

# Cesar 1968

By LeRoy Chatfield

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## Chapter III - 1969

January 1, 1969

Decided to start the New Year with an entry. For the first two weeks of December I took care of Cesar while he was at Carmel trying to get his back straightened out by a chiropractor. What a waste! Not only was Cesar in worse shape when he left but he was charged \$176 in the process. He was certainly miserable - a cold, not able to swim, terrific pain. I was a kind of nurse, chauffeur, housekeeper and general errand boy. What ever had to be done. It was the first time that I had been away from Bonnie for any length of time and I found it extremely difficult. Especially when I went to bed.

I had forgotten how beautiful Carmel and Monterey were. The smell of pine and ocean and how stormy it gets. Someday I would like to hide away there for a short vacation.

David Averbuck had his pool converted to "heat" (thanks to Peter Matthiessen) and we were hoping to have it at exactly the same temperature that Cesar had his therapy pool at Santa Barbara otherwise he would be convinced that it wouldn't do him the same amount of good. But as luck would have it, one thing after another has gone wrong, and the temperature is 85 degrees instead of the hoped for 97 degrees. For four days it was 103 degrees and of course Cesar thought it was just terrific and he felt better.

Peter Matthiessen sent the first \$1,500 that he received from his article in the New Yorker to the Service Center. I think it fantastic the amount of money he is paid for a story but grateful that he sent it to us. What a great guy he is!

Marion (Moses) is back from New York with the 15 grand that she raised in the Benefit Concert. She will now work with me in the Health and Welfare Plan area.

For the Christmas holidays we went to Bonnie's mother's for Christmas Eve, then to my parents for 2 and 1/2 days then back to Bonnie's mother for 2 more. Boy, was I sick of relatives and in fact I had been feeling sick for several days. For the most part I just keep drinking and as a result couldn't tell whether it was the flu or the effects of the liquor consumed. In truth, I am most anxious to get back to work and get my teeth into something.

Clare is such a delight for me. Learning to walk and talk and how to persuade us to let her do what she wants: crying, cajoling, etc. Just a great experience watching her grow up. I'm

sure the next one will be so different. I hope we can make the necessary adjustments to be able to treat the next one with all of the attention it deserves. I mean not to expect it to be like Clare or to spend time comparing it to Clare.

January 3, 1969

Once again, today was spent in discussing the Health & Welfare Plan with Cesar. He is a stickler for details - constantly probing and asking questions - many of which I have to answer with an educated guess. He is very concerned about translating what the alternatives are to the membership and making them understand - forcing them to understand. Cesar maintains that the union health & welfare plans are one of the major reasons why union members hate their union. Too often they accumulate millions of dollars in reserves and act like investment companies. Our latest idea is to put all the alternatives on colored cards and to let the leadership deal their own plan -- limited of course by the restriction of what amount of money is available per month per worker. In this way they will realize the variables involved and the costs of medical care -- which are fantastic!!

Cesar seems to be regaining his strength and his buoyancy. He swims twice a day in David's pool -- the temperature of the water is 96 degrees -- psychologically perfect!

Fred Ross (Sr.) was visiting today on his way back to L.A. I guess he is staying on only a month more. Hopefully Peter Matthiessen will be able to find a publisher for Fred's book. I think it would be great if someone wrote it for him. Cesar indicated that Richard (Chavez) would be the new director of the Service Center - taking my place - and I move over to the Health & Welfare Plan. If that does happen, what a load off of my back. I think one of the things nagging me is the responsibility for spending so much money knowing full well that I will be damned for my decisions by every half-ass would-be enemy. Richard has quite a shock in store for him when he realizes what is involved.

Little by little I am regaining my enthusiasm and capacity for work.

Date Uncertain, 1969

Memo to Cesar Chavez

To: Cesar Chavez

From: LeRoy Chatfield

Re: National Farm Workers Service Center, Inc.

## Introduction

I am in complete agreement concerning the need for a new Executive Director of the National Farm Workers Service Center, Inc. There was never a time that I did not feel a tremendous responsibility in trying to cope with the duties of that job. The freedom to act was challenging, even exhilarating, but at the same time carried the grave responsibility of making hundreds of decisions knowing full well that the future would require a complete accounting of any one of them individually or all of them collectively. Theoretically, of course, it would have been easier on me had there been the opportunity weekly or even monthly to present to the Board the alternatives that had to be decided upon at any given time. But a movement in motion doesn't operate according to theory, but according to the immediacy of the things to be done and contingencies that arise which may even affect its very existence. This is not to say that I do not believe that there should be an orderly process and procedure for making decisions by the Director of the Service Center and to have them properly reviewed on a regular basis. I am simply saying that I undertook to fulfill the responsibilities of the job knowing that I was trusted and I attempted to make decisions -- especially those concerning money -- in accordance with that trust. But a man too long without leash or check can become spoiled and careless. So I, for one, welcome the change and the purpose of this report is simply to provide you with a few notes concerning the Service Center.

