Strawberry Workers win UFW Contract

Victory in Watsonville Strike

WATSONVILLE, Ca. — One hundred and fifty strawberry pickers won the highest farm worker wages in the Watsonville area and additional guarantees of a UFW contract May 16. The victory came only five days after the workers launched a spontaneous strike against American Foods, Inc., a corporation with strawberry fields in five U.S. states and Mexico.

Coming within weeks of two major rallies in the area with Cesar Chavez and the formation of a Watsonville Organizing Committee, the workers' new contract is the first for the UFW in the strawberries in this area. (See related stories on p. 5.)

The contract, with a wage increase to 90 cents a box piece-rate with a $2.50 hourly guaranteed minimum, was won when American Foods sold its crop to Pik'd Rite, a company that already has a UFW contract. The new wages represent a 20% increase over the previous $2.00 per hour.

Cheating charged

The strike was triggered by company supervisor Maxin Masuka's attempts to impose a system of wages on the workers that would have robbed them of even minimum wages, the workers told El Malcriado. "Masuka came and told us that he was going to pay the slow workers who pick less than 20 boxes an hour by piece-rate and the fast ones who pick more than 20 boxes an hour by piece-rate," said Armando Rosales, a young worker who later became president of the ranch committee.

"It should have been the other way around, but the grower wanted it to his advantage. So we began to complain, and after some discussion we decided not to go to work," another worker, Antonio Alvarez, said Masuka had consistently cheated them of hours and boxes picked, pretended to "look" checks, and pushed the workers to the point of exhaustion.

Workers make demands

The workers made a demand to Masuka for $2.40 an hour plus 25 cents a box, a considerably higher wage than the $2.00 plus 5 cents a box they were receiving. The demand was refused.

At that point, they elected a committee in the fields and decided to ask the UFW's Salinas field office for help.

On May 12, the workers began to picket the strawberry fields at San Miguel Road, leaving them empty, except for the manager, the supervisors and foremen.

On May 13, though, the picket line thinned as some workers returned to work under threat of eviction from their rooms in the company's labor camp. Also, new workers were brought in by the company. A large number of workers also left to find work elsewhere.

It looked as though the strike would end like so many before, killed by the poverty that gave rise to the protest in the first place.

Turning point

At this crucial point, field office Director Roberto Garcia and other UFW organizers kept the picket line strong in spirit until an afternoon rally was held in the city park, which was joined by more than 100 strawberry workers who work under a UFW contract at Pik'd Rite in Chualar, Antonio Guerra, president of the Pik'd Rite ranch committee, later told El Malcriado, "We all went around to the camps, telling our brothers why our union was the union of farm workers. Then we asked them to participate in order to win a contract."

At the American Foods camp, Roberto Garcia said he saw 25 men living in two small rooms, with as many as ten men sharing three mattresses pushed together on the floor. The young men, "illegals" from Mexico, told Garcia that Masuka charged them $130 per month for rent while another supervisor named Manuel charged them $5.25 a day for meals. The total each man had to pay came to over $220 a month.

The camp itself is located in Eastern Watsonville, with its five long barracks located between a slaughterhouse and a junkyard.

The following morning Masuka brought in armed guards and special-taxed buses to scare the strikers from leaving. But as (continued on page 10)
**New Roberts' ties to Nixon financier**

Delano grower faces indictment

**NEW ROBERTS' TIES TO NIXON FINANCIER**

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Delano grower faces indictment
Coachella grape harvest finds growers in retreat

COACHELLA, Calif. -- As the grape harvest is about to begin in the Coachella Valley, grape growers look out over their vineyards and see uninsured grapes, continuous picket line activity, and on the horizon, a nationwide AFL-CIO-supported boycott of scab grapes.

About five hundred labor and church leaders plan a demonstration May 30 at Boston's central Chelsea Market to let buyers know "if they buy scab grapes they buy a picket line," reported Boston boycott director Nick Jones.

In New York, the boycott director there and Executive Board member Richard Chavez said, "we'll stop them with picket lines." And in Cleveland, Ohio state boycott head and Executive Board member Eliseo Medina reported "labor is really beginning to move." Similar demonstrations, picket lines and leafleting are planned all over the nation urging consumers not to buy grapes.

The Coachella Valley produces 12.5% of all table grapes, both it's southern latitude allows growers there to reach the market first and to demand the highest prices--unless a boycott is on.

Mop strategy

Coachella growers, trying to oust the boycott are using all of the normal manpower in pre-harvest thinning, hiring "illegals" and launching a massive "buy grapes" advertising campaign that includes the use of Teamster propagandists in major U.S. cities. Also, they are diverting large portions of their table grapes into wine and raisins, which require less hand labor.

Many of the larger Coachella growers deny this. But evidence indicates that in private, they are making plans. A letter from growers Harry Cariani to all the other grape growers April 12 referred to numerous "conversations" among growers about putting large portions of their crop into "raisins and/or wine" and making them a "lucrative offer" to buy these for resale.

But in early May, sources close to the growers revealed that the crop yield this year will be so low that most growers will not have the bulk to go to raisins (four tons grapes equals one ton of raisins), thus force them to either pick the grapes or let them rot.

So far, the success of the strike is stopping many regular workers from going into the fields has promoted growers to bring in even more workers illegally from Mexico, workers who not only work for less, but are not free to join the strike.

The smuggling of "illegals" into the fields that many growers with proper immigration papers can get away with. This is creating discontent even among strikers. One told El Malcriado, "the Teamsters give us work only now and then, because the growers prefer the illegals who will work harder for less--and besides, they can take the work they don't want from them and they can't demand them back."

Human contraband

The smuggling of "illegals" into the county has become so profitable during farm worker strikes that the U.S. Border Patrol has complained in recent months that professional smugglers are starting to prey on aliens to narcotics as contraband.

On April 18 California Highway Patrol officers stopped an old car driving north on Highway 10 near Coachella and found a 16-year-old driver and 11 men without immigration papers in the car. They were turned over to the U.S. Border Patrol. The boy driver received a short jail term, but the owner of the vehicle used in the smuggling showed up to claim the car and was handed over his keys by Border Patrol officials with no questions asked.

Over 40 members of the Orange County Farm Worker Support Committee caravanned to Coachella April 27 to picket with farm workers. Among the groups represented were the International Association of Machinists, American Federation of Teachers (AFT), Cal State Fullerton, Pajama College, University of Redlands, Teamster Local 895, Society of Friends, Shalmon Ecumenical Fellowship, and the League of Women Voters.

"HUELGA, companeros!" says Tomas Barrios (center), a picket line captain in the Coachella Valley. Last year Teamsters hired goons at $67.50 a day to beat and maim strikers, but the same men and women have returned this year to try to win back the contracts stolen by the Teamsters.

We don't impound cars," he said.

Strike pressure

The picket lines continue to put pressure on the growers. On April 25, 80 pickets stationed themselves at the Karaha-Dian Ranch on 59th Ave. and Hays. As usual, Teamster organizers arrived minutes later to get the strikers to sign Teamster authorization cards. The crew not only refused to sign the cards, but quit the field and joined the strike.

