

DETROIT REVOLUTIONARY MOVEMENT RECORDS

BOX 15 OF 16

FOLDER 12

UFW FARM WORKERS

CONSTITUTIONAL

CONVENTION 1973 2 OF 2

REPORT TO THE FIRST CONSTITUTIONAL CONVENTION

SEPTEMBER 21, 22, 23

1973

BY CESAR CHAVEZ

The roots of the United Farm Workers Union date back to the early beginnings of farm workers in California, to the 1800's when our American Indian brothers worked for the ranchers, to the 1880's when Chinese farm workers struck in California, to the 1900's and 1910's when our Japanese brothers struck and the IWW fought for the rights of farm workers. In the twenties they were joined by our Mexican, Filipino and Indian brothers. Then the drive to unionize was intensified in the thirties and the forties.

In 1959 the AFL-CIO set up the Agricultural Workers Organizing Committee in Stockton, and in 1962 in Delano the National Farm Workers Association was formed by a small group that included Dolores Huerta, Gilbert Padilla, Manuel Chavez and myself.

On September 3, 1962, the NFWA held its first convention in a small hall in Fresno. There were 280 farm workers there.

AWOC and NFWA joined hands in the struggle in 1965 when AWOC struck the grape growers in Delano. The following Spring the farm workers undertook a 300-mile march to Sacramento for social justice, and in April NFWA won its first contract after negotiating with Schenley.

That summer, AWOC and NFWA merged into the United Farm Workers Organizing Committee under the banner of the AFL-CIO. Shortly after the merger UFWOC won its first secret ballot elections in a battle for representation with the Teamsters at the DiGiorgio Corporation Sierra Vista Ranch in Delano and the Borrego Springs Ranch in San Diego County.

We also were supposed to have a contest at the DiGiorgio Ranch in Arvin but the twice-defeated Teamsters had learned a lesson by then. Ever since they have not been willing to face us in any elections.

After we struck Perelli-Minetti Winery, the only unstruck grape grower in Delano, in October, 1966, the Teamsters again came in and signed contracts behind our picket lines. We took Perelli-Minetti on a nationwide boycott and ten months later we brought the company to its knees.

In July, 1967, we signed a contract with Perelli-Minetti and worked out our first jurisdictional pact with the Teamsters which gave us jurisdiction of all field workers and the Teamsters jurisdiction in the sheds and canneries.

It took three more hard years of strikes and an international boycott of California table grapes before UFWOC was able to negotiate three-year contracts with table grape growers in the Coachella Valley, the San Joaquin Valley and Arizona who comprise about 90 per cent of the fresh table grape industry.

These contracts radically changed labor relations in agriculture. For the first time there was a union, there were thousands of people under contract, and the impossible had been accomplished. Dignity for the workers and job security is no longer a dream, but a reality. The barrier had been broken and a myth had been destroyed.

We thought then that having the contracts was the end of the fight. Little did we know that the growers had signed only because the boycott had pressured them into it, but that they had no intentions of creating good relationships with the Union.

As soon as they were able to unload the grapes that they otherwise could not have sold, we began to see them engage in dirty politics against our Union. Three years of strife followed and their intentions were amply manifested in 1973 when they signed with the Teamsters.

Nevertheless the workers have experienced work under Union contracts, they have learned the process of trade unionism and today these workers, including all those here today, will never be the same.

SALINAS

Just before the Delano table grape contracts were signed the lettuce workers asked the lettuce growers for recognition. Then the Teamsters broke the jurisdictional pact and signed sweetheart contracts with the lettuce growers.

The workers struck, and had it not been for illegal court injunctions handed out by judges friendly to the growers and Teamsters, we would have won that strike.

Two years later the California Supreme Court declared those injunctions invalid. So we won the court case but lost the strike.

For nearly a year in 1971 we negotiated with lettuce growers, but they had no desire to settle and broke off the talks in November.

Briefly, that is a thumbnail history of our Union until 1972.

In 1972 the forces opposed to our Union organized a concentrated campaign to destroy us. The most powerful adversary was the Nixon Administration and one of the tools it used in an attempt to destroy us was the National Labor Relations Board.

On March 8, 1972, Peter Nash who was appointed by Nixon to be the general counsel of the board in August of 1971, ruled that the United Farm Workers were covered by the Act. The next day he went to court to stop the boycott, despite the fact that on March 15, 1971, the NLRB had ruled for the second time that we were not covered under the Act.

The Nixon Administration also failed to investigate the use of illegals for strike breaking; it increased the purchase of grapes and lettuce to break the boycott and urged the Spanish-speaking population to eat more lettuce because it was in plentiful supply and a good buy. In addition it refused to enforce regulations governing the use of dangerous pesticides or curb the wholesale use of Monitor Four.

The American Farm Bureau Federation was another force opposed to us. At its California convention it urged its members not to sign UFW contracts and, if they did, to continue fighting the Union thus keeping us too busy to sign up other growers.

In addition, the Farm Bureau went to Washington to try and get legislation introduced by ex-Senator Murphy. When that backfired and they saw there was no way they could get that legislation passed, they decided to do what they always do, go to the states and introduce legislation in a score of states.

We fought all the way from New York to Oregon, from California to Montana and we defeated all attempts except three -- in Kansas, Idaho and Arizona.

The Arizona legislature, through a series of secret and hurried meetings, passed a bill practically outlawing the right of the Farm Workers Union to exist. The Governor then signed the bill in record time. We had asked him to meet with farm workers and told him that if he didn't meet with them but signed the bill we would have no recourse but to recall him.

Thereupon started the first recall campaign in modern history of a governor. We were able to get the necessary signatures on petitions but the entrenchment of the Republican right wing in Arizona is overwhelming. We have had the signatures now for over six months and they are still counting them -- the slow count! The Secretary of State has used every devious means to stall the election.

