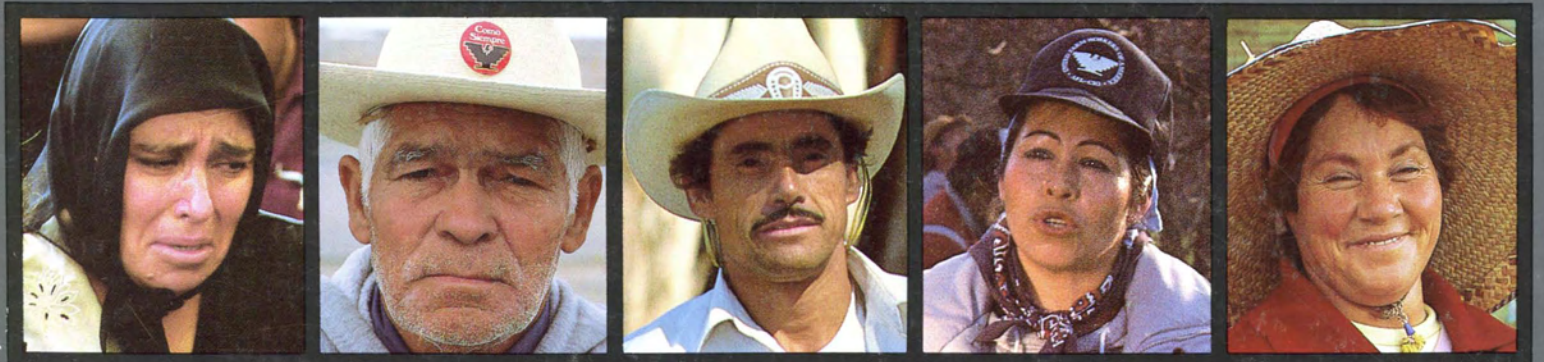


# BOYCOTT GRAPES

FOR YOUR SAKE . . . AND OURS



UNITED FARM WORKERS OF AMERICA, AFL-CIO  
25th ANNIVERSARY BENEFIT

# BOYCOTT GRAPES

FOR YOUR SAKE . . . AND OURS

AN EVENING OF SOLIDARITY

SHIRLEY CARR  
CANADIAN LABOUR CONGRESS

THOMAS R. DONAHUE  
AMERICAN FEDERATION OF LABOR-CONGRESS OF INDUSTRIAL ORGANIZATIONS

JACK HENNING  
CALIFORNIA LABOR FEDERATION, AFL-CIO

LUIS VALDEZ  
EL TEATRO CAMPESINO

SATURDAY, MAY 23, 1987  
FORTY ACRES  
DELANO, CALIFORNIA





**LEFT TO RIGHT: Oscar Mondragon, Board Member; Cesar Chavez, President; Frank Ortiz, Second Vice-President; Ben Maddock, Board Member; Peter G. Velasco, Secretary-Treasurer, Arturo Rodriguez, Board Member; Arturo Mendoza, Board Member; Dolores Huerta, First Vice-President; David M. Martinez, Third Vice-President.**

**W**hen we first began organizing farm workers and formed the National Farm Workers Association 25 years ago, we took the first step in becoming what we are today: the United Farm Workers — a union.

We are, first and foremost, a union. We are like any other union whose purpose is to improve the lives of its members through the process of collective bargaining which American workers have traditionally used to escape poverty and raise their standard of living.

But from the earliest days on, we understood that we had a mission broader than ourselves, a mission not limited to improving the lives of our own members, a mission with implications for all society, not just farm workers. Because of that, many people rightly perceived that we were more than a union.

Our mission is food. It is the food we produce that marks our people and fashions the special bond which has endured for 25 years between farm workers and millions of consumers across North America who have rallied to our cause. It is the bounty of food we produce — but too often don't share in — that has touched the hearts and consciences of so many people.

Because our mission is food, our vision cannot be confined to wages, hours, and working conditions. We must also battle for food untainted by toxics, food safe to eat and free from dangerous pesticides which imperil farm workers and consumers, and food to be sold at a fair price to consumers.

"The Wrath of Grapes," the theme of our current boycott of California table grapes, symbolizes the threat to farm workers from working with dangerous pesticides in the fields and the threat to consumers from eating pesticide residues on table grapes and other farm produce.

We will continue to tell the North American people the truth about how toxic chemicals are poisoning farm workers and consumers. How could we do otherwise? If food is our mission, how could we not be just as concerned about the slow but relentless poisoning of consumers from pesticide residues as we are about the thousands of our own farm workers poisoned by pesticides annually?

We know our opponents are haughty with wealth and power, which are their allies. They own the land. They influence how the laws are enforced or, more often, not enforced. The boycott — and the truth — are the only weapons in our nonviolent arsenal. Their ally is money; our ally is time.

For us, the challenge is clear. There is nothing more important to us than the health and lives of farm workers and their children. There is nothing more important that we share in common with the consumers of North America than the safety of the food supply which we all depend upon.

There is nothing more important we can do than spend our lives in this good fight. And with the unbounded support our cause continues to enjoy from decent men and women everywhere, we shall win in the end.

Hace 25 años tomamos el primer paso para llegar a ser lo que somos ahora: La Unión De Trabajadores Campesinos, AFL-CIO.

Desde luego, somos un sindicato como cualquier otro que por medio de negociaciones colectivas, ayuda a sus socios a escapar de la pobreza y a mejorar su nivel de vida.