Thus, more Teamsters arrived on the scene and stationed themselves at the edge of the field, apparently to keep the remaining strikers away from the field too. When asked why over a third of the crew had rejected the Teamster contract, Teamster organizer Frank Gonzalez told El Malcriado, "Those were just cha vista plants."

But Teamsters are doing everything possible to shore up their steadily deteriorating position in the fields. For example, a foreman of labor contractor Jimmy Reyes was heard boasting that Teamster organizers Manuel Alvarado and Lazaro Rodriguez give him $1 for every farm worker's signature he gets on the Teamster authorization cards. One day he said he made $700.

Days later, on May 1, eleven men and women working under a Teamster contract signed by grower Henry Moreno joined the strike. They were protecting what they said was brutal treatment by their foreman and inhuman living conditions at the labor camp where they were staying.

They told El Malcriado that owner and camp operator Jose Malcriado refused to give them their checks in order to keep them from leaving the camp, where he charged them 54 a day. They said there no toilets there for the women and they had to sleep in their cars.

They were given legal assistance by the United Farm Workers and stayed free of charge at a camp maintained for the strikers.

Support grows

Strike support from all over the state and nation continues to pour into the valley. Many groups and individuals have visited and donated food. Among these have been the Orange County Support Committee, students from the Minneapolis Free School, Manuel Sierras, an international representative of the United Steel Workers, Bill Gallardo of the California Federation of Labor, Abraham and Ileana Zwinicki, and UAW Local #560 members Willie Regalado and Arthur Urbes from San Jose.

Also, on June 9th some 400 delegates from the International Convention of the United Auto Workers in Los Angeles will come to join the picket lines. And June 8 the Orange County Support Committee will bring in a massive car caravan expected to draw over a thousand supporters to bring strikers food which is now being collected.

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El Malcriado -- May 29, 1974 -- Page 3
PHOENIX, Arizona -- Grower Bob Goldwater, brother of Arizona Senator Barry Goldwater, smuggles Mexican "illegals" into his 4300-acre Arrowhead ranch and pays them between 50 cents and $1 an hour.

These charges and others have been made by five "illegals" who were working at Goldwater's ranch when they went on strike and began picketing the ranch April 22.

Days later, several pickets entered the ranch and persuaded the five men to leave.

Slave labor

The five workers described to UFW representatives what is in effect a black market in slave labor. Several of them had walked to Phoenix all the way from the Mexican border, a 3-day trip without food or water other than what they found along the way. Others were brought in by "coyotes," labor contractors from a pickup point in Casa Grande to the ranch outside of Phoenix -- a service for which Goldwater allegedly pays the labor contractors $90 per worker.

When the illegals arrived at Arrowhead, they were given an identification number. One of the five workers said he was called to a meeting by his foreman. He was told that 20 of the numbered workers were needed in California. He said he was asked to pick workers at random to fill the "order," regardless of whether the men desired to go or not.

At the Goldwater ranch the illegals were used as strikebreakers and they worked 10 hours a day, six days a week in the grapes. Yet, their wages were $3.00 to $3.60 a week, in obvious violation of minimum wage laws. On top of that, the workers were paid $28 one week, which left him with $4 after deductions.

The workers also said that at Arrowhead, they were under the complete control and supervision of the foreman, who ordered them to stop working and disperse whenever he sighted U.S. Border Patrol agents. The foreman generally knew in the morning when the patrols were coming and on one occasion gave a day in advance, they said.

Pickets arrested

In other strike-related incidents in the Phoenix area, nine farm workers were arrested by Maricopa County Sheriffs as they picketed the Borowall, Bodine, Tempe and Arrowhead ranches. Among the arrested are a 25-year-old woman, a man over 60 and two young girls under 18 who were randomly selected from the picket line and charged with criminal contempt for allegedly violating court injunctions.

Another of the arrested was a young boy who tried to defend his mother after she was thrown activated battery.

Strikers charge the arrests were unjustified. They placed much of the blame for the arrests on Sheriff Major Dave Carter, who when a carload of strikers passed him shouting "Huelga!" was heard to say, "Huele? That must be a dirty name they're calling me!"

Mata then went back to work.

Later Romeo Mata told El Malcriado that the Teamster double and triple dues deductions were not "strange" at all.

"Just imagine, at the Tudor ranch there were over 400 of us working and they deducted dues twice a month from all of us. Where is that money?" he asked.

"Many people are afraid they will be beaten if they go to ask for their money back from the Teamsters. They (the Teamsters) speak harshly to the people and say they won't help them just to get rid of them. But I won't let them rob me," Mata added.

Mata finally got his money back after much insistence and pressure on grower Tudor.

Teamster contracts for farm workers. This rig is spraying Glybrielle (gibrylleic acid) on Coachella grapes. This herbicide is generally big, but tasteless. The spraying was done while farm workers labored in the rows at the far right (not in photo) and by an operator who were no protective face mask.

Teamster organizers present in the Karahadian field scoffed at charges of negligence, and told El Malcriado, "Go look at the California state laws if you want to know, They're the ones who are on top of these things."

Page 4 -- May 29, 1974 -- El Malcriado
Salinas lettuce workers bar Teamsters from fields

Although Teamster organizers rarely enter the fields where they have contracts, UFW members have begun an extensive leaflet campaign urging workers not to sign with the Teamsters or pay Teamster dues. Here workers in a Margot Co. field south of Salinas study a leaflet which urges them to form a committee to resist the Teamsters.

"When we go into a field," commented UFW organizer Ricardo Villalpando, "we have power. If the field boss throws us out or has the police throw us out, the workers see who’s on their side and who is against them."

New UFW office

Workers launch organizing drive

WATSONVILLE, Ca.—Close to a thousand farm workers from this foggy coastal farm town joined with UFW President Cesar Chavez on May 8 to rededicate their fight against the Teamster “contract robbers.”

The meeting was called by the newly formed Watsonville UFW Organizing Committee, made up of 11 farm workers who are determined to establish not only a union strike office in the local area, but a farm worker health clinic and service center as well.

The excited throng crowded into the A.E. Hall auditorium to hear Chavez predict, “the strike in this area is like a bomb ready to explode.”

"Do you know how you can fight them?" he asked the audience. "Don’t pay any more Teamster dues. And when you work in the lettuce don’t do such a careful job, slow down. Make your protest effective, because the day of victory will come sooner when we have the pressure inside the fields, in our communities and across the nation."

