

CONVENTION

Please note that the Second Constitutional Convention of the United Farm Workers of America AFL-CIO will convene in the Selland Arena of the Fresno Convention Center, Fresno, California at 9:00 A.M. Friday, August 15, 1975 and remain in session until 6:00 P.M. Sunday, August 17.

INVITATION CALL

To The

SECOND CONSTITUTIONAL CONVENTION

To Be Held In The

SELLAND ARENA

Of The

FRESNO CONVENTION CENTER FRESNO, CALIFORNIA

UNITED FARM WORKERS of AMERICA AFL-CIO

To All Members: Greetings:

The Second Constitutional Convention of the United Farm Workers of America, AFL-CIO will convene in the Selland Arena of the Fresno Convention Center, Fresno, California at 1:30 p.m. Friday, August 15, 1975 and remain in session until 6:00 p.m. Sunday, August 17.

The Convention comes as we reach a crossroads in our struggle. 1975 marks the thirteenth year since the union was founded. This September signals the tenth anniversary of the First Delano Grape Strike.

Ten years ago, in our Plan de Delano, we wrote, "Our sweat and our blood have fallen on this land to make other men rich. Our wages and working conditions have been determined from above because irresponsible legislators who could have helped us have supported the ranchers' argument that the plight of the farm worker is a 'special case.'"

Ten years after our first Pilgrimage to Sacramento, the State of California has recognized our right to organize and form a union of our own.

The law has recognized our sacred right to choose our union in secret ballot elections.

The law has recognized our right to make our own destiny and not have our future determined for us by our employers.

The law has recognized our right to elect our own representatives and compel the growers to sit down with us as equals across the bargaining table and not to dictate to us as if we were peons in a feudal society.

We will be heard as free men and women participating in the democratic process.

We will be heard free from intimidation and coercion.

We will be heard through free elections.

Because people of good will have supported our boycott, the farm workers' Bill of Rights was passed in Sacramento. The boycott brought the growers to the bargaining table in 1970, and forced the growers to agree to the law in the governor's office in 1975.

When we began our union in 1962, we were aware of the histories of those unions which had preceded us. Farm workers faced beatings, killings and oppression. But for 80 years every organizing struggle ended with reports

such as this: "The workers were not ready for the union. They did not do their share to get organized." Yet almost every honest report of failure included another statement: "We had to stop organizing or temporarily disband because we ran out of money."

We know we can never win with money alone, for the growers have more than we can ever match. We need another weapon and we have found it — sacrifice. We know we can organize workers only so long as we are willing to sacrifice ourselves.

With free elections and continuing boycott support, we will kick the Teamsters out of the fields and bring the growers to the negotiations table.

We do not underestimate our adversaries because they are rich and powerful and they own the land. But we know we will win in the end; we learned many years ago that the rich have money and the poor have time.

Two years ago, the masters of agribusiness thought they had destroyed our movement. Now we will not only survive, we will prevail.

¡Hasta la Victoria Siempre! ¡Viva la Causa!

Representation

Each Ranch Community, Organizing Committee and Special Committee shall be entitled to the number of delegates indicated in the following scale:

1-50 members = 1 delegate
51-100 members = 2 delegates
101-300 members = 3 delegates
301-500 members = 4 delegates
501-700 members = 5 delegates
701-1,000 members = 6 delegates
1001-1,500 members = 7 delegates
1,501-2,100 members = 8 delegates
2,101-2,800 members = 9 delegates
Over 2,800 members = 10 delegates

Each Administrative Unit shall be entitled to the following number of delegates:

5-25 members = 1 delegate
26-50 members = 2 delegates
51-100 members = 3 delegates
Over 100 members = 4 delegates

Only members in good standing with the Union may participate in delegate elections. In the case of members working under contract, they shall be deemed members in good standing if they are no more than 60 days behind in payment of their dues. No person shall be recognized as a delegate who is not a member in good standing of the membership, committee or unit he or she is elected to represent.

The membership of each Ranch Community shall be calculated on the basis of every member having worked at that Ranch during the 12 month period ending May 31; members working at more than one Ranch during the 12 month period shall be assigned for purposes of calculating per-capita vote to the Ranch where they worked the most hours.

The number of members of each Organizing Committee shall be determined by the number of workers actively involved in organizing themselves.

The number of members of each Administrative Unit shall be determined by the number of union members

serving as full time volunteers for the Union at least six months prior to the opening date of the convention.

The members of the National Executive Board and the Board of Auditors shall serve as accredited delegates by virtue of their office, with all privileges of elected delegates, except they shall not be permitted to vote.

Delegates to the Convention shall be elected by secret ballot by members of the Ranch Community, Organizing Committee, Administrative Unit or Special Committee as of the first Sunday in August (by August 3). The membership, committee or unit shall nominate at least twice the number of candidates as the number of delegates to which it is entitled. Of the nominees not elected delegates, the one with the most votes shall be the first Alternate, the one with the second most votes shall be the second Alternate, and so on.

The names of the delegates shall be forwarded to the Secretary-Treasurer of the Union immediately after their selection to be received no later than August 10.

Credentials

Credential blanks in duplicate are forwarded to all Ranch Communities, Organizing Committees, Special Committees and Administrative Units. Credentials must be attested as required on the blanks. The original credentials shall be forwarded to the Office of the Secretary-Treasurer of the Union, La Paz, Keene, California 93531 as soon as delegates are elected. The duplicate credential shall be retained by the delegate-elect for presentation to the Credentials Committee, Selland Arena, Fresno Convention Center, Fresno, California.

The Credentials committee shall meet at the Convention Center prior to the opening of the convention. The convention shall not be constituted for business until after the Credentials committee shall have examined and reported on the credentials of all delegates present at the scheduled time on the opening date of the convention.

Resolutions

Any member may submit resolutions prior to the convention by mailing them to the Secretary-Treasurer of the Union, La Paz, Keene, California 93531 10 days or more before the convention. Proposed resolutions must be signed by 25 members in good standing of the Union.

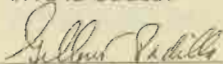
During the convention, resolutions by delegates may be submitted to the Committee on Resolutions. These resolutions must be submitted by 10 per cent or more of the accredited delegates.

Housing

Convention headquarters for the United Farm Workers of America, AFL-CIO will be at the Selland Arena, Fresno Convention Center, Fresno, California.

Accommodations for delegates will be made by the Union. Further information on housing arrangements will be forthcoming.

Viva la Causa!



Gilbert Padilla
Secretary-Treasurer