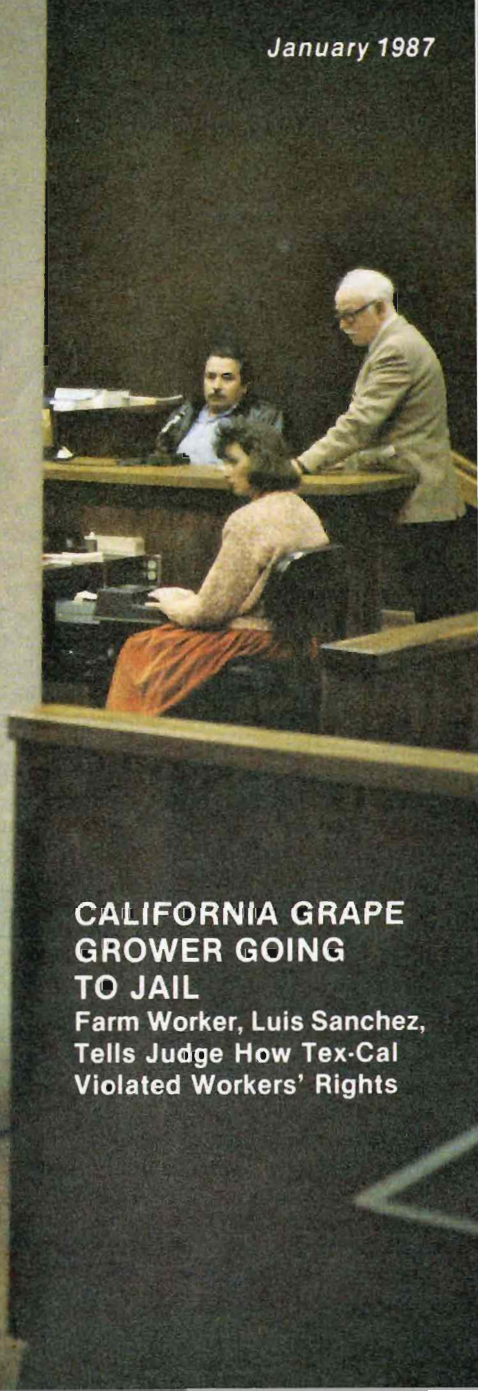
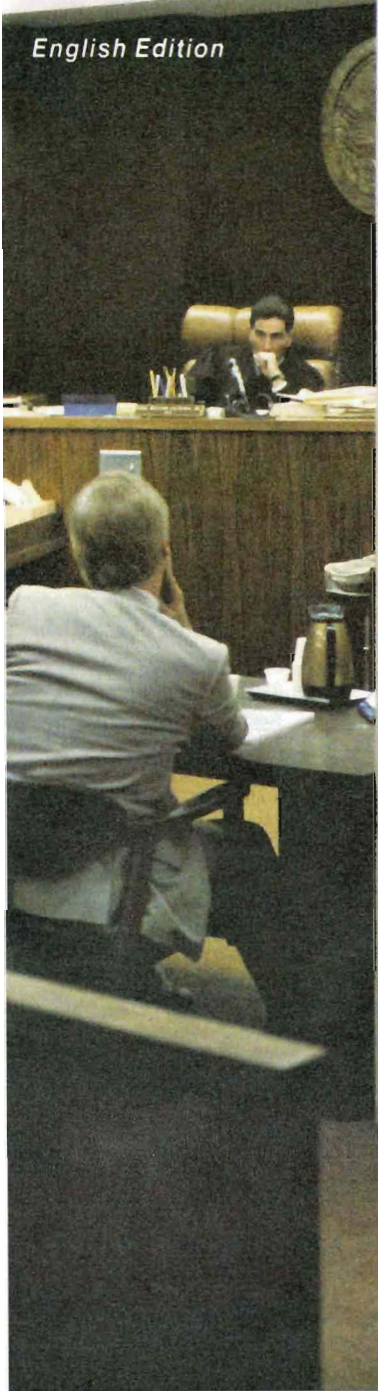


# EL MALCRIADO

English Edition

January 1987



## CALIFORNIA GRAPE GROWER GOING TO JAIL

Farm Worker, Luis Sanchez,  
Tells Judge How Tex-Cal  
Violated Workers' Rights



Volume 2, Number 1

**EL MALCRIADO**  
(English Edition)

January 1987

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*Grape grower Buddy Steele (left) and labor manager David Caravantes (center) are going to jail, and there is nothing their lawyer Richard Pabst (right) can do to stop it.*

## Grower Goes to Jail

A table grape grower and a labor manager are going to jail.

The grower, Dudley "Buddy" Steele, and his sidekick, David Caravantes, will become the first criminals to serve prison sentences for violating the Agricultural Labor Relations Act.

Is this a victory for farm workers? Sort of.

Steele owns Tex-Cal Land Management, Inc. in Delano, California. The corporation owns 7000 acres, and at peak the company employed almost 800 workers. Steele and Caravantes abused farm workers for years, and the union has been going after them.

In 1979, the union had a contract with Tex-Cal. When the contract expired, Steele refused to renegotiate in good faith. Instead, he cut workers' wages from \$4.40 an hour to \$3.35; he refused to recall workers in order of seniority; and he punished pro-union workers. The

union took the case to the ALRB, and they ordered Steele to bargain in good faith. Steele ignored the order.