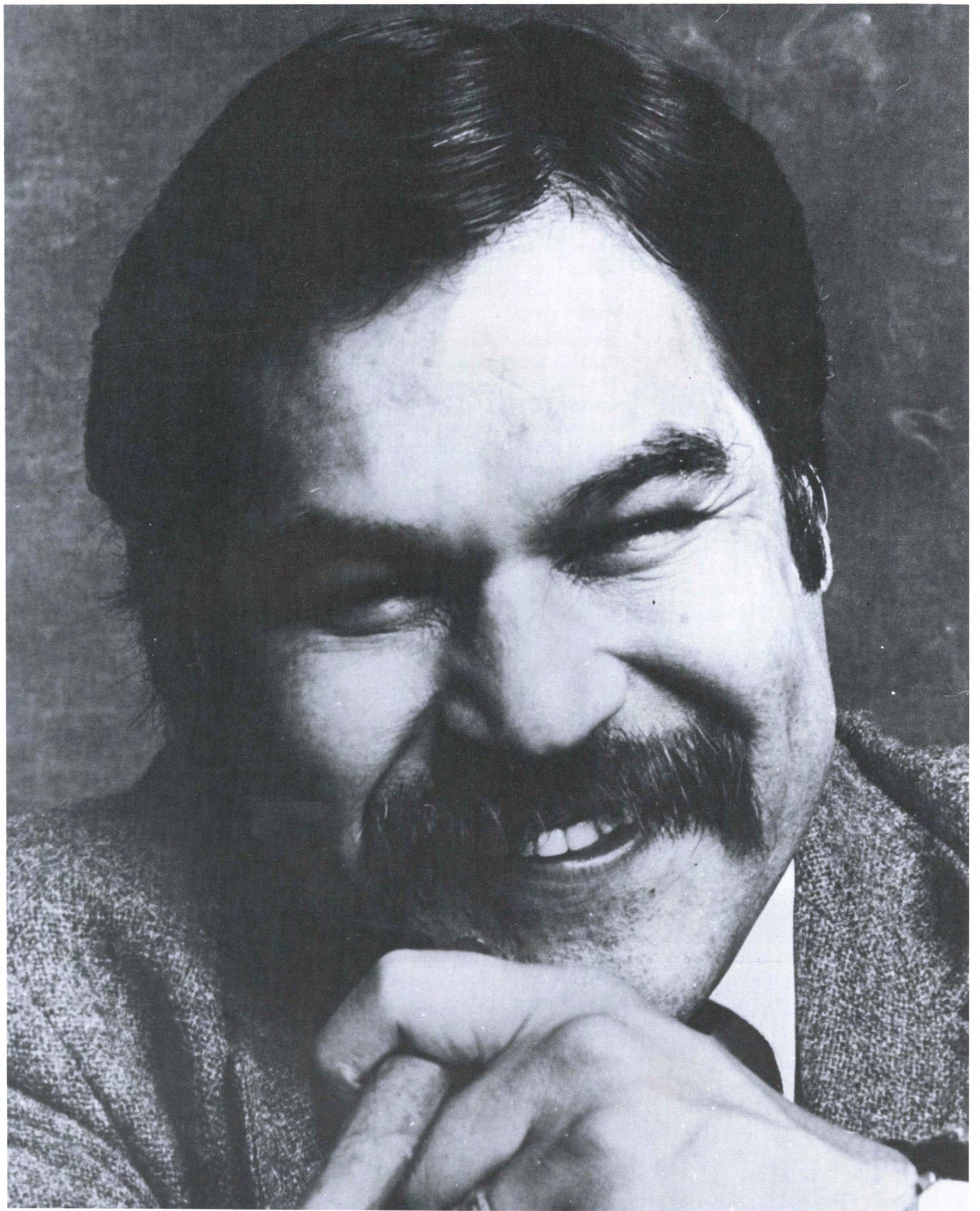
Pero también somos más que un sindicato. Tenemos una misión más amplia que nosotros mismos. Nuestra misión es la propia comida. Es la comida que nuestro sudor produce lo que señala ese vínculo especial entre campesinos y consumidores.

Es la comida que nuestro trabajo produce, que frecuentemente no comparten con nosotros — lo que ha tocado el corazón y la conciencia de millones de consumidores quienes se han unido a La Causa.

Debido a ese vínculo especial nuestro boicoteo de las uvas de California, "La Ira De Las Uvas" hace énfasis en la amenaza de los pesticidas a los campesinos y consumidores.

Sabemos que los rancheros tienen grandes riquezas y poder. Son los dueños de la tierra. Tienen influencia sobre la administración de las leyes. Pero nosotros tenemos el boicoteo — y la verdad — como armas poderosas en el arsenal de la noviolencia.

El desafío es claro. No hay nada más importante que podamos hacer con nuestras vidas, tanto para los campesinos como para los consumidores, que luchar por la seguridad de el abastecimiento de comida del cual todos dependemos. Y con el apoyo infinito que nuestra causa continuá disfrutando de hombres y mujeres decentes por donde quiera, finalmente nosotros venceremos.



**F**rom obscurity in the farm fields of California to fame in the bright lights of Broadway runs the inspiring story of Luis Valdez and El Teatro Campesino.

Born of farm worker parents in Earlimart, near Delano, Valdez worked in the fields before studying drama at San Jose State University. Early in the 1965 grape strike, he heard Dolores Huerta speak, later met Cesar Chavez, and got the go-ahead to form a farm worker theatrical company.

With a small group of farm workers, Valdez began writing and producing "actos," little skits performed for farm workers in the fields, on flatbed trucks, and in makeshift meeting halls. The skits ridiculed the stereotypes that even farm workers themselves had taken for granted — that they were nothing but poor, ignorant tools of growers who by virtue of wealth alone had the right to control their lives.

Valdez' playlets were little masterpieces that made farm workers howl with glee over the pompous mannerisms and behavior of growers and politicians, weep over their own tragic living and

working conditions, ponder and gradually reject the injustice of their situation, and, finally, become outraged enough to walk out of fields, join the strike and throw themselves wholeheartedly into the solidarity of the union.

Valdez gradually extended the scope of the company and began touring the country to dramatize the plight and cause of farm workers and gain support for the boycott. National attention and recognition followed fast, first with an off-Broadway Obie Award in 1969 and the Los Angeles Drama Critics Circle Award in 1969 and again in 1972.

In the 1970s, El Teatro Campesino won international praise during six tours of the European continent. One production used on the tour was "La Carpa de los Rasquachis," which Valdez adapted as "El Corrido" for PBS television. He later won an Emmy for writing and directing "Los Venidos."

In 1978, after appearing in "Which Way Is Up?" with Richard Pryor, Valdez wrote the musical, "Zoot Suit," which became a stage hit in New York. "Zoot Suit" was the first play by a Chicano playwright/director to be presented on Broadway's "Great White Way." Three years later, he directed the movie version for Universal Studios, and it was also widely acclaimed.

In April 1983, Valdez wrote another musical, "Corridos," which received the "Best Picture" award from the San Francisco Bay Area Theatre Critics Circle. His current projects are a comedy, "I Don't Have to Show You No Stinking Badges"; a television adaptation of "Corridos"; and a new movie for Columbia Pictures, "La Bamba: The Richie Valens Story."

Valdez' faithfulness to his roots is best summed up in the citation of an honorary Doctorate of Arts bestowed on him by Columbia College in Chicago: "Your artistry honors the Mexican-American heritage and gives crucial strength and coherence to the struggle for a decent life and justice for those who work the American land."