The evening was livened by the Mexican dancing of Los Mejicas from Santa Cruz, music by Los Mectas from Santa Cruz, music by Los Mejicas from Santa Cruz, music by Los Mejicas from Santa Cruz, music by Los Mejicas from Santa Cruz, music by Los Mejicas from Santa Cruz, music by Los Mejicas from Santa Cruz, music by Los Mejicas from Santa Cruz, music by Los Mejicas from Santa Cruz, music by Los Mejicas from Santa Cruz, music by Los Mejicas from Santa Cruz, music by Los Mejicas from Santa Cruz, music by Los Mejicas from Santa Cruz, music by Los Mejicas from Santa Cruz, music by Los Mejicas from Santa Cruz, music by Los Mejicas from Santa Cruz, music by Los Mejicas from Santa Cruz, music by Los Mejicas from Santa Cruz, music by Los Mejicas from Santa Cruz, music by Los Mejicas from Santa Cruz, music by Los Mejicas from Santa Cruz, music by Los Mejicas from Santa Cruz, music by Los Mejicas from Santa Cruz, music by Los Mejicas from Santa Cruz, music by Los Mejicas from Santa Cruz, music by 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Huelguistas report on San Joaquin strikes

On May 1, the first day of picketing in the Selma area, picket captain Juan Salazar was arrested and jailed for ten days in what witnesses described as one of the most unprovoked, brutal police attacks on a UFW strike line in recent memory. (See photo on page one.)

Salazar had just started to test loudspeaker equipment on the picket line when Tulare County Deputy Sheriff Durham rushed at him, grabbed him by the throat, and kneed him in the groin, picker Gloria Salazar told El Malcriado.

Following the arrest, 50 farm workers picketed the Tulare County Jail to protest the brutality.

Salazar was held for ten days while UFW attorneys tried unsuccessfully to obtain his release on his own promise to return for trial. Finally, bail of $2500 was paid.

Tulare County Superior Court Judge Frederick Jacobs, who denied Salazar's appeal on the question, is a former attorney who represented the Agricultural Workers Right to Work Committee in an attempt to throw out the newly signed UFW contracts in Delano in 1970.

During last year's strike in the Selma area, more than 1000 strikers were arrested. Salazar was among a group of nine strikers arrested July 21, 1973, who later charged they had been forced to run a gauntlet in Fresno County Jail while being beaten by sheriff's deputies.

Picketing is now under way in the fruit trees and grapes of the Fresno-Selma area. The groundwork for the strike this year was laid by a recent series of UFW marches and rallies in the small farm worker towns of Sanger, Porterville, Reedley, Dinuba, Orange Cove, and Selma.

There were 800 people marching and chanting, "Chavez, all Teamsters, no!" The farm workers were joined in the march by nearly 50 members of the National Farm Workers Migrant Ministry who came to Arvin to express their support for the strikes and UFW boycotts.

The strikers charge many of the workers being used to break the strike are illegals, workers brought from Mexico without proper immigration papers.

On April 23 a young man walked out of a Roberts Farms plum orchard and explained to the strikers that he had paid $250 to a smuggler to get to Lamont.

He gave the strikers the stub from his last paycheck which is shown on the right. He earned $16,651 for the week's work, until the Teamsters deducted a $250 initiation fee and $8 monthly dues.

The company also deducted $21.93 for room and board in the labor camp.

His net pay for the week was $55.87 or $1.11 an hour.

Delano

Picketing began May 8 in Delano and a crew of eight Roberts Farms workers walked out of the first field visited by the strikers. The strikers took their accordions and guitars to second Roberts' field (photo at right) where the workers in the vines watched and laughed while the picketers danced to the music at the edge of the field.

This crew was being required to perform four separate jobs at once — tying the vines, hoeing, suckering and thinning.

On May 13, the first food caravan of the summer arrived from Utah in Delano (photo at bottom right) as representatives of the Utah Volunteer Support Committee for the UFW brought $500 and more than 1700 pounds of food for the strikers.

The money and food had been raised in a campaign that began March 1 when Utah Governor Calvin Rampton declared the month to be Farm Worker Awareness Month. Dale Dodge of the Utah Committee gave special credit to local labor unions for the success of the drive.

Utah Support Committee volunteers Dale Dodge, left, and Harry Baker, right, help unload Guadalupe Mujeres unload food for Delano strikers.

Delano

Strikers urge Roberts Farms workers to take their time with the work.
Contracts compared:

**UFW-Almaden vs. Teamster-Gallo**

The United Farm Workers of America AFL-CIO met to re-negotiate the third Union contract with E & J Gallo Winery on March 25, 1973. At this meeting the Union proposed that the existing contract be extended until such time that an agreement was reached or negotiations were broken by either side. Although this is customary procedure, the Company refused to extend the Agreement, but did agree to continue negotiating in good faith.

On April 14, 1973 when the contract expired the Company advised their supervisory personnel to keep all United Farm Worker staff out of the Company property. This order was immediately carried out against United Farm Workers representatives, and at the same time the company ignored the fact that the Teamster organizers were entering their properties.

From the beginning of the negotiations the Union demanded elections (see Fresno Bee May 21, 1973), but E & J Gallo would not agree. On May 21, 1973 Gallo wired a telegram to Cesar Chavez, "You misunderstood our previous communication. The Teamsters do not represent our workers. We can continue negotiation at anytime."

Negotiations continued until June 20, 1973, during all this time the Teamsters kept trying to get to the workers with the company's blessings. The company by now was convinced that the Teamsters were getting nowhere and decided to break off negotiations.

The Company negotiator gave the Union an ultimatum. The Company would stop negotiations until such time that the Union agreed to three Company proposals:

1. Thirty day probationary period (during which workers could be fired without Union protection).
2. Do away with the hiring hall.
3. Weekly seniority clause to a point where it would be almost useless.

Before the Union had time to discuss the Company's demands, Gallo advised the press that the Company represented the workers.

That night the Gallo workers met and voted to strike. From a total of 150 workers, 130 walked out, and started picketing with the UFW black flag.

On July 10, 1973 while the workers were picketing his vineyards Gallo and the Teamsters met and signed their sweetheart agreement.

The following is a comparison of the United Farm Workers-Almaden Vineyards contract and the Teamsters-E & J Gallo Winery contract.

**United Farm Workers of America**

**Almaden Vineyards**

**Teamsters**

**E. & J. Gallo Winery**

**Recognition – page 1**

The collective bargaining agreement covers all agricultural employees employed on all agricultural fields owned, leased or rented by the employer.

During the UFW & Gallo negotiations the company was opposed to granting coverage to all of its agricultural employees.

**Union Security – Page 5**

Under this section UFW members have to pay initiation fees when required by Union. In the 14-year history of the United Farm Workers of America, no members has paid initiation fees.

**Management Rights – Page 1**

The employer retains any and all rights and prerogatives of Management if prior to the signing of the contract, except as specifically and expressly limited or modified by provision of the Agreement.

Under the UFW agreement the workers have job security. The employer cannot subcontract to the detriment of the workers.

See "Subcontracting"

See "Hiring"

See "Discharge"

**Coverage – Page 1**

The collective bargaining agreement covers all field agricultural employees employed by the Employer in its grapes and apples.

The above limits Union coverage to include only grape and apple crops employees. Any other Gallo agricultural employee is excluded from Union contract coverage.

**Union Security – Page 2**

The Teamsters only exempt the Gallo workers from payment of initiation fees for the first 12 months of the 4-year agreement.

**Management Rights – Page 4**

First paragraph is same language as in UFW Almaden contract. It then continues on to give the Employer the following rights:

The right to hire, to determine the number of workers, including the number of workers assigned to a task or particular operation; the means and accomplishment of any work, including subcontracting directed, to assign work, to supervise all of the workers; to promote and demote, to lay off for lack of work, vacation, discharge or otherwise discipline for just cause; the right to decide the nature of equipped, machinery methods or processes used, or to introduce new equipment, machinery methods or processes and to change or discontinue existing equipment, machinery, methods or processes.