## Service Center Umbrella

The National Farm Workers Service Center, Inc. is a 501 (c) (3) tax exempt organization. The development of the 40 Acres or the building fund is legally one and the same with the NFWSC, Inc., however, for purposes of bookkeeping there is a separate account for the building fund. The same is true for the training program, more commonly known as CCAP. It has its own separate checking account in order to keep the record clear and so that our reports to Washington do not have to include other financial information about the Service Center. The training program cannot be a separate legal entity, otherwise it could not receive monies which have to go to an organization which has a tax-exempt status. Other organizations, rather other separate legal entities which the Service Center oversees and in a certain way has direct charge of, are not one and the same with the Service Center. For example, The Farm Workers Cooperative, Inc. is an incorporated entity under the laws of the State of California. Similarly, the Rodrigo Terronez Memorial Clinic is a separate legal entity. The United Farm Workers Death Benefit Fund is also a legal separate entity. Legally these distinctions are very important and in order to preserve our tax-exempt status they must constantly be treated separately and sometimes differently.

## Banking

When I first started with the Service Center I soon discovered that our banking relationships here in Delano were not treated confidentially. That is, our sources of income and how much money we might have in the bank at any particular time could be

obtained by anyone in the community with status. So I transferred all of our accounts to the Crocker Citizens National Bank in Fresno and any new accounts that we have opened have also been placed with Crocker Citizens in Fresno.

First of all, there is the National Farm Workers Service Center, Inc. checking account and the savings account. Next, there is the checking account for the training project. This account is also under the name of the NFWSC, Inc. but it is called Account No. 5. The building fund also has its checking account -- it does not have a savings account - at Crocker Citizens. The Cooperative has its checking account in the Fresno Bank. So also does the United Farm Workers Death Benefit Fund. The Death Benefit Fund has a savings account also. There is only one account at the Security Pacific National Bank in Delano and that is what we call a deposit account for the Farm Workers Cooperative, Inc. All monies taken in at the service station are deposited each day into the Security Bank in Delano and then transferred by check later to the bank in Fresno.

Some of the advantages of having our accounts in Fresno are as follows: 1) No service charge for any of our accounts; 2) No charge for having checks printed; 3) there is one person assigned by the bank in Fresno to handle anything to do with our accounts. That means in practice that any question we have about any transaction will be given immediate attention; 4) No information can be given to anyone with respect to any of our accounts unless it has my written authorization. (As you probably know, it is a routine matter for many firms or groups to request information from a bank about the status of one's account, and this information is routinely given out by the bank to those bona fide firms or organizations. Not even this routine information can be given out by the bank about our accounts.)

Just to give you some idea of the size of the different accounts: the Service Center Savings Account has nearly \$95,000 in it; the Building Fund Account as about \$20,000; the Co-Op account has about \$2,000; and the Death Benefit Fund in its account has a little more than \$37,000. The Service Center has \$1,000 deposited in the Farm Workers Credit Union, and the Farm Workers Cooperative, Inc. has \$4,000 deposited there. The Rodrigo Terronez Memorial Clinic has its checking account at the Security Pacific National Bank in Bakersfield. I inherited that situation more than a year ago and I never undertook to change it since the money was deposited outside of Delano. I think there is about \$2,000 in that checking account.

#### Service Center Funds

The checking account and the savings account of the National Farm Workers Service Center, Inc. are subdivided:

General Fund -- This fund represents the general contributions that come into the Service Center and are not earmarked for any particular use.

Legal Fund -- This fund receives money from outside sources, primarily the Roger Baldwin Foundation, to finance the legal department of the Service Center.

Food Fund -- This fund receives those contributions that come to Delano specifically earmarked for food, generally checks are made out to what is called the Delano Food Fund.

Clinic Fund -- This fund receives those monies that have been contributed to be used for building a clinic or used to pay a doctor or for some other medical use.

#### Insurance

The National Farm Workers Service Center, Inc. has the following kinds of insurance:

Workman's Compensation -- This insurance covers anyone on the Service Center payroll or the CCAP payroll. In point of fact, everyone is on the CCAP payroll, therefore the Workman's Compensation is paid by the CCAP program.

