LOS ANGELES, California — Union Director Cesar Chavez entered the meeting place of the California State AFL-CIO convention August 22 along with farmworkers carrying Huelga flags and singing the songs of La Causa. Together they filled the 2,000 delegates attending the convention with spirit of solidarity and militance reminiscent of labor’s early battles for recognition in this country.

Cesar explained how Proposition 22 is part of an all-out attack on the labor movement in general by reactionary anti-labor groups. He told the delegates how our Union has launched a massive registration drive in order to defeat the repressive legislation.

To show how our campaign can succeed, he detailed our gains in Arizona: 81,000 signatures collected for the recall of the governor; 28,000 Navajos registered to vote for the first time in their lives. And for the elections in November there will be 250,000 to 300,000 more registered Democrats than Republicans in the state.

In California, he said, our goal is to register one million new voters. During the first ten days of our registration drive 25,000 people were registered to vote. “We need to register 30,000 a day,” Cesar explained. “We have 265 full-time volunteers working to defeat Proposition 22, but we need 1,000 full-time volunteers who will work with us during the registration drive and stay with us to get out the vote on November 7.”

Cesar also stressed that the Democratic Party has officially endorsed our program and that labor has to make sure every Democratic politician takes a stand against Proposition 22.

The unionists, moved by Cesar’s call to action, gave Cesar a standing ovation. Cesar, speaking at the convention, announced the formation of a labor committee to defeat Proposition 22. The delegates then voted unanimously to contribute $10,000 to fight the repressive proposition.

Following his speech, Cesar met with farmworkers who had come from different parts of California to hear him speak. He informed them about his recent trip to the east coast to meet with 17 supermarket chains that have promised to cooperate with the Lettuce Boycott.

Cesar emphasized the great sacrifices farmworkers will have to make in order to win the battle against Proposition 22: sacrifices in terms of time, wages and headaches. Baltasar Saldana of Lamont summed up how the farmworkers felt about Cesar’s message: “His words are our words, the words of the workers in the fields. We must cooperate so that together we can struggle for our own good and that of all of our other farmworker sisters and brothers. SI SE PUEDE.”

"Since we are not afraid, I think we are going to win this fight. The growers are not going to scare us with that filthy piece of legislation, Proposition 22."
**Editorial**

"Proposition 22 is the most vicious attempt to destroy our Union in its seven-year history," Union Director Cesar Chavez told the delegates to the AFL-CIO State Convention.

Behind this vile proposition, Cesar declared, are the same reactionary forces that have sponsored anti-labor legislation in California and throughout the nation in the past, "If they succeed in destroying our Union," Cesar said, "You'll regret it!"

Cesar warned the audience that if anti-labor forces win, the Farm Bureau, the John Birch Society, the Chamber of Commerce, the giant agribusiness corporations, etc., will get away with it. He told the workers they would have broken the weakest link in the chain of labor and that all of us are open road to getting new anti-labor legislation.

Cesar explained very clearly how Proposition 22 would destroy our Union:

(1) Proposition 22 effectively takes away our most pressing job - the automatic 60 day injunctions with no legal recourse for farmworkers.

(2) Proposition 22 bars us from negotiating certain clauses vital to strong and effective Union contracts - hiring halls, health and safety, pesticides, mechanization.

(3) Proposition 22 gives legislative sanction to the despicable and totally unfair labor law in Arizona which has become the course of farmworkers for more than a hundred years.

(4) Proposition 22 establishes fraudulent recognition elections that deny the right to vote to the non-English speaking workers.

(5) Proposition 22 establishes a so-called majority union organization which is not the decision of the workers.

In the end farmworkers will stand straight and tall with other union men and women in this country and get the justice they deserve....

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**LETTER TO A CAUSA**

CHOICE OF WORDS

Dear Friends:

I have read both copies of the EL MALCRIO (you sent me almost thoroughly, and you must indeed be complimented for editing an attacking so much needed voice of the farmworkers. The information is most clearly written; its precise and very easily grasped. I've placed an order for the next 6 bundles. (see enclosed)

As an old friend said, I have a great interest in farm labor. The words we sometimes use against our enemies are a matter of diabolical flavor such as Governor Williams - 'At the end of the road we were to have a great battle in the minds of the workers. It was precisely because of that that I did not enlist in the army, but I find that with the marines it is the same thing. The war is so cruel and unjust. One thing is that you are and would have me every since I was child was hard to hurt anything.'

And so I have that this will still go on for a long time. Even if South Vietnam loses, I think we have given them enough time, money, war materials, military, and most importantly, our lives.

Your son with love,

E. Coza

This letter was first published in EL MALCRIO, August 4, 1972. 

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**LA CAUSA CON LOS PINTOS**

Estimados Compañeros

We are very grateful that you have taken an interest in us and that you are willing to help us. One of our group was able to send the money for the postage on the back issues of your paper. I will pass your address around to others interested. We will be able to order your paper.

