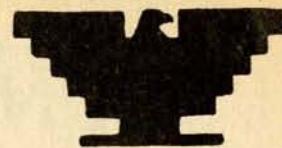


El Malcriado



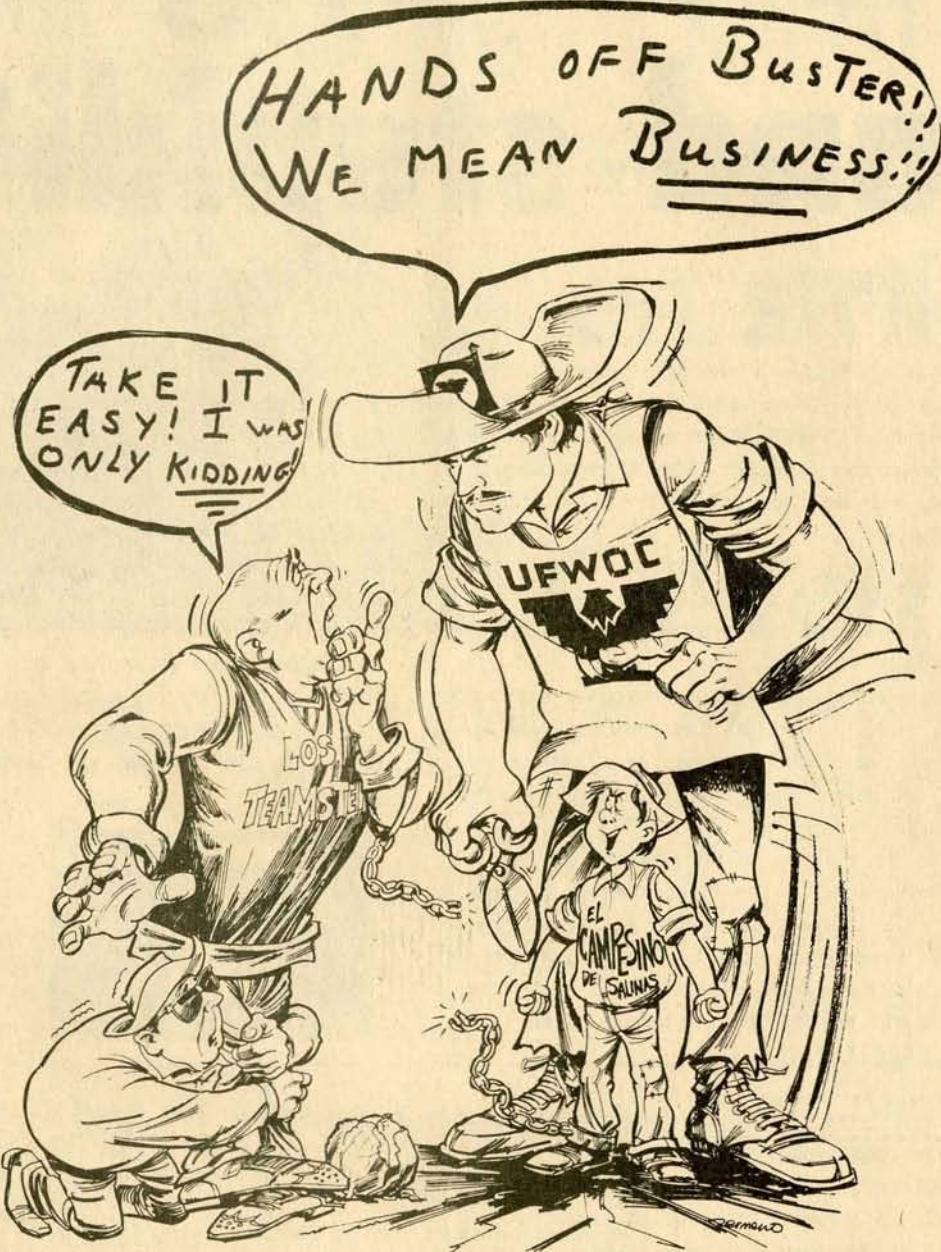
The Voice of the Farm Worker

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SEPTEMBER 1, 1970

VOLUME IV NUMBER 6

DELANO, CALIFORNIA



10,000 California farm workers in general strike

See pages 3 and 6

EDITORIAL

SALINAS AND SANTA MARIA: violence, greed and stupidity

"Okay, boys, go get him!"

It sounds like a line from a John Wayne movie, doesn't it? The words were uttered by a major grower in the Salinas Valley who ordered his goons to attack Jerry Cohen, UFWOC's attorney, Venustiano Oguin, a UFWOC organizer, and Jacques Levy, a UPI reporter. Another UFWOC organizer, Raul Santiago, was attacked at the Point Sal Ranch in Santa Maria.

Cohen spent several days in a Salinas hospital from the brain concussion he received while investigating a sit-in strike at the Hander ranch in the Salinas Valley.

Violence was the growers' response to the strike vote of more than 6,000 farm workers who voted with their feet not to support company unionism or the unchecked power of the vegetable growers in the Salinas Valley.

But the violence of the growers did not start with the attack on the three men at the Hansen Ranch. The violence began long ago, when growers resisted several attempts of farm workers to organize for their own protection and self-defense. Violence was written into the bylaws of the various

grower associations who have bought and sold farm workers like chattels for decades.

And violence was once again declared the law of the valley, when the growers held the Teamsters union to their phoney sweetheart contracts, against the will of the workers. Violence always seems to be a travelling companion of greed, selfishness, and stupidity. ---Selfishness, because the large conglomerates which exploit campesinos all over the world are now feasting on the sweat of lettuce pickers who want their own union in Salinas and Santa Maria. ---Stupidity, because the growers once again would rather see their produce rot than settle with the farm workers.

Is an enlightenment possible? Only time will tell. And in Salinas and Santa Maria, time is running out!



UFWOC attorney
Jerry Cohen, one
of four attacked
by grower goons.

IN THIS ISSUE:

- Largest farm worker strike in U.S. history:
- page 3 Salinas
- page 6 Don Sotoco to El Malcriado
- page 7 Inter-Harvest signs
- page 8 Border Patrol raids

Cover drawing and drawing
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ten thousand farm workers on strike in California

● Over 10,000 farm workers are now on strike in five California counties: Monterey, San Benito, Santa Cruz, San Luis Obispo, and northern Santa Barbara counties. Most of these farm workers have signed authorization cards for UFWOC in recent weeks. Their demands for a strike were denied repeatedly as UFWOC granted the growers a six day, then a ten day moratorium.

growers use Teamsters to fight Chavez

● After failing to get the allegiance of the workers, growers began to intimidate workers into signing Teamster authorization cards. Several workers were fired from the FreshPict Produce Company and other ranches for refusing to work under the sweetheart contract.

● UFWOC had reached an agreement with the Teamsters Union

(concerning their jurisdictional dispute) on August 12th with the help of the Catholic Bishops Farm Labor Committee, represented by Monsignor George Higgins. In general, the agreement reads that the Teamsters will have jurisdiction over canneries, frozen food processing plants, warehouses, and truck drivers. UFWOC will organize all field workers.

workers demand a strike

● The ten day moratorium came to an end Saturday, August 22. On the next day, angry farm workers shouted that they would walk out on strike the following Monday. Monsignor Higgins announced to the strikers that the growers were divided among themselves but agreed to reject UFWOC and hold the Teamsters to the contracts which had been signed in the latter part of July.

● Herb Fleming, president of the Grower-Shipper Vegetable Association had announced on August 21: "We have negotiated proper and legal contracts with the Teamster union. They have assured us that they will honor these contracts, and we intend to do the same."

