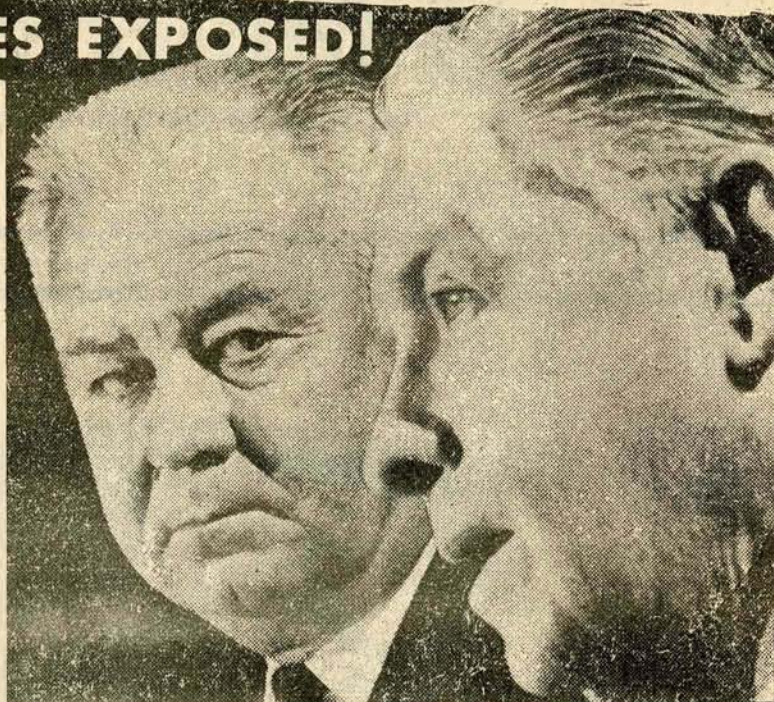
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In August, Murphy held a series of press conferences in which he accused the United Farm Workers' Organizing Committee, and specifically UFWOC General Counsel Jerry Cohen, with lying to the American people and perpetuating a hoax, a fraud, before the subcommittee investigating the effects of pesticides on workers and consumers. Cohen had appeared before the committee and presented information on grapes bought in a Washington, D.C. Safeway Store, which were discovered to have 18 parts per million of the highly toxic chlorinated hydrocarbon Aldrin. Such a rate is 180 times the safe human tolerance for the chemical.

Murphy, who is on the subcommittee but did not bother to come for hearings in which the testimony was presented, stated later that Cohen was lying, that the grapes had been tampered with, and that Bianco Fruit, growers of the grapes, had not used Aldrin for years. UFWOC had engaged in a "vicious type of deceit" Murphy charged.

After hearing today's testimony which completely contradicted charges he had made against UFWOC last month, Murphy at first denied making the charges. "I meant no charge against anyone," Murphy lamely complained. After Senator Mondale read statements which

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Senator George Murphy at press conference with Fresno Farm Bureau Boss Ted Pretzer... *Charges later dropped... Apologies to UFWOC...*

**UFWOC CALLS FOR NEW TALKS**

DELANO, October 1-- Members of the United Farm Workers Organizing Committee are awaiting acceptance or rejection of the Union's latest offer to negotiate with the grape growers to settle the 4-year old grape strike. The offer, made public by UFWOC Director Cesar Chavez in a press conference on September 19, calls for resuming talks with the twelve grape growers who briefly negotiated with the Union in June and July, and also including the rest of the table grape industry which has, up to this time, steadfastly refused to open talks.

Chavez noted that the negotiations with the twelve growers had broken down in July over two main issues; wages, and health and safety for the workers. "We are willing to reconsider our original wage demands," said Chavez.

He stressed that the Union's demands on health and safety, including a strong clause on the use of pesticides, had been for basic standards and that the Union would not compromise on these points.

"Steinberg (Lionel Steinberg, President of the David Freedman Ranch, largest table grape grower in the Coachella Valley) already said that these safeguards were reasonable. Perelli-Minette has agreed to them. We think they are necessary in any Union contract," Chavez said. (For the actual terms of the Union's proposed Health and Safety Clause, see accompanying story on the new Perelli-Minetti Contract).

The debate over wages seems ironic in light of the growers' oft-repeated claims that they are paying their workers such high wages. The twelve growers originally offered \$1.65 an hour, California's legal, if unenforced state minimum wage. After negotiations got underway, the growers raised their offer a nickel, to \$1.70. The Union has offered to reconsider its original demand of \$2.00 an hour, plus a harvest bonus of 25¢ per box.

The twelve growers who began negotiations in June will meet on October 3rd to decide whether or not to resume talks. Whitaker & Baxter, the public relations firm represent-

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CHAVEZ TESTIFIES BEFORE SENATORS:

# "HEALTH AND SAFETY.... THE MOST IMPORTANT ISSUE..."

WASHINGTON, D. C. September 29 -- In testimony before the U. S. Senate Subcommittee on Migratory Labor here today, Cesar Chavez stated bluntly, "The issue of the health and safety of farm workers in California and throughout the United States is the single most important issue facing the United Farm Workers Organizing Committee."

Chavez, National Director of UFWOC, was testifying to contradict charges made by Senator George Murphy that the Union's Health and Safety campaign was "a hoax."

"The real issue involved here is the issue of the health and safety not only of farm workers, but of consumers and how the health and safety of consumers and farm workers are affected by the gross misuses of economic poisons," he said.

Chavez pointed out that California agribusiness has the highest occupational disease rate of any California industry, 50% higher than the second place industry and three times the state average. The reason is largely due to the unregulated use of pesticides. "Growers consistently use the wrong kinds of economic poisons in the wrong amounts in the wrong places, in reckless disregard of the health of their workers in order to maximize profits," Chavez charged.

In California alone, an estimated 3,000 children receive medical attention annually, and there are over 300 cases of serious non-fatal poisoning, all due to pesticides, he stated.

In addition to this, literally thousands of workers experience daily symptoms of chemical poisoning which include dermatitis, rashes, eye irritation, nausea, vomiting, fatigue, excess sweating, headaches, double vision, dizziness, skin irritations, difficulty in breathing, loss of fingernails, nervousness, insomnia, bleeding noses, and diarrhea.

The problem is further compounded by the fact

that common-place needs such as clean drinking water and adequate toilet facilities are rarely available in the fields and are also deficient in many living quarters of farm workers, especially of those workers who live in labor camps provided by the employer.