In 1959 I was picking grapes in Salinas when the first strikers were protesting in the fields; I remember them. I could understand what all the fuss was about. I was there at the time. Anyways we were working in the fields when cars would stop on the road and men would come out with signs. Some would yell at you and stop working while others called us "bandits" like. I said I couldn't understand why they were so discontent because we had just come from Pharr, Texas in the Valley where we were making $4 an hour and sometimes even less.

I am glad that the United Farmworkers Union finally brought justice to the fields. I hope that maybe we can move to other areas which also are in need of justice.

El Malcriado

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**EL MALCRlADO**

Voice of the Farmworker

Published every two weeks as the official voice of the

UNITED FARM WORKERS

Western, Illinois

La Paz, P.O. Box 65
Keene, California 93531

No subscription orders accepted.

Bulk order of 50, pre paid only $5.00

Please specify

Spanish or English edition

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ONE THOUSAND DEFY ARIZONA'S ANTI-FARMWORKER LAW

PHOENIX, Arizona - The United Farm Workers has filed a suit in Federal District Court here against the recently passed Arizona farm labor law, and a coalition of eighteen organizations called the Citizens' Committee for the Recall of Jack Williams joined the Union in a massive rally at the Capitol on August 14 in support of the suit.

Over 1,000 people marched from the Federal building where the suit was filed to the Capitol. The filing of the suit was timed to coincide with the date the new law went into effect.

In a direct challenge to provisions of the law which prohibit the Union or its agents to urge the boycott of a farm product, growers and other agents urging “Buyout Lemert!” filled the air during the demonstration. Although many policemen and plainclothesmen were present, they accepted no one, according to Jim Drake, director of the Recall effort.

Jim said Arizona officials may be afraid to enforce the boycott provisions of the law because they are so clearly unconstitutional in their restrictions on free speech. These provisions, among others, are directly challenged by the suit filed by the Union.

In addition to the Union, Gutierrez, director of Union activities for Arizona, farmers/merchants Ranon Almaz and0 Marlute Varela, and Arizona citizen and consumer Woody Bowe issued the complaint against the law. Named in the action are Gov. Jack Williams, Gary Nelson, Attorney General of Arizona; Ernest Garland, state Treasurer; and Finance Commissioner Ted G. Hawkins. The suit asks that these officials be prevented from enforcing the law, since it is unconstitutional.

Union lawyers Jerry Cohen, Bill Carder, Steve Englebardt and Jim Rudowski filed the suit for the Union.

In issuing a press release announcing their federalization, the eighteen organization comprising the Citizens' Committee for the Recall of Jack Williams said that they were joined together by a common thread: “Our hopes, our livelihoods and our rights have been trampled upon by the highest elected official in this state.”

In supporting the Recall effort of the Union, the Committee said that “this recall movement belongs not just to the poor of Arizona, but to men and women of conscience who seek for a government responsive to the needs of all, regardless of race, religion or social status.”

They added: “We can no longer silently watch as the right to organize a Union is taken away from Arizona farmworkers; as our welfare recipients are denied even a minimum standard of living; as our state's ecological systems are destroyed and as our culture is played out with educational institutions. We no longer will silently watch the majority of our society so easily sacrificed for the interests of a few.”

Among the organizations constituting the Committee are Arizona State AFL-CIO Democratic Party of Arizona; Inner City Apostolic Laborers' Union Local No. 363 and the United Steel Workers of America.

LAMANUZZI-PANTELEO STRIKE GAINS

The four-week strike against Lamanuzzi-Panteleo in the Delano-Santa Ines area gained strength day by day. One Strike workers walked out of the fields on the first day of the strike and only a small number of determined and typical hard core scab remain working in Lamanuzzi's vineyards. One such "farmworker" is the teenage son of the vice-president of the local "white Chamber of Commerce."

Farmworkers went on strike against Lamanuzzi to protest his habit of signing a Chile contract guaranteeing them medical benefits, higher wages, job security, and control over their working conditions. Lamanuzzi, the largest independent grower in the area is notoriously anti-union. He is connected with Tri-Valley Growers of San Francisco, which contributed $5,000 to qualify the 11-2 farmworker initiative (Prop. 22) for the ballot in November.

True to the tradition of Delano growers, Lamanuzzi is reacting to the strike with the usual grower paranoia. He lurks around nervously in his ice-green Cadillac

MEET THE NUMBER 1 TRAITOR OF DELANO FARMWORKERS

Delores Mendoza, darling of growers and right wingers, continues her public attacks on our Union. She hopes to silence all of those who betray their own people. A crow patcher and small time labor contractor from trade, Mendoza is guided only by her blind rage at seeing farmworkers organize and rise from poverty.

She identifies with the interests of the large growers and reactionaries who are trying to destroy our Union. She was the super-architect of the D'Angelo Strike, leader of the so-called brokers' Army present during the Grease Strike, and local correspondent of the Farm Bureau's most recent attack on Union production, “Make it Legal.”

Delores Mendoza delights in crossing farmworker pickets to do her usual bootlicking at Farm Bureau dinners and other grower functions. She is at the forefront of the scab, labor contractors and growers who picketed the dedication ceremonies of our Clinic at the Forty Acres in Delano.

