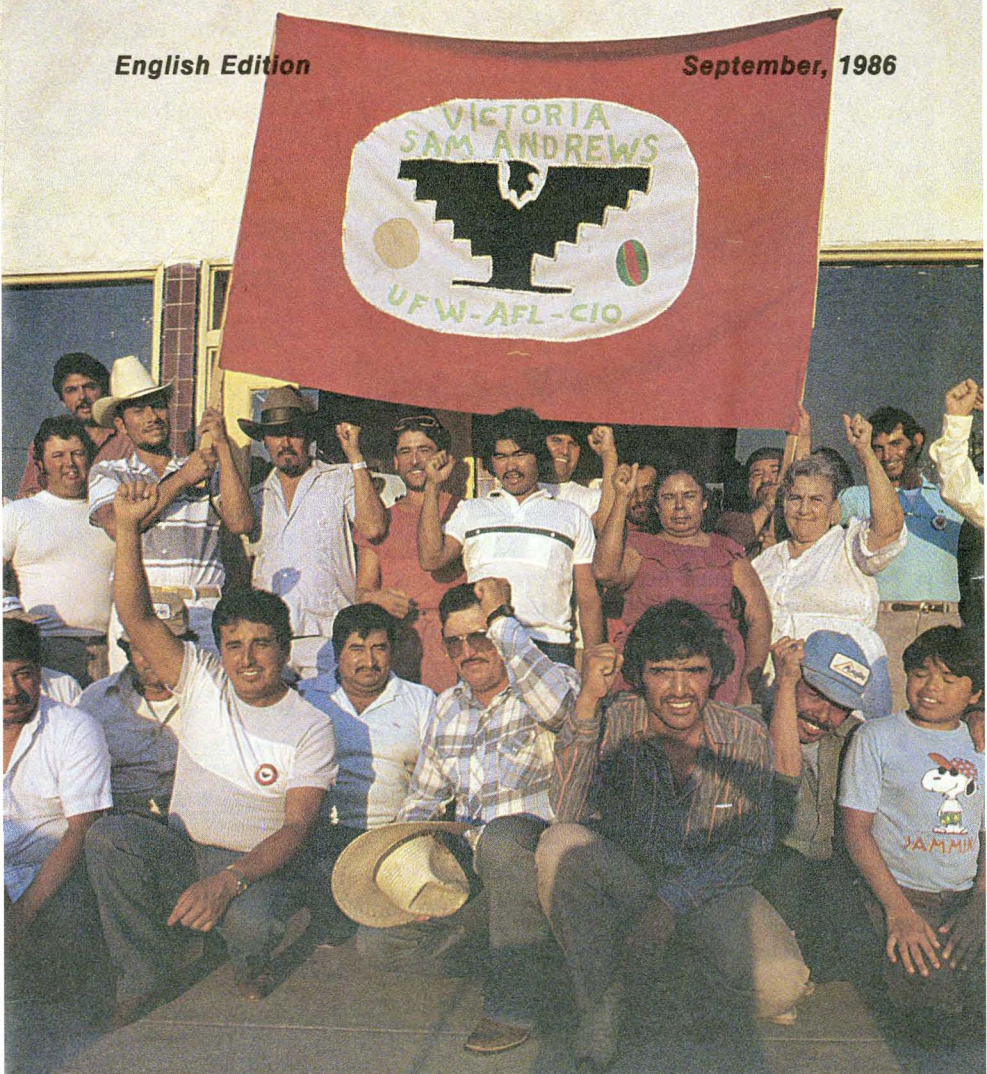


EL MALCRIADO

English Edition

September, 1986



Victory at Sam Andrews!



Nearly every human being who ever lived has at some time or other wanted to be in two places at once. That's the way I've felt ever since we started the table grape boycott in July 1984.


I'm not a big-city man. I don't belong in New York or St. Louis or Chicago. I belong out in the fields talking with you, at the bargaining table negotiating with growers, or in La Paz administering the union.

But now that's practically impossible. When the growers contributed more than a million dollars to elect Gov. George Deukmejian and he stopped enforcing the farm labor law in 1983, our national executive board voted to begin another table grape boycott to win back our rights.

That left me no choice but to go out and talk to the people about the boycott. So now I am constantly traveling up and down the U.S. and Canada talking to the media, speaking at labor conventions and meetings, and going to fundraisers.

You know as well as I do that the boycott is the only way to fight back when growers abuse you and politicians won't protect your rights. And you have to do your part here in California and I have to do mine out on the road.

