

QUESTIONS THE TEAMSTERS DON'T DARE ANSWER:

WHY ARE TEAMSTER WAGES LOWER THAN UFW WAGES?

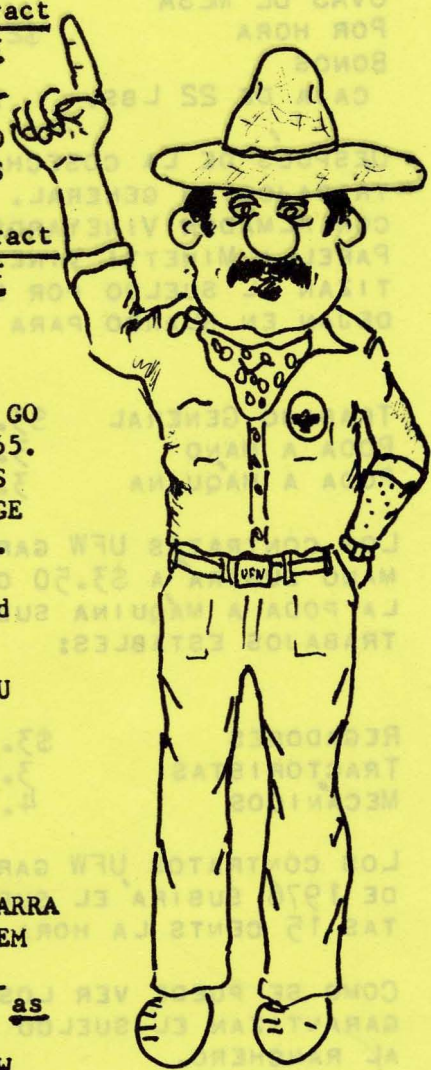
THE TEAMSTERS CLAIM THAT THEY ARE THE BIGGEST AND RICHEST UNION IN AMERICA. THEN HOW COME THE TEAMSTER WAGES ARE USUALLY 25% LOWER THAN U.F.W. WAGES? HERE ARE SOME FACTS:

IN COACHELLA THIS YEAR, THE DAVID FREED MAN RANCH HAD A U.F.W. CONTRACT FOR TABLE GRAPES AND THE OTHER GROWERS HAD TEAMSTER CONTRACTS. HERE'S WHAT THEY PAID:

<u>Table grapes</u>	<u>U.F.W. Contract</u>		<u>Teamster Contract</u>
Per hour	\$2.60 per hour	vs.	\$2.54 per hour
bonus, per 22 lb. box	\$.26 per box	vs.	\$.25 per box

WHEN THE HARVEST IS OVER, COMPARE THE WRITTEN AND GUARANTEED MINIMUM WAGES FOR GENERAL LABOR AT SUCH U.F.W. GRAPE RANCHES AS ALMADEN, PAUL MASSON, OR PERELLI MINETTI VINEYARDS...

<u>General labor</u>	<u>U.F.W. Contract</u>		<u>Teamster Contract</u>
	\$3.10 an hour		\$2.54 an hour
Pruning, by hand	\$3.35-\$3.40		NO SET WAGE
Pruning, by machine	\$3.50		NO SET WAGE



THE U.F.W. CONTRACTS GUARANTEE THAT HAND PRUNING WAGES WILL GO UP TO \$3.50 or \$3.55 AN HOUR IN 1976, AND MACHINE RATES TO \$3.65. BUT THE TEAMSTERS DO NOT SET A WAGE RATE FOR THESE JOBS. THIS MEANS THAT THE COMPANY CAN PAY YOU WHAT IT WANTS, AND CAN CHANGE THE RATES, OR LOWER YOUR WAGES WHENEVER THEY WANT TO. On Sept. 16, Jack Radovich, claiming there was no contract, tried to change his wage rates and the people complained that they would be making only 80¢ an hour with what he offered...

UNLESS THE WAGE IS IN THE CONTRACT, GUARANTEED, IN WRITING, YOU CAN NEVER BE SURE WHAT YOU WILL BE GETTING. IF THE TEAMSTERS ARE SO BIG AND STRONG, WHY ARE THEY AFRAID TO LIST THEIR MINIMUM WAGES IN WRITING IN THE CONTRACTS?

THE TEAMSTERS DON'T SET WAGES FOR STEADY WORKERS. AT GIUMARRA THEY RAISED THE WAGES BEFORE THE ELECTION AND PLAN TO LOWER THEM BACK DOWN IN THE NEAR FUTURE. UNDER THE U.F.W. CONTRACTS, IR-RIGATORS ARE GUARANTEED A MINIMUM WAGE OF \$3.30 (\$3.45 an hour as of 1/1/1976); TRACTOR DRIVERS GET \$3.70 (\$3.85 an hour as of 1/1/1976), and the mechanics at Paul Masson Vineyards under UFW contract are the best paid in California agriculture, getting \$4.90 an hour (\$5.10 as of 1/1/1976).

ONLY A STRONG UNION AND A WRITTEN CONTRACT WITH GUARANTEED WAGES CAN PROTECT YOU. IF THE TEAMSTERS ARE SO BIG AND STRONG AND CLAIM THEY GET VARIOUS BENEFITS, WHY ARE THEY AFRAID TO PUT THEM IN WRITING IN THEIR CONTRACTS?