In January 1986, Steele and six others were then convicted of contempt of a court order. The case was appealed, but on December 4, Steele reached the end of the road. Judge William Silveira Jr. of the Tulare Superior Court ruled the following:

- Steele and Caravantes are to serve 180 day prison sentences.
- Steele and Caravantes are to pay combined fines of \$220,000.
- Tex-Cal landowners are on probation, must sell their Tex-Cal land, and pay \$32,000 in fines.
- Caravantes can no longer work for Steele.

Before Silveira issued his order, three farm workers (Luis and Josefina Sanchez and Carlos Silverio) and Brother Saul Martinez, a UFW crop manager,

Growers have always found ways to "blacklist" farm workers to prevent them from getting a job at another ranch after they fire them — especially for such terrible sins as complaining about miserable working conditions, housing unfit for humans, or low wages.


If a courageous worker stood up for his rights all by himself at a ranch without union solidarity, a grower could phone other growers to make sure the worker wouldn't be able to get another job. Labor contractors also compared notes about farm workers and prevented so-called "trouble-makers" from finding work.

But in the near future, growers will have something newer and faster than the word-of-mouth method: the computer. And they'll get it with the help of public money — research at a public university.

Just recently we learned that Fresno State University is using taxpayers' money to develop a computer program which, as usual, will benefit growers and be unfair to you. It is already being tested with some growers in Ventura County and the San Joaquin Valley.

The computer will have all kinds of information about you. All the grower has to do is plug his telephone into a computer and up will pop what they want to know about you from a big computer in a central agricultural office.

Growers will want to find out if you ever complained about unfair treatment, if you were ever fired, or if you stood up for your rights. This would be both an invasion of your privacy — and another dirty form of union-busting!

Our legal department will be on the alert to make sure public money is not used to help growers discriminate against you and our union. 

testified. The case was prosecuted by ALRB attorney, Nancy Bramberg.

After the trial, Bramberg claimed that the sentencing was a victory for farm workers. She said she found justice in the judge's order that Caravantes disassociate himself with Steele "because of all the people he [Caravantes] put out of work."

Tex-Cal workers attending the trial do not share Bramberg's view of justice. These workers know that Steele owes them jobs and millions of dollars in back wages.

Alejandro Lopez, a ten-year employee of Tex-Cal, said, "The Tex-Cal workers are not happy with this decision. It's good that Steele and Caravantes will be in jail, but it's not good that the workers are not receiving anything. We have been out of work for three years."

Jorge Orosco, a seven-year employee, agreed. "I was fired from Tex-Cal for organizing a picket line against the company," he said. "I also dealt with Caravantes, and he's an animal because of the way he treated people. Caravantes is even worse than the Somoza family was in Nicaragua. He treated farm workers as if they weren't humans."

Finally, Salvador Alcaraz, a twelve-year employee, expressed his reaction:

*Steele, Caravantes, Tex-Cal landowners, reporters and a courtroom full of farm workers listen to the judge pronounce sentence.*




"The court will collect money from the fines, but what about us?"

The workers are not optimistic about ever getting their money back, even though the ALRB ruled that Steele must settle a make whole case.

This is because the workers have to wait for the federal government to get their money first. Steele owes the government \$65 million in loans and is in bankruptcy proceedings. The government will probably foreclose on Tex-Cal's land, and the company will disappear.

Saul said, "I don't think we should realistically expect to collect the money owed the workers. We will pursue it, of course, but by the time the government is done, there will be nothing left. The only victory to come out of this case is Steele's and Caravantes' impending incarceration.

Those jail sentences, however, made for a nice anecdote. Saul explained that at one time there was a building on Steele's land, an old jailhouse, and workers were told to "report to the jailhouse" to get their checks or to be recalled. The workers like to say that now it is Steele and Caravantes turn to "report to the jailhouse."

Their sentences begin in March. 



Marvin Cortner

*Farm workers protest the use of labor contractors in the Imperial Valley.*

## 600 March Through Mecca to Protest Labor Contractors

Six hundred men, women and children, many carrying UFW banners, the U.S. flag, hand-painted signs and a tapestry of the Lady of Guadalupe, marched through the streets of Mecca, California on November 30 to protest against labor contractors and to persuade non-union farm workers to organize.

Labor contractors are infamous for paying low wages without benefits, withholding social security payments and pocketing the money, keeping shoddy records, intimidating workers and providing poor sanitation facilities. They treat workers like dogs.


David Serena, the UFW crop manager in Coachella, said that labor contractors poach on union jobs. What happens is this: companies with UFW contracts accept produce picked by non-union labor contractor crews. The UFW contends that this practice is illegal where specific contract language prohibits it. A

case involving the union and Coachella Valley Citrus over use of labor contractors will soon go to arbitration.

Gilbert Gomez is a labor contractor in the Imperial Valley. This is what Mario Garcia says about his former employer: "He mistreated me, drank all day and harassed workers — a real son-of-a-bitch and an unscrupulous businessman.

"He is unpredictable — nice one moment and then capable of pulling a gun. He uses workers like shoes — wears them out and throws them away when he is finished."

Other labor contractors in the Imperial Valley include Leo de Santos, Isidro Reyes, Oscar Ortega and Jimenez Contracting Services.

After the march, Primitivo Garcia, who works at Coachella Growers, said, "If we organize, we can have the labor contractor acting like a dog begging us for food — not the other way around." 



*Brother Ben Maddock of the UFW national executive board said of robotic citrus harvesters: "We've already lost thousands of jobs to the freezes. We think production will come back, but by that time, we will have to face robots."*

## University Uses Public Money to Mechanize Citrus Harvesting

A researcher at the University of Florida in Tampa is developing a robotic citrus harvester. As is often the case with agricultural research in universities, the innovation will undoubtedly benefit growers and hurt farm workers.