So if you don't see me in the fields or our offices as much as you used to, it's because I'm spreading the boycott message in some big city — where I *HAVE* to be, not where I want to be.

I wish I could be two places at once. 

Volume 1, Number 3

EL MALCRIADO 
(English Edition)

September 1986

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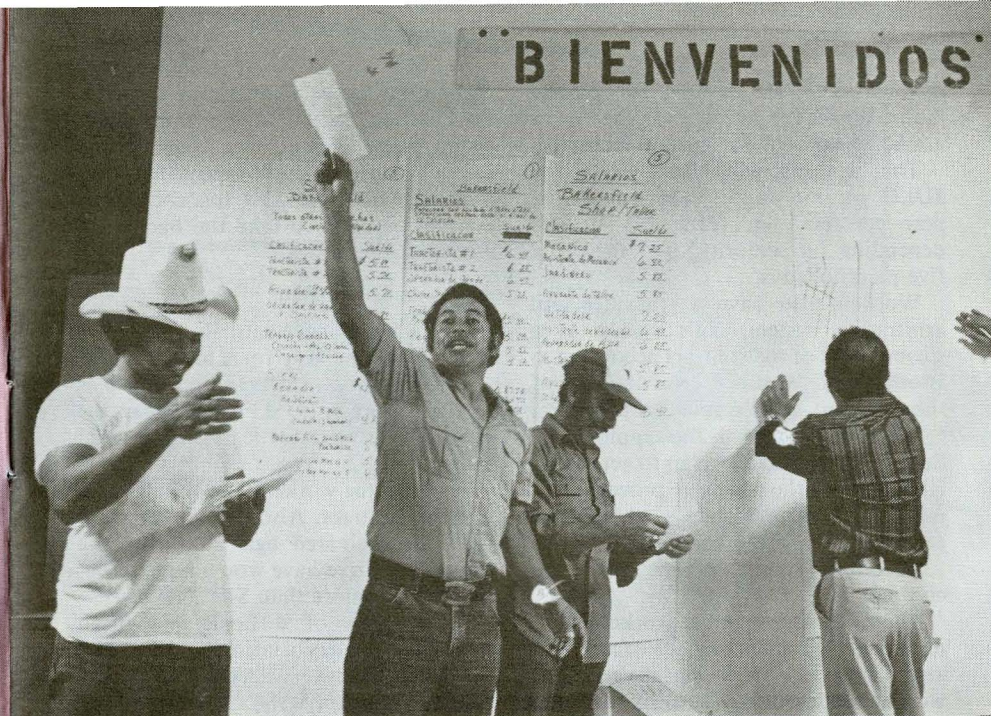
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Workers from Sam Andrews' Sons vote for a union contract after struggling for nine years against the company. Brother Hugo Duenas raises a yes vote.

Victory at Last

The workers at Sam Andrews' Sons and Abatti Produce have contracts after struggles which lasted nearly a decade. Workers at both ranches were finally victorious and have secured union representation.

Sam Andrews' Sons Workers Win

The workers of Sam Andrews' Sons have a contract after a nine-year struggle. The union won an election at the company, which has ranches in Bakersfield and Holtville, California in 1977. The certification took place the next year.

Brother Francisco Larios, vice president of the workers committee, has worked at the company for more than ten years. "I have been a negotiator

since 1977," Francisco said. "And I have been fighting the company since 1975. The company negotiated in bad faith because they did not want to give anything to the workers.

"Finally, we have a contract, and I feel satisfied. We now have a base — a foundation — from which we can grow. We will get more benefits from the next contract. I have learned from this experience how to defend myself and other workers."

The new contract was agreed upon July 22, 1986, and it was ratified July 31. The contract expires July 22, 1987.

At peak, there are about 1000 workers at Sam Andrews' Sons. The company's ranches produce vegetables, melons and cotton. Wages for the vegetables and

melons are \$5.40 an hour for general labor. Wages for cotton and other crops are \$4.86 an hour for general labor.

The workers will also receive the JDL pension fund. Vacations in the new contract run from 2% to 4% depending on seniority, and there are five paid holidays.

Workers also have a grievance and arbitration system. This system is a strong point of the contract according to Brother Saul Martinez, crop manager of the Lamont, California crop office. "The system protects the employees," Saul said. "It also allows us to get directly involved in the grievance process. This was our most important goal, and we accomplished it. Other goals will be forthcoming when we renegotiate the contract."

There is a five-member workers committee at the company. Workers will also have 20 representatives. The workers committee consists of the following workers: Javier Ramirez, president; Francisco Larios, first vice president; Roberto Corona, second vice president; Samuel Barriga, third vice president; and Francisco Luevano, secretary.