However, at the same time we were getting the petitions signed, we registered a lot of people to vote. As a consequence, many more minority people were elected to state office in November. We now have Chicanos, Blacks and Indians in the Legislature. We also met a lot of good people in the labor movement and made many good friends such as Bill Soltero of the Laborer's Union and others.

PROPOSITION 22

When the Farm Bureau was unable to enact legislation in California after trying six or seven times through the State Legislature they went on a public campaign to try and fool the voters. The Farm Bureau hired the unscrupulous firm of Whitaker-Baxter to get an initiative on the ballot.

Because they were having a difficult time getting petitions signed they hit on the idea of tricking the voters, telling them they were signing a petition for the farm workers, not against the farm workers. When they still couldn't get enough signatures, they had to hire full-time people paying them 25 cents a signature. Even then they couldn't get enough signatures so they went up to 50 cents a signature. When they still couldn't get enough they had to commit wholesale fraud. Some of the men hired by the firm signed names to hundreds of petitions to qualify it.

We uncovered the fraud. We denounced it. But the California Secretary of State refused to get the initiative off the ballot. After the election the fraud was exposed and consequently three or four men were convicted and sent to the state penitentiary.

Before the election we waged one of the best campaigns the Union has ever had. Up to that time, we had been challenged by the growers and the opposition in the United States everywhere except the ballot. We went out and defeated Proposition 22 by almost 60 to 40 per cent. We interpret that to be a good strong vote of confidence by the people.

WHITE RIVER FARMS

The campaign against the Union was a gigantic plot by California employers applauded by the reactionary forces in the State, financed and aided by the American Farm Bureau Federation, the California Farm Bureau Federation and the Right to Work Committee to destroy our Union. The first evidence of that was at White River Farms, formerly the Schenley Ranch, where we had had a collective bargaining relationship for six years and signed contracts three times with the company. All of a sudden the company refused to deal with the Union.

There ensued a very bitter strike, 288 were arrested, the company hired large numbers of private police and obtained a very restrictive injunction. We fought the battle and when the season was over we sent the strikers on the boycott. They are now boycotting Guild wine and the company lost over \$1 million last year.

D'ARRIGO

D'Arrigo, with whom we had a contract for two years, was the second company to refuse to renegotiate its contract. They took us on in a fight and we struck them. Then in February we sent 69 boycotters across the country into Boston, New York, Chicago and Philadelphia to boycott D'Arrigo products. That fight is still going on.

BETRAYAL

Soon after Proposition 22 was defeated the forces of evil threw caution out the window and determined that our Union should not exist. They decided to commit wholesale fraud and conspiracy against the men, women and children who work the fields. The Nixon Administration aided and abetted the Teamsters Union, got them together with the Farm Bureau and was instrumental in getting Teamster President Frank Fitzsimmons to speak before the American Farm Bureau Federation where he attacked our Union.

It was at that time that the deal was made that the Teamsters would come in and sign with the growers even though they did not represent the workers.

The attack on the UFW started long before Fitzsimmons' speech, but it reached its peak in 1973 with the signing of scores of sweetheart contracts followed by a calculated campaign of terror and oppression to prevent farm workers from renegotiating their contracts.

In December, 1972, grape growers with UFW contracts first met at the El Morrocco Motel in Indio with representatives of the Teamsters Union who promised to abolish the UFW hiring hall and reinstitute the labor contractor system.

After meeting with the Teamsters, the growers met with UFW, ostensibly to negotiate, but insisted that the Union give up many of the provisions in the original contract. They threatened to sign with the Teamsters if their requests were not granted.

Negotiations broke down when UFW refused to abolish the hiring hall, to weaken pesticide protection, worker protection, the discharge clause and grievance procedures.

Twenty-four hours after the UFW contracts expired April 15, all but two of the growers signed four-year contracts with the Teamsters Union. The Delano area growers waited eleven days after their contracts expired before they, too, signed up with the Teamsters.

Repeated requests by UFW for secret ballot elections to determine which union the workers wanted were turned down by both growers and Teamsters.

The Coachella Valley workers struck, and there followed a pattern that was repeated throughout the summer -- 18 court injunctions were issued severely limiting picketing and the use of bull-horns, there were mass arrests, and strike breakers were imported, the bulk of them illegal immigrants from Mexico.

From April 17 to August 29 there were 3,538 arrests of UFW members and supporters, the vast majority for violation of injunctions and for "unlawful assembly." The courts had issued 63 injunctions in less than four months.

As the harvest moved north from the Coachella Valley to the San Joaquin Valley, incidents of violence increased; Kern and Tulare County deputies brutally beat pickets and refused to disarm strike breakers or growers in the vineyards.

A number of pickets were wounded by gunfire, hundreds were injured by rocks, clubs, brass knuckles, lead pipes, bats, chains, tire irons, and belts. Two farm workers were killed.

On August 17, following the deaths of two pickets, picketing was called off; further deaths could not be risked. Several days later a number of UFW cars scouting the vineyards were fired on by strike breakers.

Unable to picket safely, UFW members left their homes to work across the continent on the boycott.

It is impossible to give a complete account of all the violence, threats, and injuries that have occurred since the UFW contracts expired. The UFW has a limited staff and the action took place over thousands of acres.

In addition, UFW representatives taking declarations from farm workers and other eye witnesses were harrassed by police, often chased from the area and in ten instances were jailed. Photographers, too, were often maced and chased away.