In a recent article in the *Tampa Tribune*, Brother Ben Maddock of the UFW's national executive board commented on the robotic picker.

"We don't want to stand in the way of progress," Ben said. "But at the same time, we don't think a university should be spending public money to help private industry unless they also study what can be done with the jobless people that these things create."

Roy Harrell, the researcher working on the robot, has already received \$450,000 in research grants from federal and state agencies. Growers have given Harrell an additional \$50,000.

Harrell is working on a machine that can pick one piece of citrus per second, and even he admits that his robot will be

disastrous for farm workers. Harrell is quoted as saying, "If it is a successful project, and I think it will be, we are going to put people out of work."

There are estimates that as many as 16,000 Florida workers could be displaced by the machines.

"If we don't restrain [universities] they are going to cost us somewhere else — namely the unemployment line," Ben said.

Kenny Snodgrass, crop manager in Florida, agrees. He said, "You take a citrus area like Polk County where unemployment is already high and you put more people out of work with mechanization, and what happens? The people go hungry, and the communities dry up."

Researchers admit that the robots may not be ready for commercial use for ten years. Workers can be assured that the UFW will continue to fight the use of public money for research which leads to the displacement of workers. 🌊

## Strikers at Egg City Are Still Strong

Workers at Egg City in Moorpark, California have now entered the sixth month of their strike. Little has changed since June 1986. Egg City's owner, Richard Carrot, is still denying workers a contract and fighting the union. And he is still losing.

The workers were victorious in three separate instances since our last report. The most important of these occurred at Ventura County Superior Court on December 18.

California's Agricultural Labor Relations Board (ALRB) had attempted to get a judge to expand the weak injunction already issued against the UFW. The ALRB argued that the union's secondary boycott of businesses buying Egg City eggs was illegal.

The judge told the ALRB that he was not going to issue the injunction and that he would remove the weak injunction already in place if the ALRB does not come up with solid evidence of charges against the union by January 16.

Brother Ben Maddock of the UFW's executive board said of the decision,

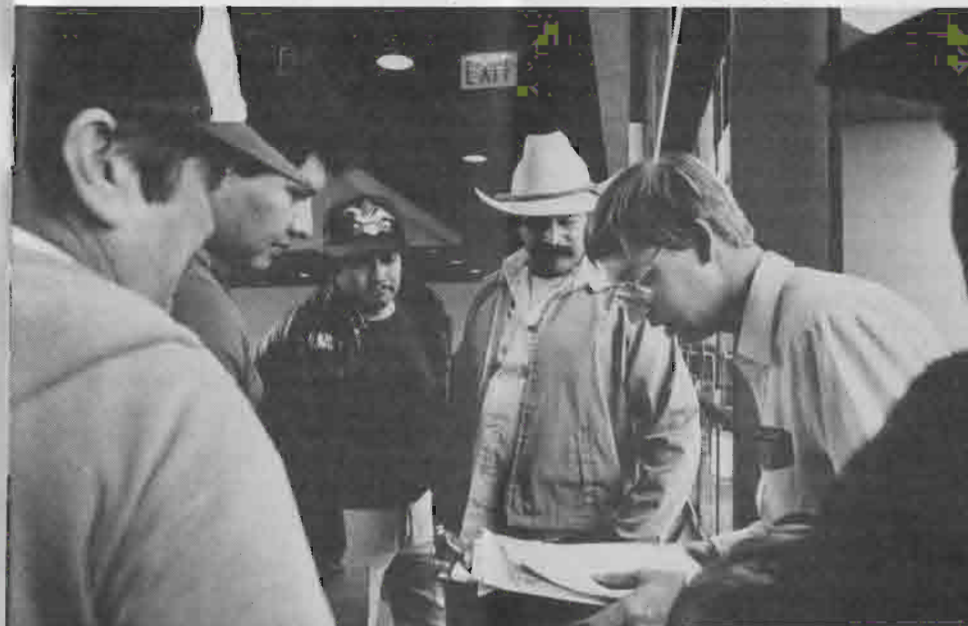
"Hopefully, the judge's decision will make [the ALRB] put up or shut up."

Farm workers were also victorious in stopping two companies from doing business with Egg City. These are Bob's Big Boy restaurants and Tropicanda Egg Ranch. Workers picketed the corporate offices of Bob's Big Boy, and they followed a Tropicanda delivery truck to a grocery store and picketed the store. Both companies have promised to stop doing business with Egg City.

There are several companies which are still buying eggs from Egg City, however, and strikers continue to picket these. Workers are also engaged in a letter-writing campaign to Golden Grain. The company, which makes Rice-a-Roni, has been buying Egg City eggs. Strikers are encouraging all members to write a letter to the company promising to boycott Golden Grain products until they stop buying Egg City eggs.

Workers may write: *John Sullivan, Golden Grain, 11 139th Ave., San Leandro, CA 94579.* 🌊

*Brother Karl Lawson of the Oxnard field office talks with Egg City strikers.*





Reverend Fred Eyster, who devoted many years of his life to helping farm workers, will be missed by all who knew him.

## Former Farm Ministry Leader Dies


Only two weeks after ill health forced him to resign as co-director of National Farm Worker Ministry, the Reverend Fred Eyster, 47, died in Oakland on December 17. During a routine operation a week earlier, he lapsed into a coma and never regained consciousness.

Eyster, a native Pennsylvanian and a United Church of Christ minister, joined the NFWM staff in 1972 and spent three years on boycott work in Los Angeles and San Francisco before moving to Florida. There he spent five years organizing farm worker support committees throughout the state. He returned to California in 1980 and became co-director of NFWM in 1982.