"The current members of the workers

The negotiating committee and the UFW negotiator finally secured victory for the 400 workers of Abatti. From left to right are Brothers Guadalupe Leon, Estaben Jaramillo (UFW negotiator), Hilario Corral and Gilberto Castro.



committee know a lot about the contract," Saul said. "The members are tough, and they are going to need to be tough because we don't expect this to be a smooth first year. But this committee is tough enough to take the bad times with the good times."

Abatti Workers Win

The workers of Abatti Produce have fought the company for a long time.

The union won an election and was certified there in 1975. For nine years the company refused to negotiate in good faith.

But now the workers have finally won a union contract. Also, 13 workers who were discriminated against during the organizing drive have won a huge settlement worth more than \$407,000.

After years of difficult and often nonexistent negotiations, the 400 workers at Abatti have a contract. It was ratified August 4, 1986.

The workers did not get everything they wanted, but they got what is most important — union protection. Brother Esteben Jaramillo, crop manager of the Calexico, California field office, explained, "We now have something in writing. With the grape boycott, we will



Five of the Abatti 13 who won awards in a settlement worth more than \$407,000. From left to right are: Sister Elena Solano and Brothers Ramon Berumen, Jesus Solano, Miguel Chavez and Andres Montoya.

be able to get a better contract next time."

The new contract will run from May 1, 1986 to April 30, 1988. Wages will be \$4.65 an hour for general labor the first year. In the second year there will be a 15¢ per hour increase.

"The contract also has a good seniority clause," Esteben said. He added that the contract also gives workers a grievance and arbitration procedure. "This procedure will help the workers a great deal."

The contract also gives workers five paid holidays a year, and vacations are 2% for the first three years and 4% for three years and up.

During the long struggle there were 13 workers who suffered for supporting and fighting for union protection. "We call these people the 13 of Abatti," Brother Esteben said.

He explained that all these workers were fired in the 1975-76 season. Abatti kept appealing decisions which ordered

the grower to pay the workers their just dues. Finally, in 1983 the grower realized he was not going to get out of paying the workers. A settlement for \$407,491 was approved July 31. The workers are now receiving their back wages plus interest.

The growers will have to pay four installments of \$101,872. The first of these installments was paid, and the rest will arrive at ninety-day intervals.

Abatti is a lettuce and melon ranch located near Calexico.

The workers who won settlements are listed below:

Abelino Ortega	\$55,213
Andres Montoya	\$43,370
Miguel L. Chavez Jr.	\$42,381
Raul Jimenez	\$37,538
Isidoro Andrade	\$32,657
Francisco Ortiz	\$31,558
Jesus Solano	\$30,449
Ramon Berumen	\$30,449
Elena Solano	\$29,706
Herlinda Avitua	\$26,911
Lorenzo Chavarria	\$25,938
Agustin Rodriguez	\$10,738
Reynaoldo Bermea	\$10,472



Brother Francisco Cuevas, one of the 31 workers who were poisoned at Harris Farms, said the growers "treated us like animals."

31 Workers Poisoned

At 6:30 a.m. on July 2, 31 workers at Harris Farms near Coalinga began hoeing weeds in a cotton field. Within half an hour the crew became ill with headaches, dizziness, sore eyes and vomiting. Seven women fainted.

What the company foreman failed to tell the crew was that the field had just been sprayed with Monitor-4, a dangerous pesticide.

"First they poisoned us and then they treated us like animals," said Francisco Cuevas, the only worker willing to talk openly about the incident. Cuevas said that Harris officials threatened to fire workers and evict them from company housing if they talked about the poisoning.

Francisco, whose wife Rosalinda was among the workers who fainted, said the company drove the seven women to a

company doctor in Fresno. The doctor gave each of the women two Tylenols, told them to shower and said they could return to work the next day. Francisco also said the company took the rest of the crew to a local park for a few hours of rest and told them to return to work the next day.

A few days after the incident, the doctor suggested that the women not get pregnant for a year.

On August 21, the Fresno County Agricultural Commission issued a citation to Harris for allowing workers into a field before the re-entry time had expired. The notice of violation now goes to the district attorney who will begin state action to decide how Harris Farms will be punished for its sloppy pesticide use and disregard for workers.

Grape Boycott Picks Up Momentum

The "Wrath of Grapes" boycott gained support and momentum the past two months as Brother Cesar Chavez visited two postal service workers conventions and spent four days in Baltimore, Maryland.