4,000 attend Salinas strike meeting

● Four thousand workers assembled on the grounds of Hartnell College to attend Catholic mass and unanimously express their desire to begin the strike the following day, August 24. The president of each ranch committee spoke for his fellow workers. Some of the workers gave short speeches. Raul Castillo, a lettuce worker, said the following: "Fellow campesinos, we are here to show the world our nonconformity -- to do

continued on next page

salinas strike



our part to uplift the life of our farm worker families. They live in poverty in this country which is the number one farming country in the world." Castillo made reference to the martyrs of Chicago of 1886 who gave their lives for the labor movement. He also referred to the agrarian heroes of Mexico and added: "Outside of this union the farm worker will never really be recognized as a human being. Viva la Huelga! Viva Cesar Chavez! Vivan los Mexicanos! Vivan los campesinos!

"the union is our strength, brothers."

Another farm worker, Jose Luis Castro, representing the lettuce cutters of the R.T. England Company said: "In view of the fact that the growers have done nothing during the moratorium we gave them, there is no other thing to do but strike. We can't forget that the union is our strength, brothers -- and there is no obstacle that we cannot overcome as long as we have the support of our leader, Cesar Chavez. Que Viva La Huelga!

"...growers are angry at us for not selling ourselves out."

Antonio Sagredo, another lettuce worker stated the following: "Let the people and the government of the United States know that we are ready to work -- but that we must have what we ask. It isn't very much. We don't ask the impos-

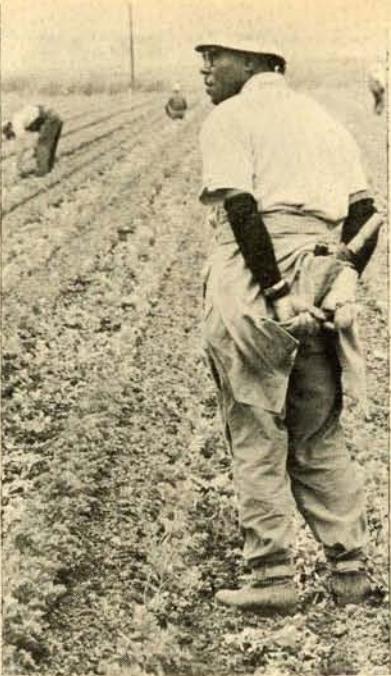
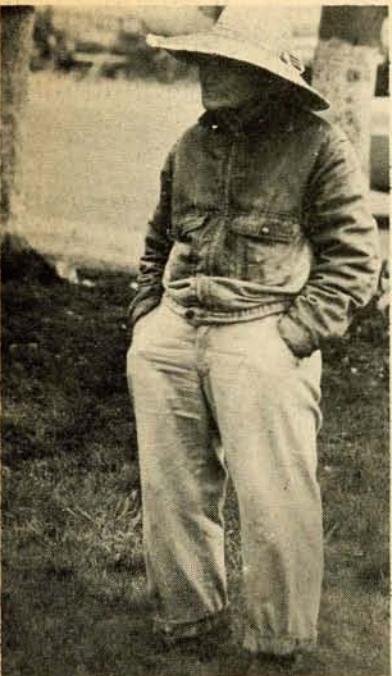


*photographs on this page:
TOP: Workers using the
short-handled hoe thin
lettuce at the Bud Antle
Ranch.*

*MIDDLE: At Sunday's
strike rally, farm workers
protest high rental rates
in the migrant camps of
the Bruce Church Ranch.
BOTTOM: The 2nd of August
finds farm workers marching
to Salinas.*

*photographs opposite page:
TOP LEFT: A worker at the
Driscoll Strawberry Ranch,
whose employees voted
unanimously to join UFWOC.
TOP RIGHT: The Bud Antle
Ranch in Salinas.
MIDDLE and BOTTOM: Farm
workers brought banners
from all over the Salinas
Valley to the strike vote.*





sible -- only that they look upon us as human beings. We have the same ambitions as they do. We have families. We have rights. We are people. Why must they continue to treat us like beasts of burden and look for a thousand ways to keep us down. They sold us out to the Teamsters, and now they are angry at us for not selling ourselves out. And now they would lose their crops rather than give in. But the people know we are right. They will give us their support. We shall triumph.'

"growers rule by fear," Chavez says

● UFWOC vice-president Dolores Huerta relayed a message from Cesar Chavez. Chavez stated that UFWOC had agreed to delay a strike for 10 days at the request of the growers and Teamsters. "UFWOC acted in good faith, but got a slap in the face for this. The growers do not rule by love in this valley, but by fear. Injustice is the order of the day, and men live in want. A strike is both just and necessary."

8,000 farm workers man picket lines

● On Monday morning, August 24, UFWOC struck 27 of the 60 Salinas growers. Nearly 6,000 workers stayed away from work. The few that arrived at the fields respected UFWOC picket lines. A similar strike began against 62 growers in the Santa Maria area, affecting 2,000 farm workers. The growers have begun to receive another lesson in the school of social justice. They may learn that sitting down with UFWOC to negotiate contracts is much easier than facing the loss of the crops. It took the grape growers five years to learn this lesson. Have not the lettuce growers benefitted from this example? Only time will tell.



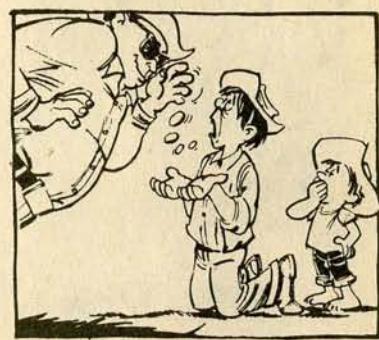
DEAR PAPA...



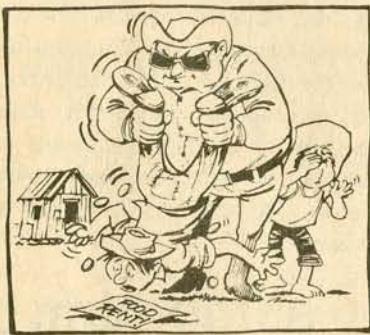
OH! I REMEMBER



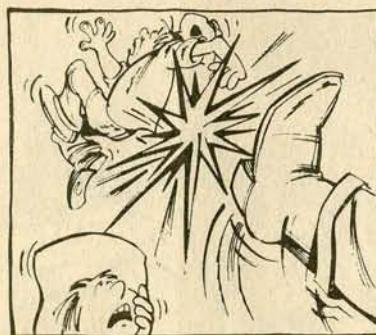
...HOW HARD YOU
USED TO WORK...



FOR THOSE
PENNIES...



NOW THAT I
THINK OF IT,
THEY WERE
NEVER YOURS!



I REMEMBER...
HOW AFTER EACH
HARVEST, THE
GROWER WOULD
SAY...



THAT IT'S TIME
FOR YOU TO
GO... ON YOUR
VACATION!???



A DIOS, PAPA...
THANK YOU FOR
RAISING ME
TO BE
YOUR SON...



EL MALCRIADOOOOO!!!



"Viva Cesar Chavez"

negotiator Irwin de Shettler. The UFWOC team was flanked on both sides by Delano grape growers, including the Giumarra, John Sr. and John Jr. The press conference was chaired by Bishop Joseph Donnelly of the Catholic Bishops Farm Labor Committee.

Cameras rolled and clicked and reporters strained at attention as Chavez continued: "The strike has been long and costly for both the employers and the strikers. The material losses can never be regained, but I think that despite our unfortunate experiences, we have created the foundation upon which we hope to build a very good working relationship with the grower community in Delano. In our negotiations sessions we in the union developed a decent respect for one another. We had expected a lot of bitterness in these

negotiations. Instead they turned out to be most pleasant."

"The boycott is not over yet. About 25% or more of the growers have not yet signed contracts. As soon as all the contracts are signed we will turn the boycott around and make grapes sweet again."