Luis lives with his wife, Lupe, and three boys — Anahuac, Kinan, and Likan — in San Juan Bautista, California, which is also the home base of El Teatro Campesino.

Desde los campos de California, hasta las luces de los teatros de Broadway surgió la figura de Luis Valdez y El Teatro Campesino.

Luis nació en Earlimart de padres campesinos. Laboró en los campos hasta que fué a la Universidad Estatal en San José, donde estudió Arte Dramático. A principios de la primera huelga de la uva, 1965-70, Valdez escuchó a Dolores Huerta en un discurso en la Universidad y posteriormente conoció a César Chávez donde con entusiasmo inició la idea de un teatro campesino.

Fué así que con unos cuantos campesinos, Valdez empezó a escribir y producir los "Actos" presentándolos en los campos, en salones y plataformas de camiones para los huelgistas.

Los temas de sus actos ridiculizaban los estereotipos a que los campesinos eran sujetos. Sus actos han sido obras maestras del Teatro Popular.

La carrera de Luis Valdez y su compañía sigue adelante. Ha ganado muchos premios y sus obras siguen teniendo éxito conquistando nuevos públicos.





**A**s the United Farm Workers of America celebrates the 25th anniversary of its birth, it pays special honor to the Canadian Labour Congress for its selfless support of U.S. farm workers over the past two decades.

Past CLC presidents Donald McDonald, Joe Morris, and Dennis McDermott in the first two table grape boycotts in the 1960s and '70s and current president Shirley G. E. Carr during the present table grape boycott have inspired their two million members to embrace the cause of American farm workers as if it were their own — acts of friendship and compassion for their brothers and sisters that put into practice all that the word solidarity implies.

From that day 20 years ago when UFW boycotters set foot in Toronto during the first grape boycott until Cesar Chavez' October 1985 cross-country tour when Toronto raised the Black Eagle above City Hall on Grape Boycott Day, Canadians have opened their hearts, doors, and pocketbooks to aid beleaguered U.S. farm workers.

At the forefront of that support were the CLC and its affiliate

members who, in the first grape boycott, inspired Canadians from the Atlantic provinces to British Columbia to quit eating grapes, picket supermarkets, hold vigils, fast, get arrested — actions that played a key role in helping the UFW win contracts with grape growers in 1970.

“Key role” was no exaggeration in the first grape boycott, nor was it during the second in the mid-'70s. The CLC-affiliated food unions applied the “hot cargo” provision to grapes, and that, along with the boycott actions of millions of Canadians, pressured supermarkets into honoring the boycott. One set of facts reflects how strong Canadian boycott support was in the '70s: U.S. grape imports were cut 20% on a Canada-wide basis, 40% in Toronto, and 50% in British Columbia.

But the CLC didn't support the UFW only at home. In 1969, the United Auto Workers' Dennis McDermott led a CLC-sponsored delegation to join strikers on the picket line in California. And in 1975, he again led a CLC-sponsored group of 75 labor, religious, student, and community supporters who participated in the UFW's Second Constitutional Convention in Fresno, where they were all but blown out of the convention hall by the roars of grateful delegates.

After the convention, the entire delegation marched with Cesar Chavez on the last leg of his 1,000-mile, two-month march to explain the new farm labor law to farm workers. And then 25 experienced organizers remained in California to help with the first elections under the new law. Their efforts produced UFW victories in San Diego, Delano, Salinas, Fresno, Santa Maria, and Watsonville.

To the CLC, a handshake of solidarity is no mere symbolical gesture. Without pretense, they translate it into boycotting, picketing, letter-writing, providing office space and resources, holding fundraisers, and an almost endless litany of other concrete help — in 1987 as they did in the past.

The UFW is deeply grateful to the CLC and all Canadians for sharing our outrage at how brutally U.S. agribusiness victimizes farm workers, outrage Plato saw as necessary for the achievement of justice for all: “Justice will be achieved for all citizens only when those who do not suffer from injustice feel the same sense of outrage as do the victims of injustice.”

El apoyo histórico del país vecino, Canadá, a la lucha de la Unión, no tiene comparación. Pero en especial la del Congreso Laboral Canadiense. Su presidente actual es Shirley G. E. Carr.

La palabra solidaridad para el Congreso Laboral Canadiense (CLC) tiene mucho significado. Por tal motivo han jugado un papel principal en nuestros boicoteos. Pero hoy en día andan muy activos con el de la uva.

Al momento en que la UFW celebra su aniversario es un honor reconocer la solidaridad incomparable del CLC en las pasadas dos décadas, cuando sus dos millones de miembros tomaron la lucha de los campesinos como la suya propia.

Aquel día de octubre de 1985, cuando la bandera de la UFW, con el águila negra, fué alzada en Toronto, Canadá, en un día honrado al boicoteo a la uva, los corazones de los canadienses se abrieron más para dar ayuda a los campesinos.







**A**s farm workers pause to count their blessings on the 25th anniversary of the birth of their union, it is a sure thing that there would be fewer to count had it not been for many friends whose dedication was so great you would have sworn they were working for their own cause, not someone else's.

Such a friend is John Henning, executive secretary-treasurer of the California Labor Federation, AFL-CIO, selected to receive a special UFW anniversary award for his selfless devotion to farm workers that began before the union was founded and has continued undiminished to the present time. And, since prophecy is primarily prediction based on past events, farm workers take great comfort in another sure thing: John Henning will remain their friend until his last breath.

Henning's first efforts on behalf of the Spanish-speaking and farm workers began shortly after he took a position with the California Labor Federation in 1949, when he targeted the Spanish-speaking for voter registration and set up leadership conferences for them.

Henning was instrumental in establishing the Industrial Welfare Commission that issued the first work order on behalf of women and children in agriculture. He also worked to get farm workers covered under the workers' compensation law. Before the 1960

elections, he provided labor support for a massive voter registration drive conducted by the Community Service Organization, which Fred Ross, Sr., Cesar Chavez, and Dolores Huerta were working for then.

As director of the California State Department of Industrial Relations from 1959 to 1962, Henning worked with Chavez and Huerta to end the notorious bracero program. In 1964, during his five-year stint as Under Secretary of Labor in the Kennedy and Johnson Administrations, Congress voted down this program that had for nearly 20 years provided growers with cheap labor and made organizing migrant farm workers virtually impossible.