Fire Insurance -- This policy covers the two buildings at the Forty Acres and the well.

Office Equipment, Fire & Theft -- This policy covers the office equipment, files and furniture at the Service Center office.

Performance Bond -- This policy insures the fact that we will complete the necessary repairs on the welfare building that will be moved to the Forty Acres. This bond is in lieu of a cash deposit that we would have had to put in escrow with Kern County.

Comprehensive Liability -- This policy covers the Service Center in the event that anyone is hurt on the premises, that is, in the office or at the Forty Acres. This policy also covers all of the automobiles owned by the Service Center. In order for an automobile to be covered under this insurance policy, the pink slip must have the name of the National Farm Workers Service Center, Inc. as its legal owner. Actually the Service Center doesn't own the automobiles that are insured. For example, the Union owns probably twenty-five to thirty automobiles that are covered by the Service Center Comprehensive Liability Policy.

The Farm Workers Cooperative, Inc. has the following kinds of insurance policies:

Workman's Compensation -- This policy covers the employees at the gas station.

Fire, Vandalism and Liability -- This policy protects the Co-Op against suits from the general public for injury or if their cars have been stolen or vandalized.

The Rodrigo Terronez Memorial Clinic has the following insurance policies:

Liability -- This policy protects the Clinic against persons who might be injured on the Clinic premises.

Fire Insurance -- This policy covers the equipment, trailers, and any other Clinic properties.

Our insurance agent is Ken Leap from Fresno and all of our policies are with the Aetna Insurance Company. We had a very difficult time finding a company who was willing to insure the Service Center and its activities. The reason is that we are so closely related to the Union and insurance companies rarely insure unions. "To insure a Union is like insuring an army." The district manager of the Aetna Co. in Fresno tried to cancel our policies about a year ago but he was overruled by the Home Office due to the pressure of the United Auto Workers and (Bill) Kircher's office. The result was that the district manager in Fresno cannot rule negatively about any of our policies unless he has the authorization from Hartford, Conn.

Grace (Vallejo) is the one who takes care of all of the files relating to our insurance policies. As you can imagine, the most difficult policy to keep up with is the fleet insurance because of the number of cars that are constantly being added and deleted by the Union. To my knowledge, there is one outstanding bill relating to the Workers Compensation for last year, that is, from August 1967 to August 1968 wherein we had to insure all of the trainees in the CCAP program. The district manager in Fresno is maintaining that our premium should be in the neighborhood of \$4,000 for that year. Ken Leap has taken the position that the premium is fifty percent less than that, and he retained an independent auditor to check our records of the CCAP trainees, the kinds of work they did, and the nature of their employment, and his audit shows that we owe less than 50% of that premium. It has been several weeks now and we have heard nothing from the manager, but if he persists in trying to charge us a higher premium, then I was prepared to fight him legally and politically.

## Legal

The National Farm Workers Service Center, Inc. has retained from its very beginning, Bill Richert, an attorney from Fresno to serve as its general counsel. For this service we pay Bill \$100 per month. At the present time, \$50 of this amount is paid by the CCAP training program and \$50 by the Service Center. After our own legal department, namely Jerry (Cohen) and Dave (Averbuck), came on the scene, we were at the point of turning over all of the legal work to them, but they felt (especially Jerry) that it would be better to have Bill do this kind of work since it is the practice of a different kind of law. Also, Jerry felt that our legal department would not have the kind of time that might be necessary in representing the Service Center from time to time. Most recently, Bill was able to get an extension from the California Commissioner of Corporations to extend our permit that would enable the Co-Op to sell shares. This extension is until June 20, 1969.

Presently, Bill is engaged in suing the Volkswagen Agency in Fresno on behalf of the Service Center for a refund on repairs made to my VW station wagon that should not have been needed on a new car. The suit technically had to be brought in the name of the Service Center because the Service Center is considered by the insurance company to be the owner of the car. Of course, the Service Center will be the recipient of any monies received as a result of this suit since it was the Service Center, or more specifically, the CCAP training program that paid for the repairs.

#### Service Center Personnel

Accurately speaking, it can be said that the following persons work for the Service Center:

Edwina Castillo -- In charge of all routine bookkeeping with respect to all accounts of the Service Center and such related accounts as the Co-Op, the Death Benefit Fund, etc.

Grace Vallejo -- She is in charge of performing the day-to-day social work done at the Service Center. She also takes care of the office, the claim work for the death benefit, the insurance policies and detail work for the Service Center, Co-Op, etc.

Flor Agbayani -- She does the statistical work for the Death Benefit Fund, and is in charge of organizing and posting the clippings that come in every week from the news clipping service.