Concluding his remarks, Chavez stated: "We did not want only to sign contracts. We wanted industry peace. Both sides gave a little during negotiations to bring about this peace."

Larry Itliong alluded to the bitterness of the struggle when he told how strikers were called outside agitators, Communists, etc. "But today is the beginning of a new era on behalf of farm workers in our count
pino assistan
"Hopefully fo
be
it
i

a better way of life for our people."

Itliong recounted the sad history of Filipino farm workers in California. He mentioned that thousands of Filipinos risked their lives in the bloody campaigns of World War II, and when they came home they were denied the justice and rights they had fought to defend. The assistant director alluded to the vicious coalition between growers and Teamsters in Salinas and praised the unity of the Delano movement under the direction of Cesar Chavez.

William Kircher conveyed congratulations on behalf of President George Meany of the AFL-CIO to the strikers. In a telephone conversation, Meany alluded to the problems with the Teamsters: "...your success and your strong support throughout the world has given you the right to be THE union in farm labor. It is THE which will continue to build a collective bargaining base for progress for workers, and it is going to get additional support from the AFL-CIO for its endeavors."

Bishop Joseph Donnelly, chairman of the United States Catholic Bishops Farm Labor Committee summed up the efforts of his own group. "We have sought to make recommendations which would bring the parties together," he began. "We have always felt that, given good will on the part of the growers and the union, a just settlement could be reached, ensuring continuing prosperity for the table grape industry and just wages and proper conditions for the workers in the industry. We are happy to report that we have found good will in our visits and talks with union officials and more than seventy growers."

Delano grape grower Johnny Giumarra Jr. introduced the principle grower representatives, including his father John Giumarra Sr., and Martin Zaninovich, head of the South Central Farmers C



"The eyes of the world are on Delano."
left to right, seated, Bill Kircher, Cesar Chavez, Bishop Donnelly, John Giumarra, Martin Zaninovich.
Assistant director Larry Itliong stands behind Cesar.

occasion a mutual victory, and said that the farm workers would get better wages and better working conditions under the terms of contract. "The power of the union and the power of the industry can now work together so we can get a higher price at the market place," he stated. This will be of benefit to both farmers and the workers.'

Referring to the new relationship between grape growers and WOUC, Giumarra stated: "The sons of America are focused on one. Can we work together for a common success? We have a historic task before us. You, farm workers, will be able to work with other people. You did it well here, and you can damn well do well anywhere in the country. It is my hope that with this first step you can move forward so that we will prosper and so will . . ."

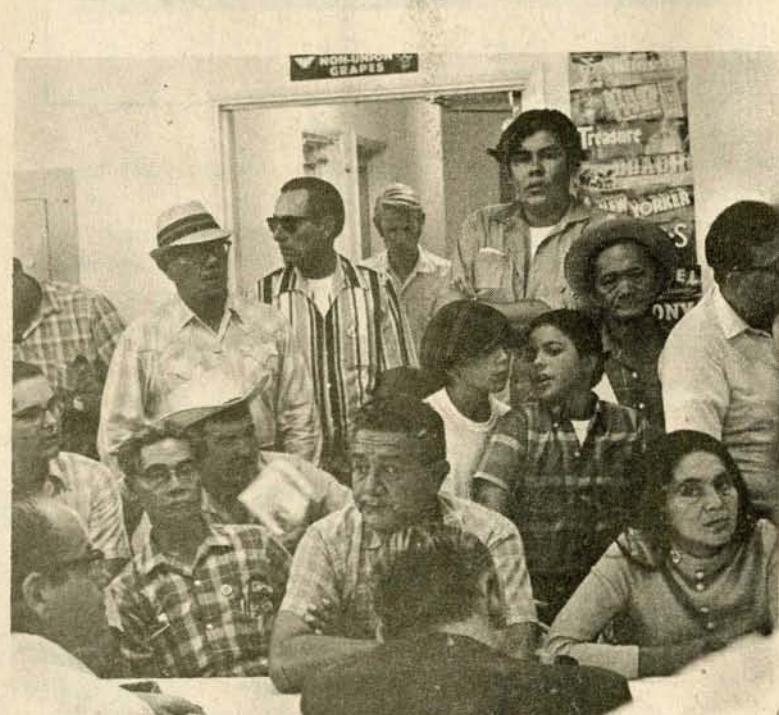
Applause broke out as Giumarra finished his speech. The applause grew louder as the contracts were signed.

Cesar Chavez explained the terms of the agreement. Farm workers who had only received \$0.40 an hour and fifteen cents a box during the harvest season in 1969 would now receive \$1.80 an hour plus 20 cents a box. It would be increased to \$1.95 next year and \$2.05 an hour in 1972. Ten cents an hour would be contributed

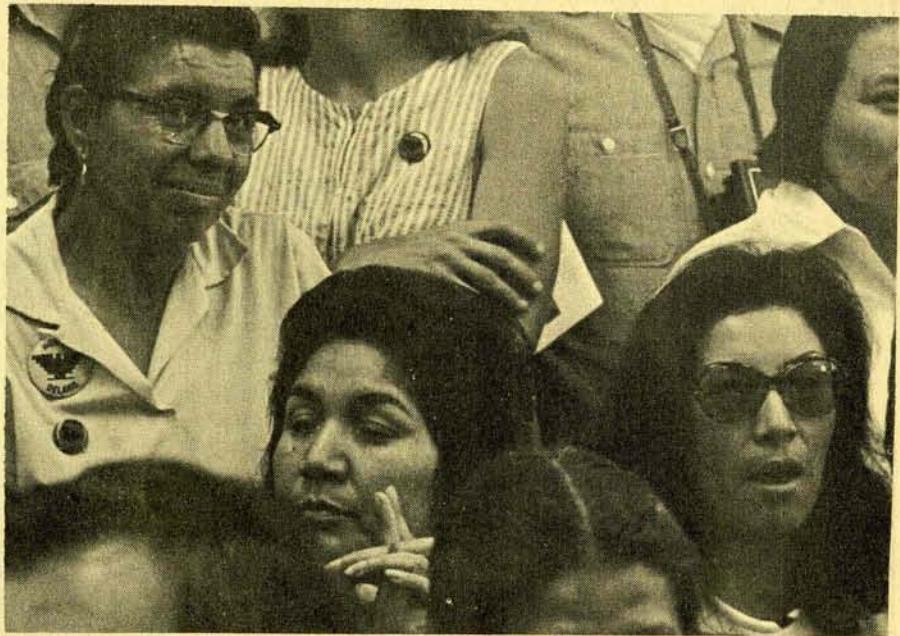
to the health and welfare fund and 2 cents a box would be contributed to a special economic development fund which would help workers face mechanization and other problems in the future. The three year agreement follows the pattern set by other table grape contracts,

including protective clauses on the uses of pesticides and barring lockouts and strikes during harvest time.

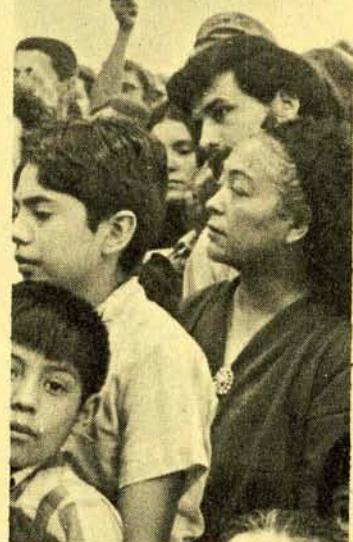
The remaining grape growers who have not signed agreements reside in northern Tulare County, in Fresno County and in the Lodi area of San Joaquin County.



Some of the ex-strikers get a closer view of Wednesday's proceedings. Seated, facing camera, are members of UFWOC's Board of Directors, from left: Phillip Veracruz, Julio Hernandez, and Dolores Huerta.