She is sent on all-expenses-paid trips across the country by the brokers in an effort to destroy farmworkers and their organizations, who are coming out of the woodwork during the Grease Strike, and help create a new lower class. She is a traitor to all farmworkers in Delano.

Delores Mendoza's attacks are a reminder of the power of the Farm Bureau in Arizona politics and the way in which they can use their power to destroy the farmworkers' movement. However, with the help of our allies, we can overcome this challenge and ensure a fair and just resolution of the issues at hand.

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LAW AND ORDER TURNS AGAINST THE RICH

MCALLEN, Texas—For the first time in the history of this state, the courts have found themselves in a position of having to decide against the rich growers and in favor of farmworkers.

After six years of deliberations, the federal judges agreed that law enforcement officials overstepped their authority against our sisters and brothers in Texas and declared five anti-union state statutes to be unconstitutional. The statutes were used by Texas Rangers and County Sheriff deputies to suppress the heroic Strike by farmworkers in Starr County during 1966-67.

This decision is quite a surprise to me. It has been such a long time. The decision brings us very little satisfaction. We have waited six years for justice to be done. In fact, some of our members have died since the Strike—witness Tony Orendain. Treasurer of our Union and Director of Organizing for the United Farm Workers of Texas.

"But what is even more important the court decision is to remember that despite six years of constant and often brutal attacks from the Texas Rangers and Department of Public Safety, inexcusable delays by the courts, and shrill denunciations by the local media, the United Farm Workers is still present and growing stronger in the Rio Grande Valley. VIVA LA UNION! WE SHALL OVER COME!"

CONSTRUCTION OF THE CUAMIL CONTINUES

MCALLEN, Texas—The construction of our Union headquarters is well underway. We need to complete this project. Please send your check to the NATIONAL FARM WORKERS TEXAS BUILDING FUND, 2520 Chicago, McAllen, Texas.

SCAB LETTUCE FOR THE "RE-ELECTION" OF NIXON

SAN JOSE, California—Farmworkers and Unions supported the famous Ramona Barcelo, an anti-employer union and L. O. Treasurer, as she arrived at a $1,000-a-plate dinner for 30 "Mexican-American" couples who risk among the richest of the vendidos. (sellouts).

Severe Ozuna, another rich vendido, sponsored the dinner in order to raise funds for the re-election of Nixon, one of the worst enemies of farmworkers everywhere.

Banuelos and her fellow vendidos stuffed themselves with lettuce and expensive dishes. They praised Nixon for the bone he has tossed to a few so-called representatives of the Chicano community.

GUIMARRAS FORCED TO RESPECT CONTRACT

LAMONT, California—The leaders and packers at Guimarras and Sons, Inc., tired of the repeated violations of the Union Contract by the company, elected a Guimarras Committee to deal with the situation.

After five days of conflict (July 17-22) they were to make the Guimarras accept 12 of the 14 demands presented to them by the Committee. The demands included a call for better working conditions, health and safety, protection from arbitrary firings because of Union activities, and better wages as stipulated by the Contract.

Elected to the Guimarras Committee were James Salyards, Erlinda Lizarraga, Nezlie Kail, Rocki Rector, and Celina Sutterfield. Dave Watters, Jack McCune, Jerry Rector, and Luana Davis.

REAGAN AGAIN VETO UNEMPLOYMENT INSURANCE FOR FARMWORKERS

SACRAMENTO, California—Ronald Reagan, the reactionary and anti-farmworker governor of California, the second time vetoed a bill that would have extended unemployment insurance to farmworkers. Once again, the governor, a declared enemy of farmworkers, has ignored our rights in favor of saving a few million dollars for his rich friends in the business.

Ironically, word of Reagan's veto came at the same time we were informed that the national parliament in Italy has just passed a new national law giving Italian farmworkers new rights and benefits minimum wage protections, free medical care, paid vacations, pension plans, unemployment insurance, etc.

Yet, in the richest country in the world are 300,000 farmworkers in California have been denied one of the most basic rights: THE RIGHT TO PROTECTION BY UNEMPLOYMENT INSURANCE.

THE SPIRIT OF STRUGGLE ON THE PART OF OUR ARAB FARMWORKER BROTHERS HAS CONTRIBUTED TO THE MANY VICTORIES OF OUR UNION IN THE POPULAR AREA.

Workers at Roberts' Farms Oust Machines

Our sisters and brothers who work for Roberts Farms, Inc., defeated the company's attempts to bring grape-picking machines into the vineyards. The company made its move without informing Union representatives having in that way to oppose the workers, so they would not be able to do anything about the machines.

But the company did not take into account that the Ranch Committees were ready to struggle against its plans. From McFarland to Poplar, California the Committees, together the workers, began to shown in the fields forcing the company to withdraw its machines.

"They put the damn machines into the cotton fields but put the machines into the onion fields; and into some fruit crops. THAT'S ENOUGH! NO MORE MACHINES!" said Al Rojas, Director of the Union Field Office in Poplar.

They have exploited us all our lives and now with the machines they even want to take away our jobs.