Brother Cesar Chavez, who interrupted his western boycott tour to fly to a funeral service for Eyster at the First Congregational Church in Alameda on December 20, praised him for his 14

years of selfless work for farm workers. Then, turning to his sons in college and his daughter in high school — Carleton, Kendall, and Elizabeth — he said: “He showed you how to live life for others, especially those most in need.”

Many of the more than 300 present rose to describe the influence Eyster had on their lives. Responding to the flood of testimony from beneficiaries of his love and compassion, his unique combination of gentleness and strength of steel, his son Kendall said, “I don’t know how he did it all, but for you like for us kids, he was always there.”

Other leaders at the service were Dolores Huerta, UFW first vice-president; Sister Pat Drydyk, OSF, director of NFWM; former NFWM directors Rev. Chris Hartmire and Rev. Richard Cook; and Olgha Sandman, current NFWM president. 

## Conklin Contract Renegotiated

The workers at Conklin Nursery in the Delano, California area have a renegotiated contract. The contract, which lasts from September 1, 1986 to September 1, 1987, was ratified November 20.

Negotiating the contract for the workers were Brother Saul Martinez, union crop manager, and a negotiating committee of the following members: Brothers Francisco Casas, Augustin Martinez, Porfilio Rosales, Felipe Bautista, and Ruben Rosales.

“As a committee they did a good job,” Saul said. “Everyone put forward their own views, and they were very realistic about proposals and demands.”

The committee met with company negotiator three times and obtained a contract with these terms.

Wages for general labor are at \$5.30 an hour, and the workers are receiving both JDLC and RFK benefits. JDLC will be maintained at 17¢, and RFK (medical only) will be at 77¢.

Workers will also receive six paid holidays including a day for Citizenship Participation.

“We are glad that we were able to come out with a package that includes

the pension plan at a respectable rate, that includes the medical plan, that includes vacations after 700 hours, and that includes six holidays,” Saul said.

The union was certified at Conklin in 1975, and there have been union contracts at the nursery since 1976.


At peak there are 45 union members at the nursery.

### Please Note:

**Brother Cesar Chavez recently received the following letter:**

*Dear Cesar,*

*I am looking for my nephew. I have not heard from him in years. He is a migrant worker, and he works in the grape vineyards. I would appreciate any information about him. His name is Alfred Hennen.*

This letter was received by Alfred Hennen’s godmother and aunt, Mrs. Anaise Braud. Mrs. Braud said that any information regarding her nephew can be sent to her at: 2434 Dumaine St., New Orleans, LA 70119. Or she can be contacted at (504) 822-7608. Or you can contact the union, and we’ll pass the information on to Mrs. Braud. 

*Representing workers in negotiations at Conklin Nursery were: (from left to right) Brothers Francisco Casas and Felipe Bautista, Sister Lola Martinez and Brother Augustin Martinez.*

Marvin Cortner





Marvin Corneer

*The negotiating committee at Valley Harvest included: (from left to right) Brothers Francisco Rodriguez, Alvaro Hernandez, Jose Ramirez, Miguel Pinto, Jorge Lopez and (kneeling) Savas Leon.*

## Workers Negotiate at Saucelito and Valley Harvest

Workers from Saucelito Ranch and Valley Harvest have been negotiating or preparing to negotiate to counter unjust moves made by the companies.

### Saucelito

Workers from Saucelito Ranch near Porterville, California have successfully negotiated severance pay with the company.

Saucelito was a table grape company that never recalled workers to harvest in 1986. Brother Saul Martinez, union negotiator, said that the workers knew the company might go under and started negotiating in December 1985.

The negotiating committee consisting of Brother Paulino Gonzales, Abel Salazar, Pedro Martinez and Adam Ahmed met with the company several times. On December 3, 1986, the workers succeeded in getting a package which includes \$4800 in severance pay, the right to renegotiate a contract if the company resumes business within two years, and letters of recommendation

for displaced workers.

At peak, the ranch employed approximately 60 workers.

### Valley Harvest

Workers at Valley Harvest are gearing up for difficult negotiations with the Salinas, California company.

Brother Humberto Gomez, union negotiator, and Brother Antonio Galvez, Salinas crop manager, are challenging the company on its reduction of the bargaining unit to cauliflower workers. "All agricultural workers at Valley Harvest are certified," Humberto said. "But they do not include the other workers."

Despite the obstacles, Humberto believes the negotiating committee will be strong.

"I am very proud of this committee," Humberto said. "They are good people, and they are ready to fight for what they know is right."

At peak there are 80 workers at Valley Harvest. The current contract expires on January 21, 1987. 🇺🇸

## Arco Seed Pays for Punishing Worker

Gabriel Diaz will soon receive a check for almost \$27,000.

The tractor driver will receive the money from Arco Seed, a California company in the Imperial Valley which punished Gabriel for defending workers' rights.



*Gabriel Diaz*

Gabriel's story begins in 1980, when, as an employee of John Weist Company, he noticed that workers were not receiving overtime pay in accordance with the law. He filed a claim with the labor commissioner, and this resulted in the workers receiving their back pay.

In 1981, Arco Seed bought the Weist Company and hired the workers who had been at Weist. Gabriel was also hired.

Again, in 1982, Gabriel noticed that workers were being cheated out of overtime pay. He held several conversations with workers about the problem and repeatedly asked the supervisor why the company was not paying its workers

properly.

The company laid Gabriel off. He filed another claim with the labor commissioner, and the 173 workers received \$12,000 in back overtime pay.