In 1967, President Lyndon Johnson appointed Henning ambassador to New Zealand, a post he occupied through 1969. After returning to the California Labor Federation in 1970, he was elected executive secretary-treasurer, a position he still holds. He wasted no time getting back into the thick of the farm worker struggle. He immediately called all the San Joaquin Valley central labor councils to a meeting in Delano to rally support for the union.

In the early 1970s, Henning did much to defeat Farm Bureau and grower attempts to make organizing farm workers and boycotting illegal, helped defeat Proposition 22, and stood side-by-side with farm workers when growers and Teamsters betrayed them by signing sweetheart contracts. He was unwavering in providing financial and moral support for the boycott of grapes, lettuce, and Gallo wines that followed.

Later, Henning worked to secure unemployment insurance for farm workers and was one of the key

figures in getting the Agricultural Labor Relations Act passed in 1975. After the unsuccessful attempt to gain further legal protection through Proposition 14 in 1976, he fought hard to keep the ALRA funded and to turn back every attempt by growers to weaken the act.

Today, angered at how the Deukmejian Administration has destroyed the ALRA, Henning has thrown his support behind the current UFW table grape boycott.

Somehow, in spite of his own duties and all his work for farm workers, Henning has found time to serve on many public boards and commissions, most notably the Board of Regents of the University of California, to which he was appointed in 1977.

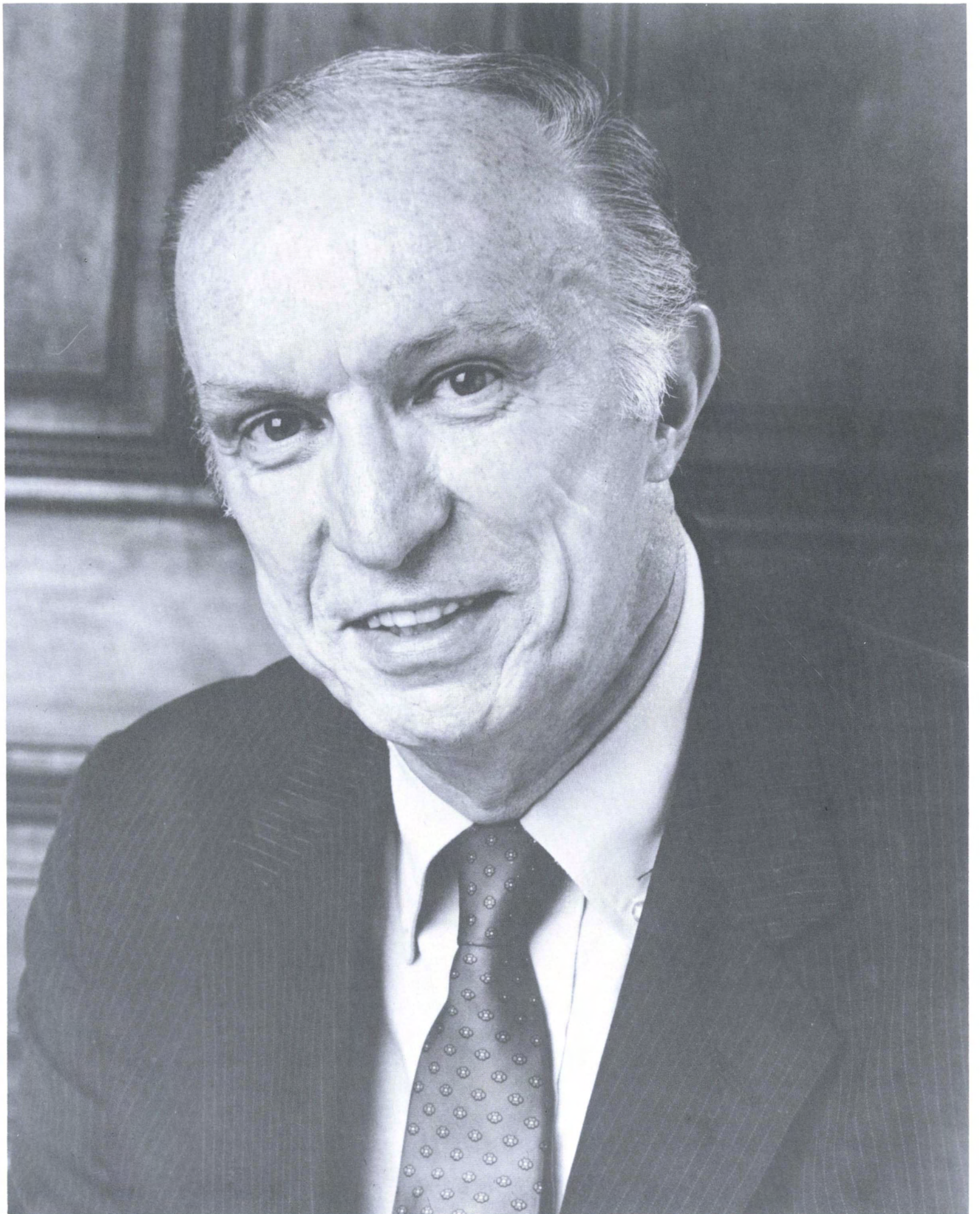
Henning and his wife, Margueritte, parents of seven children, make their home in San Francisco.

Describir en pocas palabras el labor de una figura como la de John Henning a favor de la causa campesina, es una tarea muy difícil.

John Henning, Secretario-Tesorero Ejecutivo de la Federación Laboral de California, AFL-CIO, ha sido seleccionado para recibir un tributo especial en el 25 aniversario de la UFW por su desinteresada devoción a los campesinos, la cual empezó desde antes de la fundación de la Unión. Y continúa hoy con el mismo fervor de siempre.

En cada paso que ha dado en su vida política y laboral ha llevado en su mente a los campesinos. Su participación fue importante en lograr el Acta de Relaciones Laborales Agrícolas en 1975, y en otras importantes conquistas.





**T**he United Farm Workers of America, AFL-CIO is honored to have as its twenty-fifth anniversary keynote speaker, Thomas R. Donahue, secretary-treasurer of the AFL-CIO.

Donahue, elected in 1985 to his fourth consecutive two-year term as secretary-treasurer, brings with him the congratulatory greetings of AFL-CIO President Lane Kirkland as well as the 33 vice-presidents who along with Kirkland and Donahue comprise the AFL-CIO Executive Council.

Donahue's presence represents a long-standing relationship between the AFL-CIO and UFW that grew out of the federation's establishment of the Agricultural Workers Organizing Committee (AWOC) in 1958 and its first attempts to organize farm workers in the 1960s.

