

# CHAVEZ SIGNS ACCORD WITH THE TEAMSTERS

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and M. E. Anderson, director of the Western Conference of Teamsters.

The physical contrast in the union leaders was strong. Both of the teamsters were in dark suits, expensive ties, and white shirts. The United Farm Worker leaders wore sports shirts and no ties. As Mr. Anderson spoke, he stood in front of a large color photograph of himself.

For almost a decade Mr. Chavez and the poorly paid sometimes ill-used members of his union have fought the team-

sters to the successful conclusion announced today. Twice before the two unions have almost reached a settlement of their differences, but the agreements fell apart. Mr. Chavez was asked today by reporters if he felt ill at ease coming to the teamster building to sign the settlement. "Coming here doesn't mean the agreement is any less," he replied with a smile.

As for the earlier failed agreements, he said that "this is different. Now we have the top leadership in the West and the international president blessing this agreement."

Not until Mr. Chavez, in the 1960's, began to maneuver toward formation of what now is the United Farm Workers had there been any success in attempts to unionize farm labor here.

In the late 1960's, some growers invited teamster organizers into their farms to frustrate the efforts of Mr. Chavez. But

his struggling union managed to survive that maneuver.

Soon after Edmund G. Brown Jr. took office as Governor in January 1975, he began negotiations with growers, teamsters and Mr. Chavez that led to agreements that produced the California Agricultural Labor Relations Act. However, this did not end the strife between the competing union groups, for they merely used the representation elections for new battlegrounds.

Today's agreement will end that competition, provided it withstands the stresses inherent in working out remaining friction points, most observers believe.

Some of the remarks of Mr. Fitzimmons and Mr. Anderson suggested that part of the teamster motivation for the settlement was to dispel the picture of their union as the oppressor of the field workers.

"We now get in the position where we are not accused," Mr. Fitzimmons said. "We are not the people suppressing the farm workers."

Eighteen negotiating sessions led to the agreement, it was said. Mr. Chavez attended four or five of those, while Mr. Cohen did most of the negotiating for the Farm Workers.

Mr. Anderson, who took his present job three years ago, said that two years ago he had suggested to Mr. Chavez that the two unions should attempt to reach agreement. However, the discussions did not begin until last November.

The five-year agreement provides for compulsory arbitration of disputes over its terms. After two years, negotiations will begin for expanding it to national scope.

Leaders of both unions spoke of the freedom each would now have to expand its organizing efforts. "The resources

spent in all these years of fighting each other can be used now to fight the growers for more union contracts," Mr. Chavez said.

Clark Biggs, spokesman for the California Farm Bureau, with 7,500 member families, said the agreement was to "split up the pie for economic reasons" and did not represent desires of farm employees. He said many growers feared negotiations with Mr. Chavez and that some had invited the teamsters in to avoid the Farm Workers. But, he added, the agreement will cut down violence in organizing efforts.

There still are many problems to be resolved. The teamsters must continue to represent the farm employees for whom they have negotiated contracts, but will turn those over to the U.F.W. when the contracts expire. The teamsters also hold many contracts negotiated before 1970 with farmers. The jurisdiction in these

cases will be decided by negotiation on each contract.

One major question is what will now happen to the Gallo vineyards and winery, where there still has been no resolution of a union election dispute. Mr. Chavez said the U.F.W. boycott of Gallo will go on.

Mr. Anderson said he expected the teamsters to lose about 10,000 to 12,000 members to the U.F.W. Mr. Chavez said he expected his union to have 40,000 members by the end of this year, up from 25,000 now. There are 350,000 dues-paying teamsters in California.

The California Agricultural Labor Relations Board has conducted representation elections for 50,000 farm workers. The teamsters won 115 and the U.F.W. won 198. The board has certified 41 units to the teamsters, 115 to the U.F.W., and has set 47 elections aside for various reasons.

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**Frank E. Fitzsimmons, head of the teamsters' union, and Cesar Chavez, head of the United Farm Workers, after signing agreement in Burlingame, Calif.**

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