**Mechanization – Addendum**

Harvesting machines will not be used as long as Union can provide the harvest personnel.

A joint Health & Safety Committee should be established consisting of 3 employees representatives selected by Union and 3 company representatives selected by the employer.

**Health & Safety – Page 7**

Besides the establishment of a joint Health & Safety Committee, the UFW contracts with the employer of economic hazards dangerous to human life, water, soil and vegetation.

Employer shall provide protective garments, tools and equipment necessary to safeguard the health of, or to prevent injury to an employee's person.

The employer should also furnish pruning shears, safety glasses, gloves and overshoes where required to perform the work.

No employee will be required to enter a field that has been treated with insecticide or herbicide sooner than the time interval after such treatment which has been recommended by the Health & Safety Committee.

There shall be adequate toilet facilities, separate for men and women. One for every 50 employees.

Workers shall be provided with suitable, clean, sanitary and potable drinking water. Individual paper drinking cups should be provided.

**Rest Periods – Page 16**

Rest periods shall be provided at a rate of 10 minutes per hour of work. Rest periods for work shifts of less than 1 1/2 hours, as provided in the agreement.

**Seniority – Page 6**

The Employer is responsible for seniority. Not required to furnish seniority list to anyone.

Reduction in work force shall be based on dates of hire with the employee last hired (continued on page 9)
Contracts compared:

**UFW-Almaden vs. Teamster-Gallo**

(continued from page 7)

**UFW-Almaden**

- tions, lay off and recalls from layoffs, preference will be given to workers with the greatest union seniority.

Wherever a vacancy occurs in a job classification with higher rate then general labor, such vacancy shall be posted on the company bulletin boards. The posting shall be made at least 5 days before the vacancy is permanently filled. Employees with seniority desiring consideration for higher rated job will do so by notifying the company.

The senior employee shall be selected for the vacancy.

- No other Union would want their members

Maintenance of Standards — Page 1

The employer agrees that all conditions of employment relating to wages, hours of work and general working conditions shall be maintained at least as high as the highest standards in effect at those locations covered by this agreement at the time of the signing of this agreement and conditions of employment shall be improved wherever specific provisions for improvement are made elsewhere in this agreement.

The above covers all conditions as spelled out.

Camp Housing — Page 9

Housing on the employer's premises shall continue on a non-discriminatory basis and without favoritism; the factors of race, color, religion, or national origin shall not be considered in the assignment of housing.

Discrimination — Page 2

Neither party will discriminate against any employee on the basis of race, creed, color, national origin or age.

- Nothing.

No Strike, No Lockout — Page 4

- There shall be no strike or boycott of any kind against the employer or its products during the term of this agreement.

- Discharge — Page 12

The company shall have the sole right to discipline and discharge employees for just cause provided that in the exercise of this right it will not act in violation of the terms of this agreement.

Individual performance in relation to piece rate or incentive plan shall not be conclusive evidence for the purpose of disciplining or discharging an employee. This provision shall not, however, constitute any limitation on any of the employee's rights to discipline or discharge for unsatisfactory work performance.

No Strike, No Lockout — Page 5

- The Union agrees that there shall be no strikes, slowdowns, or economic action, or any other interference with the conduct of the company's business during the term of this agreement.

Picket Lines — Page 4

- Refusal to cross a legitimate and bona fide picket line.

- Nothing.

No other Union would want their members

(continued on page 9)
Contracts compared:

UFW-Almaden vs. Teamster-Gallo

(continued from page 8)

UFW-Almaden

Teamster-Gallo

picked time as defined in this Section shall not be deemed a violation of this agreement.

No employee under this agreement shall be required to perform work that normally would have been done by employees of another company that is engaged in a strike.

Credit Union Withholding

Page 11

Upon proper written employee authorization, deductions as provided in such authorization shall be made by the employer for the Farm Workers Credit Union.

A great number of Almaden workers have learned to save and have saving accounts with the Credit Union.

Hours - Page 11

An additional 25c per hour over the regular hourly rate for all hours worked in excess of 9 hours per day, Monday through Saturday.

All hours worked on Sunday shall be paid at the rate of time and one-half.

Each farm worker shall be entitled to 1 full day (24 hours) off without pay each payroll week.

Reporting and Standby

Time - Page 12

An employee who is required to report for work and does report and is furnished no work or less than 4 hours of work for reasons other than an act of God, shall be paid at least 4 hours for that day at the employees' hourly rate of pay.

Under the above clause worker receive pay when work is not provided.

Records and Pay Periods

Page 12

The Union shall have the right to examine time sheets, work production or other records that pertain to employees' compensation, in case of a dispute in pay.

Grievance Procedure

Page 12

Failure to file the grievance within 20 days from the date that such grievance came to the notice of the moving party shall constitute a waiver. A final grievance, provided, however, that a grievance on discharge shall be filed within 5 days from the date that it comes to the attention of the Union, and failure to file such a grievance within 5 days shall constitute a waiver thereof.

Because farm workers are new in the labor movement many don't understand all of the benefits under a collective bargaining agreement, and the above provides the time necessary to file a grievance.

Procedure calls for 3 steps before submitting grievance or arbitration without time limits.

A grievance committee of 5 employees shall be established by the Union which may participate at any steps of the grievance.

Grievance and Arbitration Procedure - Page 9

Grievance must be presented to the company's supervisor in writing or by the company to the Union within 15 days from the occurrence or they shall be deemed waived. Grievances on discharge shall be filed within 5 days from the date of discharge and failure to file within 5 days shall constitute a waiver thereof.

With the above language if a worker finds out he had a legitimate grievance 15 days after its occurrence he cannot do anything about it.

Procedure calls for 4 steps before submitting grievance to arbitration with 2 time limits that must be followed, and if processed within the specified time limits the grievances are considered waived.

Nothing.

Fringe Benefits

United Farm Workers of America

Almaden Vineyards

Jury Pay - Page 9

Employee receives the difference in pay between his jury pay and his regular earning up to 9 hours per day.

Leave of Absence for Funerals - Page 10

All employees receive 3 paid days absence.

Holidays - Page 13

All employees can receive 6 paid holidays a year.

Vacations - Page 12

Each year employees shall be eligible for a vacation, with pay, provided said employees have worked 1000 hours in the prior calendar year.

The 1000 hour eligibility makes many more workers eligible for vacation.

An employee with 1 year of service qualifies for 3% vacation pay and 1 week of vacation.

An employee with 2 or more years of service qualifies for 4% vacation pay and 2 weeks of vacation.

An employee with 10 or more years of service qualifies for 6% vacation pay and 3 weeks of vacation.

Medical Plan - Page 14

The Robert F. Kennedy Farm Workers Medical Plan is administered 100% by the plan's staff, including the payment of benefits. This means that instead of giving an insurance company a good percentage of the plan's money for administration, the money goes into better benefits for the workers.