At the same time, Cesar Chavez was slowly building up the membership of the National Farm Workers Association, and the Filipino farm workers had emerged as the strongest group in the AWOC. After the Filipino workers struck the Delano vineyards in late September 1965 and soon after were joined by Chavez and the NFWA, AFL-CIO President George Meany sent William Kircher, director of organizing, to California to solidify AFL-CIO support for farm workers.

Through Kircher's efforts — including his participation in the march to Sacramento in March-April 1966 — the AWOC and NFWA merged into the United Farm Workers Organizing Committee (UFWOC) a few months after the march. Nearly seven years later, the UFWOC became the United Farm Workers of America, AFL-CIO. On September 23, 1973, the UFW was granted its official AFL-CIO charter, signed by Presi-

dent Meany and Lane Kirkland, then secretary-treasurer.

Since the first grape strike until the present, the AFL-CIO has repeatedly offered generous support to the union — strike benefits, loans, organizers, and a variety of resources for boycotts. On February 21, 1985, the AFL-CIO Executive Council, meeting in Bal Harbour, Florida, endorsed the current UFW boycott of California table grapes.

Donahue, 58, has held a variety of positions in the labor movement. From 1949 to 1957, he was an organizer, director of publications, and business agent for Local 32B of the Service Employees International Union in New York. The next three years he spent in Paris as European Labor Program Coordinator for the Free Europe Committee.

After his work in Paris, he was first vice-president of the SEIU from 1960 to 1967. In 1967, President Johnson appointed him Assistant Secretary of Labor for Labor-Management Relations. He held that position until 1969, when he became assistant to SEIU President David Sullivan. From 1973 until elected secretary-treasurer of the AFL-CIO in 1979, he was executive assistant to President Meany.

Donahue is on the board of directors of several organizations. Among them are the Muscular Dystrophy Association, National Urban League, National Institute for Dispute Resolution, Work in America Institute, and the Brookings Institution. He also holds honorary doctorates from Notre Dame University and Loyola University in Chicago.

Donahue and his wife, Rachelle, are the parents of two children and reside in Washington, D.C.

La Unión de Campesinos de América, AFL-CIO, se honra en contar con Thomas R. Donahue, Secretario-Tesorero de la AFL-CIO, como principal orador en su 25 aniversario.

Donahue nos trae los saludos del presidente de la AFL-CIO, Lane Kirkland, y los 33 vicepresidentes que junto con él forman el Consejo Ejecutivo de la Federación Nacional de Trabajadores. Y su presencia representa la duradera relación entre la AFL-CIO y la UFW, que naciera del establecimiento del Comité Organizador Campesino AWOC, en 1958, y se solidificara durante la huelga de 1965.

Desde aquella primera huelga de la Uva hasta el presente, la AFL-CIO ha ofrecido repetidamente su generoso apoyo a nuestras luchas, con pago de beneficios de huelga, préstamos, organizadores, y una variedad de recursos para los boicoteos. Desde el 21 de febrero de 1985 la AFL-CIO apoya oficialmente el actual boicoteo campesino de la uva de mesa de California.

Thomas R. Donahue, 58, ha actuado en diversos puestos sindicales desde 1949, y desde 1979 es el Secretario-Tesorero de la AFL-CIO.

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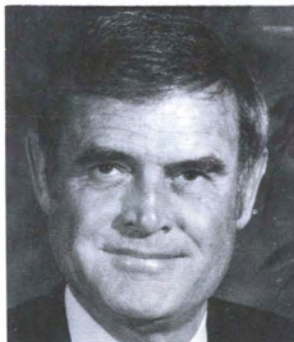
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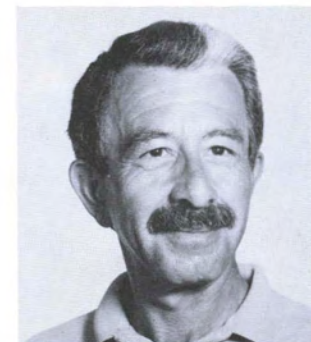
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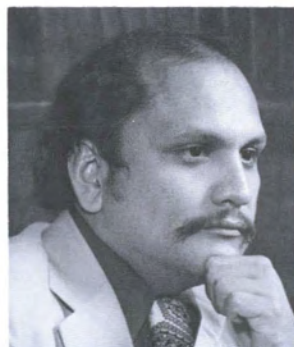
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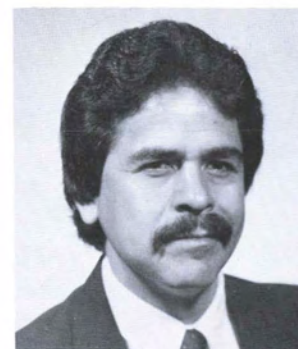
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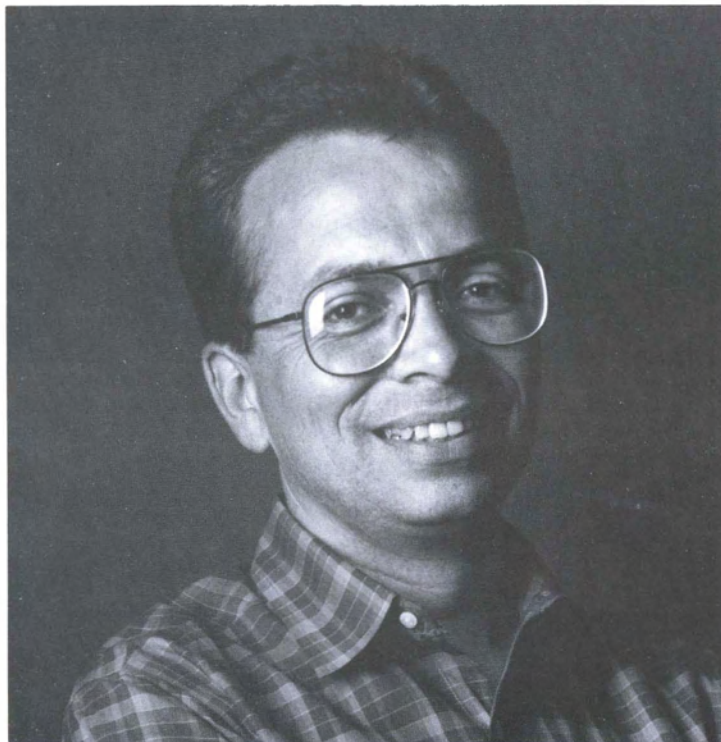
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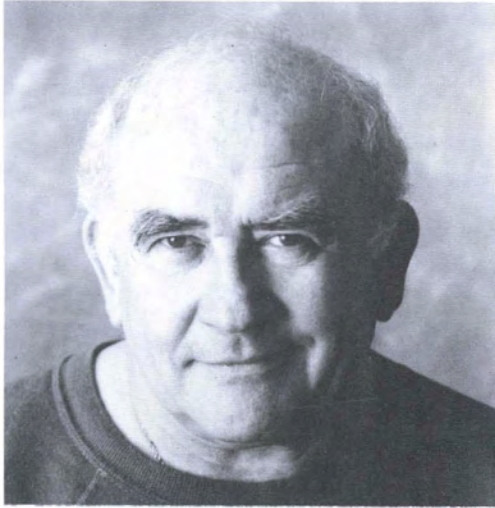