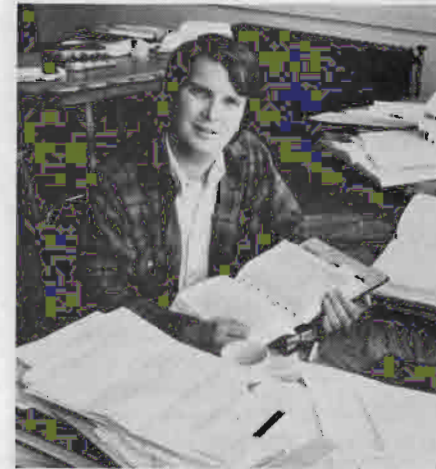
The union charged that Gabriel was fired because of concerted activity. The company claimed that Gabriel was not working on behalf of all the workers, but he was only working for himself.

An Administrative Law Judge dismissed the company's ridiculous claim, and despite several appeals, Gabriel won his case.

UFW attorney Chris Schneider negotiated Gabriel's settlement. He also explained why the company lost the case. "The law states that a worker is protected if he is engaging in union or concerted activity. Concerted activity means he was working on behalf of all of the workers," Chris said.

The company has accepted its defeat and has already given the Agricultural Labor Relations Board a check for almost \$27,000. Gabriel is expected to receive the check very soon. 🇺🇸

*UFW attorney Chris Schneider*





John Pauly

*The H-2 workers who were deported with representatives of Florida Rural Legal Services. From left to right are: Jim Boon, Newman Peters, John Pauly, and McKerrill Louis.*

## Sugar Cane Workers Hold Work Stoppage — Hundreds Deported

Each year growers in Southern Florida import thousands of Caribbean workers to cut sugar cane. The workers are brought here under the H-2 provision of the immigration law which allows growers to contract with foreign governments to bring "guest workers" into the U.S.

Growers like the system because it allows them to control the work force since the workers have very limited rights. Not too long ago at the Okeelanta Sugar Mill near South Bay, Florida, growers demonstrated how much power they have under H-2.

On November 22, almost 400 sugar cane cutters held a work stoppage. Workers refused to re-enter fields after receiving pay receipts which inaccurately reflected the number of hours worked. The workers were tired of being cheated out of their wages.

When some of the workers demanded

to be paid for the hours they worked, a company superintendent called the Palm Beach County Sheriff's Department, and 50 to 80 police with dogs showed up. When it was over, more than 300 workers had been deported, and two workers were arrested for inciting a riot. Brother Kenny Snodgrass, Florida's crop manager, interviewed many of the workers involved in the incident.

One worker explained what happened when the police arrived: "A policeman with a dog came up to me and said, 'Get out of here, you M---- F----. Get out.' I ran from the barracks and lost my possessions. One cop poked me with a gun and told me to get on the bus."

Another worker said, "While I was gathering my things, a policeman took my bag and threw it. Then the police pushed us out of the barracks."

All the workers Kenny interviewed said they were not allowed to retrieve

their possessions before being deported.

Police arrested McKerrill Louis and Newman Peters. McKerrill said, "I started going into the barracks. The police came and pushed me into the building. They put a dog after me which bit my arm. They took me to jail. No one told me I was under arrest, but I was charged with inciting a riot and resisting arrest."

Later, all charges against McKerrill and Newman were dropped in exchange for a promise by the workers never to sue the county for anything associated with the arrest and a promise to leave the country. Both workers have since left the U.S.

Other workers explained in state-prepared affidavits the reasons they stopped working. One said, "My pay receipt dated November 2 shows that I worked 28.5 hours in six days my first week. I usually worked eight hours a day. In the next two weeks I worked a total of 112 hours. My pay receipt shows I only worked 74 hours."

Most of the affidavits contain similar grievances. One worker filed a complaint with the U.S. Labor Department. The worker said he was not paid for all the hours he worked during harvests from 1980 to 1986. One of the pay receipts he submitted claims that he refused 38 out of 85 hours offered him.

Workers say that foremen regularly write "refused to work" on their pay stubs, and the workers are paid for two or three hours of work a day when they have actually worked eight hours. Under their contract, workers are supposed to receive \$5.30 an hour.

Two of the workers, Fitz May and Albert Taylor, are fighting deportation under the provisions of the new immigration law. Their case has not yet been decided.

Sister Dolores Huerta, first vice-president of the UFW, has been lobbying for protection for farm workers under the new immigration law. She said, "Okeelanta violated the law by deporting the workers when the workers had taken economic action. The com-

pany showed a callous disregard for the workers, because they knew they could replace them.

"This is just one of the horrors of the H-2 program. Growers are guaranteed an on-going slave force regardless of what the workers' needs are."

Dolores also said that growers from all over the country are currently trying to extend the H-2 provisions to more crops in more states.

It is estimated that 10,000 H-2 workers come to Florida each harvest. Their working conditions are deplorable, and as many as one-third of the workers suffer debilitating injuries each year. Workers who complain are not rehired. This is the kind of program growers would like to expand. 🇺🇸

*Sugar cane workers must wear helmets to protect their eyes from ashes and metal leg guards to protect their shins from machetes. Still hundreds of workers are injured each year.*

Steve Herendeen





Workers committees in the Napa Valley met with RFK Medical Plan representatives to set up procedures for the distribution of new I.D. cards.

## New RFK I.D. Cards Ready

By Kent Winterrowd

The Robert F. Kennedy Farm Workers Medical Plan is happy to announce to all workers under a UFW contract that new Identification Cards (I.D.) will soon be available.