Encounter With A Labor Contractor-Grower

As EL MALCRIADO traveled throughout the Poplar area, vast fields in which farmworkers have won Union Contracts as a result of the famous Grape Strike and Boycott, we happened to meet Bill Tabor, a labor contractor-grower who is very much shaken by the gains we have made.

Tabor has been the chairman in this area of the drive to fool voters into voting for the Anti-Farmworker Initiative and has for a long time taken part in all of the attempts of agribusiness interests to destroy our Union.

He tried to pass himself off as a poor small grower who is caught between our attempts to organize our own Union and the growing power of the large-corporate farms. But he talks with the arrogance of a big-name grower as he brags about his $80,000 grapes—picking machines and his many vacations, although he keeps quiet about the cattle ranch he owns in Arkansas.

He talks about his 60 workers with paternalistic love saying he doesn't care if they just union, "so long as it is not the United Farm Workers." In fact, if all growers were like him, we wouldn't need a union he said he would "pay his workers four dollars an hour if they just weren't so lazy."

Without any sense of shame, he admitted that the Anti-Farmworker Initiative is a hypocritical and fraudulent attempt to destroy our Union. He also agreed that the Initiative would disenfranchise most farmworkers with its complicated election procedures and its requirement that elections can take place only if the number of seasonal workers does not exceed the number of permanent workers at any particular ranch.

Tabor is a man who exploits farmworkers both as a labor contractor and grower and will stop at nothing, no matter how immoral, to destroy our Union. It is men and women like him who are behind the Anti-Farmworker Initiative, NO on 22.
The official voice of the United Farmworkers

SUPPLEMENT

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PAID ADVERTISEMENT

BENEFITS,
RULES
AND
REGULATIONS

of the
Robert F. Kennedy
Farm
Workers
Medical
Plan

1. September, 1965, the movement to organize farmworkers into their own
Union gained national attention with the start of the Delano Grape Strike and
Boycott. By April, 1966, after much suffering and sacrifice, the striking farmworkers
had won their first Union Contract. By August, 1966, they had won nine more.
Victory came in July, 1970 when over 175 Union Contracts were signed with the
table grape industry. Also, in the same year the International Lettuce Boycott
began.

In every contract the Union has insisted that the employer contribute 10 cents
for every hour a Union member works in order to have money to provide medical
benefits for workers and their families. As we grow in numbers and as our members continue to sacrifice and work
for social justice, we will be able to win more benefits for our children.

We have named our Medical Plan in memory of Senator
Robert F. Kennedy because he gave our Cause his unflagging
support and gave his life in the defense of the poor.

HIGH CATEGORY MEDICAL, SURGICAL,
AND HOSPITAL BENEFITS

1. Doctor Visits:
   A maximum of $50.00 per family member per year. The plan does NOT in-
clude injections, except immunization inoculations.

2. X-ray and Lab Tests:
   A maximum of $100 for each family member per year. Two visits per family
member in a 3 month period.

3. Medicine (Prescriptions Only):
   A maximum of $60.00 for each family member per year. The plan does NOT in-
clude injections, except immunization inoculations.

4. Maternity:
   $300.00 maximum. Due to birth determines the "Month of Medical Service" which
means the month the woman has the baby. It does NOT mean the month in which
the member files his (her) claim for benefits.

5. Hospital:
   A maximum of $500 for each family member per year.

6. Surgery:
   A maximum of $200 for each family member per year.

7. Ambulance:
   A maximum of $50.00 per year for ambulance service by an ambulance com-
pany or the Union Clinic for each family member for an emergency trip to the
hospital or Union Clinic for confinement or for emergency room treatment.

8. Hospital Emergency Room:
   A maximum of $50.00 per year for each family member for services required at
an emergency room for the treatment of accidental injuries received within the
previous 48-hour period, or for emergency surgical services received as a result
of an accident or illness. The Plan will help to pay the cost of the following hos-
pital or Union Clinic emergency room charges not to exceed $50.00 per year
maximum which includes: use of operating room, surgical and anesthetic supplies,
anesthesia services, splints, casts, dressings, approved drugs and medications
regularly furnished by the hospital or Union Clinic, and physicians' charges.

9. Emergency Dental Treatment:
   The Kennedy Plan will provide a maximum of $50.00 per family member for
emergency dental services as follows:
   a. temporary fillings to ease pain, permanent restorations are not covered.
   b. extraction of single, infected and/or painful teeth.
   c. incision and drainage of abscesses.
   d. incision and removal of foreign bodies.
   e. stitching soft tissue wounds.
   f. single X-rays needed for diagnosis and treatment of symptomatic regions.
   g. use of topical or injectable medicines to relieve pain.

10. Glasses:
    Each family (NOT each family member) will be provided a maximum amount of
money per year to be spent for glasses. When the specific rules and regulations
for this benefit become available they will be announced in EL MALCRIADO.

LOW CATEGORY MEDICAL BENEFITS

1. Doctor Visits:
   $5 maximum per visit.

2. X-ray and Lab Tests:
   A maximum of $20 for each family member per year. An additional $100 maxi-
num per family member per year for an off-the-job accident.