There are other persons, especially on the CCAP payroll, who could technically be said to work for the Service Center but in point of fact they are responsible to others. For example: David Averback, Idalia, Rachel (Orendain), Fred Ross, (Sr.) etc.

#### Sources Of Funds for the Service Center

There have been many sources of funds for the Service Center. There are the general contributions that come into the Union every day and every week made out to the National Farm Workers Service Center, Inc. for the purpose of gaining a tax exemption for the contribution to the Union movement. There are foundations, for example, the Roger Baldwin Foundation, which provides a sum of money each year for the legal department. There are the training programs, for example, CCAP and the Social Development Corporation medical training program that we had at the Clinic. Then there are the specific fund raising projects, for example, like the one we had in Beverly Hills two years ago, the Joan Baez Concert, Marion's (Moses) benefit in New York, etc.

#### CCAP Training Program

The money for the CCAP (Citizens Crusade Against Poverty) comes originally from the Ford Foundation. The money in turn was given to the Service Center for the purpose of training people to work in the different aspects of the Service Center and also, incidentally,

as Union organizers. We have negotiated with CCAP a mutually agreeable budget with the understanding that monies received from Washington will be spent against that budget. Budget items include the following:

- Training Program Director
- Assistant Director
- Bookkeeper
- Administrative Overhead
- Staff Travel & Expenses
- Trainee Salaries
- Trainee Travel
- Telephone
- Office Equipment
- Office Supplies
- Rent & Utilities
- Postage & Printing
- Legal
- Accounting
- Insurance
- Consultants, etc.

Presently we receive from Washington about \$10,000 per month to be spent against the approved budget. At the end of each month we give an accounting of what was spent and the vouchers to justify the expenditures. Then we receive the amount of money that we spent the previous month. Or frequently, since the two are very close, they will simply send the full \$10,000.

In the last two months there has been a change in the structure of CCAP in Washington. Jack Conway has started a new group called Center for Community Change and this new organization has absorbed the old Citizens Crusade Against Poverty. For the time being, and I expect that to mean the next two or three months, everything will remain the same. That is, we will receive the money as usual from Washington to be spent against the budget. But before long I would expect that Jack will come to visit Cesar and negotiate a new contract for Delano. I think it is important to know that the Center for Community Change has received more than 3 million dollars from the Ford Foundation, and an unspecified amount from the newly formed Kennedy Foundation on which Cesar sits as one of the directors and overseers.

I have the impression that Jack will suggest a straight, "no strings attached" grant to Delano of perhaps 40 to 50 thousand dollars a year; this money to be used in developing whatever programs we think pertinent to the development of the Service Center. Over and above that, I think that Jack will want to negotiate the terms and conditions for any other money that is forthcoming.



January 20, 1969

Richard Nixon was inaugurated today. Say it isn't so. Just doesn't seem possible. What a feeling of ennui overcomes me when I think about it.

As a person grows older, or perhaps it is because I have seen power at work and what prompts it to work, he loses respect and his fear for authority. How I used to think in awe of the Pope, for example, until I realized what forces were at work to make him Pope and why he said certain things and in a certain way. The personality, e.g., JFK or RFK, of a man can command respect and speak with authority while those around him are still aware of the "humanness" of his position.

Something like that occurred to me a few days ago. Reading a few excerpts from Ghandi made me glow all over. What he said was great and it should have been said and its purpose was a kind of propaganda calculated to appeal to my idealism and to win me over to the justice of his cause. Cesar is frequently the same way. He will teach and preach and really turn people on but knowing well enough that it is the ideal he is expounding and something not attainable, even for himself. I wonder if Jesus was the same way? I'm sure he was.

I realized, too, - vividly - that Jesus never wrote anything himself. That the writers of the Gospels could be as "free" and as "loose" as they wished about what Jesus said and did. I can imagine some of us who will be writing about Cesar some day. We will overstate that which was appealing to us and that which we want to drive home to others.

I also realized that movements have to have leaders and be embodied in personalities. In some of the student movements there is a deliberate attempt to keep the leadership anonymous and in the background. While a certain kind of self-effacement and humility is powerful, people must have a person to identify and relate to. They will idolize and "blow up" that person but they need someone. And he has, therefore, to be willing to meet the press and give his views and explain what's happening. Event and acts do not magnetize and lead people. A person creating events and acting, can.

Of late I have been having nightmares, killing and being killed. Perhaps it represents the turmoil in my life. Though, from time to time, I catch myself fearing for Bonnie and Clare, fear of something-tragic happening.