**a contract is signed;
¡VIVA LOS HUELGUITAS!
the victory is ours!**





CANADA REVELS ON NATIONAL GRAPE BOYCOTT DAY

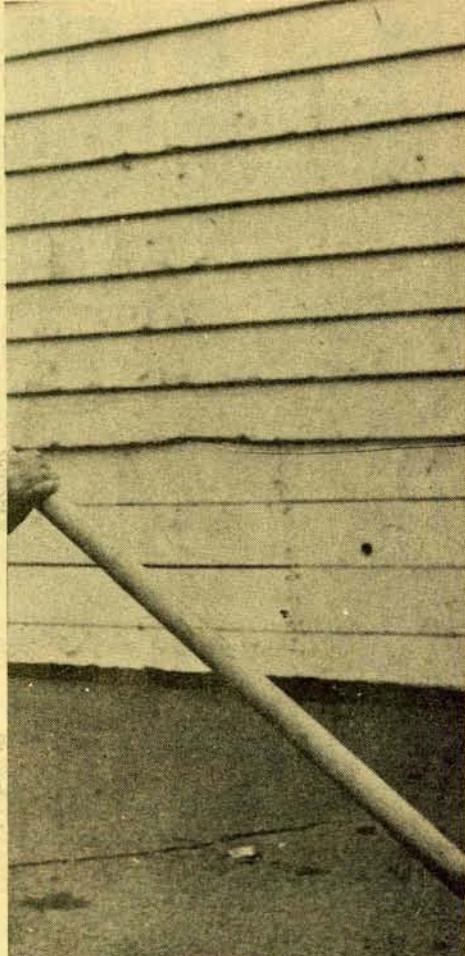
May 30th had been named as National Grape Boycott Day in Canada and had been endorsed by the United Church of Canada and the Canadian Labour Congress.

With the signing of contracts in April and May, the National Day had an overriding atmosphere of celebration and appreciation.

Five hundred people gathered on Toronto's Centre Island on May 30th to share in an afternoon of music and games that was the Toronto Boycott Office's expression of thanks to the city's people for their continued understanding and support of the farm workers' struggle.

"Gracias, Toronto Day" began with three car caravans, starting from different sections of the city and lead by a number of municipal and provincial political figures. The caravans converged on the Toronto waterfront where ferries took the demonstrators over to Centre Island, a beautiful public park three miles out onto Lake Ontario.

Folk, soul and Mexican music helped create the feeling of jubilation for the appearance of the first union label grapes in Toronto.



victory.

Brief remarks from various community, labor, church and political leaders and the presentation of a framed union label to a representative of Toronto's Mayor re-committed the community to see this struggle through to total success.

The entertainment highlight of a five afternoon was the breaking of the piñata.

Petra directed the construction of a five foot grape bunch, each grape containing candy and peanuts. Combining Mexican and Canadian cultures, the piñata ceremony, run by Alfredo de Avila of the Buffalo, N.Y. boycott, found the Cana-



Above: Daughter of Manuel Rivera proudly marches on Boycott Day.

Right: Petra Saludado samples the first union grapes in Toronto, from the David Freedman Company of Coachella.



dian youngsters using hockey stick and their best slap shot technique to free the candy.

Park officials, cautiously unininvolved in the physical preparation until the Mayor's office cleared away much red tape claimed the afternoon was one of the most successful occurrences the island has ever hosted.

In Vancouver, Pam Smith, UFWOC Boycott Director, used the May 30th designation to kick off the summer campaign against Safeway. Two hundred supporters formed ten picket lines before adjourning to Stanley Park for a picnic. Virginia Jones of the Portland, Oregon, boycott joined the Vancouver celebration.

In Montreal, Jessica Govea organized a massive roving picket line that totaled over 200 at times and visited five Dominion stores, concluding the day's activity outside of the Quebec division headquarters. A street theatre group traveled with the picket line on a flat-bed truck, performing a skit depicting economic links binding the growers and the supermarket.

Additional activities on the 30th were held in the British Columbia cities of Victoria, Prince George, Prince Rupert, and Nanaimo.

LETUCE STRIKE

striker. The sheriff in particular, himself a Chicano, is directly opposed to the strike because relatives of his are in the fields working as scabs. At one point he told me that he was going to kick my ass because we were demonstrating publicly and he felt that I was to blame for it. They have also come parading around us all the time with guns, mace, and clubs,

from outside of Center arrived at the church along with Father Fred Hart and the berets from Colorado Springs, Denver, and Pueblo, they found that the doors to the church had been chained shut. Taking a vote of the people, the strikers decided to break the chains and did so, and then celebrated Mass within the Church. Throughout the church services there were a good

strike has been going on for almost 18 days, the strikers have not lost faith, have not given up hope, but instead have become stronger and have voiced continually the urgency of their strike and the need for them all to stick together to see a victory against the lettuce growers. Dicho - Hecho, the strike committee, will be inviting the entire public of Colorado to a major



FRANK MEDINA AND CHRIS VALDEZ ENTERTAIN CENTER, COLORADO STRIKERS DURING A LULL IN NEGOTIATIONS.

waiting for some small incident which would give them the right to come in and hurt some of the strikers. The strike has been peaceful and will continue to be unless it is provoked by the police. In order to protect themselves from the police, the strikers have had to form their own black berets, who are the youths. These berets are being trained to protect the strikers and the rest of the Chicano community from irresponsible cops.

church chains door against strikers

This past Sunday, the strikers have arranged with the local priest to have church services in the basement of the Catholic church here in Center. When the strikers along with some 400 sympathizers

number of cops patrolling the area, again looking for an excuse by which they could stop our church meeting. The strikers were more than 150, all asking for their wages to be raised, but more so, for justice for the Chicano farm worker.

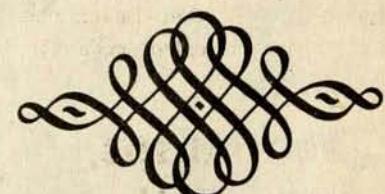
boycott planned

Dicho - Hecho, the strike committee, is also planning to do a general boycott on lettuce and other subsidiary companies involved with both Lee A. Consual and Fresh-pict, which are the major companies being picketed at the time.

on to total victory!

The strikers are planning to do several other things besides La Huelga, including food and gas cooperatives, and other community-oriented endeavors. Although the

meeting when we will have Cesar Chavez speaking here on the issues of the strike. This will be announced in the very near future. When the Chicano says, "Viva La Huelga," it means more than "May the Strike Live" - it means a way of life, a way of thinking, and a future for all of the poor farm workers.



