

President's Newsletter

Office of the President
United Farm Workers of America, AFL-CIO
La Paz, Keene, California 93531



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PRESIDENT'S OFFICE

Contract Administration School Opens

The Fred W. Ross Educational Center opened its second training program to train 12 new students in Contract Administration. The goal of this program is to train movement staff to teach and assist the ranch communities in administering all UFW contracts.

The beginning of this school is the extension of our dream of having an education program for members and staff. Our dream became reality on January 16 of this year with the opening of the Fred W. Ross Educational Center and the beginning of classes in negotiations (see Newsletter, February 13, 1978). Now that we have started another training program, we are that much closer to the day when we are able to train staff so that they in turn can teach farm workers to take over the administration of their Union.

The 12 students in the Contract Administration training are under the direction of Brother *Pete Moya*. They are being taught by a new instructor, Brother *Amalio Madueño*, as well as Brothers *Moya* and *David Martinez*.



Photo by Susan Schumacher

Contract Administration School staff and students (from left to right) front row *Amalio Madueño*, instructor; *Cynthia Bell*, administrator; *Mike Guare*, *Gary Guthman*, *Ned Dunphy*, *Alice Thompson*. Middle row *Dan Bacher*, *Juan Cadena*, *Chris Schneider*, *Marc Johnson*, *Guy Costello*. Back row *José Ruiz*, *David Valles* and *Irv Hershenbaum*.

The students have been studying a master contract, article by article, to learn the elements of our contracts and how they are different from contracts in other industries. They are also studying labor history, the UFW constitution, the ALRA, collective bargaining theory and human relations. Soon a language course will be added to the curriculum, so that all the students will become fluent in both English and Spanish.

In addition, they will be visiting various field offices to observe how grievances are handled and how ranch committees operate.

The students have also received instruction from guest speakers Brother *Jerry Cohen*, who explained and discussed the ALRA with both the Contract Administration and Negotiating students, and Brother *Fred Schmidt*, who provided the students with a richer understanding of labor history by relating his experiences as the former vice president of the CIO in Texas.

The Contract Administration students are expected to graduate in the fall. They will then be assigned to assist ranch

communities in administering contracts.

COLLECTIVE BARGAINING

Limoneira Strike Continues

About 250 workers went on strike at the Limoneira Ranch in Oxnard. Limoneira is the largest single owned citrus operation in the world.

The ranch was the sight of a UFW election victory when the workers there voted UFW - 191; no union - 83, on April 21, 1978. The strike started in mid-June, after contract negotiations slowed down.

The strikers at Limoneira are very strong and committed to winning a contract. They have received much support from other ranch communities in the area and need the support of others. Any donations of food or money for the striking families can be sent to the Limoneira Negotiation Committee, care of the Oxnard Field Office at 419 E. Cooper Rd. Oxnard 93030.

Contract Signed with Bruce Church

A contract was signed on June 21, 1978 with the Bruce Church Co., one of the largest lettuce producers in the world. The company employs about 1,200 workers for their year round harvest.

The contract provides for the highest base wage rate in the industry. Wages start at \$3.63 an hour with a 15¢ increase beginning on July 16, making base rate \$3.78 an hour. There is also a wage bonus of 15¢ an hour, in addition to the base rate, which is retroactive from January 1 of this year.

The UFW won an election at Bruce Church in January of 1976 and was certified as the workers' bargaining agent in December, 1977. Special congratulations go to the negotiating committee for a job well done in getting the agreement with Bruce Church. Members of the committee are *Erasmus Agua*, *Agapito Avila*, *Jose Cortez*, *Sergio Lopez Covarrubias*, *Pedro Cruz*, *Otelia Gamez*, *Rafael Jacinto*, *Octavio Araujo Lopez*, *Enrique Martinez*, *Jose Oscar Bernal Molina*, *Victor Navarro*, *Jose Padilla*, *Alfonzo Perez*, *Luis Romero*, *Martin Sanchez*, *Samuel Serrato*, *Roberto Silva*, *Margarito Torres*, *Jose Valdez*, *Eddie Valenzuela*, *Roberto Vargas*, *Nicolas Vasquez*, *Sebastian Velasquez* and *Maria Vinegas*.

AGRICULTURAL LABOR RELATIONS BOARD

ALRB Certifies UFW at Disputed Melon Company

On June 22, the California Agricultural Labor Relations Board certified the union as collective bargaining representative of the farm workers at G and S Produce Company, the Yuma melon ranch where Helen and I were arrested on June 12 for violating a court order outlawing picketing by the U.F.W.

Last month, Yuma Superior Court Judge *Bill L. Helm* based his anti-picketing injunction, in part, on an employers' claim that the Union did not represent their workers and that the workers did not want the union.

The ALRB acted to certify the UFW after declaring the union the winner of a state-conducted secret ballot election among G and S workers on March 2, 1977. After the union won the G and S balloting, the company closed down its California operation and moved entirely to Arizona to avoid negotiating with the Union. However, many of the same farm workers who were employed by G and S in California also crossed the state line to work in the company's Yuma-area fields.