COACHELLA VALLEY

In the Coachella Valley, on the week before the first contracts expired, a poll was taken by a group of 25 religious leaders, congressmen and others. The Rt. Rev. Msgr. George Higgins, Labor Representative of the U.S. Catholic Conference in Washington, D.C., and Congressman Edward Royball (D-Cal.) reported the group visited 31 fields and interviewed 953 workers.

The vote was 795 for UFW, 80 for the Teamsters and 78 for no union.

But 24 hours after the April 15 contracts expired, all but two of the Coachella Valley growers signed four-year contracts with the Teamsters. The Teamster contracts abolished the hiring hall, reinstated the hated labor contractor system, and reflected the growers' wishes on all the points opposed by UFW. The wage scale was raised to \$2.30 an hour minimum.

By contrast two growers, including the largest in the valley, Lionel Steinberg and K.K. Larson, signed new one-year contracts with UFW that included a jointly-run hiring hall, an improvement in the grievance procedures, the start of a pension plan, unemployment insurance and \$2.40 an hour minimum. The contract called for a 20 per cent salary increase across the board.

On April 16 Coachella Valley workers struck and some 1,000 manned the picket lines. The first restraining order restricting picketing was issued the same day.

On April 17, there were 33 UFW pickets arrested, 30 charged with trespass and three charged with obstructing traffic. The next day the number of arrests rose to 74 and Teamster goons first appeared on the scene. They said they were being paid \$67.50 a day. Alicia Uribe, a 20-year-old striker, suffered permanent eye damage at the hands of a Teamster goon with leaded gloves.

On April 18, 135 pickets were arrested while kneeling and praying beside a Tenneco vineyard. The Tenneco injunction prohibited any picketing. On the same day, Teamster goons appeared at various picket lines armed with grape stakes, clubs, baseball bats, metal pipes, car jacks and knives. None were arrested.

On April 20 the judge held a hearing and modified his injunctions. He erased all previous arrests for contempt of court and eliminated all restrictions on the number of pickets. He also issued a "goon squad clause" which said, "Workers shall be protected when they attempt to leave the fields and no person shall try to prevent workers or pickets from entering or leaving the fields with the use of guns, knives, clubs, baseball bats, grapestakes or other dangerous instruments."

But instances of violence escalated. Four days later a gang of Teamsters attacked UFW strikers visiting a labor camp. They attacked with clubs, chains and rocks, injuring many.

Over the next two months there were many other unprovoked attacks, pickets threatened with guns, dragged out of their cars and beaten, assaulted on the picket lines. A UFW priest, Father John Bank, had his nose smashed by a Teamster goon while eating breakfast with a Wall Street Journal reporter in a Coachella restaurant.

My car was chased by Teamsters and stoned by rocks that weighed close to 20 pounds. Shots were fired at my house one evening.

Francisco Campos, an active striker from Brownsville, Texas, had his house trailer burned while he and his family slept. They barely escaped with their lives and lost all their possessions. There were several other cases of arson.

Two Teamsters were arrested for attempted murder after attacking a farm worker with an ice pick.

KERN COUNTY

Violence in Kern County proved far more deadly because law enforcement did nothing to protect the rights of workers on strike but participated in brutal acts against strikers. Deputies openly displayed their racist attitude both in words and actions.

As a result, two farm workers died, several others were shot, at least one suffered a skull fracture and countless others suffered other injuries.

For example, on June 28 Teamsters attacked a picket line at the Kovacevich Ranch with clubs, pipes and sticks. Two deputies at the scene took no action. Four strikers required hospitalization including Juan Hernandez, 60, whose skull was fractured.

After the attack more deputies arrived and arrested 29 Teamsters on charges ranging from disturbing the peace to assault with a deadly weapon. Chief Fote of the Sheriff's department said the Teamsters apparently were "imported" from the Coachella Valley for the "specific purpose of attacking the UFW pickets."

About 10 days after the attack, District Attorney Albert Leddy announced the charges against the Teamsters were being reduced to misdemeanors as his office could not locate any of the victims or witnesses to the attack.

It wasn't until August 1, after the UFW legal staff had done a tremendous amount of work gathering evidence and declarations, that Leddy brought the case before the grand jury and got one Teamster indicted on a felony charge.

Let me give you a few other examples of what happened in Kern County:

On August 1 a striker was shot on the picket line in Delano. No arrests were made.

On August 10 a UFW picket line at Missakian Ranch was shot at for 15 minutes. Two strikers were wounded but no arrests were made.

On August 14 Lupe Murguia, a UFW organizer, was beaten by two labor contractors outside a market in Weedpatch while a third attacker held a shotgun on him. Sheriffs refused to make an arrest and the D.A. did not investigate.

Also on August 14 UFW striker Nagi Daifullah, 24, of Yemen was beaten by a Sheriff's Deputy. He suffered two skull fractures and died 24 hours later. A coroner's jury later returned a verdict of "accidental death."

On August 15, in two separate incidents, Fernando and Fred Chavez, my son and nephew, were shot at while at picket lines near Delano.

On August 16, Juan de la Cruz, 60, a UFW picket, was shot to death on a picket line in Weedpatch. A strike breaker later was arrested and charged with murder. His bail, however, was set at the low figure of \$15,000 in a county where bail for murder is normally in the neighborhood of \$100,000.

Violence and mass arrests helped break the strike in Kern County. Despite the \$1.6 million strike fund provided by the AFL-CIO, financial support for striking farm workers also ran out. But the strike also was hampered by county officials.

For example, the Delano City Council passed emergency legislation to hamper the movement of strikers and picket lines.

In Arvin, union members were arrested for holding a march through town on July 4.

Kern County deputies would block off public roads where pickets planned to picket, thus preventing them from forming picket lines where strike breakers were working.