January 22, 1969

And we have the case of the red VW station wagon. My moral dilemma. A year ago July, I purchased the VW station wagon with Service Center Funds but gave in exchange our mobile home and our 1966 VW, about an equal exchange in value. I never really thought much about it and I was never really accountable to anyone on the Board. Theoretically yes, practically speaking, no. But now that I am winding up my connection with the Service

Center, it is very much on my mind. I want the situation to be clarified and arrive at an understanding with the Board. If necessary, the car will have to be theirs and I'll just have to chalk it up to an expensive mistake or misjudgment. I going to get it straight though. Will speak to Cesar about it on Friday to get his feeling and advice.

But what an emotional dilemma? I feel guilty but I don't really. The car has been used 95% for the work of the Union but yet, maybe it is selfish on my part. I didn't check with anyone but I didn't check about anything else either. You can be sure I will avoid this kind of entanglement in the future.

January 23, 1969

Am on the plane back home. Marion (Moses) drove and talked all the way to San Francisco. We covered the whole range of traditional staff gossip:

Where would the Union be if Cesar were killed? We agreed that the AFL-CIO would step in, take it over, and proceed to war with other unions about organizing farm workers.

Cesar's fault for being too kind hearted and his tolerating Larry (Itliong), Tony (Orendain), etc.

Tony's (Orendain) problems are related to his relationship to Cesar and is of long standing.

The need for a clinic.

What should happen to the Service Center.

Our meeting with Ben (Berkov) and Merle (Arlen) was very enlightening. Ben is so articulate that he unnerves me. Self-contained, measured, unshaken, soft spoken but never misses an alternative position. By and large he was pleased with what we came up with but pinpointed beautifully the hang-ups, the hidden traps. We taped the interview and it should prove very helpful in studying it at home.

The job that remains now is to apply our eligibility standards to the payroll records, multiply by the premium attached to the benefits and see if it comes close to the total amount of money available.

January 27, 1969

I am amazed. Just finished reading 5 or 6 union health and welfare plans and was horribly disappointed in what they offered. I remember reading the same plans a year ago and being terribly impressed with what they offered. Why my change of attitude? For one thing, I now know how much (approximately) each benefit costs and how much is

available per hour to spend for the worker. And believe me, the worker isn't getting it all. Consultants, insurance companies and administrators are eating a fair share.

Our plan, on paper, deals almost exclusively with outpatient care and those benefits are more substantial than other union plans. What is upsetting to me about these plans is that they pay a lot of "half-things": 1/2 maternity, 1/3 hospital, 1/3 doctor visit and don't pay completely the usual, every day medical costs.

Aside from pride of authorship we have the making of a solid, well thought out, master plan for family health care. Of course since we are placing our premium costs (educated guesses) so close to our income, we will probably go broke! But what the hell! At least we will never have millions in reserve used in real estate or in the stock market.

Have also figured out just how I want to present my report and recommendations to the inner circle. Will put the whole of my thinking in outline form on big charts mounted on a 7-foot aluminum easel and then flip page by page through the presentation. And everyone will be given a set of cards with all the options - all of the benefit choices - and let them construct their own plan. They can then compare theirs with mine and may the best plan win.

February 11, 1969

Cesar is beginning to squeeze out the water in the Union. I mean the screws are beginning to tighten. I'm sure that is why Richard (Chavez) was named as Executive Director of the Service Center. He will be kind of a hatchet man and carry out the plans. For once, I am convinced that Cesar means to reform: he is taking a far tougher stance with people than ever before. It has affected his personality too: short-tempered, more given to expletives, etc. Still very patient and long suffering but now more prone to act and carry out decisions.

He has figured out a way to relieve the burden of the elderly Filipinos. He plans to start a retirement village where they can have a small plot of land for raising their own fruits and vegetables. This has become a major problem for the Union. The Filipinos are on a small pension, have no families and are far too old to be expected to organize. The morale and the cost to the Union have been very great. Retiring the men and giving them the opportunity to cultivate land is not only humane but solves a growing political problem.

We are meeting with the Ranch Committees to explain the Health & Welfare Plan. Cesar really digs these meetings. He lectures, he preaches, he gives homey examples and he definitely responds - elated is the word - to their enthusiasm and delight at the proposed program. Sometimes I think he forgets about his back when he gets all wound up. But these meetings are too strenuous and he will have to stop going. Last night at the Pirelli Minetti Winery meeting the workers were shell shocked about the benefits. One of the workers said, "a year ago I had nothing and now you ask me if I like these benefits. They're great!"