Letter Carriers

As Cesar was escorted to the podium to make a speech at the National Association of Letter Carriers convention in St. Paul, Minnesota, 7,000 delegates gave him a standing ovation.

NALC President Vince Sombrotto, who represents 280,000 workers, said during the convention that letter carriers must help farm workers in their struggle to gain better working conditions and to force growers into good-faith bargaining and free and fair elections.

On the last day of the convention, Sombrotto announced that his union would donate \$10,000 to the boycott.

Postal Workers

On August 11, Cesar went to San Francisco for the American Postal

Workers Union convention. Three thousand delegates renewed their 1985 endorsement of the table grape boycott by giving Cesar three standing ovations.

After seeing the "Wrath of Grapes" film and hearing Cesar speak, many delegates had a better understanding about pesticides, chemical residue on food and the struggle to organize in the fields.

Baltimore Trip

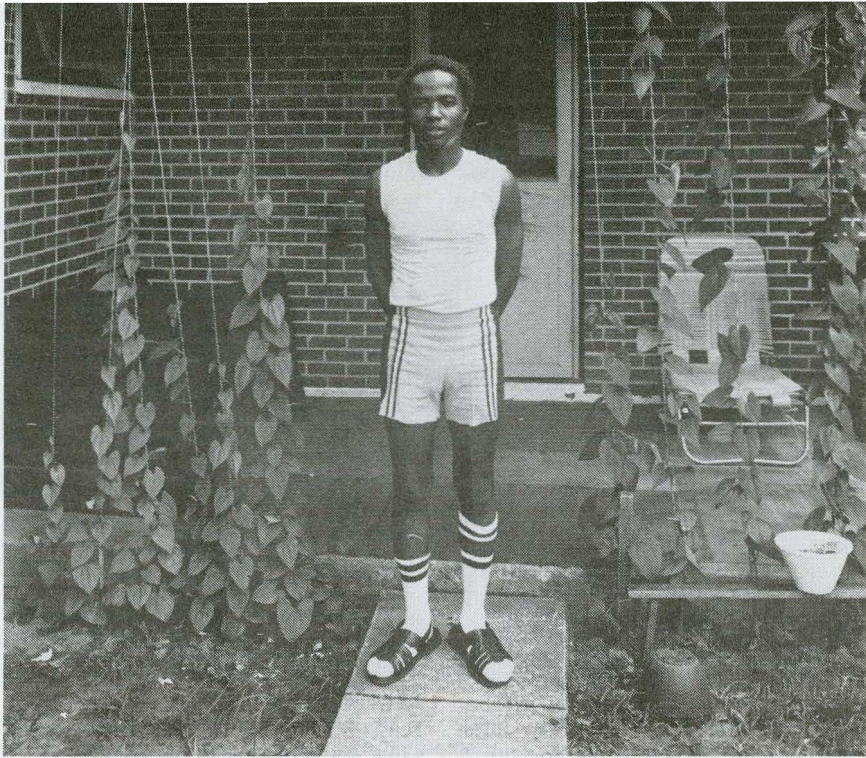
While Cesar was in Baltimore, Mayor William D. Schaefer declared July 8 "Grape Boycott Day." The health department and city council also endorsed the boycott.

Early in the trip, over 100 labor, political, and religious leaders joined Cesar in a picket line at the Lexington Market, Baltimore's largest table grape outlet. Baltimore is the eighth largest table grape market in the country.

Cesar received support from AFL-CIO leaders, two government workers unions and from Catholic, Jewish and Protestant ministers and congregations.

Hundreds of supporters listen to Cesar Chavez speak on the need to boycott grapes on "Grape Boycott Day" in Baltimore.





Brother Ozzie Hobdy, a 13-year employee of R.C. Cola, was fired for wanting union representation.

Our Brothers and Sisters in Florida

By Barney F. McClelland

For many farm workers in Florida, working and living conditions are deplorable. David Smith, a UFW organizer, took an *El Malcriado* reporter to one labor camp. This is what the camp was like:

A box of banana peels rotting in the sun holds the back door open. The cramped kitchen, lighted only by an open window, contains a small water heater, a refrigerator, a stopped sink and an electric stove.

David points to the only burner on the stove that works. "Twenty-five or thirty people have to do their cooking here,"

he said. The same number of workers share a bathroom.

The squalid ten-by-ten foot rooms are made to sleep as many as four or five on soiled mattresses on the floor. For a single mattress on the floor, a worker pays \$22.50 a week.

These living conditions are not universal in the citrus groves of Florida, but they are not uncommon. Pay is low; a surplus of labor exists; child labor is common; and sanitary facilities are unknown. The following workers tell their own story.