Recently the State Director of Public Health, Dr. Thomas Milby, said that there is ample evidence of many unreported poisonings in agriculture. Dr. Milby is currently conducting an investigation in an attempt to get an accurate picture of pesticide poisonings among farm workers. The State of California is not yet releasing the data from this investigation, but one of the interviewers who is helping the state to conduct the investigation has informed the United Farm Workers that these statistics on a sample of 774 farm workers had already been compiled:

Of the 774 workers, all living in the Tulare County area directly north of Delano, 469 had worked in the grapes. Among the 774 farm workers interviewed, the following symptoms caused by pesticide poisonings were reported by the workers... Eye irritation, reported by 548 of the 774 workers; nausea and/or vomiting (141); unusual fatigue (145); unusual perspiration (159); headaches (309); dizziness (115); skin irritation (249); difficulty in breathing (188); pain in the fingernails (some workers had lost their finger nails) (52); nervousness and/or insomnia (122); itching in the ears (12); nose bleeds (26); burning and sore throats (51); swollen hands and feet (7); loss of hair (4); diarrhea (2).

One hundred and fifty-four of the workers reported having one of the above symptoms, which they thought were related to pesticide poisoning, 144 reported two of the symptoms, 109 reported three, 83 reported four, and 163 reported five or more symptoms.

Chavez noted that many farm workers do not even

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## UFWOC SIGNS HISTORIC PESTICIDE SAFETY CLAUSE

"The United Farm Workers Organizing Committee is attempting to solve through collective bargaining this pervasive problem of the dangers of economic poisons," stated Cesar Chavez, UFWOC Director, in testimony before Congress last week.

"We have recently attained what is for farm workers an historic breakthrough in our negotiations with the Perelli Minetti Company. We have completed a comprehensive health and safety clause which cov-

ers the subject of economic poisons. It includes the following protections:

### HEALTH AND SAFETY CLAUSE

A. The Health and Safety Committee shall be formed consisting of equal numbers of workers' representatives selected by the bargaining unit and P-M representatives. The Health and Safety Committee shall be provided with notices on the use of pesticides, insecticides, or herbicides, as outlined

*Continued on Page*



# NEGOTIATIONS: WHY THEY FAILED... HOW THEY COULD SUCCEED...

The Union has again offered to take that extra step, walk that extra mile, to get negotiations rolling again and to reach a reasonable agreement with grape growers to end the four-year old grape strike. The Union offered to reduce its wage demands, in an effort to gain a contract which would protect the health and safety of the workers.

A few growers have expressed hesitant interest in resuming the talks, but most grape growers remain wedded to the Whitaker & Baxter strategy of fighting the Union to the bitter end. W & B is the highly paid public relations firm hired by the most extremist anti-Union growers. They have started a new campaign of smear and insinuation, implying that there is no danger from pesticides and that the Union's concern over the pesticides is a hoax; insinuating that the Union is embarking on a campaign of arson and violence to terrorize rural California; and of course assuring America that there is no strike, and no "real" farm workers are members of the Union.

Unfortunately for all concerned, the growers advocating the W & B strategy won the first round in sabotaging negotiations. In the entire grape industry, only 12 growers came forward in June to offer to open negotiations, and they soon gave in to the pressures of the other growers and broke off the talks.

Even those brief negotiations between a handful of growers and the Union played into the hands of the extremist growers. Many people read that negotiations had begun, and assumed that the strike was over. Others thought that the Union had broken off negotiations, or had been "Unreasonable" in calling for safeguards in the use of pesticides. In many areas, there was confusion in peoples' minds, even in the minds of supporters of the Union.

The Union feels that negotiations never really got

under way during those two weeks of talks in June and July. Growers met face-to-face with the workers and the Union only rarely. Talks were delayed by the complicated system of mediation and by the growers' spokesman, Al Caplan, who exhibited increasing anti-union attitudes.

But the Union does not consider this first phase of negotiations as a total loss, and hopes that a new phase of negotiations will open soon with a broad representative cross section of California and Arizona grape growers participating. The Union has just successfully concluded negotiations with Perelli Minetti and Sons Vineyards, and other growers would do well to study the clauses of this contract. There was no work stoppage, no strike or boycott at Perelli Minetti this year, and the new contract has a "no strike" clause. The contract increased wages and has a unique year-end bonus for vacation pay. The hiring hall system and grievance procedures have worked well for both parties. And finally, the contract contains a model pesticide clause to protect workers and consumers from misuses of pesticides.

Growers negotiating with the Union will be furnished with copies of the P-M contract, if, as Mr. Caplan claims, they don't know what the Union wants in an average union contract. Of course contracts for table grapes will not be exactly the same as the wine grape contracts, but most UFWOC contracts contain pretty much the same safeguards.

We're not trying to rule or ruin anybody, Mr. Grower. But we're going to keep tightening this boycott until you have signed a decent contract and your workers can go to work in your fields with adequate wages and with their health and safety protected.

*Continued from Page 2*

## UFWOC OFFERS TALKS

ing 80 or more of the most anti-Union growers, immediately denounced any and all negotiations.

Obviously they would lose their \$2 million a year fee if the strike were settled. However, the Union remains hopeful that new growers will join in the talks and that a significant portion of the industry

will seek a settlement.

Acting as mediator and go-between for the growers and the Union is the Federal Mediation and Conciliation Service, led by J. Curtis Counts.

EL MALCRIADO, The Voice of the Farm Worker, is published twice monthly by the UNITED FARM WORKERS ORGANIZING COMMITTEE, AFL-CIO. Subscriptions in the United States and its possessions are \$3.50 per year, and foreign, including Canada and Mexico, US \$5.00.

Editorial and business offices located at the northwest corner of Garces Highway and Mettler Avenue, Delano, California.

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## SLUMPING GRAPE SALES THROUGHOUT THE EAST

## STATISTICS TELL THE TALE!

DELANO, September 22 -- "Since the San Joaquin Valley grape harvest began on July 18, total shipments of California table grapes are 29% below their predicted level, and growers have placed over 30% of their harvest in cold storage," according to Juanita Brown.

Mrs. Brown, coordinator of the international boycott of table grapes,

is leaving on a 7-week tour of Eastern cities to plan new strategy for the boycott and discuss local strategy and tactics with boycotters in the different cities.

The boycott has been showing erratic results and the total effect is hard to judge, but there is no doubt in Union leaders' minds that if it had not been for the massive

purchases of scab grapes by the Pentagon, the grape boycott would have already forced the growers to the negotiating table.

Growers and UFWOC leaders both agree that the strike and boycott were devastatingly effective in May, June and July. Prices received by Coachella Valley grape growers, who have the early harvest, were 40% to 50% below prices received in 1968. Over 750,000 boxes of grapes were left unpicked, to rot on the vines, according to the Riverside County Agriculture Commissioner. Growers described the season as a "disaster."