3. Medicine (Prescriptions Only):
   A maximum of $60.00 for each family member per year. The plan does NOT in-
clude injections, except immunization inoculations.

4. Ambulance:
   A maximum of $50.00 per year for ambulance service by an ambulance com-
pany or the Union Clinic for each family member for an emergency trip to the
hospital or Union Clinic for confinement or for emergency room treatment.

5. Hospital Emergency Room:
   A maximum of $50.00 per family member per year for services required at
an emergency room for the treatment of accidental injuries received within the
previous 48-hour period, or for emergency surgical services received as a result
of an accident or illness. The Plan will help to pay the cost of the following hos-
pital or Union Clinic emergency room charges not to exceed $50.00 per year
maximum which includes: use of operating room, surgical and anesthetic supplies,
anesthesia services, splints, casts, dressings, approved drugs and medications
regularly furnished by the hospital or Union Clinic, and physicians' charges.

6. Emergency Dental Treatment:
   The Kennedy Plan will provide a maximum of $50.00 per family member for
emergency dental services as follows:
   a. temporary fillings to ease pain, permanent restorations are not covered.
   b. extraction of single, infected and/or painful teeth.
   c. incision and drainage of abscesses.
   d. incision and removal of foreign bodies.
   e. stitching soft tissue wounds.
   f. single X-rays needed for diagnosis and treatment of symptomatic regions.
   g. use of topical or injectable medicines to relieve pain.

7. Glasses:
   Each family (NOT each family member) will be provided a maximum amount of
money per year to be spent for glasses. When the specific rules and regulations
for this benefit become available they will be announced in EL MALCRIADO.

This special supplement on the Robert F. Kennedy Farm Workers Medical Plan is your official Benefits, Rules, and Regulations. Please save it for your information.
DEATH BENEFITS

Waiting Period Rule:

Members who join the Union are subject to a waiting period of 6 months or 50 hours worked under Union Contract (whichever comes first) before they are eligible for death benefits.

1. If a member has worked 50 or more hours under a Union contract during the year preceding the month of death, death benefits are payable.

2. A family dependent who works under Union contract qualifies for the full member benefits as long as he continues under Contract. If there are two members of the Union in the same family, in the event of the death of one of the family dependents, only one dependent benefit will be paid.

3. The category of benefits is determined by the age of the member at the time he first becomes eligible under the Kennedy Plan.

The three age categories are as follows:

1. If the member has not yet attained his (her) 51st birthday, the benefits will be $1,000 if the member dies; $500 if the dependent spouse or child (age 6 months through 18 years) of the member dies; and $100 if the member’s infant (age 15 days to 6 months) should die, after being dismissed from the hospital in good health.

2. If the member has attained his (her) 51st birthday but has not yet attained his (her) 61st birthday, then death benefits payable are $500 (member); $250 (dependent spouse); $500 (child, ages 6 months through 18 years); or $100 (infant, age 15 days to 6 months), after being dismissed from the hospital in good health.

3. If the member has attained his (her) 61st birthday, $250 will be payable on the death of the member or the dependent spouse only. No coverage for dependent children.

Exclusions:

1. A member of his dependents who are fatally ill at the time of entry into the Kennedy Plan are not eligible for the death benefit.

2. Dependents serving in the armed forces or who marry or who are in prison are not eligible for the death benefit.

3. Suicide

Like all coverage under this program, the person shall be covered only if he (she) is able to work and is a working member of the Union at the time he (she) first qualifies for the coverage under this program.

When the husband is working in another industry and the wife is the working member of the Union and is paying her dues, then she is qualified for full member benefits and her husband becomes the dependent spouse.

The number of hours worked under Union Contract are added to make a family eligible for benefits.

Who is eligible for the Kennedy Plan benefits?

Union members are eligible for Kennedy Plan benefits based on the number of hours they have worked under Union Contract. Only hours worked under a Union Contract can be counted to make a family eligible for benefits.

The “Month of Medical Service” means the month a member goes to the doctor, enters a hospital, his wife has a baby, etc. It does NOT mean the month in which the member files his (her) claim for benefits.

ELIGIBILITY

Who is eligible for the "High Category" eligibility?

A member is eligible for the "High Category" if:

1. he (she) has a total of 250 hours for the 3 consecutive months prior to the Month of Medical Service;

OR

2. he (she) has a total of 500 hours for the 6 consecutive months prior to the Month of Medical Service;

OR

3. he (she) has a total of 750 hours for the 9 consecutive months prior to the Month of Medical Service.

How many working hours under Union Contract are needed for the "Low Category" eligibility?

A member is eligible for the "Low Category" if:

1. he (she) has a total of 50 hours for the 3 consecutive months prior to the Month of Medical Service;

OR

2. he (she) has a total of 100 hours for the 6 consecutive months prior to the Month of Medical Service;

OR

3. he (she) has a total of 150 hours for the 9 consecutive months prior to the Month of Medical Service.

Can a member extend his "High Category" eligibility?

Yes. A member may extend his (her) "High Category" eligibility up to a maximum of three consecutive months by contributing the required self-payment of $15 per month to the Kennedy Plan during the month prior to the month in which his (her) eligibility would be reduced to "Low Category" due to the lack of hours.