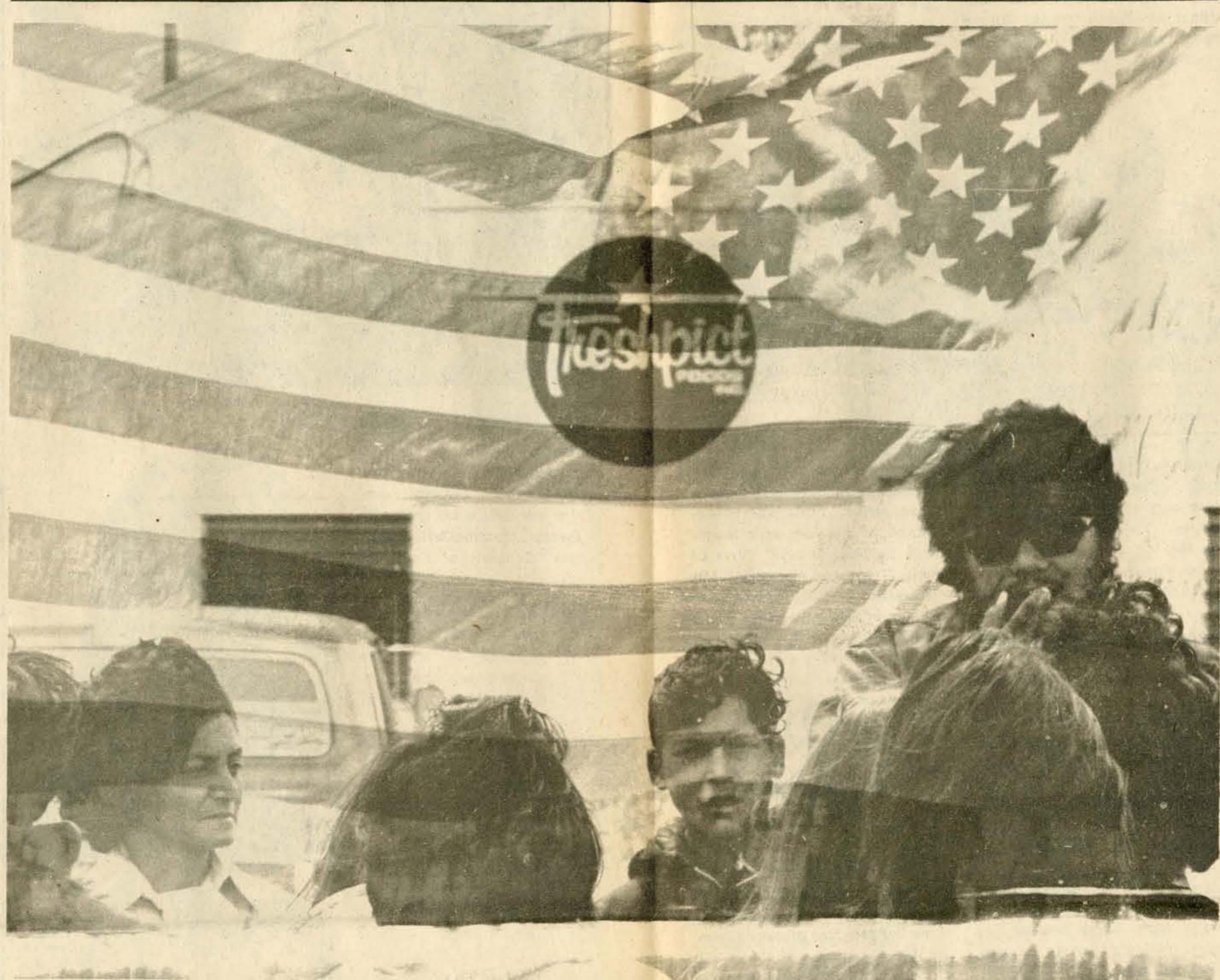
ENOUGH! When the lettuce strike is over, the enemy (the system), the town council, the Public Utilities Company, the grocery stores, the Gas Company, and others will change or suffer the pains of change at the hands of the now-liberated

LETTUCE WORKERS REVOLT IN COLORADO

On June 2, 1970, lettuce workers in Center, Colorado walked off two large corporation farms for union recognition and a better way of life.

They formed an organization called Dicho y Hecho. Like the Delano strikers, they have been endlessly harassed by the local power structure, headed by the law enforcement agencies and town officials. Their employers scoffed at them and claim they don't represent workers. Strikebreakers were brought in from other parts of the southwest, but the strike goes on.

Magdaleno Avila worked for the Colorado Rural Legal Assistance before joining the lettuce strikers this year as a full time organizer. The following are excerpts from two articles on the lettuce strike he wrote for the Boulder Express magazine.



FARM WORKERS OF COLORADO ARE ON STRIKE AGAINST PRESPICT FOODS. SHOWN HERE
RE MEMBERS OF DICHO - HECHO, ORLINDA DE VARGAS, BILLY CHAVEZ, LEN . . .

Lettuce workers went out on strike on June 2, and have been on strike ever since, to try to get their wages raised. The wages for field hands are \$1.40 an hour and \$1.50 for supervisors. The strikers are now asking for raises of \$2.00 and \$2.50 respectively. In order to formalize their efforts, they have formed a farm workers organization called Dicho - Hecho, (Said - Done). Their president is Reynaldo Campos, a local farm worker.

supported by Chavez

Throughout the strike, various Chicano community leaders have come in and offered their support. Among them have been Corky Gonzales of the Crusade for Justice, who has given both financial and physical support. Another great leader, the man who made the Grape Strike most successful, Cesar Chavez, has sent both information and money and is planning a visit to the Center in the near future, in order to help this strike. Efforts are being made to make Center the Local No. 3 of Cesar's United Farm Workers Union.

wetback scabs

One of the major problems within the strike is the great number of wetbacks or illegal immigrants who have been continually brought in to do the farm work that the strikers have left behind. There are very few local farm workers still working and most of the people who are scabs are either wetbacks or people from outside of the Center area.

cops seen as threat

Another major problem for the strikers has been the police and the sheriff. The Center police in

strike, and have supported and have shown preference to the growers as opposed to the Chicano

LETTUCE STRIKE

Chicanos.

strikers are united

The sheriff of Saguache County has been labeled a "sell-out vendido" by his own people. He put the noose around his own neck by opposing the Lettuce Strike. By November he will find himself just

that they don't get out of poverty because they don't pull themselves up by the bootstraps; if a man has no boots, he thus cannot pull any boot straps. Today in Center, people are pressured by the establishment because they have gone on strike, they are pushed out of homes, they have their electricity shut off, their credit suddenly goes bad, and the system still preaches

ammonia, and Brillo steel wool. Only through an effective boycott can we hurt these lettuce companies. The strikers are also in need of much food and money in order to stay on strike.

While many speak of freedom for all men, very few do anything about it. While many say they hate the system, too few do anything to change it. If a person says something then he should live up to it. Such is the name of the strike organization, Dicho - Hecho (Said - Done).

Each day we wait for our victory. Each day we get stronger. Each day we question more the system and its unequal methods. And yet we love each other more every day.



ON THE PICKET LINE: LEROY TORRES, DENNIS GARCIA, BERT GARCIA

like the strikers - jobless - and then he will understand what Chicano Power means. Other elected officials are carefully studying the Chicano unity that has come about because of the strike. Businesses have suffered a serious reduction of volume business.

bootstraps, and all that

The entire community is worried about alleged communists, who are said to be spear-heading the Huelga (Strike). None of those in the Establishment understand that they are at fault for the conditions which led to the protests, demonstrations, at last revolutions. They keep classes of people in poverty and say

equality and justice for all. Equality and justice you can have -- only if your skin is the proper color and if you have a wallet full of credit cards and check books.

a plea for support

The lettuce strikers are only seeking a wage increase but we ask that our supporters boycott for us and help us win this strike. First of all we must eliminate the forbidden fruit - lettuce. Then we must stop buying some of the products made by the mother companies, Purex. Purex is the mother company of the FreshPick Fruit Foods, Inc. They make Beads-o-Bleach, Dutch Cleanser, Bo-Peep



PEONAGE IN CALIFORNIA

When Ben Aparicio walked off the job at Fillmore and Piru Citrus Association, he was doing some unfinished business. The 21-year old farm worker was leading 210 striking citrus workers who had grievances against citrus growers that reached back for decades. Aparicio and his workers were reviving one of the bitterest agricultural strikes in California history which occurred in Fillmore and Santa Paula in 1941.