When the harvest shifted to Arvin in the Southern San Joaquin Valley, growers shifted to a new strategy of deliberately withholding much of their harvest from the market, in an attempt to keep the price up. This resulted in the price for grapes rising to nearly normal levels in August, only 50¢ to \$1.00 off the normal price. The result has been fewer sales. In the first three weeks

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## CHAVEZ TOURS EAST

BALTIMORE, September 25--Cesar Chavez, Director of the United Farm Workers Organizing Committee, began a 6-week tour of the United States here today to promote the Union's international boycott of table grapes. Chavez is accompanied by national grape boycott coordinator, Juanita Brown, and striker and former DiGiorgio Ranch Committee Chairman, Mack Lyons, and strikers Ray Olivas, Manuel Urandy, and Freddy Callo.

Chavez, who has not left California since June of 1968, and has been bed-ridden much of the time during the last year and a half due to a painful back injury, says he is feeling fine and is glad to be back on his feet.

Part of the tour will be taken up with testimony before Congress in Washington (Sept. 29-Oct.1) and attendance at the National AFL-CIO Convention in Atlantic City (Oct.2-5). There will be strategy meetings with the boycott staff in the various cities he visits, to plan strategy for the fall and winter. There will be press conferences in most of the cities he visits, meetings with local labor leaders and strike supporters, rallies at local universities. Chavez is scheduled to appear on the Today show in New York at 7 AM, October 8, to speak directly to the American people on the meaning of the strike and boycott.

The schedule, though not final, includes the following cities: BAL-

TIMORE (September 25 - 28, including a rally at Johns Hopkins University, private meeting with Cardinal Sheehan); WASHINGTON (September 28-October 1, including a rally at the Washington Cathedral, testimony before U.S. Senate and House of Representatives); ATLANTIC CITY (October 2-5, including addressing the national AFL-CIO Convention); PHILADELPHIA (October 5-7); NEW YORK (October 8-10, including a major demonstration against Pentagon purchases of scab grapes); BOSTON (October 12-14); MONTREAL (October 17-18); TORONTO (October 22-23); BUFFALO (October 26); PITTSBURGH (October 28); CLEVELAND (November 2); DETROIT (November 6); and CHICAGO (November 10).

Schedules are not definite toward the end of the trip. Contact your local boycott office for times and places of local rallies.

Meanwhile in Delano, staffs for the strike offices have gone on a 60-hour week to try to keep on top of the work load. Diana Chapman is in charge of the boycott while Mrs. Brown is in the East. Ed Arnold is now in charge of the grape boycott in the West. UFWOC Vice President Julio Hernandez has returned to Delano and he and Vice Presidents Gilbert Padilla, and Philip Vera Cruz will be leading the Union in Delano while Chavez, Assistant Director Larry Itliong, and Vice Presidents Dolores Huerta and Andy Imutan serve on the boycott.



*Chavez speaks in the East*



## P-M Contract: Protection at Last!

*Continued from Page 3*  
in Section D 1, 2, and 3.

The Health and Safety Committee shall advise in the formulation of rules and practices relating to the health and safety of the workers, including, but not limited to, the use of pesticides, insecticides, and herbicides; the use of garments, materials, tools, and equipment as they may affect the health and safety of the workers and sanitation conditions.

B. The following shall not be used: DDT, Aldrin, Dieldrin, and Endrin. Other chlorinated hydrocarbons shall not be applied without the necessary precautions.

C. The Health and Safety Committee shall recommend the proper and safe use of organic phosphates including, but not limited to parathion. The Company shall notify the Health and Safety Committee as soon as possible before the application of organic phosphate material. Said notice shall contain the information set forth in Section D below. The Health and Safety Committee shall recommend the length of time during which farmworkers will not be permitted to enter the treated field following the application of organic phosphate pesticides. If P-M uses organic phosphates, it shall pay for the expense for all farm workers, applying the phosphates, of one baseline cholinesterase test and other additional such tests if recommended by a



Perelli Minetti Ranch Committeemen and Negotiators Juan Ramirez, Jose Lopez, Dario Jimenez, Felipe Navarro, Cesar Chavez, and Lupe Rodriguez

doctor. The results of all said tests shall immediately be given by P-M to the Health and Safety Committee. The Committee will also be given:

- 1.) A plan showing the size and location of fields and a list of the crops or plants being grown.
- 2.) Pesticides, insecticides, and herbicides used, including brand names plus active ingredients, registration number on the label, and manufacturers' batch or lot numbers.

- a.) Dates and times applied or to be applied.
- b.) Location of crops or plants treated or to be treated.
- c.) Amount of each application.
- d.) Formulation.
- e.) Method of application.
- f.) Persons who applied the pesticide.

### SANITATION

A. There shall be adequate toilet facilities, separate for men and women, in the field, readily accessible to workers, that will be maintained in a clean and sanitary manner. These may be portable facilities

and shall be maintained at the ratio of one for every 35 workers.

B. Each place where there is work being performed shall be provided with suitable, cool, potable drinking water convenient to workers. Individual paper drinking cups shall be provided.

Chavez commented, "These safeguards are reasonable, logical, and absolutely necessary if we are really concerned about protecting the health and safety of the workers. We cannot understand the refusal on the part of the table grape industry to agree to these provisions in a contract. We hope that the mounting evidence on the dangers of these pesticides will convince the growers of the necessity of such provisions in any union contract. We wish they would quit their stalling tactics and get down to the serious business of negotiating a contract and ending this dispute."

(See pages 8-9 for additional provisions in the new Perelli-Minetti Contract).

## CHAVEZ TESTIFIES IN WASHINGTON

*Continued from Page 3*

go to the doctors or report symptoms of pesticide poisoning, either because they can't afford the doctor or they have simply come to accept pesticide poisoning as an occupational hazard. "They suffer in silence," said Chavez. "The adverse effects of chemical poisons are so pervasive that they are considered by farm workers to be part of their way of life."

Chavez presented case histories of dozens of farm workers who had been injured by pesticide poisoning. His testimony before the Senate concluded by outlining steps the Union has taken in its most recent contract, with Perelli Minetti and Sons Vineyards of McFarland to protect workers and consumers. (See article on

page 3).

After testifying before the Senate, Chavez and UFWOC Attorney Jerry Cohen presented similar testimony before the House of Representatives.

Earlier in the week, U. S. Secretary of Labor Schultz had testified that 14,000 workers die in labor accidents EVERY YEAR, two million are disabled, and 250 million man days of work are lost because of work-connected disabilities. "During the last four years, more Americans have been killed where they worked than in Vietnam," Schultz testified. As usual, farm workers head the list, with the most accidents, the least protection.



# SAFeway ADMITS SELLING POISONED GRAPES

OAKLAND, September 28 -- Safeway Stores has resumed purchases of Bianco table grapes, according to Malcolm Grover, a Safeway official from the Company's Oakland office. This is in spite of the fact that the company's own tests for dangerous pesticides turned up residues of Aldrin in three out of four tests on grapes.