Starting this month, RFK representatives will begin visits to each area to meet with the paid rep or workers committee and RFK personnel to set up procedures to see that each worker gets a new card.

The new plastic I.D. card, which looks like a credit card, will replace the ugly cardboard-paper ones now in use. The new card will be printed by a computer and will have a place for the head of household and his or her Social Security number. It will also show the name and Social Security number of the spouse and the name of each dependent.

Your new I.D. card will update our records with any address changes

you may have had, and, more important, it will give us a current name and address of your beneficiary. This will help us in case of a death in your family.

It will soon be necessary for you to use your new card at all Thrifty Drug stores and all Pacific Union dental offices. Your card will also help hospitals and doctors' offices verify eligibility faster. This means you will have less delay in receiving services at those places.

We are proud to offer you this new service because we know it will be helpful to you and your family as well as efficient for us.

### HEALTH TIPS Today's Number One Killer: Heart Attacks

Here are six simple rules that will help you avoid a heart attack and heart disease or reduce the effect if you are stricken:

(1) Eat less saturated fats and avoid

- high cholesterol foods.
- (2) Don't smoke.
- (3) Maintain normal weight.
- (4) Adopt a program of regular exercise compatible with your age and physical condition.
- (5) See your doctor regularly for physical checkups.
- (6) Control high blood pressure.

Most deaths from heart attacks can be avoided by following those rules.

Heart disease strikes one out of 200 people every year. Because of the delay between the onset of symptoms and action to seek medical care, most deaths from heart disease occur before the victim reaches a hospital or emergency room. You can increase your chances of survival by recognizing these danger signs:

- Uncomfortable pressure, squeezing, fullness, pain in the center of the chest behind the breastbone, or
- Sweating, nausea, shortness of breath, or a feeling of weakness.

Sometimes these symptoms subside and then return. If these symptoms are present for more than two or three minutes, call your local fire



Sister Elvia Maldonado of the Napa field office helps workers with medical insurance claims.

department IMMEDIATELY. They will send an emergency team who can provide treatment at the scene. Find out the number you should call before you need it, and keep it by your phone. Do not hesitate when you suspect real heart trouble. It could save a life — yours! 🇺🇸



## THE ROBERT F. KENNEDY FARM WORKERS MEDICAL PLAN

INSURED/ACEDURANCO

Jesus Hernandez

123-45-6789

DEPENDENTS/DEPENDENTE

SOCIAL SEC. NO. / S.S. NO.

Maria Hernandez

001-22-3333

Lisa

Miguel

Maria

Natalia

Jose

Juan

Daniel



## Do You Know About Disability Benefits?

*An MLK director helped Jose Sandoval of Fillmore, Calif. apply for disability benefits. Jose now receives weekly benefits.*

By Ann McGregor

Most of you probably know about workers compensation benefits for work-related injuries or illnesses, but do you know you can also apply for benefits any time you can't work because of a sickness or injury that is *not* a result of working conditions?

This benefit is known as California Disability Insurance (CDI), and you are eligible for it if you earned \$300 working in California during a 12-month period. This means men, women, and children.

And you are covered even if you leave California when the season is over. In other words, if you become sick or are injured in any state in the union or in Mexico, Canada, or any country in the world, you can apply to the California CDI office for a weekly benefit.

And it's easy to do. You just need to get the correct form, fill it out carefully, and send it in. If you want to do that yourself, you can write



Marvin Cortner

directly to:  
Employment Development Dept.  
Disability Insurance  
P.O. Box 13140  
Sacramento, CA 95813

It might be better, however, especially if you have never filled out such a form before, to get both the form and advice in filling it out correctly from one of our more than 15 MLK Campesino Centers in California and Florida. In case you don't have the address or telephone number of the one closest to you, just write or call:

MLK Office  
La Paz  
Keene, CA 93531  
(805) 822-5571, Extension 249

### Your Money, Your Benefit

Juan Guicho, our MLK director in Calexico, told me that an employee at the CDI office in Sacramento joked that all the farm workers in California must be completely healthy because they never apply for disability benefits. Remember

that the money for this program comes from *you*. A small percent of your paycheck is taken out and sent to Sacramento to be held for you when you can't work. So it's your money, and you have a right to apply for it when you need it.

Disability insurance is almost like unemployment insurance. If you're laid off when the work is finished, you can file for unemployment benefits. And if you can't work temporarily (even if you're in Mexico) because you are sick or have been hurt, you can file for disability insurance. Here's a little saying to remember: "Unemployment insurance when you're laid off; disability insurance when you're laid up."

By the way, much of the credit for getting this disability insurance for you goes to Dolores Huerta, first vice-president of the UFW. For several years, she talked to legislators in Sacramento, and finally, in 1961, they passed a law granting this benefit to farm workers.

### What Does "Disability" Mean?

In this program, "disability" means any illness or injury, physical or mental, that prevents you from

doing your regular or customary work. This includes pregnancy and childbirth. So pregnant women, new mothers — apply for this benefit!