Fillmore sits in the heart of Ventura County in the wealthy lemon and orange grow-belt of the Santa Clarita Valley (not to be

confused with the Santa Clara Valley in the north of California). The 1941 strike was crushed by the Associated Farmers, the Farm Bureau, and the State Chamber of Commerce. Farm workers were ejected from company housing and labor camps and had to live like animals in tents and under bridges. Pickets were arrested and tightly organized grower groups vowed to "fight to the finish" and to recruit labor from all possible sources to replace strikers. The Federal Farm Security Administration and the State Relief Administration were heavily criticized by growers for offering re-

A STRIKE IS REVIVED

lief to strikers and their families. The strike was finally put down by the ruthless power of the grower block, but the spirit of the workers was never broken.

One of the reporters on the scene during the 1941 strike was George Meany, now the President of the AFL-CIO. At that time he was the secretary-treasurer of the A.F. of L. and wrote an article on the Ventura citrus strike,

of lemons in the county, 3500 acres were controlled by the family of Charles Collins Teague. Teague and a handful of other large growers controlled then, as they do now, most of the acreage and the political power in the area. "The Ventura County lemon pickers," continued Meany, "although their employers do not legally own their bodies, lead lives that have been likened to slaves. Their wages are mi-



GROWERS DUMP TRUCKLOADS OF LEMONS RATHER THAN DEAL WITH THE UNION IN THE 1941 STRIKE

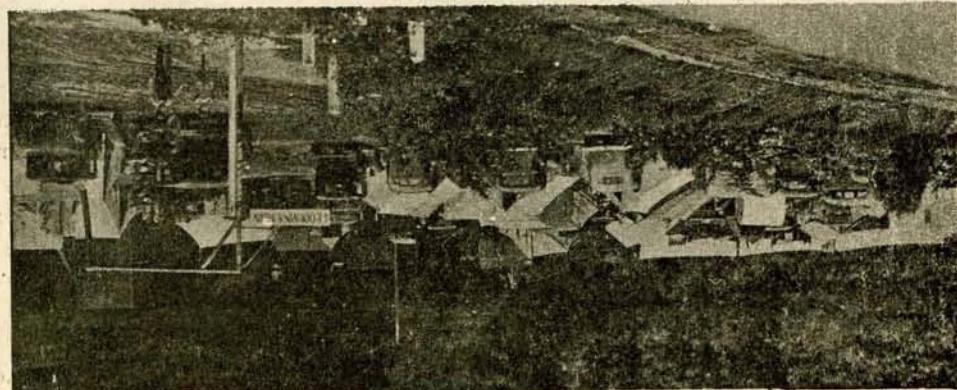
entitled: Peonage in California (American Federationist, May, 1941). Meany wrote: "Many Americans think that peonage in America is a thing of the past. Don't you believe it. You winced at the scenes in the novel, 'Grapes of Wrath'. The same oppression, the same abuses, the same harrowing conditions exist in a part of sunny Southern California called Ventura County."

Meany explained that of the 22,000 acres

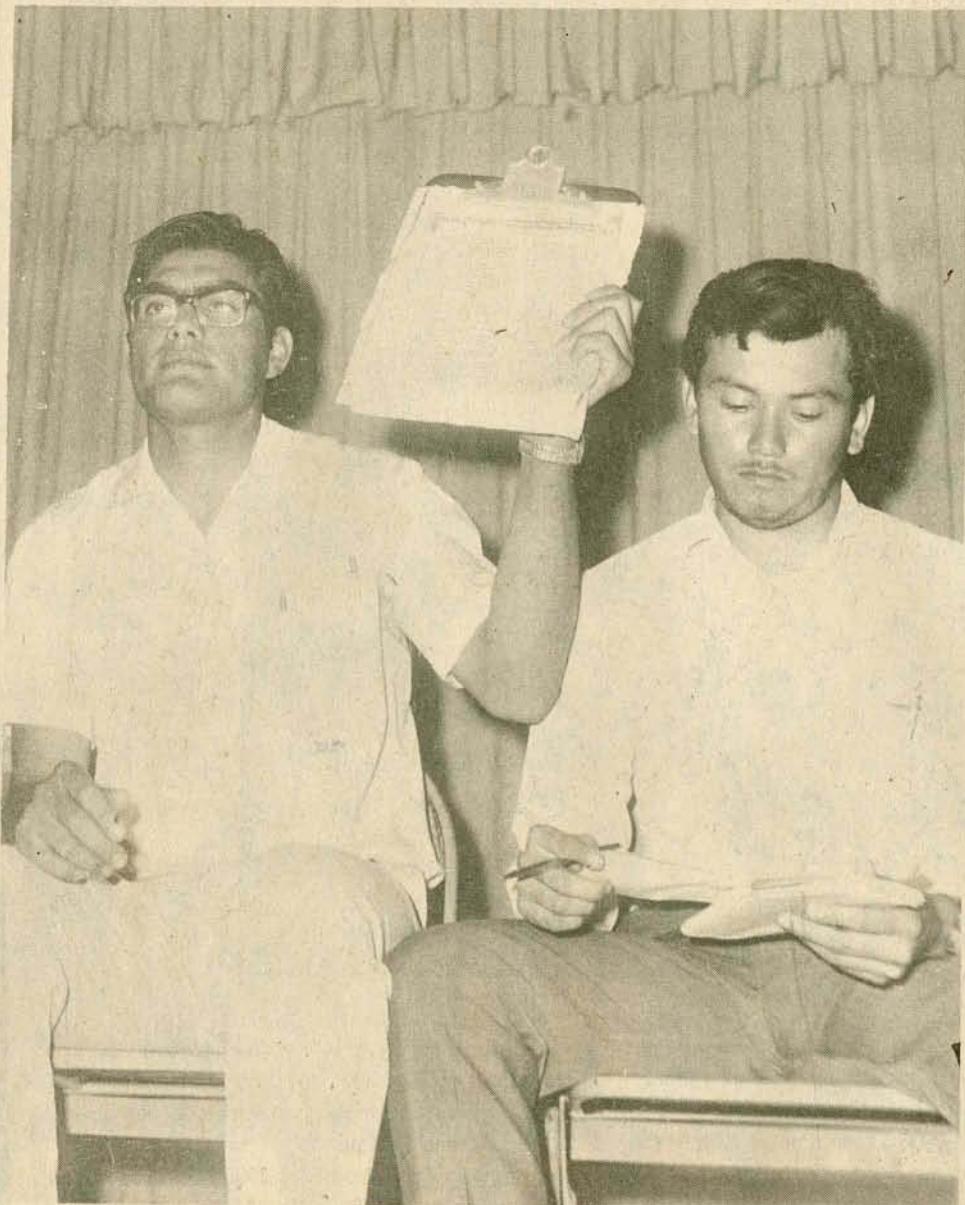
serable. They live in squalid shacks, and are exploited at the company store. After deductions were made from one worker's pay check, all he had was 18 cents!"

Meany described how 1500 workers walked out on strike in January of 1941 and formed the Citrus Workers Union, Local 22342, to wage their battle for a better life. The response of the lemon magnates was typical, according to Meany. "We won't stand for any unions

*1941:
GROWERS
ESTABLISHED
THIS
CAMP
FOR
THE
SCABS;
STRIKERS
WERE
EVICTED*



A STRIKE IS REVIVED



BEN APARICIO, LEFT, LEADER OF THE 1970 FILLMORE & PIRU CITRUS STRIKE, HOLDS UP A LIST OF FARM WORKERS' DEMANDS

around here. Unionism in Ventura County is out," the employers shouted. Teague told growers: "We cannot and must not accede to the union's demands. It would be better for us to let the fruit on the trees drop to the ground than to grant their demands."

The authorities at Ventura Junior College endorsed scabbing on the part of the students. Other strikebreakers were brought in from the midwest, but only damaged the crop, since they were inexperienced pickers. Meany concluded: "I saw conditions that were barbarous and shocking. But what impressed me most was the indomitable courage of these workers in face of extreme adversity....Men and women here pirated lemon workers deserve to

win because they are so clearly in the right."