Can a member extend his "Low Category" eligibility?

Yes. A member may extend his (her) "Low Category" eligibility up to a maximum of three consecutive months by contributing the required self-payment of $3 per month to the Kennedy Plan during the month prior to the month in which his (her) eligibility would be terminated due to the lack of hours.
The Robert F. Kennedy Farm Workers Medical Plan

The Robert F. Kennedy Farm Workers Medical Plan is ready to help file complete claims. The nearest Union Office is ready to help file complete claims.

Send complete claims to:
Kennedy Plan
La Paz, P.O. Box 47
Keene, Calif. 93531

Only complete claims will be accepted by the Robert F. Kennedy Farm Workers Medical Plan. ALL KENNEDY PLAN FORMS ARE AVAILABLE AT YOUR LOCAL UNION OFFICE.

Effective January 1, 1972, the Kennedy Plan does not accept incomplete claims. Incomplete claims will be returned to the insured member with directions on how to file a claim correctly.

What happens if a Union member sends an incomplete claim to the Kennedy Plan?
The claim cannot be processed. It will be returned to the member with an explanation of why it is incomplete.

Send complete claims to:
Kennedy Plan
La Paz, P.O. Box 47
Keene, Calif. 93531

Where can a member go for help in filing a complete Kennedy Plan claim?
The nearest Union Office is ready to help file complete claims.

Or write to:
Kennedy Plan
La Paz, P.O. Box 47
Keene, Calif. 93531

Does the member have to use a Pink form for each separate benefit?
No. If a member claims several benefits at the same time, for example, a doctor visit, a lab test and medication, then only one Pink form is necessary.

Does the member need a separate Pink form for each member of his family?
Yes. For example, if two children in the same family are sick and both must go to the doctor, then separate Pink forms are needed for each child.

Are Union members to file a Kennedy Plan claim for the Low Category benefits if they live in the Calexico or Delano areas?
No. Members living in the Calexico or Delano areas do not have to file a Kennedy Plan claim for the Low Category benefits because the Union Clinics in those two areas provide pre-paid medical care for them.

What about the High Category benefits for the members who live in the Calexico and Delano areas?
All members who live in the Calexico or Delano areas must receive their High Category Kennedy Plan benefits by being referred to a hospital or a surgeon through the Union Clinics. No High Category benefits for members living in these two areas can be paid unless authorized by the Union Clinics in Calexico or Delano.

What about Union members who live in the Calexico and Delano areas?
All members who live in the Calexico or Delano areas must receive their pre-paid Low Category Kennedy Plan benefits through the Union Clinics. The plan is eligible for:
1. Doctor visits. No limit.
2. X-rays. No limit.
3. Lab tests. No limit.
5. 24-hour Emergency care.
6. Special check-ups.
7. Referral to specialists as needed.
8. Well-Baby services.

Union Director Cesar Chavez announces to Ethel Kennedy that the medical plan board decided to name the farmworkers medical plan in honor of her late husband, Robert.

The Baiza family of Lamont (left) receives Kennedy Plan benefit check from Marla Saludado (right), an administrator of the Kennedy Plan, and Robert Garcia (middle), Lamont Union Office Director. The Baiza family is one of the thousands of farmworker families who have benefited from the Kennedy Plan.
What are the advantages in farmworkers administering their own medical Plan?

First, the Kennedy Plan is a cooperative Plan. There is no outside money involved. Our Plan is financed by the 10 cents an hour per worker that the growers must pay into it when they sign a Union contract. Second, its financial resources are devoted completely to the farmworker and do not go to an insurance company’s profits. The benefits were selected and voted upon by the Union membership. The healthy provide support for the sick. Because the Union administers the Plan, problems can be solved quickly and fairly.

Does the Kennedy Plan have problems getting the growers to cooperate with the Plan?

Some. Some growers fail to report certain members or are delinquent in paying the Plan for hours worked. For their own protection, workers must keep their check stubs as proof of hours worked under Union contract so they can obtain benefits if the growers fail to report hours and pay the 10 cents.

Does a cooperative Plan put special responsibilities upon its members?

Yes, it does. A cooperative medical Plan means any abuses of the program affect the farmworker directly and are not absorbed by an outside insurance company. That is, if doctors or hospitals abuse the program with overcharges, unnecessary services and other forms of cheating, Union members suffer the consequences. Members who discover such cheating have the responsibility of reporting it to the Union to protect the benefits for themselves and their children.

IMPORTANT NOTICE

Payments by the Kennedy Plan are subject to terms of the collective-bargaining agreements (Union Contracts) and the availability of funds in the Kennedy Plan. It is not intended in this supplement to list all of the limitations and exclusions. In addition to those set forth, there are further limitations contained in the Plan Document and Rules adopted from time to time by the Trustees and used by the Kennedy Plan Office to administer these benefits. If you need further information on these limitations, please contact the Kennedy Plan Office.

For more information write:

Kennedy Plan
P.O. Box 47
Keene, Ca.