A Kern County medical institution records show that Robert F. Kennedy Medical Plan paid for 80% of the medical costs involved.

Under the UFW plan it's possible for a family (father, wife and son, 18 years and under), of 3 working under a Union contract to accumulate eligibility for 3 month benefits for the entire family by working 5 weeks.

Martin Luther King Farm Workers Fund Page 17

Employer contributes 50c per hour for each hour worked by all Employees covered by Agreement.

Nothing.

El Malcriado - May 29, 1974 - Page 9
Contracts compared:

**UFW-Almaden vs. Teamster-Gallo**

(continued from page 9)

**UFW-Almaden**

This is a non-profit corporation that has provided funds for setting up the day care centers, health care, health services, service centers and education center for farm workers. It is also responsible for the 84-unit farm workers’ retirement village almost completed in Delano.

**Juan de la Cruz Farm Workers Pension Fund – Page 17**

This fund is new and is being organized to be administered similarly to the medical plan, where the workers will benefit from the funds workers will administer the plan and not the insurance companies.

**Citizenship Participation Day – Page 16**

All workers get an 8 hour Sunday (usually a non-work day) paid holiday which they donate to Union’s Citizenship Participation Committee to be used for political education.

**Grape Picking Piece Rates**

It’s hard to compare rates with so many different varieties of grapes, but sliding scale rates are about the same with the exception that the tractor driver for each gondola crew, partly for safety purposes, just drives, does not pick, and earns the regular tractor driver’s hourly wage. This means one less worker to divide the daily wages and means more money per worker.

**Victory**

(continued from page 1)

Almaden worker Carlos Ruiz explained, “We began to ask them why didn’t Manuka just raise their wages instead of using the money to pay security guards. Then some began to come out, and then all 65 of them came out, with us applauding and encouraging them as they left to take up our flag!”

By the next day, Manuka gave up. He asked the company to sign with the UFW, but instead American Foods added the crop to Pik’d Rite, which had already contracted to ship them to market. Because of the “Successor Clause” in the UFW-Pik’d Rite contract, all the strikers were automatically brought into the Union they had fought for. “As soon as workers elsewhere in the valley found out we won this contract here in Watsonville,” predicted Roberto Garcia, “a contract that is paying higher than anywhere else, people are going to start making their own demands, start organizing like the workers at American did.”

“I think the workers are ready for a big strike. All it will take is a little push, and the growers are doing the pushing.”

**Teamster-Gallo**

**Harvest Procedure**

Agreed to procedure on how to arrive at rate per ton according to yield per acre, per block.

Union representative gets a daily copy of all rates per acre, hours picking per gondola for entire field crew.

**Hourly Wage Rates**

<table>
<thead>
<tr>
<th>General Labor</th>
<th>$2.85</th>
</tr>
</thead>
<tbody>
<tr>
<td>Staking &amp; Stapling</td>
<td>2.90</td>
</tr>
<tr>
<td>Pruning-hand</td>
<td>3.15</td>
</tr>
<tr>
<td>Pruning-mechanical</td>
<td>3.25</td>
</tr>
<tr>
<td>Irrigator</td>
<td>3.05</td>
</tr>
<tr>
<td>Bird Control</td>
<td>3.05</td>
</tr>
<tr>
<td>Equipment Operator</td>
<td>3.45</td>
</tr>
<tr>
<td>(Tractor Driver)</td>
<td>3.45</td>
</tr>
<tr>
<td>Crew Leader</td>
<td>3.45</td>
</tr>
<tr>
<td>Frost Protection</td>
<td>3.45</td>
</tr>
<tr>
<td>Mechanic &amp; Serviceman</td>
<td>3.65</td>
</tr>
<tr>
<td>Equipment Maintenance Man</td>
<td>3.65</td>
</tr>
<tr>
<td>Truck Driver</td>
<td>3.65</td>
</tr>
<tr>
<td>Building</td>
<td>3.85</td>
</tr>
<tr>
<td>Maintenance Man “A”</td>
<td>4.15</td>
</tr>
<tr>
<td>Maintenance Man “B”</td>
<td>4.15</td>
</tr>
</tbody>
</table>

**Unemployment Insurance**

Union and workers negotiating contract believe that for the benefit derived out of Unemployment Insurance compared with the money contributed, it was not worth fighting for, and not worth giving up other benefits that were negotiated. Since very few agricultural employers are covered by Unemployment Insurance very few farm workers would ever accrue the necessary amount in wages for a quarter to qualify.

It is also a fact that the California State Legislature in the past 2 years has passed legislation covering farm workers under the law, only to have Governor Reagan veto the bills both times. We are sure that in 1975 Unemployment Insurance covering farm workers will become the state law. Governor Reagan will not be around to veto it again.

**UFW-Almaden Grape Picking Piece Rates**

In the Gallo operation the tractor drivers drive a short distance jump off the tractor, runs and picks a pan of grapes, runs back and jumps on the tractor; drives another short distance and repeats procedure all day long. He is included with the gondola picking crew and get paid from the crew’s picking wages.

**Unemployment Insurance – Page 23**

Company agreed to bring all covered employees under the State Unemployment Insurance Act.

“Nothing. Without some procedure to follow workers don’t have a way of knowing the ton per acre to a field, thus accepting whatever rate the company gives them.”

**Teamster-Gallo**

**Hourly Wage Rates**

<table>
<thead>
<tr>
<th>Field Worker</th>
<th>$2.76</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pruners – (includes grape vines and 2.16 trees)</td>
<td>3.34</td>
</tr>
<tr>
<td>Irrigator</td>
<td>3.34</td>
</tr>
<tr>
<td>Tractor Driver-special</td>
<td>3.34</td>
</tr>
<tr>
<td>Tractor Driver-regular</td>
<td>3.16</td>
</tr>
<tr>
<td>Foreman (working)</td>
<td>3.34</td>
</tr>
<tr>
<td>Serviceman</td>
<td>3.22</td>
</tr>
<tr>
<td>Equipment Repairman</td>
<td>3.25</td>
</tr>
<tr>
<td>Shop Mechanic</td>
<td>3.57</td>
</tr>
<tr>
<td>Drafting &amp; Bidding</td>
<td>3.34</td>
</tr>
</tbody>
</table>

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“Nothing. Without some procedure to follow workers don’t have a way of knowing the ton per acre to a field, thus accepting whatever rate the company gives them.”

**Yolanda Prado**

“Committee members who pledge to continue the fight for better working and living conditions with UFW organizer Robert Garcia (left) are (from left to right): Yolanda Prado; Armando Rosales, president; Manuel Zamora, Gilberto Fernandez; Antonio Alvarez; and Filiberto Escober, as well as two minoritized crew workers.”

Page 10 – May 29, 1974 – El Malcriado
Farm labor vehicles fail CHP inspections

Mendota, Ca. - The California Highway Patrol reports that the 45 farm labor vehicles inspected during a recent safety campaign do not comply with state safety regulations.

The 45 buses and trucks were the only farm labor vehicles out of an estimated 500 in the San Joaquin Valley which appeared at a series of voluntary inspections conducted by the CHP in April and May as part of an effort to improve transportation safety for farm workers.