Ben Aparicio, now president of the United Farm Workers Local of Fillmore, finds the same stubbornness with the field bosses and supervisors of the F & P Association twenty-nine years later. Fred Pryce, an F & P spokesman, broke a promise to issue the strikers a written response to their demands. The workers' demands centered around a fixed price for piece rate work. The workers reported that they were being short-changed on the boxes of oranges they picked. "They tell you that they will pay you 26¢ a box at the beginning of the week," Aparicio stated. "Then when you get paid, you find you're only getting 25¢ a box. They are robbing us!" "It takes forever to get

Five years ago organizing efforts to better the campesinos' wage and living conditions began. These workers were not only thumbed under by ranchers, but also by a government which discriminated against the poor, and a society which completely ignored them.

No, this isn't the Delano farm workers huelga in 1965.

This is Ecuador's social revolution led by the Fundacion Brethren Unida, an interdenominational

imperialism. I personally believe with the young.'

The young labor organizer was born in a poor Quito family and went to school with poor Indians, "serfs of the city." During his school career, Canelos felt a need to help and serve the Indian and his almost hopeless situation.

"When I went to the university, I studied economic-science to learn the situation of my people, and now I want to better the situation," he stated.

campesino himself needs, and how it's possible to work programs with campesino participation."

Can there be non-violence in Ecuador's social labor movement?

In a dictatorship where the army is called to stop strikes or any other disturbance against the government, non-violence is impossible, Canelos explained. But he continued, the government is aware of the movement's organizing activities but have refused to recognize the organization. This

Organizing in Ecuador

non-profit organization which has, so far, survived where other labor social movements have failed in Ecuador.

Franklin Canelos, 26, executive secretary of the organization, is an intense young man with black rimmed glasses that belie his flashing black eyes. Now touring the United States observing labor organizing and the labor movement, Canelos visited Delano for a week (August 17-21) to observe the United Farm Workers Organizing Committee in action.

Canelos discovered that the farm workers' union is ahead of the Ecuadorian movement because theirs is still in the beginning stage.

"We need to learn from you. We need more information about your work -- your problems -- because it's possible to practice it in Ecuador," he said.

He asked us several questions, one of which was how we felt about Ernesto "Che" Guevarra.

One of the staff members answered that Che's philosophy was humanistic, but that the man had been built into something he wasn't, a legend.

Canelos replied, "The old people thought he was a thief. The young thought him a symbol of liberation against North American

Ecuadorian campesinos earn 50 cents for a 8-9 hour work day and live in miserable hovels in the mountains. Apparently any social movement that helps the poor -- wherever they are -- is labeled Communist. Canelos said the organization had been accused of being Red-inspired, receiving as much name-calling as UFWOC.

Currently there is no labor law in Ecuador because of the dictatorship form of government. Bargaining laws are still non-existent, but Canelos feels the movement is making headway as the campesinos' representative. Canelos explained that about a year ago the organization was renovated, changing its paternalistic "for the people" attitude into a "with the people" program. A group of people, of which Canelos is a part, felt the need for the campesino's own participation in programs that would directly affect his destiny.

"I don't like programs where people, who aren't part of the community, come to help the poor without using their ideas, and work from this program to solve the campesinos' problems," Canelos said.

He continued, "I feel it's necessary to talk with the people and listen to their problems. This is when the program is necessary because it deals with what the

non-recognition is advantageous to the movement because no military efforts have been made to stop it. If the government doesn't recognize the movement, then there is no movement to quash.

Ecuador's agrarian economy depends heavily on bananas, which is controlled by an elite segment of the country, rich Ecuadorians and, mostly, North Americans. North Americans, Canelos said, control Ecuador's imports.

The practice of heavy money concentration on top trickling down to the masses is from U.S. President Herbert Hoover's "trickle down policy" of the 1930's. Money would be subsidized to businesses from the government and it was hoped this money would eventually "trickle down" to the workers through their wage.

If three million campesinos, with the life expectancy of 50 years, can only earn 50 cents a day for 8 or 9 hours work, then slave labor can't be denied. Has anyone tried to help the campesino before? What about the Peace Corps?

"I think they're resting," Canelos charged. "Only working with rich farmers or not working at all. They're just on vacation....Many people don't like the Peace Corp in Ecuador."

THE FARM WORKER MUST ORGANIZE

By William Kircher

third in a series

IS IT RIGHT FOR THIS NATION TO
CONSIDER COLLECTIVE BARGAINING
AS A PART OF OUR SYSTEM, BUT
TO DRAW A LINE BETWEEN FARM
WORKERS AND ALL OTHER WORKERS?

There are two ways in which the question of the propriety of unionism among farm workers can be put. It can be placed on a strictly moral basis. In other words, is it right for this nation to consider collective bargaining as a part of our system, as it does, and to encourage its usage in such a manner as to strengthen the fiber of our economy and contribute to our system, but to draw a line between farm workers and all other workers?

Obviously, the case can be settled at this point. There can be no justification for the double standard of benefits where American workers are concerned.

But beyond that, there are those who would like to talk of whether or not there is a NEED for union-

ism among farm workers.

Farm workers still rank lowest in annual income of all our nation's occupational groups. In all sectors of the non-farm economy, and in every state, the average hourly earnings of production workers are above farm wage rates. It is of great significance to note that the gap between agricultural and non-agricultural earnings has continually widened since World War II, a period of time when the impact of free collective bargaining on wage rates in those unionized segments of the work force has been the greatest.

Figures from the U.S. Department of Agriculture as late as January, 1969, show rates in late 1968 from a low of \$1.00 per hour average in South Carolina to a little

over \$1.70 hourly average in Connecticut, California, and Washington. The national average in late 1968 was \$1.43 per hour as against a national average for non agricultural employment of \$2.93. The crucial economic factor for farm workers however is the matter of yearly earnings.

A study by the Economic Research Service of the U.S. Department of Agriculture, "A Socio-Economic Profile of the 1965 Farm Wage Force," deals with the question of "Annual Earnings":

"Because of the low wage rates and short work year characteristic of agricultural employment, the average hired farmworker in 1965 earned farm wages of only \$650 for 85 days of farmwork. This fi-

"UFWOC IS A RELENTLESS FORCE
IT IS RIGHT, BECAUSE

gure does not represent total earnings, nor does it include any income from self-employment.

"Even when wages from all sources are totaled for the year, the average farm worker was still a low wage earner. Persons employed in both the farm and nonfarm economy averaged \$1,486 at all jobs in 1965, or nearly twice the earnings of those doing farmwork only (\$805). Not only were daily nonfarm wages higher than daily farm wages, but the average worker with some nonfarm experience was employed for a longer period at all jobs than the person who did farmwork only. In addition, the nonfarm work during the year was of longer duration than the farmwork and consequently produced the larger share of the year's total wages."

The study comments on the "Family Income" of farm workers.

"Farmworkers are poor, not only because their wages are low compared with wages of other Americans, but because the total amount of money available to them and to members of their families also falls below the national average. In 1965, the 3.1 million persons who did hired farmwork lived in families whose total income for the year, from all sources, averaged \$2900. In the same year, the family income of all Americans averaged \$6,000.

"Some farmworkers do fare better financially than the average, however. About one-tenth of all farm workers in 1965 had family incomes of \$7500 and above. This was in sharp contrast to the one-tenth whose

family incomes fell below \$1,000 for the year."

The manner in which farm wages have lagged cannot be unrelated to the fact that it has been the only segment of predominately unskilled and semi-skilled labor in the national work force which has not had the benefit of collective bargaining.

Beyond the wage question is the fact that agricultural workers have been excluded from the whole range of social reforms achieved in this country over two generations. For example:

Farm workers suffer more than any other group from recurring periods of unemployment and underemployment, yet they are not eligible for jobless benefits any-

"The boycott is the only effective organizational device remaining."

where, except in Hawaii, Puerto Rico and the District of Columbia. Every major job classification in industry is covered by unemployment insurance except farm work.