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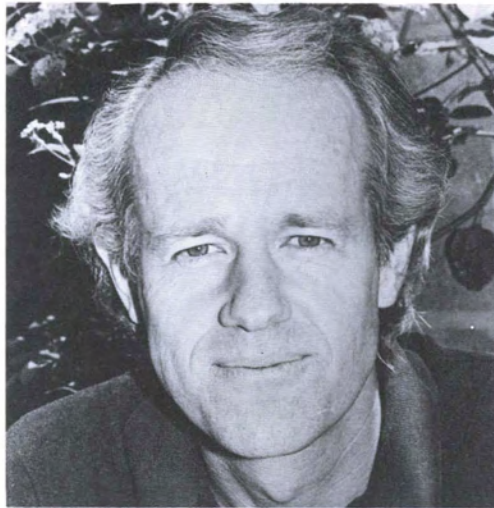
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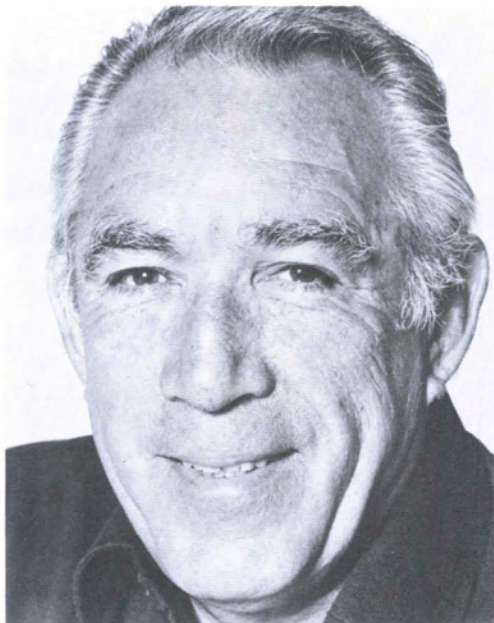
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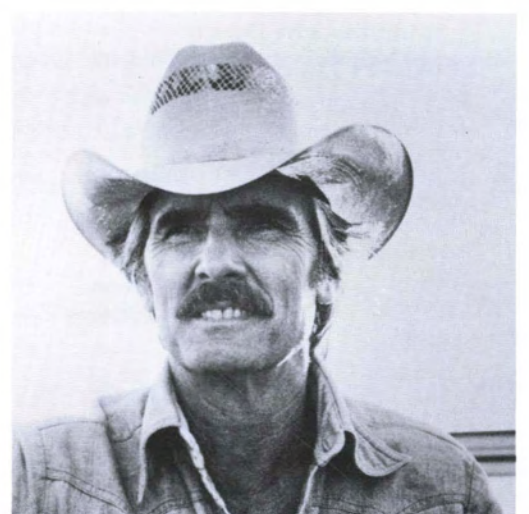
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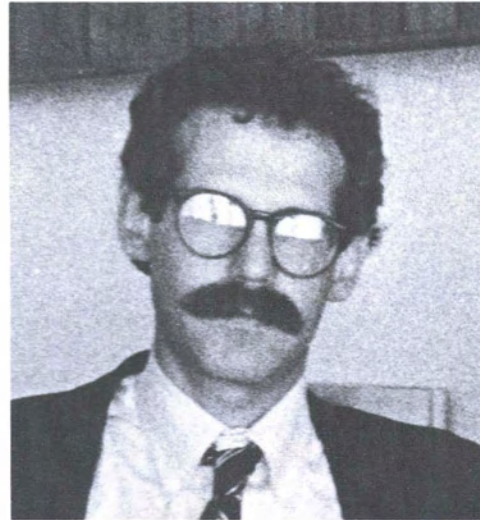
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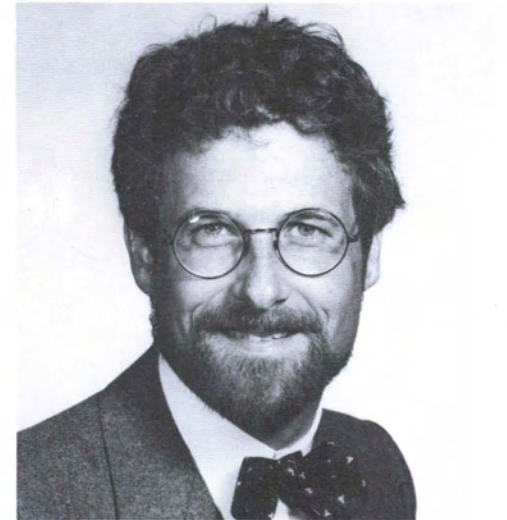
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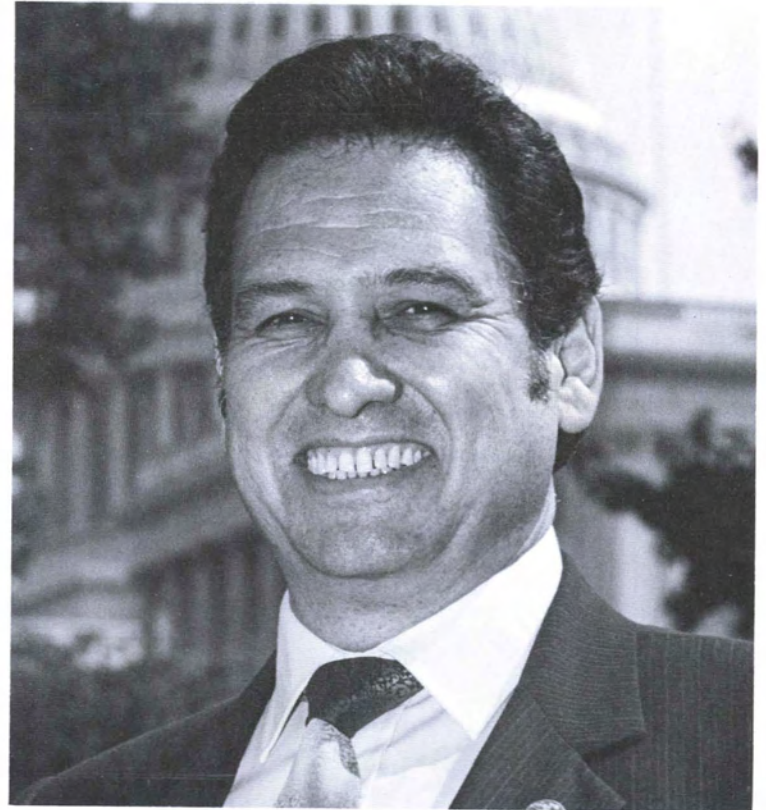
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Diane Takvorian  
Executive Director  
Environmental Health Coalition