Meanwhile, on July 11, UFW attorney *Jim Rutkowski* officially filed an appeal of our June 23 conviction on criminal contempt charges for violating Judge *Helm's* anti-picketing order.

CITIZENSHIP PARTICIPATION DEPARTMENT

Political Endorsement Conference

The Second Biennial Political Endorsement Conference will take place in San Jose, California on July 30, bringing together farm worker representatives to endorse candidates running for office in the November general election.

Delegates from ranch, negotiating and organizing committees in California ranches will attend the conference at the San Jose Center for the Performing Arts, 255 Almaden Blvd.

Registration of delegates starts at 7:00 a.m. with pan dulce and coffee served. At 9:00 a.m. the conference begins with an invocation, followed by a welcome, speakers and endorsements. The conference is expected to last until early afternoon.

Among the speakers to address the delegates are Governor *Edmund G. Brown Jr.*, Lieutenant Governor *Mervyn Dymally* and Democratic candidate for Attorney General *Yvonne Braithwaite Burke*, who is a congresswoman from Los Angeles.

Following the conference, a barbecue and dance will be held at Kelly Park on Center and Keyes Streets in San Jose, with *Rudy Baca* and *Los Bravos* providing the entertainment.

Delegates to the conference are reminded to bring their credentials with them to the conference for admittance. Members of the credentials committee will be meeting during registration.

Executive Board Member *Mack Lyons*, conference coordinator, says a procedure will be arranged to reimburse delegates for travel expenses.

OFFICIAL NOTICES

In Memory of Juan and Nagi

Next month we will honor the memory of two of our brothers, *Nagi Daifallah* and *Juan de la Cruz*, who were martyred during the grape strike in August of 1973.

Brother *Nagi Daifallah*, a young Arabian member of our movement, was 24 years old when he was killed by a Kern County deputy sheriff. Brother *Nagi* had come to this country from his native Yemen looking for a better life. Like other workers, he found himself being exploited by the growers, living and working in miserable conditions. He was always active in UFW activities and often served as an intrepeter for Union organizers.

On the morning of August 14, 1973, *Nagi* stood outside the Smokehouse Cafe in Lamont with 15 other UFW members when a Kern County Sheriff's Dept. vehicle arrived. One of the officers began harrassing the workers and attempted to arrest one of them. In the midst of the confrontation, the officer singled out *Nagi* and went after him. Brother *Nagi* tried to get away and the officer began chasing him. When he caught up to *Nagi*, he struck *Nagi* in the back of the head with a long metal flashlight. *Nagi* fell to his knees from the force of the blow and then crumpled to the ground, unconscious and bleeding profusely from his head. He died at 1:15 the

next morning. The facts of *Nagi's* murder are clear, even though a Kern County coroner's jury ruled that it had been an accident.

Brother *Juan de la Cruz*, age 60, was shot and killed by a scab only two days after *Nagi* died. A native of Aguascalientes, Mexico, Brother *Juan de la Cruz* came to New Mexico under the Bracero Program. Later he brought his family to the U.S. and finally found year-round employment in Arvin where *Juan* worked for 14 years before his death. He joined the Union when organizing started in his area in 1965. He knew that the Union was good for him and for his people, since he had been a member of the lumberman's union in Mexico and the construction workers in Texas.

Brother *Juan de la Cruz* died after being shot while on a picket line near Arvin. As a caravan of non-union workers drove out of the fields, five shots were fired from a pickup truck. *Juan* shoved his wife to the ground and caught a 22 caliber slug just below his heart. The death shot was fired by a 20-year old scab, who was arrested and charged with manslaughter. A Kern County jury later acquitted him of the charge.

After *Juan* and *Nagi's* deaths, we said, "We are here because their spirit of service and sacrifice have touched and moved our lives. The force that is generated by that spirit of love is more powerful than any force on earth. It cannot be stopped."

At last year's constitutional convention a resolution was passed setting aside August 16 of every year as the official date for remembering *Nagi* and *Juan*. It was further resolved that every Farm Worker Movement office set aside time on that date for a memorial service for our martyred brothers.

This memorial service could consist of readings, Union songs and prayers. The service could be followed by a potluck supper or some other sharing experience. Support committees in the cities are also encouraged to organize and take part in a memorial service for *Nagi* and *Juan*.

RFK MEDICAL PLAN

What must I do to receive Maternity Benefits from the Kennedy Plan?

If you are eligible for Medium Category in the month your baby was born and are covered by the Kennedy Plan Maternity Benefit, you must send in the medical bills resulting from the pregnancy and delivery together with a completed Pink form and a certified birth certificate after the birth of the baby. Medical bills from visits to a doctor, lab tests, medicines must be saved and sent in together with the bills from the delivery. The only pregnancy related expenses before the delivery that are paid outside the Maternity Benefit are the first Doctor Visit and the first test for pregnancy which are paid by the Doctor Visit and X-Ray/Lab benefits.



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