The Food and Drug Administration has set .1 parts per million as the safe level of human tolerance for Aldrin, and recommended that no food be sold containing any Aldrin residues. Independent laboratory tests showed 18 parts per million of Aldrin on grapes sold in Safeway stores in Washington, D.C., residues 180 times the safe limit.

Cal Pond, an official for Safeway stores in Washington, said that Safeway Stores had conducted their own tests on the grapes, hoping to disprove charges by the Union that there were poisons on them. Pond said that grapes from the warehouse were tested, to guard against any possible contamination of grapes which might have taken place while the grapes were on display in the store. Safeway's Washington office tried to keep the results of the tests secret, but did cancel its grape orders with Bianco.

Grover, of Safeway's National Office in Oakland, admitted that purchase of Bianco grapes was suspended "for a brief time," but said that purchases were resumed when a report from the Food and Drug Administration said all grapes in the U.S. are safe to eat. The Union considers the FDA report a whitewash ordered by Nixon to get the growers off the hook.

"Safeway's actions in this case are totally irresponsible," charged Dolores Huerta, UFWOC Vice President, who is leading the grape boycott in the Bay Area. "They believe what they want to believe. As long as selling grapes makes a few lousy dollars profit for Safeway Stores, they will sell the poisoned



fruit to anyone that will buy it. We're charging that Safeway has a reckless disregard for the consumer, a reckless disregard for whether or not those grapes had dangerous poisons. We dare them

to sue us for libel on these charges, because they know we are stating the truth." Mrs. Huerta promised an all out campaign in the Bay Area to bring the danger home to the consumer.

## Field Workers Poisoned; Sue Grape Grower

VISALIA, September 22 -- Mrs. Carmen Velasquez and Mr. and Mrs. Carmen Urunday, farm workers from Earlimart, California, have filed suit against grape growers Lamanuzzi and Pantaleo today, charging that the growers used hazardous chemicals in a "careless, negligent and dangerous manner." The suit asks for damages of over \$35,000 for the defendants' "mental and physical pain and suffering."

The suit stems from an incident on August 21, when Velasquez and forty other farm workers at the Lamanuzzi and Pantaleo farms were picking grapes and were sprayed by a crop dusting airplane. The workers became sick, suffering abdominal cramps, headaches, and nausea.

Jim Smith, attorney for the California Rural Legal Assistance, acted

in behalf of the farm workers, and was allowed to study the Tulare County Agricultural Commissioner's records of commercial pesticide applicator permits. He discovered in them that Dibrom and Sevin were the pesticides sprayed on Mrs. Velasquez and the other farm workers. Dibrom, an organo phosphate, and Sevin, a carbamate, produce nausea, dizziness, and headaches in persons coming into direct contact with them. Although Dibrom and Sevin decompose rapidly, they are highly toxic for a week or so after application.

Mrs. Velasquez said that she experienced similar symptoms off and on since the summer of 1968, and charged that she fears she has been repeatedly poisoned over the last few years.



# Perelli Minetti Signs Contract With UFWOC

## "Grapes of Wrath" Turn to Grapes of Wine

DELANO, September 18 -- A. Perelli-Minetti and Sons Vineyards of McFarland completed negotiations on a new labor contract today, and the contract was signed by Company officials, P-M workers, and UFWOC leaders. The contract will provide field workers at Perelli Minetti with some of the best wages and best protections of any workers in American agriculture.

The contract, which is retroactive to May 1 of this year and will remain in force until April 30, 1971, contains new health and safety provisions, especially relating to pesticides and other economic poisons (see story, beginning page 3).

The contract also contains a unique clause on vacation pay which will go into effect on January 1, 1970. All workers who have worked 15 days or more will be eligible for a year-end vacation allowance of 2% of their total year's earnings. Full time workers with two years seniority will receive a 4% bonus. The program takes the place of the unemployment insurance program. Workers complained that the u.i. program was excluding too many

of them from the benefits, because of the hours of work needed to qualify for the state-administered program.

Here are some of the major clauses of the new P-M contract:

**RECOGNITION:** P-M recognized the Union as the exclusive bargaining agent for the agricultural employees who work on the agricultural property owned by P-M.

**UNION SECURITY:** Union membership shall be a condition of employment. Each employee shall be required to become and remain a member of the Union, in good standing, immediately following ten (10) continuous calendar days of employment.

**HIRING:** Whenever P-M requires new employees to perform any work covered by this Agreement, it shall notify the Union, stating the number of employees needed, the type of work to be performed, the starting date of the work and the approximate duration of the job or jobs.

If the Union does not furnish the requested number of qualified employees within

48 hours, or on the date of the beginning of the work (whichever date is later), P-M shall be free to procure needed workers not furnished by the Union from any other source.

**SENIORITY:** Seniority will be based on continuous service. Seniority shall be retained but shall not accumulate during time not worked.

When filling vacancies or making promotions between classifications covered by this agreement, transfers, layoffs, recall from layoffs, and reclassifications, P-M will give preference to employees with the greatest length of continuous service, providing that ability and qualifications are equal.

**EMPLOYMENT SECURITY:** No farm worker under this agreement shall be required to perform work that normally would have been done by employees of another company that is engaged in a strike, or to work on goods that will be handled or are destined to be handled by other workers engaged in strike-breaking.

**NO STRIKE, NO LOCKOUT:** The

Union and P-M agree that there will be no strikes or lockouts and no boycotts of any kind during the term of this agreement.

**EQUAL OPPORTUNITY:** P-M agrees that it will not illegally discriminate in the hiring of employees, or in their training, promotion, transfer, discipline, discharge or otherwise, on the basis of race, creed, national origin, sex or religion.

**SUCCESSORS:** This agreement shall be binding upon the parties hereto, their successors, administrators, executors and assignees. It is understood by this section that the parties hereto shall not use any leasing device to a third party to evade this contract.

**VACATIONS:** On or before January 1, 1970, P-M will apply to withdraw from its voluntary participation in the State Unemployment Insurance Program. If such withdrawal is approved, the vacation schedule above will be changed to four percent (4 %) of the total yearly earnings for regular full time employees after two years employment, with a qualifying period of

1600 hours per year. All other employees will receive vacation allowance of two percent (2%) of the total yearly earnings after a qualifying period of 15 working days per year.

**HOLIDAYS:** An employee shall receive eight (8) hours pay at his basic hourly rate of earnings for the following holidays: Christmas Day, New Year's Day, Labor Day.

In the event any employee works on any holiday enumerated in subparagraph above, he shall be paid time and one-half in addition to his holiday pay.

**SPECIAL BENEFITS FUND:** P-M agrees to contribute to the Union's Special Benefits Fund 10¢ per hour for each hour worked by all employees covered by this agreement. (A complete explanation of the new Robert F. Kennedy Farm Workers Medical Plan, financed by the Special Benefits Fund, will be published in a special edition of EL MALCRIADO which will be published in October).