In all, Kern County arrested 638 UFW pickets and supporters. But despite the harrassment the number of pickets totalled several thousand. Thousands more left the area rather than work in struck fields and vineyards. Because of their support for UFW, many were blacklisted and found it hard to get farm work.

FRESNO COUNTY

The largest number of arrests, however, occurred in Fresno County where 1,993 persons were jailed. Deputies would declare picket lines to be unlawful assemblies and pickets would be ordered to disperse or be arrested.

Among those jailed were about 70 priests and nuns who came to Fresno to bear witness in support of the strike. Also jailed was Dorothy Day, 76, editor of the Catholic Worker.

It was in the Fresno jail that nine pickets were forced to run a gauntlet of deputies and beaten. Although the sheriff denied the incident occurred, he later fired a reserve deputy who was involved.

TULARE COUNTY

Tulare County's handling of picket lines was as brutal as that in Kern County. Tulare County used a special 24-man tactical squad that was quick to beat and mace pickets. Its members made obscene gestures and remarks to nuns on the picket line, racist slurs at pickets and even threatened to kill a 19-year-old picket captain if he returned to Tulare County. Mothers were told that they would be declared unfit parents if they allowed their children to picket.

E. & J. GALLO WINERY

On July 10, the E & J Gallo Winery signed a contract with the Teamsters Union. The winery, which had a contract with UFW for eight years, threatened to sign with the Teamsters if it did not get certain concessions from UFW during contract negotiations.

After signing with the Teamsters the company announced that its workers had voted 150 to 1 for the Teamsters. At the time, all but 27 workers of the company were on the picket lines. Earlier, the company refused to hold elections and told a UFW negotiator that the UFW would win such an election.

Gallo then proceeded to try to evict from its camps some 70 families who had been with the company for up to 14 years. The families, who had 400 children, were members of UFW.

FRANZIA WINERY

Franzia Winery also refused to renegotiate its UFW contract and signed a sweetheart agreement with the Teamsters. We have struck and have been enjoined. Shots have been fired at our picket line and people have been beaten and jailed.

FLORIDA

We sent organizers to Florida in 1971 to organize in the citrus, vegetable and sugar cane. After a few months most of the Coca Cola citrus workers were signed up so we met with the Coca Cola people and asked that there be an election. They agreed, and we were told by Coca Cola that if we represented the workers they would negotiate with us. We won the election and we got one of the best contracts we have in the Union.

There was also a strike in the sugar cane where they still have the bracero program in effect. The workers are becoming aroused and we are now slowly building a base in Florida. But unfortunately it was in Florida that Nan Freeman was killed while picketing one of the entrances to the Talisman Sugar Company. She was run down by a large cane truck and died instantly. She was only 18 when she gave her life for the farm workers.

OTHER ADVANCES

In the Salinas Valley we renegotiated the Inter-Harvest contract, we signed a new strawberry contract after several weeks of striking and at least one company under Teamster contract, the Bruce Church Company, was struck by our members working there.

Other favorable news included the granting by the AFL-CIO Executive Council of \$1.6 million to run the strike and the granting of our charter on February 25 making it possible for us to hold this convention.

The beastly acts by the Teamsters, the repression by the sheriff's departments, the unfairness of the courts, the mass jailings, the beatings and the killings worked towards arousing the American public which now gives us unqualified support.

We have more support from the American public now in our boycotts than we ever had, even more support than in the 1969-70 grape boycott, and that support is manifested not only in the picket lines throughout the country but also in the money that is being contributed by the public towards the work of building the Farm Workers Union.

The worker's support, too, is unprecedented. Because of the treatment to the workers, the beatings, the repression, the jailings, and the killings, farm workers all over California retaliated by striking. We had the largest melon strike in the history of the state, and there were many strikes in tomatoes. In fact this summer there were strikes in fifteen counties throughout the state.

The public also is helping the intensified boycott against Safeway and A & P stores, the largest chain store on the West Coast and on the East Coast, for failure to live up to their social corporate responsibilities, for profiteering out of the sweat and the struggle of workers, for refusing to listen to the pleas for justice by the workers and for being the largest wholesale buyers and retail sellers of grapes and lettuce.

Despite the fact that we did not win contracts it's very interesting to know the effects of the strike and the boycott.

As you know, we struck Coachella on the 15th of April, the day after the contracts expired and the same day that the growers signed with the Teamsters. We struck the growers about half way through the thinning operation which crippled them severely. Then we continued the strike on through the harvest and of course with the boycott coming on this is the picture that we get:

First of all the harvest began on June 1 four weeks later than usual. The perlette harvest peaked on June 25, the Thompson seedless harvest peaked on July 16.

A fifteen per cent higher yield this year than last had been predicted.

Though we didn't have an organized boycott on grapes and we started late because we were involved in lettuce, we were able to do, it seems to me, a very reasonable job.

The growers in the Coachella Valley in 1971 realized a profit of \$4.25 million, \$1 million on perlettes and almost \$3 million on Thompson seedless. In 1972 the profits on perlettes were \$1,600,000. On Thompsons the profits were \$1,600,000 and the total profits were \$3,700,000.

This year, 1973, the losses were perlettes, \$100,000; seedless Thompsons about \$3 million. So we had a total loss of about \$3,333,333.

WATERGATE

With the advent of Watergate a little glimmer of hope has come into our lives. There is just too much public attention on the Administration at this point for them to continue ignoring the law, or playing games to the degree they have before. They certainly have de-escalated their attacks on us.

The coming in of a new Attorney General has at least made one change. While the federal grand jury indictments against Teamster and growers' actions during the Salinas 1970 strike were squashed by Attorney General Kleindienst, they were reactivated by Elliot Richardson. Consequently, one Teamster and two growers were indicted on 11 counts of illegal payments for the purpose of hiring goons and committing physical violence against the farm workers.