February 12

I remember a talk that Cesar gave in the winter of 1966 at the St. Francis Hotel in San Francisco to a labor convention. Larry (Itilong) was also there as a speaker, representing AWOC. Larry gave his usual, "I'm not educated but..." then used all kinds of flowery phrases and cliches. A typical labor speech, middle class, etc. Cesar completely won over the group with his straight, simple and hard-hitting talk. A collection was taken and people gave generously. As soon as the formal program was over, Cesar motioned to me and whispered, "try to find out what happened to the money". As I recall the chairman of the program told me that it would be split in half: NFWA and AWOC. Later in the car Cesar was furious that AWOC should so capitalize on our work and resolved never to be on a program again with Larry. I learned from that time on that when Cesar talked, we should have complete control or have an understanding beforehand about the money raised. Several times we have been burned, especially by the ACLU raising money at our expense, but not if I had anything to do with it.

I remember the night that Luis Valdez met Cesar. Luis was selling copies of "Progressive Labor" at one of a series of meetings that Cesar was speaking at early in 1966 or late 1965 to raise money for the strike. Luis was capitalizing on our crowds and even asked us for a ride to Cesar's next speech so he could sell more papers. Some one did give him a ride, because he was there when we got there. After the meeting Cesar talked with him. In fact, I believe we gave him a ride back to San Francisco from our meeting at the Franciscan church in Oakland. Cesar explained to him some of his ideas about using theatre and songs to communicate. Luis was very turned on and the next time I saw him was in Delano starting El Teatro Campesino. If memory serves me correctly the last remark that Cesar made to Luis that night was "You, I like. Your friends I don't!" (Referring to the other Progressive Labor guys.)

February 13, 1969

What a day! Driving for hours while Cesar talked to Edie and Millie Lewis about "100" different varieties of kibbutz. I was in the middle in the back seat and was my rear end sore. After a while I became unusually impatient because I had been through it so many times before and I was ready for action. And Cesar can really go far out, though he rarely believes his own propaganda. At one point he told Edie that he had two consultants for farming and raising cattle: Gil Flores and Katy Peake, I could hardly keep a straight face.

I remember once driving Cesar to a meeting in Oakland across the Bay Bridge and Jack Weintraub, a Teamster official, was in the car with us. Weintraub was explaining to Cesar how to identify the trucks and possible ways to mark them. Weintraub talked and talked and talked and Cesar listened and listened. I was ready to burst because Weintraub was so condescending and talking about things so simple that I was hoping Cesar would put him in his place. But no, Cesar just listened. Afterwards I started to commiserate with him

about what he had to put up with but he simply shrugged it off as necessary. This happened in the winter of 1966 or late 1965.

I remember taking Cesar to speak at San Francisco State in 1966. Only a few people showed up, maybe 15 to 20. But faces that were new to me then I came to see for years after, involved in some way or other. You can never tell from the size of the group about its quality. And some people always show up to get involved long before it is fashionable to do so. Of course they tend to drift away first to something else but that's only natural, I suppose.

February 15, 1969

Cesar fell asleep on me. I left his house at 2 AM this morning and there were already 4 guards for the 12 midnight to 6AM shift and Cesar was still awake. He had a meeting at 9 AM with the officers and then an audit committee meeting at 10 AM. It must have been an exhausting meeting because when I arrived at 12:30 PM he was dizzy but still trying to focus on Jerry (Cohen) and I. But he fell sound asleep. That happened a few weeks ago too when we were having a Service Center meeting. He told me he fell asleep talking to Ann Israel, too. The strain of decisions and problems must really drain him. I notice too that he does far more talking than before. He carries the ball more and his vocabulary continues to grow by leaps and bounds. He begins to savor phrases and examples. Some of us have also remarked about how repetitious he has become: same stories, same examples. But that probably is the result of having so many separate and sub-divided meetings that it is almost impossible to keep track of what you told to whom.

When I was at the house this morning, I felt so sorry for Helen. Not able to go to bed, so little privacy day after day after day. And I mean I could really feel how difficult it was for her. I said, "How are you doing, Helen?" She said, somewhat wistfully, "Oh, fine." I said, "I'll bet!"

March 1, 1969

Cesar never ceases to amaze me. Yesterday I was urging upon him the necessity of permitting the Union to celebrate the anniversary of his Fast for Non-Violence. He didn't say no but at the same time he said I would have to know what other things he had in mind. He talked about his proposed "Blessing of the Families Festival Day" and the victory celebration when the strike was over. He then revealed to me that on one of these occasions he was going to adopt the use pajama-like clothing similar to that used in Latin America and in Asia. Wearing this clothing would be an act of "sacrifice" until farm workers had a Union. Once again, a bold stab of genius. An act that cuts across all cultures, all ideologies and creatively uses something as common as "dress" to communicate. And not mind you, the garb of the militaristic revolutionary but of the poor peasant. Clothes without pretensions but a powerful symbol of revolution.