(inspection of these vehicles is not required by law, a fact that the head of the CHP Motor Carrier Safety Division recently attributed to the political power of large growers.)

Cover 150 growers and labor contractors, who own buses and trucks in the Valley were notified of the inspections and were told that no citations would be issued for safety violations, according to Lt. Hanna, Commander of the CHP Zone 4 which includes the San Joaquin Valley.

Blythe massacre cited

CHP officials and mechanics alike at several of the inspections listed the former caused by the Blythe labor contractor bus massacre of January 15 as the major impetus behind the inspection campaign.

Although the CHP maintains that mechanical defects in the bus did not cause the crash which killed 19 lettuce workers, the massacre brought national attention to the poor condition of farm labor vehicles.

According to Lt. Hanna, however, the Blythe massacre was not the only factor in initiating the campaign. "In general we have seen a lot of mechanical problems with these vehicles," he told El Malcriado, "we have had a number of mechanically caused accidents and we want the buses to be in good shape before the season starts."

"We do wish, though, that we could get better cooperation from the people who own them," he said. "The workers are almost at the mercy of the people who transport them."

"Worn-out" trucks

At the inspection in Mendota on April 25, seven buses and two trucks failed to pass the inspections.

"You know," said a young CHP mechanic, "Oscar Chavez is really pushing hard to have these things inspected annually. I'd like to see it myself. These buses are a priority now -- after an accident they always go hard on it."

The two trucks at Mendota belonged to Levy & Zentner, a local melon company. There were actually flat-taxed trucks with speciality-built wooden enclosures fitted over the bed with benches installed inside.

The first truck failed to meet the requirement for window size, and the door opening in the rear and the sides between the benches were too narrow. Also, the fire extinguisher and the first aid kit were inadequate. There was no heater, defroster, or fan in the driver's cab or the passenger compartment, the brakes needed adjustment, and a loose king pin made the front wheel wobble.

In the second truck, the emergency exits were not labelled correctly, the windows again were not the right size, and the rear entrances were not properly guarded. The master brake cylinder was almost inoperative, the exhaust system did not have a proper outlet, the tail lights were dim and one brake light didn't work, and only one windshield wiper worked.

"It would have been worthwhile on the farm if it's worn-out," said one of the drivers.

The CHP inspectors measured the seats in the trucks and determined the proper capacity for one truck, to be 50; for the other, 65.

"The other driver laughed, 'Sometimes we used to put 80 in this one,'" he said, "and 90 in the other one when we had to. They ought to get new ones, but you know. . ."

"He shrugged, "In Visalia, acting CHP post commander L.T. M.G. Russell was annoyed at the turnout in his area on April 16. "We spent sixteen man hours to inspect two labor contractor trucks," he told El Malcriado, "to say nothing of the effort to publicize it."

In Bakersfield 14 vehicles failed to pass inspection April 18, including three buses from Roberts Farms. Most of the vehicles at this inspection, however, were pick-up trucks with camper tops. These, according to Harold Hayes, head of the CHP's Motor Carrier Safety Division for Zone 4, are built in such a way that they cannot possibly pass an inspection on such matters as seating room and exits.

Two buses at the Bakersfield inspection belonged to contractor Oscar Dean. Following the inspection, the second bus had to be repaired the first time in order to start it.

Only one previous voluntary inspection campaign has been conducted in the San Joaquin Valley, according to Hayes and other CHP officials, in the spring of 1969.

"I'll be honest with you, it was a disaster," said Gabriel Contreras, now head of the CHP's Motor Carrier Safety Division for the state. At that time, he was commander of Zone 4. "It was a big project, and we put a lot of effort into publicizing and organizing it. But it was pretty disappointing because no one showed up."

Aftarders, Contreras said, he sent a letter to the Commissioner of the CHP recommending against future voluntary inspections because they were a waste of time. The types of inspections bring "very poor results," the letter concluded.

Follow-up promised
In late April UFW president Cesar Chavez traveled to Florida, eastern Pennsylvania, and Los Angeles. The following is the account of a staff member who accompanied Chavez.

We left La Paz at 6 a.m. on the 24th of April and ended up in Galvin, Florida for the night, where we stayed with Sam and Lydia Trickey, who are tremendous work for us there.

The next morning Cesar met some press people and then had a big rally with about 3,000 students at the University of Florida there in Galvin. They said they couldn’t remember when there had been a bigger rally there.

The students were enthusiastic and wanted to know how they could help. Cesar told them about getting Galva out of the student community. There were about 30 students who organized the whole thing and they really worked hard.

That afternoon we had a reception with about 80 people at the home of some good friends, Glenn and Joan Dixon. Six or eight of the people there wanted to join the struggle full-time.

Then we flew really fast over Tallahassee and there Cesar had a friendly meeting with Governors. A lot of Cuban press people were there and they were friendly. That night Cesar had a tremendous rally in Tallahassee at the First Presbyterian Church with about 600 people.

Gallo distributor escapes

After that we went to a reception with about 100 people at the house of Jim and Lillian Shaw, where there was a Gallo distributor who was against the boycott, but he escaped before we had a chance to talk to him.

The next morning on the 26th we flew to Jacksonville where we had a rally at the University of Southern Florida.

We heard later that the Farm Bureau man in Tallahassee saw the list of sponsors and said, "This is just amazing. Nobody who was anybody was there, and it was a sign of how far the boycott has come because six months ago we couldn’t have brought all those people together.

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The next day Cesar spoke to the people in Miami and it was one of the biggest things we’ve ever seen. They expected about 600 or 1000 people but more than 6000 people came to the Carrollton School for Girls. It was like a carnival with booths and games and a lot of food and every kind of music you can imagine.

Cesar spoke to the people a little, and then a choir of farm worker children from the labor camps in South Dade and Redlands sang some songs. It was beautiful.

The next day we went to a rally with 500 workers. There were about 40 Puerto Rican workers in the crowd who wanted to meet with us and after-wards they told us how bad things are there with the police system, where sometimes they make $3.50 for a ten-hour day.

On Wednesday May 1 we went out to the Lehigh Valley where there’re a lot of steel workers and other workers who support us. We had a labor-clergy breakfast, fast food, and then we went into several groups that had never been together before in that area.

Farm worker rally

The next day we left for Philadelphia and that night we had a mass with Father Jim Ryan and the staff of the boycott house. The next day we started off with a huge clergy breakfast at the Ambassador Clothing Workers Hall and all the heads of the churches and synagogues were there and I don’t think the church support for the boycott could get any better.

Then we had a press conference with the Philadelphia Federation of Teachers and Charlie Ferguson of the Delaware County Central Labor Council. Ed Towhey of the Philadelphia Central Labor Council also spoke.

We had a good lunch after that with about 100 labor leaders, who really enjoyed meeting Cesar, and then a potluck dinner with a couple of hundred active supporters.

That afternoon we went to a fiesta in Miami and it was one of the biggest things we’ve ever seen. They expected about 800 or 1000 people but more than 6000 people came to the Carrollton School for Girls. It was like a carnival with booths and games and a lot of food and every kind of music you can imagine.