HISPANIC COMMITTEE



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Councilman  
City of Los Angeles, California



Matthew Martinez  
U.S. Congressman  
Montebello, California



Esteban Torres  
U.S. Congressman  
Los Angeles, California

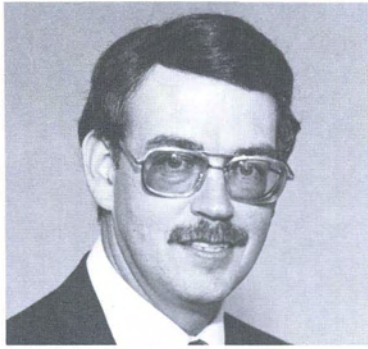
Carlos Carbajal  
President  
Walter Lawrence Company, Inc.  
Los Angeles, California

Edward R. Roybal  
U.S. Congressman  
Los Angeles, California

Joe Sanchez and Family  
La Quebradita Market  
Los Angeles, California

Manuel Soto and Family  
Civic Center Food Markets  
Los Angeles, California

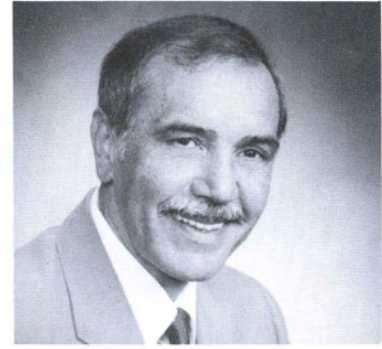
# LABOR COMMITTEE



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International Vice President  
& Regional Director  
United Food & Commercial Workers



Jerry Cremins  
President, State Building & Construction  
Trades Council of California



Joseph S. Francis  
Executive Secretary-Treasurer  
San Diego-Imperial Counties  
Labor Council, AFL-CIO



Harry Ibsen  
National Vice President  
Communication Workers of America



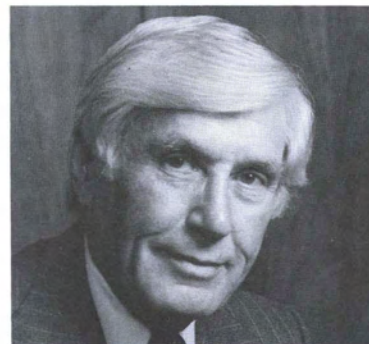
Bruce Lee  
Regional Director, United Automobile,  
Aerospace & Agricultural Implement  
Workers of America



Raydell R. Moore  
Western Region Coordinator, American  
Postal Workers Union, AFL-CIO



Justin Ostro  
General Vice President  
International Association of Machinists  
& Aerospace Workers



William R. Robertson  
Executive Secretary-Treasurer, L.A.  
County Federation of Labor, AFL-CIO



Raoul Teilhet  
Administrator Director  
California Federation of Teachers



Vernon Watkins  
International Union Area Director  
American Federation of State,  
County & Municipal Employees



William H. Young  
National Business Agent,  
National Association of Letter Carriers

Robert R. Guadiana  
Director of District 39  
United Steel Workers of America

Walter L. Johnson  
Secretary-Treasurer  
San Francisco Labor Council, AFL-CIO

Steven T. Nutter  
Regional Director of Western States  
Region, International Ladies' Garment  
Workers Union

Mel Rubin  
President  
Kern, Inyo and Mono Counties  
Central Labor Council, AFL-CIO