Got the impression today that Cesar was under a lot of pressure from having kept the officers in the dark about the Service Center and now is trying to fend off their criticism by having elaborate educational meetings about bookkeeping, income, expenditures, etc.

Bonnie said tonight that she wished we were leaving Delano, that it was time. I probably have passed on to her my "blueness" about some of the internal bitching that has been going on inside the Union. Or perhaps it is her intuition. At any rate I'm not ready to go yet, nor do I think it is "time". I am a firm believer of one phase leading into another.

March 2, 1969

As I see history made here in Delano and participate in decision making that affects tens of thousands of people, I realize that written history is so shallow and misleading. The study of history or the explanation of the whys of an event are such a distillation and abstraction of the flesh and blood of the real happening that it is no wonder a college education is confusing and irrelevant.

Take the fact of the Fast of Cesar a year ago. How fearful he was that it would not be received by the public correctly. How many times did he bounce the idea against me? How fearful he was that he couldn't do it. How he would dictate our next move with a nod, a wink, a phrase. When I began late in the Fast to plead with him to end it on Wednesday, he simply said, "you won't be able to get the people until Sunday." How necessary the Fast was to prevent the court hearing which could have exposed union violence and marred our image. The fact that it was Lent, that the time of the year was slow and people did not have much work and could be organized. A very complex, sputtering, organized, plotted and accidental event and yet history will neatly report the fact and the reason and the result. Will it also record the impalement of John Duggan, Fred Hirsch and Tony Orendain by its point? Probably not but yet in some ways they were the real ones responsible for his Fast.

Now when I read about events perhaps I will also see between, behind and underneath.

March 7, 1969

Bonnie is better and I too. This time the whole family came down but Bonnie is worst of all: no voice, coughing, not able to sleep, sore throat and all this late in the pregnancy. It could be dangerous.

Last night Marion (Moses) came by to look after us and bring us some pills. I fixed her a drink. She looked ghostly pale. Tired and frustrated was my diagnosis. And we began to talk of Cesar's illness. She said Jim (Drake) seemed of the opinion that Cesar needed it. Her opinion was that it was definitely psychosomatic, at least at this stage. My view is that Cesar is experimenting with it. He knows he can get well because his Santa Barbara convalescence taught him that. He knows there is no quick and magic cure because our Carmel stay taught him that too. So he is using it to probe the people, to unify us, to force

us to act more because he is helpless. There is a certain kind of power that can emanate from a "crippled" man when he speaks and acts with authority. I think there is a certain expectation among people that a great man should be physically handicapped - not deformed - but one who suffers and who has to overcome pain in order to accomplish something.

I'm all tensed up. I guess I'm afraid Cesar really wants me to stop being paid a salary, such as it is, and have my bills paid by the Union or the Service Center. I'm hopeful that he will permit me to try and find someone else's payroll to get on. Some group outside of Delano. I fear the bill paying route because of the friction that will develop with Bonnie over each and every bill and because as a Christian Brother I had to live that way for 15 years and I've had enough of that double standard that almost invariably develops in a person when he thinks he isn't paid. Then the feeling of dependency and the attendant guilt feelings interfere with one's freedom to move. It also enables very small people to dominate, inhibit and harass others. Political considerations outweigh common sense decisions, I tell myself and I think it is true. I'm not afraid of doing with less, though I would because of my pride and my guilt about asking for anything, but I'm really afraid of being all caught up in the internal machinations of an organization.

March 15, 1969

#### General Security Program

Description	Monthly	One-Time Cost
1. Alarm system at house		\$ 200
2. Fire Extinguishers at house & office (4)		160
3. Window Shutters		100
4. Profession Training - General Security, Physical Fitness, Karate, etc.		1,500
5. Training Equipment		1,500
6. Training Supplies		500
7. Walkie Talkies (2)		200
8. Car Radios (3)		

Installation - \$35 ea		
Rental 37.50 ea		
Silent channel 3.50		
Tax 4.00		
45.00	\$ 135	
9. Eight Men - Family Allowance & Support @ 500	4,000	
10. Three late model 4-Door cars with air & automatic & heavy duty tires	300	
11. Mileage - Avg 2,000 miles @ 10c x three cars	600	
12. Travel Expenses - food, lodging, air, car	500	
	_____	_____
	\$ 5535	4265

March 23, 1969

Sunday night. We are all moved in. Very comfortable. Folks came Thursday night and left today at noon. They gave Bonnie money for a clothes dryer. Paul Schrade and Doctor Janet Travell came to see Cesar today. Met with Fred (Ross) yesterday and today to be taped about the Fast. So much has blurred in a year but still remember some of the feelings I had at that time: uselessness and hostility and impatience toward those opposed. How sensitive I am. Too sensitive!