ORGANIZING DRIVES

We have been active organizing in Texas since 1966. After an unsuccessful strike in San Ysidro, we continued to talk to workers there to try and make our presence felt. We have been in Santa Maria since

1970, we went to Oregon for a while, and in Florida we went to Homestead, Belle Glade and other cities. We had a drive in Idaho for about two years but because of the all-out boycott and strike we had to abandon that. We also have a very active organizing drive in Washington State's Yakama valley. We have had many other requests from all over the country from farm workers to organize. Of course, most of them we could not attempt because of our present difficulties, our fight to save the union and also the question of money.

MEMBERSHIP CARD CAMPAIGN

Because of many demands by the workers and because of many administrative headaches, we decided to issue a card with a photograph to each member of the Union. This was an all-out drive which cost several thousand dollars and several months of intensive work. We updated the membership, re-registered the members, provided them with a very handsome plastic card with their picture on it, and developed a dues stamp system for payment which made it much easier to deal with the membership accounting. As a result of the drive something like \$40,000 in back dues was collected.

RETIREMENT CENTER

As a result of the first contract negotiations and winning of the farm worker fund and after many years of planning, we now are in the midst of building a farm worker retirement center on an experimental basis in the Delano area. It will be completed by June 1 on next year and will house 60 retirees.

NEW HEADQUARTERS

In 1971, because of the need for more space, the need for a place to conduct vital educational programs for the membership and because of a lucky break we were able to situate our headquarters at the Kern County TB sanitorium which has been renamed La Paz and which we made our national headquarters.

FUND RAISING

We had to accelerate the fund raising operation of the Union. We now have four full-time fund raisers plus all the fund raising done by the boycott cities, by those of us who go and do public speaking, by mailings, by the sale of Taller Grafico art posters, buttons and other articles.

LEGAL OFFICES

Because of the fight to defend the Union it was imperative that we open legal offices in Salinas, Selma, Delano, Livingston and Coachella. For a while we had a full legal office in the Rio Grande Valley in Texas and Washington, D.C. We now have two attorneys in Arizona and one in Florida plus scores of others who help on a volunteer basis throughout the country.

LEGAL REPORT

Over the last year, the Union's legal department has worked in step with the organizing efforts of the Union. Just before election day last year we filed a \$150 million suit against the financiers, backers, and petition gatherers for Proposition 22, charging them with massive election fraud. Then after the California Supreme Court decided the Salinas injunction case in our favor, the legal department filed a suit for more than \$200,000 against the Salinas growers and the Teamsters, charging them with violations of civil rights and anti-trust laws.

From January until March the legal department was busy with the boycott, filing suits against Safeway for the sale of lettuce poisoned by Monitor 4.

When the Union went on strike in April in Coachella, the legal department went along and over the summer has defended the 3,385 people who were arrested and worked on the 63 injunctions handed down against the Union this summer. They have had a chance to do some offensive work though, and sued the Coachella growers for more than \$200 million. Workers from all the ranches who signed with the Teamsters have filed charges with the NLRB to throw the contracts out, and the attorneys are working on this.

The defense work is almost finished, and this week the lawyers will begin to work on having the contracts the Teamsters signed this summer thrown out and on suing all the police, growers and Teamsters who were responsible for the violence this summer. It is just a race to see who takes the contracts away first -- the boycott or the California Supreme Court, and we put our money on the boycott.

PLANS FOR THE FUTURE

The life of our Union is at stake. We have given the fight everything we have in the picket lines and in the strikes. The forces who oppose us in the rural areas where we strike -- the sheriffs, the district attorneys, the courts, the Teamster violence, the violence by the growers, the killings, the beatings -- force us once again to do what we did in late 1965, to go to the cities and take our message to the American public which we find even more receptive now than we did then.

We are confident that we will win. However, we know that there has to be an awful lot of work. The growers have learned more about how to combat the boycott. We've learned more about how to be more effective. The only weapon left for us is the boycott.

Make no mistake. The forces who oppose us are now actively seeking every possible gimmick to try and stop the boycott as they stopped the strike!

As we send more and more people on the boycott we should have at least 1,500, we should have the 100 largest cities in the United States covered, all the major cities in Canada, we should have all the major cities across the seas which import grapes and lettuce, we should have teams boycotting and we are working towards that goal.

Meanwhile in the home base, in the rural areas of California, we are now in an all-out campaign to do two things: one is to set up an effective service center program to develop very strong personal service for the workers as a means of helping them with their personal problems, to keep them loyal and to get those whom we help to boycott in the rural areas, to boycott grapes and lettuce to begin with, and then on the three wine boycotts.

We also want to establish the clinics, and the day-care centers and to recruit supporters from among the workers to take to San Francisco and to Los Angeles on weekends to augment the forces in those two cities and to boycott on weekdays in the valley.

These two goals plus fund raising are the three most important items we have before us.

A FINAL WORD

We have come to understand that all of the reports that come to us from the workers -- what we thought years ago were just tales -- we are now sure that they have a meaning and a bearing, and that's why I want to pass them on to you.

For instance, we know that the cold storage holdings are 10 per cent higher this year than they were last year at the same time. We know that the cold storages are full of grapes, that the quality is very, very bad.

We know that in a couple of instances in the Delano area we've seen growers dumping packed grapes from the cold storage sheds into the gondola trucks for wine. This also happened in Coachella. We also know that a lot of the grapes that were cultured for table grapes had to be picked by picking machines for wine at a great loss. They are messing up the vineyards. We have seen at least one instance where a grower put up a sign along side the road in front of his packing shed trying to sell his grapes to the passersby at \$1 a box and we know from at least one grower source that the boycott is beginning to take a hold, that it is extremely effective in Massachusetts, and that it is beginning to tighten up in other areas. So we are confident, although we know that we have to do a lot more.