### No Legal Problem

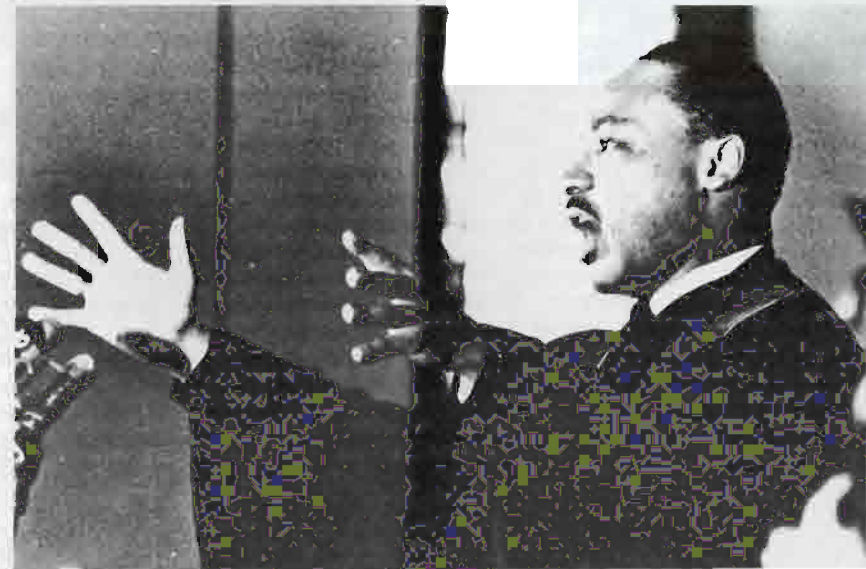
One important thing to be aware of is that your legal status in this country has nothing to do with getting this benefit. You never have to appear in person in any office. You apply by mail and you are paid by mail!

### One More Time

In a short article like this, I naturally can't tell you everything you want or even need to know about disability insurance, but remember: (1) if your doctor or dentist says you are unable to work, (2) if you earned at least \$300 in California during a prior 12-month base period, (3) and if you can file your claim right after becoming disabled . . . then you can receive from \$50 to \$224 a week depending on your earnings.

Finally, do not hesitate to call the nearest MLK Campesino Center or our MLK office in La Paz if you need information or help. 🌊

*The MLK Campesino Centers were named in honor of Martin Luther King, Jr. King's birthday was observed nationwide on January 19.*





Kent Winterrowd

Marvin Cortner

## Why Are Monthly Pension Benefits Different?

By Kent Winterrowd

The Juan de la Cruz Farm Workers Pension Fund started accepting pension applications in June 1983. Since then, not a day goes by that Maria Maddock, our chief examiner, doesn't receive some pension applications. Maria usually is able to respond to those applications within a week.

We also receive a lot of letters dealing with such questions as: "How do I apply for my pension benefits? How many years vested do I have? How much longer do I have to work before I become eligible for pension benefits?" Maria usually answers those letters within two or three days.

One of the many questions we receive is this: "Why does a certain person receive more money than I do each month? I worked at the

same company, but he gets more per month than I do."

The monthly benefit you receive is based on the actual hours you worked and the amount of money the company contributed for you. For example, if you worked at Company A 1,000 hours a year and the hourly contribution was 15 cents, you can see that your employer contributed \$150.00 (1,000 hours  $\times$  15 cents = \$150.00). If your friend worked at Company B 1,000 hours where contribution is 20 cents per hour, then the total for that year would be \$200.00. As you can see, Company B sent in more money for your friend than Company A did for you.

But what if you both worked for the same company? Well, if you both worked exactly the same number of hours each day, if you took the same number of sick days

and vacation days, and if everything else was also equal, then you both would receive the same monthly benefit.

But you have to remember that for both of you to receive the same monthly benefit, you both would have to work for the same contributions and hours for a period of eight or more years. Any change in your hours or contributions would make a difference in the monthly retirement benefits, and one of you would receive more than the other.

Most of the time when this question is asked, we find that one worker worked under a UFW contract longer than the other person, or he worked for a different company with a different contribution rate.

Everyone is treated the same, but you must remember that monthly pension benefits are based on the actual hours worked and the per-hour contribution paid by the company.

### Letter of Gratitude

Not all the letters to JDLC or President Cesar Chavez are complaints or questions about pensions. We receive many letters of appreciation, too. Here is one that Jose Sevilla Caladez, a retired worker at H&M Farms, sent to Mr. Chavez this past Christmas:

Dear Mr. Chavez,

During these happy holidays, Christmas and New Year's, please accept this card as a token of my gratitude and best wishes for you and your family.

Thank you for the kind service rendered to all of us who are now retired. Thank you for distributing wealth to us, the aged.

Sincerely,

Jose Sevilla Valadez  
Guadalajara, Jalisco  
Mexico

*Sister Maria Maddock helps a farm worker with JDLC Pension Fund forms.*





Kent Miles

*Brother Cesar Chavez stopped in Salt Lake City on his Western tour and met with Bishop William Weigand.*

## Chavez Finishes Long Boycott Trip to Western States

Brother Cesar Chavez had just barely returned from a week in the subzero temperatures and blizzards of Minnesota before beginning another trip six times as long — by car. With the same '79 Olds 88 he had used for his month-long, coast-to-coast boycott trip to Canada about a year ago, he left La Paz the day after returning from Minnesota and in mid-November set out on a boycott tour that kept him on the road until Christmas.

The trip took nearly six weeks, with stops in 24 important cities in 10 western states, including a three-day return visit to Vancouver, Canada.

An opening stop in Las Vegas was followed by visits to Salt Lake City and Boise before a longer period in Portland and Eugene. After that, Cesar spent more than a week in the Washington area, with heavy schedules in Seattle, Vancouver, Yakima, and Spokane.

Then, after battling severe storms in

Montana (Missoula and Billings) and Wyoming (Cheyenne), Cesar moved on to Colorado (Boulder, Colorado Springs and Denver), where the temperature wasn't exactly a mile high, either. The long tour ended with several days each in New Mexico (Albuquerque, Santa Fe, and Las Cruces) and Arizona (Tucson and Phoenix).