VOTE

**UNITED FARM WORKERS
OF AMERICA AFL-CIO**



PREGUNTAS QUE LOS TEAMSTERS NO SE ATREVEN A CONTESTAR

POR QUÉ LOS SUELDOS CON UFW SON MAS ALTOS QUE CON LOS TEAMSTERS?

LOS TEAMSTERS DICEN QUE SU UNIÓN ES LA MAS GRANDE Y RICA DE LOS E.U. PERO LOS SUELDOS QUE GANAN LOS CAMPESINOS BAJO LOS CONTRATOS DE ELLOS SON MAS BAJOS, Y NO SIEMPRE ESTAN GARANTIZADOS POR ESCRITO.

PODEMOS DEMOSTRAR CON HECHOS QUE BAJO LOS CONTRATOS DE UFW LOS CAMPESINOS GANAN EL 25% MAS. EN COACHELLA LA COMPAÑIA DAVID FREEDMAN TIENE CONTRATO CON UFW PARA LA UVA DE MESA. LAS OTRAS COMPAÑIAS ESTAN CON LOS TEAMSTERS.

	<u>U.F.W.</u>		<u>TEAMSTERS</u>
UVAS DE MESA			
POR HORA	\$2.60 LA HORA	*	\$2.54 LA HORA
BONOS			
CAJA DE 22 LBS.	.26 LA CAJA	*	.25 LA CAJA

DESPUES DE LA COSECHA COMPAREMOS LOS SUELDOS DE LOS TRABAJOS EN GENERAL. UFW TIENE CONTRATOS EN DELANO CON ALMADEN VINEYARDS, PAUL MASSON VINEYARDS, Y PARELLI MINETTI VINEYARDS. LOS CONTRATOS UFW GARANTIZAN EL SUELDO POR ESCRITO. LOS DE LOS TEAMSTERS LO DEJAN EN BLANCO PARA NO COMPROMETER AL RANCHERO.

	<u>U.F.W.</u>		<u>TEAMSTERS</u>
TRABAJO GENERAL	\$3.10 LA HORA	*	\$2.54 LA HORA
PODA A MANO	3.35 O 3.40		NO HAY PRECIO
PODA A MAQUINA	3.50		NO HAY PRECIO

LOS CONTRATOS UFW GARANTIZAN QUE EN 1976 LA PODA A MANO SUBIRA A \$3.50 O \$3.55, SEGUN LA COMPAÑIA, Y LA PODA A MAQUINA SUBIRA A \$3.65. AHORA VEAMOS LOS TRABAJOS ESTABLES:

	<u>U.F.W.</u>		<u>TEAMSTERS</u>
REGADORES	\$3.30 LA HORA	*	NO HAY PRECIO
TRACTORISTAS	3.70 LA HORA	*	NO HAY PRECIO
MECANICOS	4.90 LA HORA		

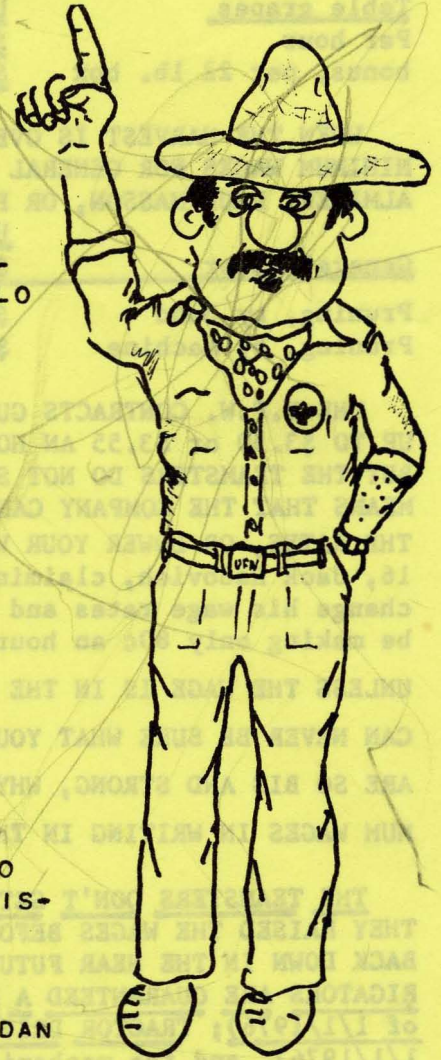
LOS CONTRATOS UFW GARANTIZAN QUE DESDE EL 1 DE ENERO DE 1976 SUBIRA EL SUELDO DE LOS REGADORES Y TRACTORISTAS 15 CENTS LA HORA Y LOS MECANICOS 20.

COMO SE PUEDE VER LOS CONTRATOS DE LOS TEAMSTERS NO GARANTIZAN EL SUELDO DE LOS TRABAJADORES. SOLO AYUDAN AL RANCHERO.

SOLAMENTE UN CONTRATO NEGOCIADO HONRADAMENTE POR UN SINDICATO FUERTE COMO LA UNIÓN DE CAMPESINOS DE AMERICA, AFL-CIO, PUEDE PROTEGERTE!

EL PODER DE LOS TEAMSTERS ES FALSO ESTA EN PROMESAS Y MENTIRAS

EL PODER DE U.F.W. SE BASA EN REALIDADES!



UNITED FARM WORKERS OF AMERICA AFL-CIO

VOTE