Or contact your local Union office
On July 13, 1972 about 100 Yakima Valley farmworker sisters and brothers went to George Gannon Sr. of Yakima, Washington, to confront him at his home to end his efforts to destroy their union, the AWPC. Gannon is the founder of the AWPC, and his continuing efforts to destroy their union are costing the farmworkers in the Yakima Valley about $250,000 in lost wages.

At first Gannon refused to talk to the group of farmworkers and instead pointed them to the office of Union Organizer Lupe Yanez and said, "You asked only you and Lupe were coming." Gannon was referring to an earlier telephone conversation he and Roberto had wherein Roberto made an appointment for the Union to visit George Gannon Sr.

In justices by Gannon

Completely surrounded by farmworkers, Gannon had no choice but to end his efforts to destroy their union. Gannon claimed that his family had worked at the Yakima Chief Ranch for many years and when he took the ranch to court on a job injury case his whole family was laid off. Gannon replied, "That does not mean that we love your mother." Guillermo answered, "That's what happened and you know about it."

Finances AWPC

Upon repeated questioning by the farmworkers Gannon admitted that he, along with other growers, financed the Agricultural Working People's Committee (AWPC). When asked how much he contributed he shot back, "If that were any of your business I would tell you."

Gannon also admitted that he had purchased the Farm Bureau's anti-farmworker film "The Road to Talpa" for the AWPC. Instead of recognizing our Union and paying his workers better wages and benefits, Gannon is spending a lot of money to stop La Causa.

The farmworkers left Gannon and marched over to the glassed-in horse camp Gannon passes off as housing for farmworkers.

The farmworkers then stopped at the offices of the Gannon Chief Ranch and demanded to speak to the supervisor Alberto De Leon, the president of the AWPC. However, Alberto De Leon was nowhere to be seen and could not be called back to the office even with the use of the intercom system.

In an outburst of solidarity and determination our sisters and brothers ended the day with a series of resounding chants: "Viva Chente! Viva La Union! La Union coexists with the Yakima Chief Ranch headquarters.

In Yakima Valley, Washington, more than 300 farm workers and local residents attended the successful Union-sponsored Voter Registration rally at Grandview Park on July 23.

The site for the rally was changed to the park after anti-farmworker Stella McGregor, Conservation Board member for the Yakima Valley, refused to rent the site.

Our Union's newspaper El MALCRIADO was told to leave their union posters, banners and speakers.

Two plays were performed by el "Teatro del Pueblo" and "Marichias Ancestral," a play made up of farmworkers. At the end of the "Teatro del Pueblo," the workers he opposed the Union because of articles explaining the rules and regulations of our union headed by Alberto De Leon. The following day, the Union organized an appeal for our sisters and brothers who were the workers he opposed the Union because of articles explaining the rules and regulations of our union headed by Alberto De Leon.

In Yakima Valley: The rally was opened by the Union's General Secretary, Elia de la Real, and the rally was closed by the Union's vice president, Roberto L. Maldonado.

The site for the rally was changed to the park after anti-farmworker Stella McGregor, Conservation Board member for the Yakima Valley, refused to rent the site. The rally was attended by 300 farm workers and local residents.

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DEATH FOR MILLIONS OF FARMWORKER MAY FOLLOW U.S. BOMBING OF DAMS AND DIKES IN NORTH VIETNAM

At a cost of $500 million a month, the U.S. Air Force continues to save death and destruction in Indo-China in a desperate and futile effort to save the corrupt and dictatorial government of South Vietnam.

Former U.S. Attorney General Ramsey Clark, who had just returned from a trip to North Vietnam, during a press conference August 14 in San Francisco recounted the details of U.S. massive bomb destruction of dikes and canals, hospitals, schools, churches, and apartment buildings.

As Attorney General, Clark once issued indictments against Benjamin Spock and other anti-war leaders.

Clark's testimony adds to the growing evidence repudiating President Nixon's claims that only bombing of military targets is taking place. In July United Nations Secretary General Kurt Walden charged the U.S. bombing had deliberately damaged dikes in North Vietnam. On Aug. 6, Sweden's ambassador to North Vietnam, Jan Christopeberg, declared: "I have seen with my own eyes how American planes have bombed dikes and dams in the Red River delta.

About 15 million Vietnamese farmworkers, the majority of North Vietnam's population, live on the Tonkin Plain, which is located on the Red River Delta. To keep the river under control during the rainy season a total of 2,480 miles of dikes, dams and sluice gates must be constantly maintained, according to Yvan Lamere, Professor of Geography at the University of Paris.

He said: "If the bombing simultaneously opened a series of breaches in this network, it is highly likely that this catastrophe would cause more deaths than the explosion of several atomic bombs on the Tonkin Plain."

During World War II, Holland's extensive diking system itself was destroyed by the Nazis when the Allies began the liberation of Europe in 1944. Thousands of lives were lost and Nazi general Seyss-Inquart, was eventually tried by the Nuremberg War Crimes Tribunal after the war. He was hung.