**EL MALCRIADO SAYS:** The new contract with Perelli-Minetti is a shining example of what can be ac-

complished when the workers and growers sit down together and negotiate a contract in a spirit of good faith and mutual understanding. The Union will neither "rule" or "ruin" Perelli Minetti. The hiring hall has worked to stabilize P-M's labor force and reduce the company's worries about recruiting workers. The contract works in other ways to actually help the grower. And of course P-M does not face a possible strike every season, or a boycott of his products.

On the other side of the coin, the benefits to the workers are tremendous. Wage rates, including the fringe benefits, are more than double the average wage paid by California growers. The worker has job security, seniority rights, the health and safety program, health insurance, dozens of other invaluable benefits.

Hey, you other growers, how long do we have to keep beating you over the head before you agree to stop fighting us and listen to reason? How long must this fight on on before you realize that such a just and reasonable contract is the only way to solve this dispute? It's time to sign.....



### WAGES; RATES OF PAY

IRRIGATORS, DAY WORK, \$2.05; NIGHT WORK, \$2.10. TRACTOR DRIVER, DAY WORK, \$2.20; NIGHT WORK, \$2.25. PIPELINE REPAIR, \$2.05. ALL OTHER WORK, \$2.00.

**OVERTIME PAY:** EMPLOYEES OTHER THAN IRRIGATORS REQUIRED TO WORK MORE THAN 9 HOURS A DAY WILL BE PAID 25¢ FOR EACH HOUR WORKED IN EXCESS OF 9 HOURS IN ADDITION TO THEIR HOURLY RATE OF PAY, EXCEPT IN THE CASE OF IRRIGATORS, WHERE SUCH OVERTIME PAY WILL START AFTER 10 HOURS.

EFFECTIVE MAY 1, 1970, REGULAR RATES OF PAY WILL BE INCREASED 15¢ PER HOUR INCLUDING INCENTIVE RATES.



### WAGES; RATES OF PAY

PICKING RATES FOR THE WINE GRAPES ARE ALL PIECE RATE, BY THE TON, AND RANGE FROM \$7.80 TO \$11 PER TON. THE AVERAGE RATE LAST YEAR CAME OUT TO \$4.70 AN HOUR FOR THE AVERAGE WORKERS AT PERELLI MINETTI. THIS YEAR THE AVERAGE WORKER IS MAKING OVER \$5.00 AN HOUR.

NOTWITHSTANDING THE INCENTIVE RATES EACH EMPLOYEE IS GUARANTEED A MINIMUM HOURLY RATE OF \$2.00 PER HOUR EFFECTIVE MAY 1, 1969.

Union members working under Union Contract at Perelli - Minetti Vineyards. Photos by Jack Eisenberg.







## Fiesta Marks Building Dedication

DELANO, October 1 -- Dedication ceremonies were held September 14 in Delano for the new Roy Reuther Memorial Union Hall at the 40-Acre national headquarters of the United Farm Workers Organizing Committee, AFL-CIO.

As several thousand farm workers and supporters stood in the hot sun, Father Mark Day and Father David Duran conducted a dedication service and Mass. "We bless this building in the spirit of brotherhood and dedicate it to the memory of Roy Reuther, who fought for human rights and social justice all his life," said Father Day.

A message from AFL-CIO President George Meany said that the dedication of the new permanent office building is "a demonstration that unionism on the farms is here to stay. Certainly you and your fellow agricultural workers are traveling a difficult road, but I am confident this struggle to build a better life for farm workers and their families through trade unions will be successful."

Walter Reuther, President of the United Auto Workers and brother of Roy Reuther, spoke of his Union's commitment to the cause of the farm workers. The U.A.W. contri-

buted \$50,000 to help construct the headquarters building.

Others who spoke at the dedication ceremonies included Ann Draper of the Clothing Workers and Harry Van Arsdale, President of the New York Central Labor Council. A mariachi band provided music for



the Mass and the festivities afterwards. There was a raffle of a valuable old strike flag and other momentos of the strike, plus other prizes, and plenty of beer and a delicious free barbeque.

"It was a beautiful day, and a fitting celebration for the dedication of our permanent headquarters," remarked Chavez after the conclusion of the festivities.

A week after the dedication ceremonies, a group of electricians, members of the International Brotherhood of Electrical Workers, AFL-CIO, came to Delano and in a ten-hour work day contributed over \$15,000 in labor and materials to finish the electrical work in the hall. Fred Adam of the Carpet and Linoleum Workers, AFL-CIO, brought up a truck load of linoleum tiles to finish off the floors. Members of the Carpet and Linoleum Workers have volunteered to come up and lay the tile.

"We're hoping to move most of the offices this winter, by the first of November if possible," said Richard Chavez, in charge of the building program at the 40 Acres. "Of course, there are still a million last-minute things to do, and moving four separate offices from town out to the new building is no easy matter. But the completion is at last in sight."

*Photos by Jack Eisenberg*



# Put an Eagle in your Tank

"PUT AN EAGLE IN YOUR TANK!" That's the slogan of the new Farm Workers' Coop Gas Station, now open for business at the Union's 40 Acres. The gas, officially called Huelga Coop Gas, is in two grades, high octane (premium, 100-plus octane) at 33.9¢ a gallon; and regular (93-plus octane) at 31.9¢ a gallon. Octane quality is the same as Texaco and most other brand name gasolines. Prices are at least 2¢ below any other prices in the area.

Tony Lopez, newly appointed Director of the Farm Workers' Coop, and Richard Chavez, Director of the National Farm Workers Service Center, supervised the opening of the new station and transfer of the business from the old Texaco station on Cecil Avenue. "We were paying 1¢ extra on every gallon of gas sold, as profits to Texaco," noted Lopez in referring to the Coop's lease of the old Texaco Station. "Now we can pass that savings on to our customers," he said.

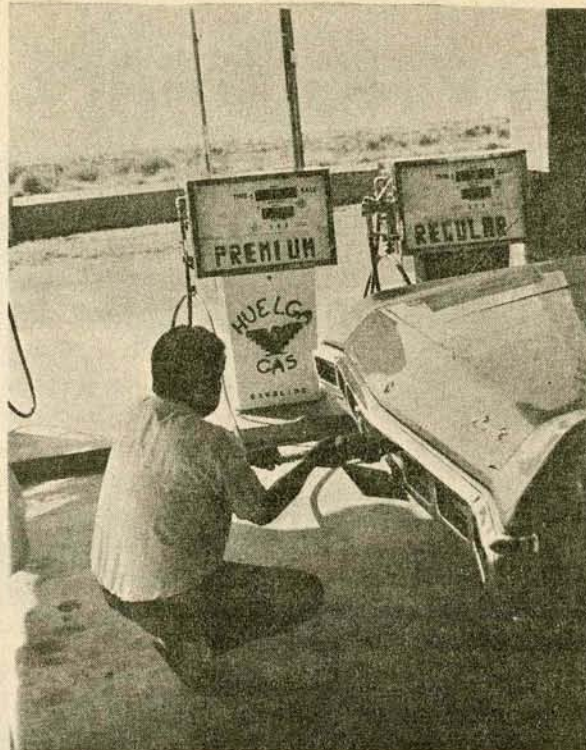
Other members of the staff include Juan Guajardo and Robert Bustos.