Si se puede!

1973 CONVENTION
DELEGATES AND ALTERNATES
LISTED BY COMPANY

RANCH	DELEGATES	ALTERNATES	TOTAL VOTES
AIMADEN HOLLISTER	Roberto San Roman Antero Ruiz Antonio Ruiz		540
AIMADEN LIVERMORE	Priscilla Tinga Augustin Lopez	Genira Tugay	60
AIMADEN KING CITY	Anselmo Ramires Juan Aguirre		270
<i>303 Ranch Delano</i> ALVEDIAN	Daniel Espinoza Maximiliano Torres	Pedro Santos Antonio Hernandez	67 426
AMERICAN PRODUCE	Salvador Menin Antonio Camacho Julian Marin Antonio Marin		230
ANTHONY VINEYARDS	Santos Roman		197
ARIZONA GRAPE STRIKE	Emilio Rodriguez ✓		
ASIAN PACKING	Israel Pena Orasio Silva Benancio Bentancourt Isauro Castillo Porfirio Reyes	Olivo Blanda Mercedes Bentancourt	210 470
BAGDASARIAN	Rebecca Buelna Esperanza Contreras Miguel Angel Martinez Alejandro Colon Ortiz		893 873
BALLANTINE	Jose Martinez Juan Gonzalez Mike Diaz Pablo Prieto	David Gama	460
BARR	Luciano Galvez Jus Bonilla Maria Galviz Indelacio Carillo	Ricardo Campos	395
BEDROSIAN	Santana Salinas		25
BOBARA	Manuel Vega		129
CAL WAME	Jose Victor Alaniz		
CAMERON BROS.	Jose Palomo		73
A. CARATAN	Rufino James Fred Abad Sally de la Rosa Jesse Saenz	Benny Europa Juan Avila Jose Garza	488
CAL MISSION	Merced Perez Miguel Mendoza Tomas Trevino	Jose Gomez	276

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<u>RANCH</u>	<u>DELEGATES</u>	<u>ALTERNATES</u>	<u>TOTAL VOTES</u>
CARIAN	Raul Garcia Teresa Gutierrez de Colon Domital Gil de Navar		796
CASTIGLIONE	Celensario Avalos		112
CHRISTIAN BROTHERS REEDLEY	Jesse de la Cruz Tina Hernandez Gabriel Martinez	Jesse Sanchez Jose Perez Isauro Castillo	127
CHRISTIAN BROTHERS ST. HELENA & NAPA	Ambrosio Velasquez Emigdio Tierrafira Steve Carbone	Joel J. Schmidt Emigdio Duran Felix Duran	154
C.I.D.	Jesus Rodrigez Jenovea Elias Ramon Matallon Ciro Segeltery		685
COACHELLA VINEYARDS	Manuel Arredondo Manuel de la Rosa		516
COCHISE FARMS ORGANIZING COMMITTEE	Domingo Serva	Salvador Gomez	12
CROW & STEPHEN	Juan Menclaca	David Silva	37
D'ARRIGO - REEDLEY	Tony Lopez Julian Trevino Valeriono Lopez	Jesus Morales Irene Gonzalez	227
D'ARRIGO EL CENTRO	Jose Salais I.		295
D'ARRIGO SALINAS	Rafael Lemus Ventura Jaime Jesus Magallon Francisco Magallanes Maria Presiado Maria Guitierrez		1770
EIMCO	Salim Mohammed Magdalena Surita Henry Chacon Balthazar Cardenas Rodolfo Beltan Antonio Mendoza Graciela Castro Jesus Lopez	Lus Mendoza Maria Picon	1645
EL RANCHO	Rosie Valenzuela Everado Saldana Leon Chavez Rutilia Chavez Delia Perales Juan Antonio Garza	Reynaldo Perales	831

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<u>RANCH</u>	<u>DELEGATE</u>	<u>ALTERNATE</u>	<u>TOTAL VOTES</u>
FRANZIA BROS.	Mike Prado Julio Covarrubias Rumolo Covarrubias ✓	Victor Barajas	120 105 - 3
FARM SERVICE AGENCY	Humberto Gomez ✓ Manuel Leal ✓ Juan Contreras ✓	Maria de la Cerda Pablo Hernandez Jose Pena	153
FREEDMAN	Jose Novar Angel Martinez ✓ Maria Martinez ✓ Antonio Aguiar Maria Elena Mendez ✓		2251 - 9
FRESHPICT ARIZONA	Miguel Sanchez Juan Esquivel		806
FRESHPICT STOCKTON	Edmund Gandarilla ✓ Jose Espinoza ✓	Estanislao Calica	100
FRESHPICT OXNARD	Fidel Garcia Coss ✓		403
FRESHPICT IMPERIAL	Daniel Gutierrez ✓		806
FRESHPICT SALINAS	Jose Robledo ✓ Salvador Jimenez Juan Orozco ✓		1209
FINERMAN SALINAS	Jesus Solano ✓		158
FINERMAN OXNARD	Juan Manuel Rodriguez ✓		158
FINERMAN PHOENIX	Salvador Gomez Elias D. Salcedo		316
FINERMAN SAN LUIS	Pedro Figueroa Magdaleno Rodriguez Ochoa ✓ Jesus Flores ✓		474
GAGOSIAN	Hermengilda Melendez ✓ Daniel Soto ✓ Marta A. Rodriguez ✓ Juan Hernandez ✓ Ramon Morales	Juan Feliciano Evangelina Cortez Socorro Soto Maria I. Rodriguez Graciela Gardea Ernestina Ramon ✓	506 - 45
GALLO LIVINGSTON	Regino de Leon Pedro Pacheco Feliciano Urrutia Jr. Maria Alfaro Jose Gutierrez	Norbert Vargas Rodolfo Gonzales Antonio Silva Jose Trujillo Cecilia Mendoza	616 - 6
GALLO FRESNO	Refugio Trujillo Amado Fernandez	Florentino Sandoval Lupe F. Rivas	70

4,027 votes
10 del.