Farm labor is one of the more hazardous occupations, yet farm workers are fully covered by workmen's compensation in only 14 states. In about half the states they are not protected at all.

Farm wages are the lowest of any group in the labor force, but it was not until 1966 that farm workers were included under the

Fair Labor Standards Law. Even now, farm workers are not accorded equality with other workers covered. Their wage floor is 30 cents an hour lower and, until the law is changed, it can go no higher. Besides that, only 2 percent of the nation's farms are affected by the existing legislation.

Finally, farm workers are largely outside the scope of the Social Security system, yet they have no other means to provide against old age, or for their families if they die or become disabled.

There are other shocking injustices. Child labor, outlawed everywhere in the land, is still common in agriculture, and in fact apologists for the big farm exploiters are callous enough to hail this injustice as an asset to society. Free public schools are often unavailable to the children of migrant farm workers.

There are 47 states with wage payment laws to aid workers in complaints and collections for wages due and unpaid. Only 10 of those states, however, make any provision to extent this protection to farm workers.

It wasn't until 1964 that a Farm Labor Contractors Registration Act was passed and even then so poorly funded that as late as 1968 its national field staff was limited to five professional employees. At least 40 states have no state laws in this area of critical need.

No intelligent person could look at that list of inequalities and hold out much hope for the farm workers' plight being improved by "external" forces. If there is one thing the farm worker has come to know, it is the old lesson that "God helps those who help themselves".... and American trade unionism is the greatest self-help program for economic - social - cultural improvement ever invented.

BECAUSE OF THE NEED, BECAUSE IT IS WELL LED."

Not only are farm workers going to continue to build their union, but they are going to do it using whatever effective legal organizational devices available to them. In that respect they will be no different than other unionists in other union beginnings.

Since September 1965, when the grape strike in Delano, California started, the union has moved ahead. Viewed from the standard of past accomplishments it has done much. Viewed from the standpoint of what remains to be done, it has hardly scratched the surface.

It has forced recognition with the biggest California grape companies through elections, card checks, and boycott pressure. Contracts provide health and safety provisions, vacations and holidays, health-welfare programs, seniority provisions for job protection and upgrading, overtime provisions, checkoff provisions for credit unions, and other standard provisions. There are grievance procedures, provisions for arbitration, methods for determining piece and incentive rates, and a no-strike clause in every contract.

Growers still resisting the union in mid-68 charged that companies were suffering "chaos" on their farms because of the union. The Los Angeles Times investigated this, talked to the unionized growers, and in a story by Times Labor Editor, Harry Bernstein, on December 16, 1968, printed denials of the charges. One company declared openly that "it is unfair to say that this is not a responsible union" while another admitted that while the union had raised wages considerably, "so far, we have resolved all of our major

problems and the minor ones aren't bothering us'.

The DiGiorgio Company, one of the companies where UFWOC had won a contract in 1966, had commenced selling its properties following the union victory. In the Times article, the DiGiorgio president said, "the union contract was not a factor in the company's sale of the land." The unorganized growers, trying to discredit the union, had charged that it was.

It is clear that the union growth has been beneficial to the

the boycott to all fresh grapes.

There is no question of the fact that the boycott is hurting the growers. Some have admitted it. Others attempt to minimize its effect. Shipping records and other statistics, when compared to previous nonboycott seasons, show that the impact is severe.

The union does not resort to the boycott by choice. It is not an endeavor that is pleasant for the workers. The unfortunate facts of life are that the boycott, under present circumstances, is the only effective organizational device remaining.

The lack of any orderly procedure, backed up by law, for the question of representation to be decided, leaves workers with only two alternatives. They can forget about organizing and having a union or they can go on strike to force the employer to recognize their union.

In any area of the United States that is within 350 miles of the Mexican border, this means that within 24 - 48 hours, the struck fields will be repopulated with workers shipped in by bus and

truck from the Mexican border. In many cases these workers will be actual illegal entrants. In other cases, they will be holders of visas called "green cards", obtained under the pretext of their wanting to establish residence in the United States but with no intention of ever following through on that promise. The immigration policies of this government have deteriorated to the point where this flagrant abuse is carried out without any meaningful interference.

Added to this is the situation where, in an agriculturally dominated community, local courts and

"Viewed from the standard of past accomplishments the union has done much..."

workers without "destroying" the companies.

For over two years the union's organizational effort has been in the form of a national boycott against table grapes. It started after the August 5, 1967 strike, against the Giumarra Corporation, had been broken through the use of illegal and "green card" labor. At first the boycott was directed against Giumarra. However, when the union discovered that numerous "competitors" of the Giumarra Corporation were making their labels available to Giumarra to frustrate the boycott, the union was left with no alternative but to apply

"UFWOC LEADERSHIP LOOKS FOR RECOGNIZED AS A HELPFUL PART

police do not tend to be sympathetic to farm workers' organizational endeavors. Given the "alien" labor problem, the courts and power structure, successful strikes become remote possibilities.

It is for this reason that the workers turn to the boycott, in order to take advantage of the strength of the millions of brother and sister trade unionists all over this land and in other nations, calling upon the general public to support their cause by withholding their purchases of fresh grapes.

In this respect they have the total commitment from the American Labor Movement. George Meany, the President of the AFL-CIO, has for many, many years been known as one of the nation's staunchest advocates of farm labor unionism. He has been personally involved in many of the organizational struggles in the West. In the current effort he has testified before every major legislative committee which has held hearings on this subject.

Since UFWOC was formed there have been two national conventions of AFL-CIO. In each of these, standing, unanimous approval was given to resolutions calling for total support for the farm worker organizing effort, and in each instance Meany pledged to the leadership of the farm workers unending aid and support.

With all there is to examine in this matter, nothing is a more critical factor in what has been accomplished and what remains to be accomplished than the tremendous indigenous leadership with

which the farm workers' union is blessed.

Headed by Cesar Chavez, the union has the benefit of leadership from a man who is extremely bright, unwaveringly dedicated and extremely tough and courageous. He is a selfless man who can find almost superhuman energy to bring to this effort only because of the depth of his belief and dedication. Teamed with him is a Filipino farm worker, Larry Itliong, cut of the same bright, tough organi-

zation which the farm workers' union is blessed.

The leadership, Chavez and Itliong particularly, smile at all of this. They know what UFWOC is. It is a union, and the things that they do are things that must be done at this time to build that union.

It is a relentless force because of the need, because it is right and because it is well led. It is succeeding and it will succeed more and more each year.

The leadership looks for the day when it will be recognized as a helpful part of the total community, so that the strength that it has can also be lent to good causes beyond the immediate purposes of the union in the field of wages, hours, and conditions for its members.

The sooner the rest of the community realizes that a farm worker union can really be a good thing for everyone, the sooner reason will prevail and progress for all will occur.

...Viewed from the standpoint of what remains to be done, it has hardly scratched the surface."

zational cloth. Both of them understand unionism. Both of them know that the future of their movement, and therefore the brightness of the farm workers' future, exists in the field of union attainment.

Some adversaries call it a "social movement" because part of the program includes consumer cooperatives, credit unions and medical clinics. Some adversaries label it a "civil rights" movement because it concerns itself with the problems of discrimination which its members face. Some call it a "hippie" movement because students with long hair and beards

MR. KIRCHER IS THE NATIONAL DIRECTOR OF ORGANIZING FOR THE AFL-CIO. WE THANK HIM FOR THE USE OF THIS ARTICLE, WHICH FIRST APPEARED IN "THE FARM QUARTERLY".

THE DAY WHEN IT WILL BE OF THE TOTAL COMMUNITY."

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