December 28, 1976

We are writing you all one more time because we are concerned about
damage that might be caused to the Union stemming from our resignations.
We were shocked to see our statement written up in the Los Angeles
Times and cannot understand anyone turning it over to the press. It is
hard to believe that anyone could have considered that act to be
principled or helpful in solving internal problems within the Union.
Our resignation was not a newsworthy event - it mattered to no one
except people working within the Union.

The genuine and spontaneous response from staff to the firings and
transfers speaks to the love, respect and concern that men and women
working with the Union have for it. We are grateful for the many letters
that we've received - they helped see us through a difficult time. Some
people believe that the staff letters to the Board were organized by us -
they were not and we hope that the Board will understand that some day.

Our point in resigning was made and there are signs that the Board is
moving to establish guidelines which should prevent this kind of problem
from turning into a major upheaval again. We had intended to promote
a petition calling for staff rights in the form of a constitutional
amendment - it was never printed nor distributed. We felt that such a
move would be harmful to the Union at this time.

Now is the time to pull together and continue building a strong union
for farmworkers. There will be a tremendously hard year ahead in
winning field elections and building the boycott to win good contracts.

We are aware that the leadership of the Union is reacting very strongly
to our resignation but if our action is to have any positive meaning
then all staff must get behind the leadership and expect the best from
them in terms of decisions and trust. The Union is under severe pressure
because it is a decent union and it deserves the trust and respect from
all of us.

We wish our best to Cesar, the staff and membership for 1977 - the year
to build!

                              Viva la Causa!

          Nick Jones   Virginia Jones