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Farm Worker Week rallies boycott support in churches

Arkansas
Arkansas, “Brothers and sisters, I bring you greetings from the National Farm Worker Ministry,” NFWM President Ruth Gilbert told 500 farm workers at an evening strike rally here on May 4.

Speaking on behalf of more than 50 members of the Migrant Ministry who had participated in the march and hundreds more around the country, Ms. Gilbert said, “It is by the grace of God that workers like yourselves here in California, in Latin America, Africa, and even in Europe have realized that God has given us one good gift, our lives. And so we are taking the freedom to stop others from exploiting us, Viva la Huelga!”

Ms. Gilbert, an active leader of the United Methodist Women in New York, has worked with the Migrant Ministry for three years, “I grew up in Texas,” she told El Malcriado after the rally, “without knowing that many people had been born there were disenfranchised. We blacks were the newcomers, not them. And I had thought that the only people who were struggling were the black people, but when I had the opportunity to grow and become a part of this movement to support the farm workers, I gladly took the chance.

“I think some of the people who have moved to the cities don’t remember that there are thousands of our brothers and sisters still working on the farms in slave labor. As the struggle unfolds, I pray for the day when the farm workers will be able to organize the migrants in other parts of the country.”

Ruth Gilbert, NFWM President:

“I pray for the day…”

Mr. Gilbert, active leader of the United Methodist Women in New York, has worked with the Migrant Ministry for three years. He told El Malcriado after the rally, “I grew up in Texas,” she told El Malcriado after the rally, “without knowing that many people had been born there were disenfranchised. We blacks were the newcomers, not them. And I had thought that the only people who were struggling were the black people, but when I had the opportunity to grow and become a part of this movement to support the farm workers, I gladly took the chance.

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People picked up on the idea and ran with it,” said Wayne C. Hartmire in describing the success of National Farm Worker Week, April 28-May 4. “It went far beyond our expectations.”

Designated as a national observance of the farm workers’ struggles by religious groups and institutions, the week involved thousands of people in celebrations large and small, said Hartmire, director of the National Farm Worker Ministry (NFWM) which sponsored the program.

The major events of Farm Worker Week were planned well in advance, but Hartmire and other organizers say many churches, community schools, and individual clergy developed services on their own.

While Farm Worker Week support was strong across the nation, reports from Texas, New Jersey, and Ohio best illustrate the variety of the week’s activities, says the Boycott Information Office at La Paz.

Texas
Hundreds of churches throughout the state held special events focusing on the farm workers’ struggles, reports Texas boycott director Bill Chandler.

The Catholic Bishops of Texas and the Texas Conference of Churches were among the strongest supporters of the activities, and many Southern Baptists churches were involved through the Texas Baptist Convention.

The Bishops of San Antonio, Houston, Austin, and Fort Worth sent pastoral letters and suggested liturgies for farm worker services to their churches, and the Episcopal and Presbyterian seminaries in Austin held a joint convocation at the outset of the week.

On May 1, Msgr. George Higgins, farm labor advisor to the National Conference of Catholic Bishops, led an ecumenical service in San Antonio. The service was followed by a slide show of last summer’s grape strike and a discussion in which San Antonio Bishop Harrington urged support for the boycott of grapes and lettuce.

A “jamaica” or carnival at a Catholic church in Fort Worth raised about $1300 for the UFW.

New Jersey
The New Jersey Committee to Support the Farm Workers held six ecumenical services in the state, according to Ms. Kathy Harvey of the New Jersey NFWM. She estimated that forty churches participated.

Among the most active were a number of schools and a number of Farm Worker Week programs, she said, was St. Aloysius Academy, a high school in Jersey City. A speaker and a film were followed the next day by a liturgy and a fast. The students donated the money they saved on not buying food to the UFW.

400 people attended a rally at the New Brunswick campus of Rutgers University. The main speakers were UFW Executive Board member Richard Chavez, New Jersey AFL-CIO Vice President Richard Lynch, Rev. Paul Star, executive secretary of the New Jersey Council of Churches, state Assemblyman John Simer, and representatives of the UAW, the RUE, and the Hospital Workers Local 1199.

After the rally, about 150 people continued to the East Brunswick supermarket.

More than 4,400 Farm Worker Week posters were distributed throughout the state, 100 copies of the NFWM little newsletter were distributed, and representatives of the UAW, the RUE, and the Hospital Workers Local 1199.

Ohio
UFW Executive Board member Eliseo Medina estimated that 1000 troops in Ohio participated in Farm Worker Week activities. He reported that the Ohio Council of Churches, the Ohio Catholic Conference, and “Just about every council of churches” in the major cities in the state endorsed the week.

Each of Ohio’s six Catholic bishops sent pastoral letters to their dioceses and the letter of the diocese of Youngstown was read from the pulpit of every Catholic church in the state. The bishops received 46,000 copies of the NFWM church bulletin insert were distributed.

Mayor Theodore Berry of Cincinnati and the Dayton City Council proclaimed Farm Worker Week in their respective cities.

Medina reports that many people are telling UFW volunteers, “I heard about the boycott in church.”

Seattle

Primary boycott victory

Seattle, Wash. — The Seattle Division of Lucky’s stores, with 16 supermarkets, agreed to stop selling scab grapes. The boycott, the first of its kind in the Pacific Northwest, was announced by the AFL-CIO’s endorsement of the grape and lettuce boycott, came during Farm Worker Week.

There were picket lines outside the stores, but the UFW has received a great deal of publicity in Seattle recently, especially with organizing visits to the state by UFW First Vice President Dolores Huerta, UFW Second Vice President Phillip Vera Cruz, and the Rev. Wayne C. Hartmire, director of the National Farm Worker Ministry.

Rev. Hartmire, Farm Worker Week in Seattle was endorsed by the Church Council of Greater Seattle, the Olympia Diocese of the Episcopal Church and the United Church of Christ. The Seattle boycott is directed by Dale Van Pelt.

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Dear Sirs,

Today, at the Findlay Market in Fairfield, Ohio we were given your handout asking for help. Even though we arrived only recently in the U.S.A. we know about your struggle from articles in Vrij Nederland, a weekly we used to read at home. At that time we could only sympathize, but now that we are here for a temporary stay we gladly use the opportunity to send a check to support your cause.

N. T. de Oude
Fairfield, Ohio

With deepest regret we inform our readers that one of our most devoted Union supporters and loyal distributors of El Malcriado in the Somerton, Yuma and San Luis, Arizona area passed away May 6. She was 47.

We will never forget Margarita Munoz as she told her many friends of the story of our struggle and what they could do to help our Cause.

May she rest in peace!

Sincerely yours,

Hamon and Ernestina Chavez
N.F.W.S.C. Inc., Director
San Luis, Arizona
Farm Worker Alert
Disability for Strikers

- If you work in California you are covered by disability insurance when you are hurt off-the-job, or become sick off-the-job.
- If your doctor, chiropractor or dentist finds that you cannot work, and
- If you earned, at least, $300 during a 12-month base period, and
- If you file a claim requesting these benefits not later than the 20th day after the 1st day for which benefits are payable.