And yes, there are clean rest rooms, friendly service, and free air for your tires.

The Coop is looking for a good full time mechanic to run the station, and will be offering only limited repairs until a mechanic is hired.

The building housing the new gas station was dedicated on September 14, in memory of Tomasa Zapata-Mireles, a young striker who was completely dedicated to the cause and who worked tirelessly for the cause right up until the time of her death, in 1968, from cancer. She was 24 years old.

The building construction was designed and supervised by Jim Holland and Richard Chavez, and the



building crew consisted, for the most part, of strikers with no previous experience in construction. The building is of adobe brick and reinforced concrete, built to withstand earthquakes, firebombs, and centuries of wear and tear.

Practically completed in 1967, the beautiful building has been used for storage except for a brief period in 1968 during Cesar Chavez's fast for non-violence, when it was used as a Church for nightly masses.

Visitors may not recognize the building as a gas station, as it does look as much like a Franciscan Mission as a gas station. It is surely the most beautiful gas station in California.

"Do come and visit us and buy your gas here," says Lopez. That extra mile out here will save you money and help your gas station and your union to provide more and better services for all farm workers."

## A PRISONER NEEDS HELP

The family of Navy Lt. Everett Alvarez Jr. is beginning a campaign to petition President Nixon to step up efforts to free him from a North Vietnamese prison.

Alvarez, a Salinas native and graduate of Salinas public schools, "is the prisoner held longest of any American in any war," the petition notes.

Alvarez's Skyraider jet went down over the Gulf of Tonkin on August 5, 1964. He was the first American pilot captured and imprisoned by the North Vietnamese.

Several American prisoners captured after Alvarez have since been released by North Vietnam, and this apparent inconsistency has contributed to his family's anxiety and impatience. The petition requests

President Nixon to take "more positive action" toward securing the release of Alvarez and other American prisoners in North Vietnam.

Alvarez's cousin, Mrs. George Espinosa of Salinas, said his family last heard from him by mail about a month ago. He said he was in good health, Mrs. Espinosa reports.

The family of Lt. Alvarez invites people interested in the case who would like more information or who would like to sign the petitions to contact Mrs. Espinosa (752 Atherton Circle in Salinas, phone 408-449-5328); Mr. Andy Zermeno (6430 E. Smoketree in Agoura, phone 213-889-2747); or Mrs. Paul Bustamante (of Ventura, phone 648-2366).



# SLUMPING GRAPE SALES...

of September, the grape growers shipped 37% less grapes to market than expected, according to statistics of the Federal-State Market News Service, Grape Market Reports of the U.S. Department of Agriculture.

There are now full time or voluntary grape boycott committees in over 200 U.S. cities, plus Canada and several foreign countries.

Here are some of the high spots of the boycott. Figures are based on unloading of railroad carlots of grapes (1250 boxes of grapes per car). (Most large cities are terminal shipping points for their suburbs, and surrounding areas, so a city may be "clean" of grapes, or almost clean, and still have a large number of grapes unloaded there). Most comparisons are to 1966, the most recent pre-boycott year when the harvest was of comparable size to 1968 and 1969.

\*\*\* NEW YORK CITY: New York is the top boycott city, with shipments down 55% from 1966. New York has dropped from 1st to 2nd place in grape shipments, and New York chains are almost completely clean of grapes. Most of the grapes still going to New York are destined to surrounding suburbs in New Jersey and Connecticut. Mark Silverman leads the largely student Boycott Committee, but support from labor and all segments of the community has been tremendous.

\*\*\* CHICAGO: With New York, Chicago ranks as the top boycott city. Shipments are presently down 50% from 1966. Jewel and a few other major chains broke their commitments to consumer groups and reordered grapes, but under mounting consumer pressure Chicago boycott leaders are hopeful that Jewel will reconsider its scab purchases. Eliseo Medina leads the Boycott Committee.

\*\*\* PHILADELPHIA: Though previously ranked the 6th largest market for grapes, Philadelphia is

rapidly becoming one of our strongest boycotts. Overall, shipments are down 15% from last year, but in the last three weeks (to 9/18) shipments were 69 carlots, vs. 109 carlots in the comparable period in 1968, a 43% drop! Hope Lopez leads the Boycott Committee.

\*\*\* TORONTO: After four months of the 1969 season, grape shipments to Toronto are down 32% from 1968, 182 carlots this year vs. 267 in 1968. Marshall Ganz and Jessica Govea lead the Committee. Support from Canadian labor has been tremendous.

\*\*\* DETROIT: Shipments are down 29% from last year although only three chains (A & P, Great Scott, and Chatham) are not handling grapes. This shows the real impact of the consumer boycott. Boycotters will concentrate on cleaning out the other major chains during the Fall. Higinio Rangel leads the Committee.

\*\*\* BOSTON: Shipments are down 36% from 1966 in Boston, and in the last three weeks shipments have been running 50% below last year. Also, the Boston Boycott office has been responsible for the branch boycott office in Providence, where shipments are running 60% below Boycott.

\*\*\* PITTSBURGH: The Steel City has an excellent boycott that keeps growing and growing. In 1968, shipments were down 17% from 1966. This year, shipments are down 29% from 1968. Al Rojas leads the Boycott Committee.

\*\*\* BALTIMORE: The Baltimore Boycott, led by UFWOC Vice-President Andy Imbriani, has been the success story of 1969. Just as Chicago and New York and Boston were the success stories of 1968. Last year sales were down 25% from 1966. This year sales are down 41% from last year. Baltimore dropped from 12th place in 1966 to 14th place in 1969 as a major market of grapes.

Other cities that have begun to show real strength include PORT-

LAND, OREGON (where Nick and Virginia Jones have led the committee and forced grape sales down 24%); HOUSTON (where Jesus Cavazos and the Boycott Committee have lowered grape sales 20%); ATLANTA (where Luis Melendrez and now Darryl Olsen have worked closely with SCLC and labor and student groups to push sales down 20%); and MIAMI (where Manuel and Marcia Sanchez got the boycott rolling and Lalo Valdez is now leading the Committee, with sales down 26%). Other cities coming on strong are St. Louis, where Berna Wingert and Met Joachim and a rejuvenated labor committee have cut grape sales in half during September; and Kansas City, where Ramon Pashlas took over after a fine start made by Robert Bustos, and grape sales are down almost 50% during the last month.