For 401 Adams Packing Association pickers signing UFW cards last spring,

work has been scarce. The struggle with Adams Packing — and its parent company, Royal Crown Cola — has become more than a struggle for justice, it is a struggle for their livelihood. All 401 workers were fired by Adams Packing for wanting a union.

Ozzie Hobdy, 24, left his Montgomery, Alabama home to work in the groves with his mother when he was seven years old. He has worked for Adams for 13 years.

Labor contractors are a constant source of grief to many workers. "I went one time with a contractor with Adams," Hobdy said. "He took us but he didn't give us enough food — mostly he gave us rice. He wouldn't give us any vegetables."

Busen going to the Adams groves are unsafe, according to many workers, and breakdowns are frequent. Hobdy said, "If the bus catches fire, everybody has to get out on their own — there are no fire extinguishers. If they have a flat, you might be there until the next morning because there aren't any spares."

Gene Newman, 45, has worked in the fields for most of his life. He worked for Adams Packing for twelve seasons.


The system itself is insulated against

change according to Newman, "There are more problems down here than just the money. Schools kids are out in the groves. Of course the growers like to see this. As long as there are children in the groves, it's just that much longer they'll have ignorant labor and cheap wages."

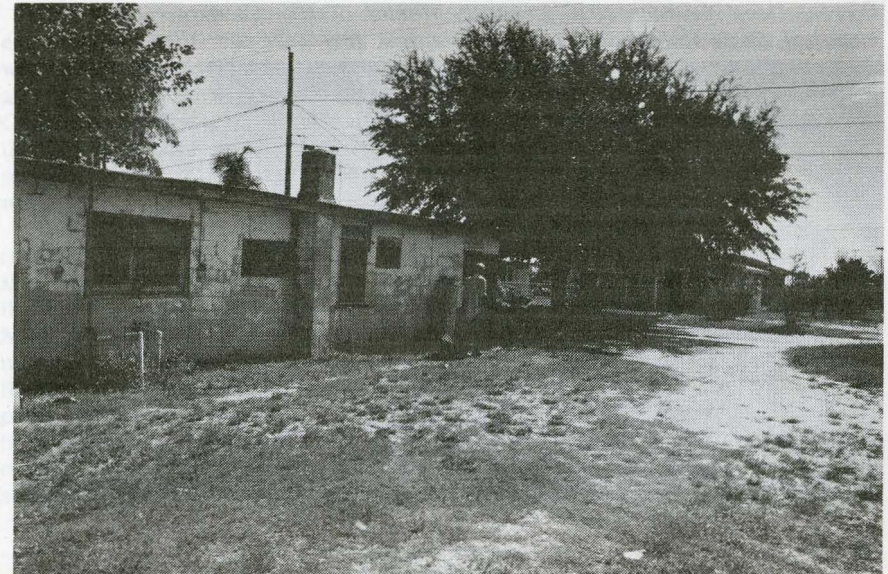
Children — and in the case of Mary Bouldin, her infant grandchild — are forced to go into the groves to help families make ends meet.

"I'd like to have the health insurance like the Coke workers," Bouldin said referring to the 700 Coca-Cola workers who are under a UFW contract. "If I had it, I could take the children to the doctor and not worry about the money."

Connie Caldwell, director of the Farm Worker Ministry in Florida, is aware of the farm workers' problems. "One thing I find very striking," Caldwell said, "is the attitude of Coke workers who have been under contract for some time as opposed to the RC Cola workers who are just now organizing."

"The Coke workers are obviously people living normal lives and I don't see fear in them. I'm glad to see workers when they organize — they gain dignity and confidence." 

Florida farm workers are made to pay \$22.50 a week to live in this substandard labor camp.



Fifteen Years Later — Workers Still Strong

Workers from Coca-Cola traveled from Florida to California in August to attend the UFW's Eighth Constitutional Convention. Six delegates representing the more than 800 Coca-Cola workers visited the union headquarters in Keene and discussed the benefits of union representation.

Brother Joel Rolle is the general secretary of the workers committee in Fort Pierce and has worked for Coke since 1971. He represents workers from the Fort Pierce area.

"Before the union came, we were getting 35¢ a box for oranges. With the current contract, we are guaranteed 93¢ a box. Next year it will be 96¢," Joel said.

Joel and the other workers said that they did not get all of the benefits they wanted in their first contract. The union was certified at Coke in 1972, but it was not until the second contract was negotiated did the workers get medical, pension and other benefits. Under the current contract, the workers receive RFK,

JDLC and the prepaid legal plan.