U.S. BOMBING OF DAMS FABRICATION MAY FOLLOW

The destruction in Indo-China in a desperate and futile effort to save the corrupt and dictatorial government of South Vietnam.

And the benefits of collective bargaining in agriculture.

NO. DAN $1.00

$1,500,000 - $1,200,000 - $1,350,000

$1,500,000 - $1,350,000 - $1,200,000

$1,050,000 - $900,000 - $750,000

$900,000 - $600,000 - $500,000

$500,000 - $200,000 - $100,000

$200,000 - $100,000 - $50,000

$100,000 - $0.00 - $0.00

For every person that does not eat lettuce, the anti-Union lettuce growers lose $15,000 a year.

If one million persons boycott lettuce, the growers will lose $15 million. And this is what we are going to do. This is the only way in which to convince the lettuce growers to recognize our Union contracts in the grape industry: "Sounds of the Struggle"; and "El Plan de Delano"; and six Huelga songs.

CHAVEZ pamphlets: two articles by Peter Matthews, together give a thorough biographical sketch of Cesar Chavez.

Order No. NYA $5.00

$3.00

For every 100,000 persons who promise not to eat lettuce, the growers lose $150,000 a year.

The following editors-ran atop the top five in the number of lettuce boycott pledges signed so far:

Boston 25,853

Philadelphia 9,323

Seattle 6,747

San Antonio 4,444

WE CAN ALL JOIN TOGETHER NOW IN THE STRUGGLE FOR JUSTICE, FILL OUT AND MAIL IN YOUR PLEDGE BACK COVER THAT YOU WILL STOP EATING LETTUCE NOW, HOW MANY MORE PEOPLE CAN YOU HELP TO ORGANIZE TO SIGN A BOYCOTT PLEDGE AND HELP LA CAUSA REACH THE NATIONAL GOAL OF 1,000,000?

For every 1,000,000 persons who promise not to eat lettuce, the growers lose $1,725,000 this year. The following editors-ran atop the top five in the number of lettuce boycott pledges signed so far:

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Let's Make It Hot For The Lettuce Grower

We need One Million

Lettuce Boycott Pledges

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The Cry of Campesinos  

Mexican farmworkers were ruthlessly suppressed when they voiced their opposition to the government's seizure of their lands. Diaz equated resistance to his dictatorship with banditry in justifying the frequent executions under his regime. The Mexican people raised the names of those murdered by the government as its banner of struggle in numerous insurrections that finally culminated with the beginning of the Revolution in 1911.

The Cry of Campesinos  

La Acordadas  

Art by Jesús Escobedo  

One of the bloodiest assaults by the Porfirio Diaz regime (1876-1911) on the Mexican people came with "La Acordadas" ("The Accords") which established armed guards throughout the country to secure "Law and Order". The guards had the right to shoot anyone on sight, no questions asked. Under Las Acordadas, campesinos (farmworkers) were torn from their land and forced into the service of the large landowners. The Mexican people fought Las Acordadas with increasing intensity and determination.

ON LIFE  

In giving their lives they find life,  
In serving others they lose the fear of death,  
In reaching for the best in every person they make each of us more free,  
In respecting the life of every man and woman they make life more precious for us all.

César Chávez  

(from Words Among America, edited by Glen Gersmehl)

¡HASTA LA VICTORIA SIEMPRE!  

The train runs down the tracks,  
A dying child lies on his back.  
Brother, oh brother of mine, who lives in dark.

As you listen to the beat, listen,  
I hear my heart beat my life away.

My eyes are completely dry.  
You tell me I'm high.  
You know it's a lie.

Yet you point your finger.  
Brother, oh brother vendido  
You are hollow inside.

What lies will you tell your child?  
How do you sleep at night?  
You know that I'm right.

La Causa is your child, mine, de todos de nosotros.  
Hasta La Victoria Siempre . . .
Lettuce nets over $273 million yearly for agribusiness. It is a huge business for the lettuce growers and the large supermarket chains.

AND FOR THE LETTUCE WORKER? He must travel 2,500 miles each year following the harvests. He has to live away from his family for eight months of the year in dilapidated labor camps and does such physically demanding work that he is burned out after 6 to 10 years of such work. The lettuce worker is pushed to work 10 to 12 hours each day, induced by the company foremen to take 'pingos', pills to withstand the physical pain of the work and speed up his work: cutting 4.6 tons of lettuce or lifting 42 tons of lettuce daily.

At the current piece-rate, the lettuce worker is paid only one-twentieth (1/20) of a cent for each head of lettuce that sells in the store for 26.4 cents. If his wages were DOUBLED (a 100 percent increase), without lowering the earnings of the growers or retailers, it would only add 2.4 cents on each head of lettuce sold in the supermarkets.

Dear Cesar, I support your Non-violent efforts to bring justice to migrant farm workers:

- I pledge not to eat lettuce. Unless it bears the United Farm Workers' Black Eagle label.
- I pledge to tell all my friends about the Lettuce Boycott.
- I pledge to raise the issue of the Lettuce Boycott wherever I see lettuce (conventions, fund raisers, church dinners, airplanes, restaurants, college cafeterias, hospitals, etc.)