There are also many other success stories in the boycott, beginnings made, organization done, coalitions being built. But the growers are working too. With cooperation from a tightly organized supermarket industry in California, the growers are trying to dump grapes in Los Angeles, the Bay Area, Sacramento, and San Diego. We really need your help in these cities, to counter the tremendous effort being made by the growers to unload their grapes in Reagan-land.

Due to the huge quantities of grapes in cold storage, Boycott leaders expect growers to continue their major sales push straight through the New Year. The next five months are thus absolutely crucial. The boycott has so far denied the growers most of their profit margin. But the Pentagon's purchases of grapes may be saving them from actual losses. Won't you help us make that extra push to bring the growers to the bargaining table?



## Ship Stopped 'in Oregon; Scab Cargo Dumped

PORTLAND, OREGON, September 23 -- An ocean liner bound for South America set sail today, leaving behind a huge pile of rotting grapes, after the ship owners and dock workers refused to handle the cargo of 4,000 boxes of scab fruit.

The ship, "Frigo Antartico" was scheduled to take the grapes to Brazil. The grapes were Tulare County grapes under the "Golden Trout" label, and had been presumably been sent to Portland to avoid a similar boycott on California docks. But Portland stevedores, members of the International Longshoremen and Warehousemen's Union, spotted the scab cargo and so did the United Farm Workers Organizing Committee headquarters in Portland. Portland Grape Boycott chairmen, Nick and Virginia Jones, led a group of 40 strike supporters to Terminal #2 at the Portland docks, and the controversy soon brought all work on the docks to a halt.

The Portland Dock Commission, and Raymond Reter of Medford, owner of the cargo, discussed the chaotic situation with the Longshoremen and strike supporters, and all came to the conclusion that no more ships would be loaded until the scab grapes were off the docks. So Reter agreed to send the grapes back to cold storage.

Looking woefully at his grapes, Reter commented, "I may have to eat them, one by one..."

UFWOC also got a tremendous reception from the State AFL-CIO Convention meeting in Portland last week.

Portland boycotters were also celebrating another event this week, the birth of Nick and Virginia's baby boy, Martin Rodriguez Jones, who weighed in at 9 lbs., 4 oz. on September 17. Martin has a 13 month old baby sister, Raquel, also born in Portland while her parents worked on the boycott. Congratulations to Nick and Virginia!...

And to all the Huelguistas in Oregon!...

## IOWA GRAPE BOYCOTT SCORES SUCCESS

DAVENPORT, IOWA, September 15 -- Grape Boycott leader John Terronez of Davenport announced today that the grape boycott in the four-city area (Davenport, Moline, Bettendorf, Pleasant Valley) has weathered its first legal challenge and boycott supporters are preparing for increased activity in the Fall.

Terronez and the Quad City Boycott Committee had been concentrating on National Food Stores this summer, and picketing had become so effective that in mid-August, National sought an injunction to stop



the picketing. In court, National admitted that their business was down over 20% because of the picketing and grape boycott.

When the injunction came to court it was quickly tossed out by the judge.

"The injunction was a farce," stated Terronez, though he admitted that had National been successful in obtaining such an injunction, or scaring the local people with threats of court action, the boycott might have been crippled. "This is an important victory for us. We're all very pleased," he stated.

*Continued from Page 2*

## Murphy Apologizes

Murphy had made publically in a press conference in Bakersfield, on the Johnny Carson T.V. show, and in the Congressional Record, Murphy admitted, "I may have to apologize" to UFWOC.

Manuel Vasquez, UFWOC boycott director for Washington, offered to testify under oath that the grapes were taken directly from the store to the independent laboratory for testing. Cohen offered to publicly debate Murphy about the dangers of pesticides, but Murphy refused.

Once accusations like Murphy's are made, it is very difficult to counter them. UFWOC leaders were wondering how to prove that Murphy and/or Bianco were lying and to convince the American public of the danger.

Then UFWOC leaders and Senator Mondale got an anonymous phone call. "Safeway Stores has been running its own tests on those grapes," the caller said, "and you won't believe the results."

Senator Mondale sent an official Senate investigator to check on the report, and after some pressure,

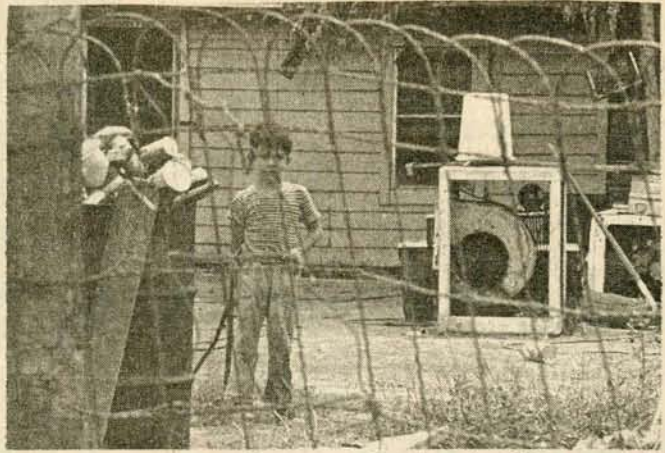
Safeway admitted that they had conducted their own tests. Safeway official Cal Pond said that they had tested grapes in their warehouse, to make sure no one could possibly have tampered with them. THE RESULTS OF THE TESTS SHOWED RESIDUES OF ALDRIN AT 18 AND 19 PARTS PER MILLION, EXACTLY AS THE TESTS CONDUCTED BY THE UNION HAD SHOWN. Safeway reportedly dumped the grapes and cancelled their order with Bianco.

"Senator Murphy, who himself suffers from throat cancer, should be more concerned with the dangers of pesticides," stated one Union spokesman. "We hope that next time before embarking on a crusade of such dubious merit, he would listen to the testimony and check with the experts. We also hope Safeway has learned a lesson from the episode. Murphy and Safeway are trying to help the growers by trying to hush up the dangers of pesticides. It sure back-fired this time!"



MRS. PADILLA:

## "The Rich Benefit from Lunch Subsidy while Poor Kids Go Hungry"



*There are so many fences, both visible and invisible, which shut us off from what is rightfully ours*

DELANO, September 22 -- "The public schools are excluding our children from the free lunch program, and are using the money they save to give rich children subsidized, low-cost lunches," charged Dolores Padilla at a UFWOC meeting here tonight. Mrs. Padilla, mother of 7 and wife of UFWOC Vice President Gilbert Padilla, said that she and Mrs. Josie Rodriguez are visiting Delano schools to affirm the rights of poor children to free lunches. They are also contacting families that can't afford the lunches, and encouraging them to apply for the free lunches.