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<u>RANCH</u>	<u>DELEGATE</u>	<u>ALTERNATE</u>	<u>TOTAL VOTES</u>
GIANNINI	Elio Saldivar ✓ Manuel Chavez ✓ Ramon B. Vivero ✓ Eliseo Mendeola ✓	Frank Llamas	493 - 9
RICHARD GLASS	Ufalia Arvallo ✓ Ofelia Silva ✓ Jose Nuno ✓ Maura Perez ✓ Marcelina Gutierrez ✓ Manuel Gutierrez ✓ Apolonio Arredondo ✓		1386 - 5
GUIDERA	Mario Nunez ✓ Dolores Nunez ✓		294 - 2
<u>GIUMARRA</u>	Adelina Burrola ✓ Alfredo Gomez ✓ Teofilo Garcia ✓ Rutly Lugo ✓ Vernon Megoffey ✓ Lydia Vasquez ✓ Maria Vidaurri ✓ Ricardo Delgado ✓ Silvano Vasquez ✓ Lorenzo Galvan ✓	Eliseo Ruiz ✓ Angel Martinez ✓ David Merales ✓ Francisco Chavez ✓ Daniel Gonzales ✓ Antonio Arredondo ✓ Miguel Martinez ✓ Jose Villegas ✓	3210 - 9
L.R. HAMILTON	Julio Contreras ✓ Alfredo Guzman ✓ Cirlio Gonzalez ✓ Ezequiel Vasquez ✓	Ignacio Hernandez ✓ Guadalupe Vasquez ✓ Guadalupe Guzman ✓	332 - 3
ROBERT HAMILTON	Francisco Martinez		271 - 1
BOB HICKMAN	Leobardo Renteria ✓ Antonio Villasenor ✓	Miguel Marquez	87 - 2
INTERHARVEST FIREBAUGH	Cruz Flores ✓	Antonio Cortez	587
INTERHARVEST IMPERIAL	Miguel Lopez		587
INTERHARVEST SCOTTSDALE	Antonio Valenzuela	Arnulfo Gonzalez	587
INTERHARVEST STOCKTON	Amado Garcia ✓ Roberto Andrade ✓	Miguel Chavez	1174
INTERHARVEST YUMA	Rosario Figueroa		587
INTERHARVEST SALINAS	Julio Ramirez ✓ Manuel Valle ✓ Carlo Valencia ✓ Jose Morales ✓ Gustavo Rios ✓		2935
ITO	Sabino Davila X		164 - 1

587 votes
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<u>RANCH</u>	<u>DELEGATE</u>	<u>ALTERNATE</u>	<u>TOTAL VOTES</u>
JASMINE	Angel Burgos ✓ Maria Luica Ramirez ✓		143 <i>2</i>
KAPLAN BROS.	Asuncion Garcia ✓ Eduardo Cuellar ✓ Cresencio Renteria ✓	Jose Alafa	215 <i>3</i>
KARAHADIAN	Isabel Silva ✓ Petra Teran ✓	<i>V. PONCE 4062ES</i>	482 <i>4</i>
KLIBURN	Juan Nunez ✓ Jesus Quevedo ✓ Sergio Gonzalez ✓	Refugio Quevedo	133 <i>3</i>
KOVACEIVCH	Luis Rangel ✓ Joy Peebles ✓ Donaciano Garza ✓ Jose A. Vidauri ✓ Frank Quintana ✓ Arnulfo Mancha ✓ Manuel Carrillo ✓	Margarito Carrillo Lydia Rodriguez Roman R. Garza Raul Gonzales Isabel Alvarado Jose A. Quintana Thomas Rodriguez	1069 /
KOZUKI	Luis Zavala		30 <i>1</i>
LA VICTORIA	Jack Beaton Jose Ortiz Antonio Guevara Connie Muniz ✓ Rafael Moreno ✓ Jose Hernandez ✓ Antonio Margarita ✓ Luis Sandoval ✓	<i>DICK RITE</i>	2010 <i>8</i>
LAWRENCE	Henry Diaz ✓ Gustavo Silva Ophelia Diaz ✓	Manuel Saenz Raul Montes	400 <i>2</i>
LOUB	<i>J. Diaz J. Reyes</i>		119 <i>2</i>
LUCAS	Alejandro Lopez ✓ Henry Urandy ✓ Andres Carranza ✓ Ismael Palomo ✓ Elva Duena Dolores Urandy ✓	Ralph Riveles Mary Lopez Lupe Olivares Nidio Guerra	928 <i>6</i>
LUCICH	Jose Perez ✓ Adela Serda Margareto Osorno	Delia Tirado	150 <i>1</i>
MARLIN	Pete Juarez ✓ Ciro Cuellar ✓ Carlos Alaniz	Frank Espinoza	190 <i>2</i>
McCLOSKEY BROS.	Francisco Hagareda Agustin Higareda <i>Lupe</i>		62 <i>2</i>