"We also get sick pay, vacations and 11 holidays," Joel said. "Without the union, workers are treated like dogs. The union is the only way workers can fight the company."

Parnell Parker has worked for Coke for 15 years. He is the secretary of the workers committee in Avon Park.

"I was picking grapefruit when Manuel Chavez [a union organizer] came to Coke. I was up on a ladder, and I had signed the card before I reached the ground. The union won that election by a large majority.

"I helped negotiate the second contract, and it wasn't easy. When we negotiated we demanded everything in writing because if you don't the company will lie to you. But we got what we wanted."

The Coke workers signed their present contract last year. They will renegotiate in 1988." ❖

Delegates from Coca-Cola and R.C. Cola travelled from Florida to attend the UFW Convention in Bakersfield. From left to right are Brothers Lucien Lamothe, Parnell Parker, Gene Newman (R.C.), Leock Montes, Kenny Snodgrass (field office manager), Ozzie Hobdy (R.C.), Willie Simpson, Joel Rolle and Allan Bedward.



Striking workers from Egg City (from left to right), Brothers Jose Mendez, Samuel Salgado, Ricardo Meza and Don Hamilton engage in a very successful strategy — headlight picketing.

Boycott and Picket Lines Are Working

The 300 workers of Egg City in Moorpark, California have been on strike since June. They have been fighting Richard Carrot, the company's owner, who slashed wages, ordered work speedups and instituted ridiculous work rules. Carrot is now employing scabs to try and break the strike.

Perhaps Carrot thought it would be easy to defeat the strikers. He was wrong. The workers are fighting back, and they are getting support. In August, Carrot told a newspaper reporter that the Egg City boycott is costing his company between \$50,000 and \$90,000 a week.

Carrot has lost some of his larger customers. McDonald's and some large stores have quit ordering and stocking the scab-produced eggs. Brother Ben Maddock, a national executive board member and the temporary executive of the crops division, said, "Through the pressure of the workers picketing, boycotting and talking to Egg City customers, we have gotten McDonald's and others to take the eggs off their

shelves."

Also through the pressure of workers' actions, Carrot has finally agreed to sit down at the negotiating table. At press time, only the first meeting had taken place.

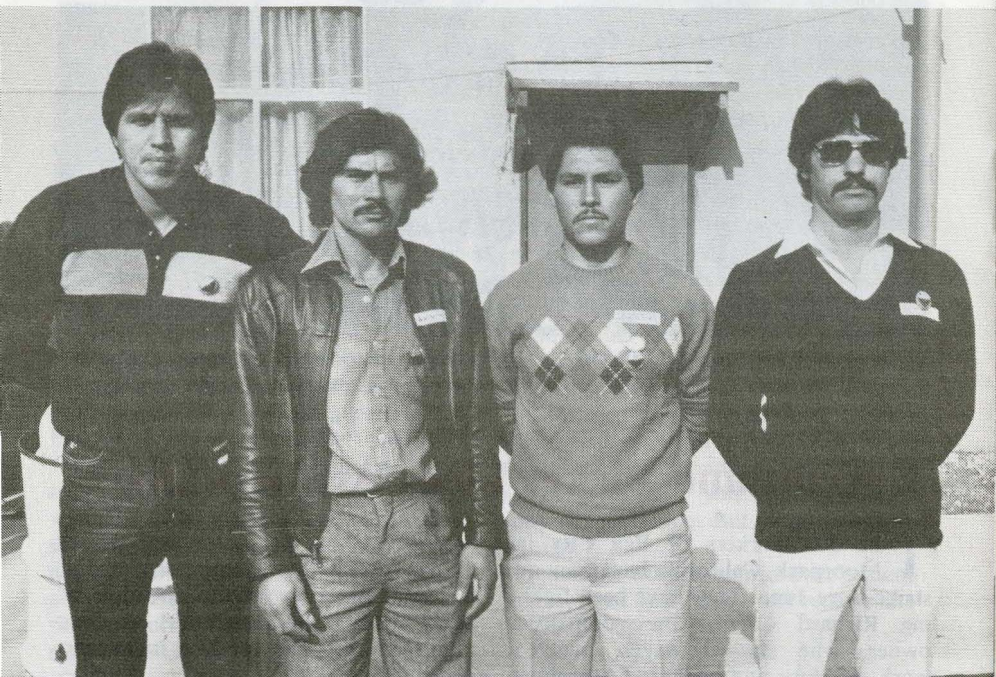
Karl Lawson, a horticultural division manager and head negotiator for Egg City, also said that the strikers are hurting the company through a strategy called "headlight picketing." The union has argued that shiploads of Egg City eggs are as much a part of the company as the company gates and therefore can be picketed.