"From governors and bishops and union presidents on down to working men and women in every walk of life, 'The Wrath of Grapes' inspired great support for the boycott," Cesar said.

Exhausted from the endless round of interviews, fundraisers, and speeches, Cesar was greeted at La Paz by cheering staff members as he, driver Mike Ybarra, and secretary Cecilia Ruiz drove up to the entrance the day before Christmas. Cesar said: "We've come back loaded down with the best gifts we could hope for — boycott endorsements, pledges, and contributions!"

## Mid-Atlantic Boycott News: Two Santas Aid Boycott in New York

*By Arturo Rodriguez*

A lot of people are lucky to have one Santa Claus visit them at Christmas. We had two brighten our lives with boycott gifts in New York during the past holidays.

The first one, whose facial features and ringing voice reminded some people of George Altomare of the American Federation of Teachers, joined supporters in passing out boycott leaflets in front of targeted A&P supermarkets. Christmas shoppers were amazed to hear Santa Claus shouting "Boycott A&P" and "Boycott Poison Grapes" between "Ho Ho Ho" and "Merry Christmas!"

The second Santa Claus wasn't dressed for the role and wasn't as loud as the other one, but he helped our boycott just as generously. He was Jan Pierce, international vice-president of the Communication Workers of America. Along

with the traditional holiday greeting, Pierce sent each of the 150 CWA locals a video cassette of the boycott film, "The Wrath of Grapes." That was a real Christmas gift for the boycott.

Besides Pierce's distribution of the film, we have booked showings for more than 200 groups in the near future. We are really pushing the film because it is such an effective boycott tool. We find that viewers, without exception, are stunned when they actually see on the screen what growers are doing to farm workers and how their excessive use of pesticides is also threatening their own food supply.

### New Jersey

In the near future we will be opening up boycott actions in New Jersey. Sister Pam Driggers, now based in New York, will be in charge of our boycott work there.

*Santa Claus joins a picket line in front of an A&P store in New York City and urges consumers to boycott grapes.*

Ed Snider



## Nan Freeman and the Spirit of Service

*Nan Freeman, one of the union's martyrs, was killed while leafleting for Florida farm workers in 1972. Union members in Florida remembered Nan with a memorial service held on January 25.*

By Jim Horgan

Fifteen years ago, in a Florida sugar strike, an idealistic young college student gave her life in the cause of farm workers.

She was Nan Freeman, an 18-year old freshman at Sarasota's New College. She had come to South Bay near Lake Okeechobee to join the UFW's picket line at Talisman Sugar Corporation. In the early morning darkness on January 25, 1972, she had just handed a leaflet to a truck driver when he pulled his trailer rig through the gate and accidentally crushed her against a guard rail and under his wheels.

Some 240 Talisman workers were striking in protest against working conditions: 12½-hour days for seven days a week, without benefits and with no protection against company abuse.

Nan Freeman's participation reflected her commitment to service. "Other people were her whole life," said classmate Erling Jorgensen.

She was an honor student from Wakefield, Massachusetts, and had won



the John F. Kennedy Award from the state AFL-CIO for her labor history knowledge. She volunteered her time at a day care center, a school for the mentally retarded, a halfway house for delinquent youth, and in the social projects of her Jewish temple.

Her classmates called her "Morning Glory" because of her sunny personality and exuberance for life. "She did whatever was available to her to help others," said her colleague Chris Meyer.

"In her words she saw her life as one of service to others," read a 1972 National Farm Worker Ministry commemoration. "In her deeds she lived out the meaning of her words."

Nan Freeman is one of the union's five martyrs, along with Juan de la Cruz, Nagi Daifullah, Rufino Contreras, and Rene Lopez. She is remembered with a Star of David memorial at the UFW's La Paz headquarters in California and by Florida's Nan Freeman Workers Board.

Said Manuel Chavez, leader of the 1971-72 organizing drive: "We will never forget her."

## Coca-Cola Workers Join Boycott Campaign

When Cesar Chavez began organizing farm workers in the early 1960s, he used house meetings as a means of assembling workers to tell them about the union. For the past 25 years, the union has continued to use house meetings as a way to mobilize workers.

Brother Kenny Snodgrass, crop manager of Florida, reports that house meetings are now being used to educate Coca-Cola workers about the grape boycott. "There's no better way to familiarize our new members about the struggle than to tell them about California grape workers and the first boycott," Kenny said.

UFW organizing and boycott director, Matias Cruz, held the first meeting in Indian Town in late December. Sister Minerva Nova, a union steward, held the meeting in her home, and seven other workers attended.

At the meetings, the boycott film, "The Wrath of Grapes," is shown, and then a discussion is held about the

union's history and the reasons the current boycott was invoked.

Kenny said, "We want to get workers to understand more about the union, the history of the union, and what we have to do here in Florida to build a stronger union. Then we want to get them involved in the boycott and in boycott activities in Florida cities."

Kenny noted that the boycott campaign could have long-reaching effects. "In the areas where Coca-Cola workers live, there are many farm workers from other companies who don't know that workers can gain justice through the boycott. If we can get them involved, it may mean getting the union organized at other companies and future contracts."

Kenny said that the worker boards and stewards in Fort Pierce and Avon Park have agreed to set up the meetings. He said he hopes to hold the meetings until all Coca-Cola workers have seen the film and become actively involved in the boycott.

*Brother Harry Marshall of the Avon Park area is planning a meeting in his home to show the grape boycott film to other workers at Coca-Cola.*





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