Few needy children received free school lunches last year in Delano. Many went hungry, or had inadequate lunches, either because they did not know that free lunches were available, or because the schools made it difficult and humiliating to obtain free food, according to Mrs. Padilla.

Now the California Rural Legal Assistance and UFWOC are working to inform the farm workers and poor people of Delano and other Valley towns that schools must, according to the National School Lunch Act, provide lunches "without cost or at a reduced cost to all children who are determined by local school lunch authorities to be unable to pay the full cost of the lunch."

There should never have been any question about the right of a needy child to a free school lunch, since Congress affirmed that right when it passed the School Lunch Act in 1946. Under the law, any school could receive money and surplus foods from the Federal government if that school agreed by contract to provide nutritional meals free or at reduced price to all needy children enrolled at that school.

Nevertheless, for twenty-three years, the National School Lunch Program has been mismanaged. Nearly all participating schools have taken the government cash and commodity subsidies and used them to reduce the cost of every lunch by approximately 15 cents. Upper- and Middle-class children have thus benefited enormously from the program, since a lunch that might have cost them 50¢ or 60¢ was sold to them for 35¢. Poor children, however, could not afford the lunch even at 35¢, and went hungry while the rich enjoyed another subsidy. A poor family, with

five children in school, would have to pay over \$8 a week for lunches. Mrs. Rodriguez, who has 13 children, was often forced to send her kids to school with rice and beans while rich families got all the benefits of the program.

According to one study, there were in 1966 six million school-age children in the United States living in homes with incomes of less than \$2,000 per year, and/or receiving Aid to Families with Dependent Children. But fewer than two million children received free or reduced price lunches under the school lunch program that year. In 1966, California had 396,632 school-age children eligible for free or reduced price lunches, but only 39,647 children received such lunches.

In October, 1968, the U. S. Department of Agriculture recognized the scandal and issued regulations which emphasized participating schools' responsibility to provide free lunches to needy children. Finally, 22 years after the passage of the National School Lunch Act, the Department of Agriculture said it would cut off subsidies to those schools who did not comply with the terms of the act.

Delano Elementary Schools have made some progress in providing free lunches for students, and approximately 12% of the enrollment in the elementary schools is receiving free lunches this year. It is clear that many more children in this area are eligible for the free lunches, however. The high school recently raised the price of lunches to 45¢ and has had a poor record in providing free lunches.

The federal funds allotted for Delano will continue to be used to cut the price of each lunch for Delano school children and will operate mainly to the benefit of the rich, until the poor enforce the rights of their children to free school lunches. Some children and parents simply do not know about the program. Others say that they are ashamed to apply, that they are taunted by the middle-class and rich kids, although schools are prohibited by law from publically identifying recipients of free lunches in any way. But Mrs. Padilla and Mrs. Rodriguez have pledged to make every poor family aware of its rights, and hopefully a few more benefits from this big federal subsidy will trickle down and help the people it was designed to serve.



# New Smear Campaign Against UFWOC Fizzles

DELANO, September 23 -- The California State Division of Forestry and the State Attorney General's Offices have denied charges and insinuations by Michigan's Republican State Senator Lorraine Beebe that the United Farm Workers Organizing Committee has caused or is somehow linked to a number of fires that have occurred in Tulare and Kern Counties in the last four years. UFWOC officials categorically denied the smear, and threatened Mrs. Beebe with a libel suit if she continued with her false accusations.

UFWOC has launched its own investigation of the fires, according to the UFWOC legal department. "Frankly, we have not excluded the possibility that someone friendly to the growers is behind these fires," said one Union spokesman. "Most of the sheds involved were old, of wood construction, and of limited value. We have information that they were heavily insured, so that when they burned, there was no great financial loss and perhaps in some cases a gain. If there is some kind of plot going on to burn down these old sheds and then blame it on the Union, we're going to find out and expose them," he said.

"We have been concerned about reported cases of arson in this area," stated UFWOC Director Cesar Chavez. "The Union is absolutely opposed to this type of thing, on both moral and tactical grounds. We know that no striker is involved. If someone thinks that they are helping the union by burning down a packing shed, they are wrong. It doesn't help the strike or the Union one bit."

Mrs. Beebe is part of the Whitaker & Baxter Traveling Road Show and Grape Growers' Circus. W & B, the growers' highly paid public relations firm, has been bankrolled by a \$2 million slush fund to promote grapes, smear the Union and assure the American public that

there is no strike. Mrs. Beebe, in a press release issued by W & B said, in part, "there weren't fires at harvest time until ambitious elements began their rule or destroy maneuvers." She then described UFWOC Director Cesar Chavez and the Union as the "rule or ruin" elements she had in mind. She then presented statistics supposedly to "prove" that arson was on the rise in the strike zone and was linked to the strike. The W & B press release never quite said that UFWOC set the fires, but came as close to the libel line as they thought they could get away with.

The California Division of Forestry, however, said that it had no evidence of any link between UFWOC and the fires, and accused Mrs. Beebe of trying to mislead the public. CDF Fire Investigator Euel Goldsmith stated publically that Mrs. Beebe had deliberately distorted the figures and information given to her and to W & B. "In the first place, I was talking about the entire county, not just the grape strike area," said Goldsmith, in criticizing Mrs. Beebe's use of his statistics. Goldsmith noted that of 180 incendiary fires in Tulare County this year, twenty were in the strike area. Two of the county's biggest fires involving packing sheds and supposedly caused by arson were in Strathmore (a \$1 million fire) and Woodlake (a \$56,000 fire), both far from Delano, uninvolved in the strike, and in citrus, not grapes.

One of the sheds Mrs. Beebe referred to in Delano that was supposedly burned down by arsonists last year was an old potato shed unconnected with the strike. A-

nother, which also burned down last year, was the old Goldberg shed which, though not in use, was covered under Union contract.

"All over the country we are going through the same patterns of increased arson as Los Angeles and other places in the state," noted Goldsmith. Incendiary fires in the strike area make up less than 10% of the total number of fires in the County of Tulare, he noted.

UFWOC spokesmen note that there have been several attacks and arson attempts on Union offices and only last month the Union bus, "El Caballo" was badly damaged and burned. In addition, growers who began negotiations with the Union have suffered attacks. The Bruno Disposito shed in Delano was burned, and others of the negotiating growers suffered burned boxes and equipment.

But W & B seems to have settled on the anti-union growers' losses as a good theme for a smear campaign against the Union. Last year the growers made a similar smear campaign based on the fire bombings of several A & P stores in New York. A number of growers insinuated that UFWOC was linked to these fire bombings because A & P had been selling grapes. Actually, A&P had agreed to remove the grapes before the fire bombings occurred. But the growers continued to spread the big lie until the New York District Attorney got an indictment against a member of the Mafia for the fire bombings. It turned out that the Mafia was trying to get A&P to sell a product produced by a Mafia-owned company.





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