Workers have been following shipments of eggs to West Coast ports. There the workers picket the load. Since the longshoremen will not cross a picket line, they do not load the ships with the scab eggs.

"We stopped six loads of eggs in one week through headlight picketing," Karl said.

Other unions supporting the strikers include the United Auto Workers and the Flight Attendants Association. ❖

Workers Win Three Money Settlements



Four of the Associated Produce workers who won in a settlement against the company. From left to right are Brothers Felix Munos, Jose Avila, Jaime Gutierrez and Gerardo Rodriguez.

Workers received settlements from three companies this past month. The money awards ranged from \$56,000 to \$88.

Seagram Company

The 144 workers who were fired in December 1985 from Paul Masson Vineyards in Soledad without notice or compensation have now received partial justice from Seagram Company Ltd., the owner of the vineyards.

In the settlements, workers received two weeks of severance pay for every year worked, six months of medical coverage and letters of recommendation.

Immediately after the company fired

the workers, the UFW launched a boycott of all Seagram's wines and liquors and picketed stores where those products were sold.

Brother Rodolfo Amezcua, a Paul Masson employee for 14 years and a member of the ranch committee, said the workers should have picketed longer and not become complacent when the company appeared it wanted to settle.

Brother Raymond Lopez, a 15-year employee of the company who received \$9,185 in the settlement, said he didn't get everything he thought he deserved because the company did not account for all the time he worked.

Seagram still sells wine with the

Masson label. The only difference is that the grapes come from non-union vineyards owned by other companies. In Soledad, the vineyards remain dry and deserted.

\$56,000 for McAnally Worker

Sister Azucena Hernandez, who worked at McAnally Enterprises Inc. in Riverside, California, once again has the money for a down payment on a house for herself and her family.

In 1975 Azucena had a steady job with the McAnally egg ranch and had made several payments on a house. But then Azucena helped the United Farm Workers try to organize the ranch and that is when the company fired her. She lost the house because she couldn't make the payments. The Union helped Azucena file an unfair labor practice charge.

"I never lost hope that the union would help me get justice from the company," said Azucena. "I knew when I was fired that ex-Governor Jerry Brown wouldn't allow it because he had just signed the Agricultural Labor Relations Act giving farm workers the right to organize."

Azucena settled with the company on May 9 and received her check for

\$56,000 in July. She now lives in San Diego and hopes to buy a house with her settlement.

Brother Concepcion Diaz, a worker who was demoted at McAnally for supporting the Union, received \$625.10 as his part of the settlement.

In the McAnally settlement, the company had to pay 100 percent of the requested back pay.

Associated Produce

For 44 broccoli cutters and stackers at Associated Produce in Salinas, a settlement of \$3,900 divided between them is about \$88 per worker — not a great amount but proof that a contract does work.

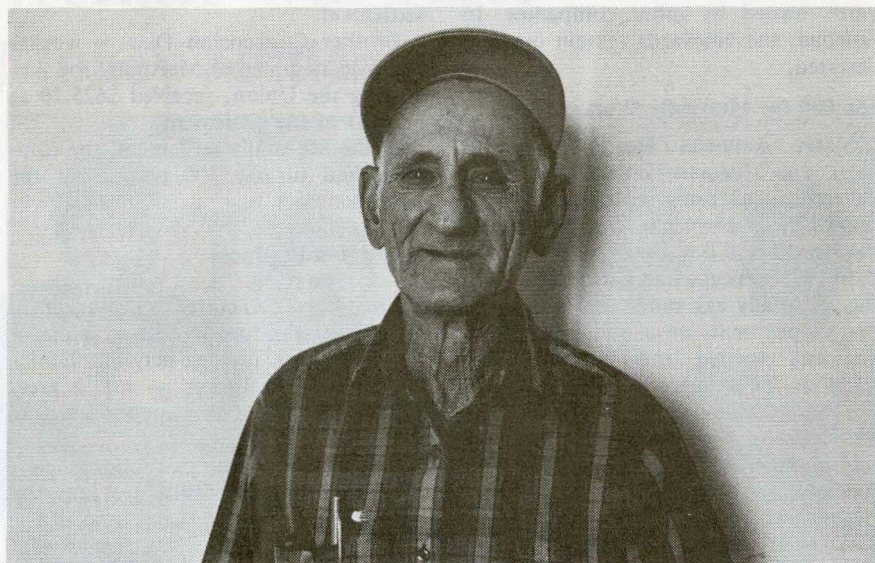
In 1984, the company hired back workers without consulting a seniority list, which is against the contract. The union filed a grievance and that is what led to the settlement.