<u>RANCH</u>	<u>DELEGATE</u>	<u>ALTERNATE</u>	<u>TOTAL VOTES</u>
MELCO	Angel Campos ✓ Javier Ontiveros ✓ Lupe Campos		131 -2
MENDOTA <i>org. com.</i>	Roberto Garcia ✓ Ricardo Villapando ✓ Manuel Chavez ✓ Jose Heras <i>gluck De la Rosa</i>	Ilarion Silva Eduardo Nunez ✓ <i>NTONIG</i>	730 -7
MID STATE	Margarito Munoz ✓ Yolando Alejandro ✓ Juanita Garcia ✓ Juan Escobedo Paul Carrillo ✓ Jose Chapa ✓ Juan Rodriguez ✓		729 -6
MISSAKIAN	Juan Serda		568 -0
MORRIS FRUIT	Julio Hernandez ✓ Francisco Martinez ✓ Gumecindo Ochoa ✓ Francisca Perez	Ramona Flores	328 -3
MOSESIAN	Faustino Segoviano ✓ Miguel Angel Olivas Paula Parra Jose Aguirre Maria Luisa Olivas Agustin Segoviano ✓		940 -2
NALBANDIAN	Milton Madera Efrain Oviedo Gomez ✓ Andres Guzman Eduardo Servin Mirslava Garcia Guadalupe Flores ✓		811 -3
NASH DE CAMP DELANO	David Silva ✓ Rudy Porras ✓		150
NASH DE CAMP SELMA	Roberto Lopez Horacio Rodriguez ✓ Santiago Jurado ✓ Jesus Ruiz X		322
NORTH CALIFORNIA ORGANIZING COMMITTEE	Al Rojas ✓	Rene Garcia	49 -1
OASIS GARDENS	Candelario Perez ✓ Justo Morales		521 X-0

222 votes
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<u>RANCH</u>	<u>DELEGATE</u>	<u>ALTERNATE</u>	<u>TOTAL VOTES</u>
PANDOL	Jose de Jesus Barajas ✓ Jesus R. Martinez Crispin Torres Aurora Barajas ✓ Jose Guadalupe Barajas ✓ Jose C. Barajas ✓		918 A
PAGAGNI DELANO	Meliton Rodriguez ✓ Sil Rodriguez Martin R. Villareal		104 } 376 - votes 2
PAPAGNI SELMA	Alberto Sanchez Rosalio Gonzales Felix Ramos Susana Tapia	Ofelia Perez Celso Marroquin ✓	472
PAPVICH	Casimiro Gutierrez Ben Santillan Rene Chavez		240 -0
PAUL MASSON	Antonio Renteria ✓ Odilo Garza Gracia ✓ Jesus Morales ✓		288 -3
PIC'D RITE	Jack Beaton Jose Ortiz Antonio Guevara Connie Muniz Rafael Moreno Jose Hernandez Antonio Margarita Luis Sandoval		2010 CH Victoria
RADOVICH, JACK	Pilar Rodriguez ✓ Ruperto M. Timbal Teofilia B. Timbal ✓	Leonardo L. Daus Manuel Gutierrez Maria Rodriguez	221 -2
SANGER FRUIT GROWERS ASSOCIATION SONZ	Seferino Gonzales ✓ Cruz Luna ✓	Juan Torres Alejandro Silva	98 -2
SANTA MARIA ORG. COMM.	Ruben Lopez Pauline Pacheco	Jesus Ortiz Margarita Flores	83 -2
SMEDS	Frank Gallentas ✓	Isabel Gallardo	42 -1
SORENSEN	Anita Martinez ✓ David Sentino		353 -1
STALEY, LEO	Joe Menchaca		44 -0
TEXAS ORGANIZING COMMITTEE	Hipolito Rosel ✓ Balderman Fernandez ✓ Jose Saldana ✓ Carlos Rosales ✓	Jose Rodriguez Claudio Ramirez Roman Saldana Alfredo de Avila	460 -4
DAN TUDOR - DELANO	Apolinar Marin ✓ Carlos Bravo Sanchez ✓ Carlos V. Andrade ✓	Enrique Angel	225

<u>RANCH</u>	<u>DELEGATES</u>	<u>ALTERNATES</u>	<u>TOTAL VOTES</u>
DEWEY TUDOR - COACHELLA	Jose M. Alvarez		142 - 0
UNITED PACKING	Enigilio G. Serrano Tomas Moreno Natividad Santos Natividad L. Regalado	Manuel Santos	408 337 - 3
VALLEY VINEYARDS	Felip Acosta Faustino Cervantes Jose Olmos Juan Cervantes	Dolores Flores	493 - 4
VIE DEL	Pablo Rodriguez ✓ Santiago Gomez ✓ Jesus Hernandez ✓ Daniel Serrano ✓	Jose Fierro Galindo Adan Ibarra Constancio Martinez Jesus Monuz	337 408 - 4
VINIFERA ASTI - NAPA	Julian M. Vasquez ✓	Jose Luis Ayala	49
VINIFERA - STOCKTON SMA element	Angela Reyes ✓ Alfredo Sosa ✓ Jose Gonzales ✓	Armando Oregon Felix Gonzalez Ab undio Conbreras	353 - 4
YAKIMA VALLEY ORGANIZING COMMITTEE	David Saenz ✓	Ernesto Maldonado	57 - 2
ZANINOVICH, A & N	Maria Uriaste ✓ Pablo Ahumada ✓ Estelita Cabanas ✓	Eugene Uriaste Placio Arington	205 - 3
ZANINOVICH, JACK	Mauro Loreda Felix Martinez		96 - 1
ZANINOVICH, MARCO	Maria Robles Dolores Sanchez ✓ Lupe Arreola Ofelia Ornelas Victor Chavez Juan Sanchez		725 - 3

INCOMPLETE REPORT

MORE TO COME

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R.D. Ranch

W.R.F.

M. De Leon

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H. Rodriguez

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P.M.

J. Lopez

D. Jimenez

J. Ramirez

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