Strikers are covered for all accidents and for those illnesses requiring hospitalization not arising out of the strike.

In February of this year the Delano Campestino Center won 3 appeals for strikers who had been denied disability because they were on strike and had "withdrawn from the labor market." In each of these 3 cases, taken to the State Appeals Board by Campestino Center staff members, the disabled farm worker was awarded full benefits.

What about migrants? You can receive benefits if you become sick after you have left California by filing a California claim form and mailing it to the address on the form. You may file for benefits while in another state or anywhere outside the United States. Disability insurance is designed to serve you by mail.

What are the benefits? California Disability Insurance is two things: (1) If a doctor finds that you cannot work, you can get a weekly cash (or basic) benefit for up to 26 weeks (one-half year). (2) In addition, if you are in a hospital, you can get $12 a day in hospital benefits for up to 30 days.

Is pregnancy covered? Pregnancies are now covered if they are abnormal or if there are disabling conditions.

How to apply Get a disability insurance claim form from the Campestino Center or Disability Insurance Field Office nearest you, or from your doctor or the hospital in which you are a patient. You don't have to pick it up. You can get one by phone or letter.

If you have left California write for a claim form to Employment Development Department Disability Insurance benefits Post Office Box 711 Sacramento, California 95803

This is YOUR money. While you work, 1/5 of your wages is deducted by your employer.

Delano grower (cont'd. from page 2) either. But Smith was able to report a $4 million profit to the Westgate stockholders, instead of the actual $2.5 million loss, and in doing so cover up his wheelings and dealings with the company's money.

Robert's claims that he did not know that it was in effect Smith's money that he used to buy the K-S-W group because of the use of the USNB's Treasury bonds as collateral. The grand jury, however, is considering evidence that he did know, and may issue a conspiracy indictment if it is established that he did.

What is ownership? The grand jury in San Diego is investigating several other types of deals between Roberts and Smith, according to the source, such as the creation of dummy corporations to act as conduits, the increasing of the value of land on accounting records in order to obtain larger loans, the use of a piece of land several times concurrently to obtain loans, the keeping of two sets of books to obscure illegal transactions, and the failure to record certain transactions in order to hide them.

Although it seems that the problem is overwhelmingly complex, perhaps the real question at stake is very simple. Does ownership of land mean passing paper around in an air-conditioned office, or does it mean working on the land itself?

Your union bought this benefit for farm workers, it's your money. Whenever you are unable to work because of sickness or injury, wherever you are, immediately file a claim for the disability benefits which you are entitled to.
Ex-PR man gives first-hand account

Inside the Teamster lie factory

The following article was written by a man who worked on the public relations staff of the Teamsters Agricultural Workers Organizing Committee in Salinas for three months earlier this year. In March he was fired for "budgetary cutbacks."

"Get it through your fucking thick skull!" he advised me. "We don't want any elections until all farm workers in California are covered by the NLRB!"

Then I realized that we were going to keep stalling farm workers elections as long as the UFW existed. We couldn't beat the UFW in any fair election and we knew it.

My job, to lie

This conversation with a high-ranking Teamster organizer marked the turning point of my career with the Teamsters. More and more, I found myself expected to lie.

"You can't have doubts about what we're doing if you work here," warned Jim Hansen, my press secretary, the day I started work. He showed me a pro-Teamster advertisement to appear in the Teamster Farmworker, a new newspaper we were going to publish. It was signed by a phony "committee" of farm workers that Hansen made up. I quickly learned that such tactics were normal in the office. Dozens of phony letters were sent to legislators and clerks to show farm worker support for the Teamsters. Everybody, including the clerks, would have to write two or three times each week.

The more I learned about the Teamsters, the more difficult it became for me to defend them. Part of my job involved researching the contracts to find arguments that our debate team on the East Coast could use.

One, several hours before he was scheduled to debate UFW first vice president Dolores Huerta, Teamster Tony Mendez asked me for proof that our grape contracts were costing the growers almost a dollar more per hour than UFW contracts. Mendez based this figure on a cost comparison we were using.

Bill Grami

I checked both UFW and Teamster contracts. The costs to the growers were almost equal. The original Teamster contracts appeared at the back-end hour difference by counting the cost of Teamster benefits but leaving UFW benefits out.

These were the kind of lies we were sending our debaters to Dolores Huerta with.

We tried to hide Teamster shortcomings by trumpeting benefits exclusively contained in Teamster contracts. We loudly proclaimed a one-thousand dollar life insurance plan that covered Teamster farm workers, while we quietly forgot about the half-a-cent-thousand dollar plan that covered these same farm workers bought for the union officials with their dues.

We proudly pointed to our life-an-hour pension plan and asked why the UFW had none. But I was extremely surprised when I discovered a company-financed pension plan was also contained in several UFW contracts. I confronted administrator Sid Luscutoff about the UFW pension plan.

"That's for Cesar's bank account," he laughed. "Nobody's ever collected from that pension plan, and nobody ever will."

Several days later, I was told spreadsheet could collect pension under our plan for at least a year.

Racism in the office

Defending the Teamster against charges of racism was the hardest task that the PR department faced. One of our debaters, Jim Butler, described the situation perfectly one night when he was speaking to a hostile crowd.

"The Teamsters are not racist," he said nervously, "All the secretaries in the Teamsters headquarters in Salinas are Mexican women."

The Teamsters tried to disguise the Anglo-dominance of the Teamster Agricultural Workers Organizing Committee by hiring Chicano and Filipino organizers. But I quickly found that Bill Grami, a non-farm worker organizer from the larger Teamster organization, was our real leader. And the second-in-command was his young, blonde wife, Jan.

"Grami says," was a phrase I heard over and over again whenever I questioned the falseness of our propaganda, or the stupidity of sending organizers to places like Almaden Vineyards where they were chased out by farm workers.

Most of the Chicanos in the organization were merely clerks. They were expected to check in and out on a time clock whatever they came to work at our office in Salinas.

"The office situation was a lot worse last summer," one of the secretaries confided to me. "Whenever Sid blew up at one of us, he would stalk off calling us 'stupid Mexicans.' It was pretty hard to take."

Among the higher-ups, Chicanos, loyalty was built on money. A starting organizer would cost the union well over a grand a month. And with the area supervisors and administrators, the sky was the limit.

"Bad publicity"

The newspaper that I was supposed to edit first appeared the last week of my employment. 15,000 editions of the "Teamster Farmworker" were published and ready to go.

The next day all 15,000 copies were dumped.

Louis Uribe and Sid Luscutoff told me those were Grami's orders. Grami had objected to one key phrase in the newspaper: "Let us not forget that we have the right to strike the growers ..."

Grami decided the growers might take us seriously. We didn't want that to happen. Such a statement would be "bad publicity," as Luscutoff put it.

Since the newspaper has reappeared -- only the offending article has been cut. Its author, area supervisor Louis Uribe, has been demoted to the Teamster PR department.

On March 28, 1974, I was fired. I was given "budgetary cutbacks" as the reason. My boss, Jim Hansen, offered to write me a letter of recommendation. He assured me that it wasn't my fault.

Only that I wasn't a good enough liar.

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