Brother Antonio Galvez, a UFW representative in the Salinas area, said that workers were happy that they were able to force the company to adhere to the contract, though their victory is bitter-sweet. The company has dismissed all the workers because it is going out of the broccoli harvesting business.

Brother Rodolfo Amezcua and his daughter, Sister Teresa Amezcua Serrano, are members of the base committee from Paul Masson. They recently received severance pay as part of a settlement with Seagrams (Paul Masson's parent company).



TESTIMONIAL



Brother Felix Gonzalez, a retired worker from NAPA, receives a monthly pension from the JDLC Farm Worker Pension Fund.

Retiree Tells History, Offers Advice

Felix Gonzalez, 60, is a retired farm worker and recipient of the JDLC pension plan. He lives in Napa, California. Here he tells the history of his association with the union and how he feels today.

"I was the first union organizer from Napa Valley Vineyards. I worked for Napa Valley Vineyards for 16 years and retired in 1985. Since 1971, we worked under a union contract.

"A little before August 1971, we held a three day march in the Napa Valley. The first day there were 60 people; the second day there were 250 people. By the third day we had 3000 people.

"At that time we were making \$1.40 an hour. We marched because we did not have job security or benefits. After the march we signed a contract.

"I organized the ranch because we did not have any benefits or job security.

My spirit is always with the union. Today I am happy because, thanks to the union, I have benefits. One of the best benefits I have is my pension check. I received my first pension check the first month that I retired.

"The most significant thing we have is Cesar Chavez, a leader who will not sell himself to the growers. The workers are what is most valuable to Cesar.

"But in order to win our fight, we cannot expect Cesar to do all the work. The workers must do it.

"I would like workers who do not have contracts to know that one of the most important things a worker can have is the respect and dignity owed them for their labor.

"I worked as a union member, and now I am harvesting my benefits. I receive my pension every month."

UPDATES

This past August, the UFW honored two farm workers who gave their lives for justice in the fields.

Nagi Daifullah, a 24-year-old immigrant from the Arab Republic of Yemen, died on August 15, 1973 from injuries inflicted by a Kern County deputy sheriff.

Juan de la Cruz was shot and killed on a UFW picket line two days after Nagi died. Sixty-year-old Juan had come to the United States as a bracero and had been a member of other unions before he joined the UFW.

After the two deaths, the UFW called off the grape strike to avoid further violence.

The UFW made some staff changes the past month for the boycott.

Frank Ortiz has gone to Chicago. David Martinez is in Toronto. Arturo Rodriguez, grape boycott director, is in New York. Arturo Mendoza is in Detroit and Oscar Mondragon is in Los Angeles.

Ramiro Perez of the Salinas office has gone to Chicago. Lupe Bautista of San Ysidro has gone to Los Angeles.

Humberto Gomez will cover contracts in the Salinas, Greenfield and Hollister areas. Saul Martinez will cover Delano, Lamont, Porterville, Livingston, Parlier and Napa.

Victor Posner, president of Royal Crown Cola, was convicted in July of evading more than \$1.2 million in federal income taxes by inflating the value of land he donated to Miami Christian College. The maximum sentence is 40 years in prison and a \$75,000

fine.

On August 30, 201 delegates attended the UFW Eighth Constitutional Convention held in Bakersfield, California.

The delegates passed 19 resolutions and heard reports from executive board members. Baldemar Velasquez, president of the Farm Labor Organizing Committee, was the featured speaker.

Two fraternal delegates representing Florida's Royal Crown workers also attended the convention. They were sponsored by the Coca Cola workers.

Brother Joshua Hambrick, Coke worker, died in July. Brother Hambrick was 54 years old.

He joined the union in 1972 as a Coke worker and was an active member until his death. He was a tractor driver.

The UFW mourns the loss of Brother Hambrick and extends its sympathy to his family.

On September 3, Clare Berryhill, the director of the California Department of Food and Agriculture, rescinded a five-day-old ban on dinoseb, an ingredient in many herbicides.

Berryhill had banned the chemical after new EPA tests showed it can cause birth defects and male sterility. He reversed his decision because of pressure from growers and the California Farm Bureau.

Dinoseb is one of five deadly pesticides used on grapes that the UFW wants banned.



Picketing strikers halt
egg shipments to Far East.
See story page 11.