I have been mentally pacing for the past few days. My mind gallops and flits from point to point. My only outlet is work or sloth and thus far I have chosen sloth. Moping, sitting, puttering, watching TV, I just can't break out of it. Moving on Wednesday and Thursday was very helpful because the work was cut out and waiting and all I had to do was meet it. But now and for weeks past I seem to be in a situation where I have to create work, to marshal events in such a way as to accomplish something, but at the same time sensing that perhaps whatever it is I'm trying to create is useless and a waste of time. There is no direction or plan, or at least I'm unable to see through the maze. The employers are balking about the Health & Welfare Plan, Dolores (Huerta) is completely and totally disorganized, Coachella is opening up and I am confused!



And my mind begins to race. I have doubts about my worth and my confidence wavers. I need more love and affection that I'm willing to give to others. To break out is simple: take one firm step and then a second. A form of overcompensation is trying to over achieve. The only way to accomplish anything is to start now and with something tangible. Stop juggling 100 things, pick one.

March 27, 1969

Today I am giving a hand to Marion (Moses) with Cesar's correspondence. Some of these letters received date back to September. Depending upon my mood, I write a letter that tries to say something and of course strikes a humble tone that befits Cesar. I much prefer doing this than writing an innocuous and bland response that could be used time and time again.

To give you an idea of the kinds of letters received:

Ethel Kennedy  
Congressman John Tunney  
Senator Ralph Yarborough  
Archbishop Lucey  
Hubert Humphrey  
Leslie Dunbar

but sprinkle these with a few attorneys, professors, students and a woman who writes from Texas asking for table grape cuttings for her garden.

I suppose Cesar gets a kick reading these letters and then reading "his" responses through Marion, Jim (Drake) or in this case, myself. I have done this for Cesar many times before but only with those letters in which I had a stake and felt that certain things should be said or not said. This is different as I attend to each letter with a kind of dispassionate attention. I admit I sometimes get carried away and no doubt Cesar will kick them back to be toned down.

Dolores (Huerta) said she met with Brothers Frederick and Justin regarding me being named as the Administrator of the Health & Welfare Plan. "We have nothing personal against LeRoy but our information is that these plans are administered by someone neutral..." Maybe that's not exactly what they said but I'm not surprised if they took that attitude. I was good enough to work my ass off for them (in the Christian Brothers) and to be entrusted with positions of authority but now they can never forgive my change of allegiance, I guess.

March 25, 1969

Spent all of today and most of yesterday rummaging through closets in the Pink House trying to find "old" clippings, correspondence, pictures, etc. I found 3 station wagons full. I am now in the process of going through piece by piece, sorting into very general categories and of course throwing away the scraps, the duplicates, and the junk. It faintly occurs to me that this actually might well be a waste of my time but on the other hand this material should go to the archives before its gets destroyed and no one seems terribly concerned that I have "nothing" to do. I am determined to keep myself busy otherwise I am unfit to live with.

Jerry (Cohen) said he got a report from Coachella that one of the Filipino crew pushers opposed to the Union, is organizing other Filipinos against the Union. What a joke or tragedy or both! Here we have in Delano the alleged leader of the Filipinos, Larry (Itliong), sitting on his ass behind a desk talking to his "business" cronies on the phone. I suspect now that is why he resisted going to Coachella in the first place. He is not convinced he can get those Filipino workers to respond. Perhaps this is unduly harsh but we had best stop pretending that the Filipinos are an integral part of the Union movement and they could well be!

One of the oldest letters I found in the boxes was one to me from Cesar in August (or July) 1965 about meeting with the Christian Brothers Provincial, Brother Jerome.

When Dolores (Huerta) saw me cleaning out the closets, she began to become very solicitous of all of her stuff. Stuff that she didn't even know existed until I started pulling it out. She asked me to let her go through the contract stuff first before I did anything with it. I didn't say anything, just dropped a few boxes at her house to give her something to look at and brought the rest of the stuff home.

It never fails. At the bottom of the junkiest box filled with papers of marginal value (at best) I found Cesar's telephone record book for November and December of 1965 and January and February of 1966. That will some day be a real collector's item.