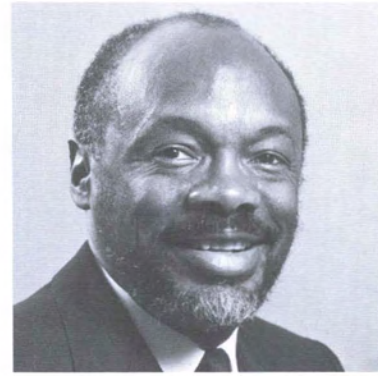
PUBLIC OFFICIALS COMMITTEE



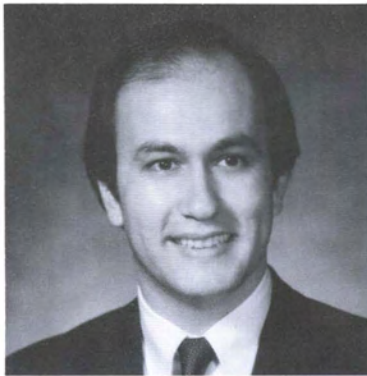
Art Agnos  
Assemblyman



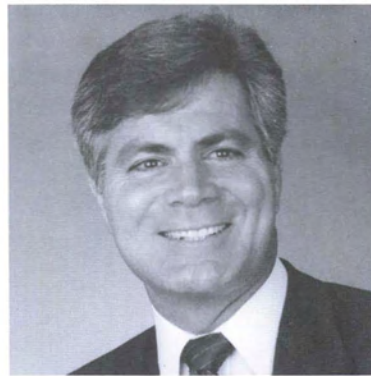
Thomas H. Bates  
Assemblyman



Willie L. Brown, Jr.  
Speaker of the Assembly



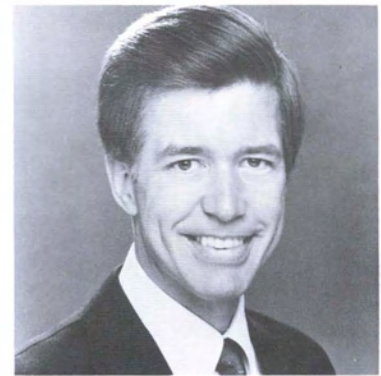
Charles M. Calderon  
Assemblyman



Robert Joseph Campbell  
Assemblyman



Peter R. Chacon  
Assemblyman



Gray Davis  
State Controller



Delaine Eastin  
Assemblywoman



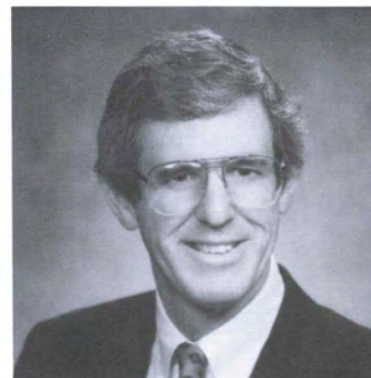
Dave Elder  
Assemblyman



Richard E. Floyd  
Assemblyman



Bill Greene  
State Senator



Thomas M. Hannigan  
Assemblyman



Gary K. Hart  
State Senator



Tom Hayden  
Assemblyman

PUBLIC OFFICIALS COMMITTEE



Teresa P. Hughes  
Assemblywoman



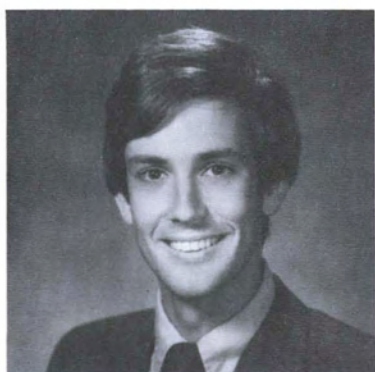
Phillip L. Isenberg  
Assemblyman



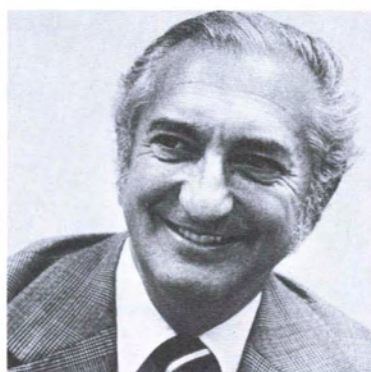
Burt Margolin  
Assemblyman



Leo McCarthy  
Lieutenant Governor



Jack O'Connell  
Assemblyman



Nicholas C. Petris  
State Senator



David Roberti  
President Pro-Tem



Herschall Rosenthal  
State Senator



Curtis R. Tucker  
Assemblyman



John K. Van De Kamp  
State Attorney General



Maxine Waters  
Assemblywoman

Lloyd G. Connelly  
Assemblyman

Terry Freidman  
Assemblyman

Johan Klehs  
Assemblyman

Bill Lockyer  
State Senator

Milton Marks  
State Senator

Joseph B. Montoya  
State Senator

Richard Polanco  
Assemblyman

John Vasconcellos  
Assemblyman

Diane E. Watson  
State Senator

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Vicar for Inter-Religious and Public Affairs  
Diocese of San Jose



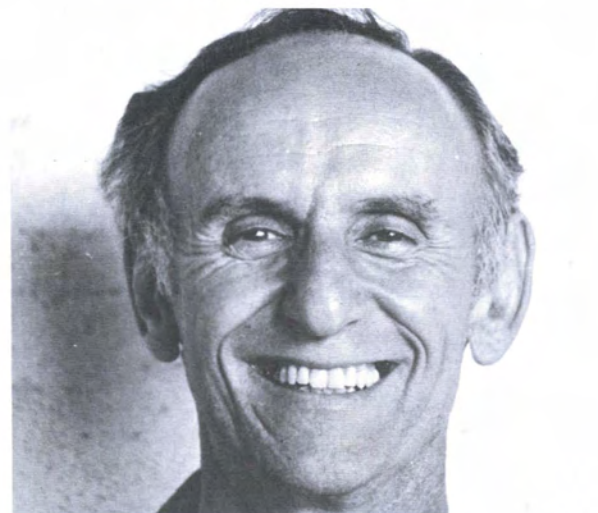
Sr. Patricia Drydyk, OSF  
Executive Director,  
National Farm Worker Ministry



Jeanne Giordano  
Coordinator, Orange County Interfaith Committee  
to Aid Farm Workers



The Rev. John C. Moyer  
Co-Executive Director,  
Northern California Ecumenical Council



Fr. Louis Vitale, OFM  
Minister Provincial

The Rev. Eugene Boutilier  
Executive Director, So. California Ecumenical Council

Dr. Robert McAfee Brown  
Palo Alto, California

Sydney Brown  
Palo Alto, California

Rabbi Allen I. Freehling  
President, Southern California Board of Rabbis

The Rev. Kathy Johnson  
Co-Executive Director, No. California Ecumenical Council

The Rev. J. M. Lawson, Jr., President  
Southern Christian Leadership Conference — Los Angeles

Fr. Alan McCoy, OFM Executive Director,  
Franciscan Conference

Fr. Bill O'Donnell, Pastor  
St. Joseph The Workman Catholic Church, Berkeley

Fr. Luis Olivares, CMF  
La Placita Church, Los Angeles

# STUDENT COMMITTEE



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Grape Boycott Activist  
San Fernando High School



Lillian Barrios  
El Congreso, Chairperson  
UC Santa Barbara



Valentina Hernandez  
MEChA, Chairperson  
SDSU



Jacob Angel Jimenez  
MEChA, Chairperson  
Mt. San Antonio College



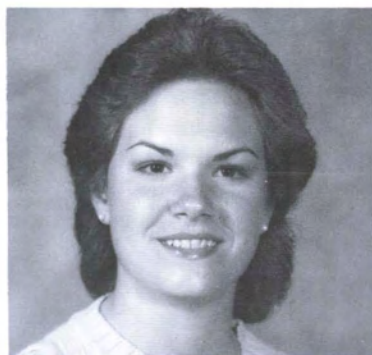
Ana Lopez  
MEChA, Chairperson  
Santa Monica College



Jose Lopez  
MEChA, Chairperson  
Cal State Bakersfield



Rita Morena  
MEChA, Co-Chair  
Cal State Northridge



Barbara Perry  
Grape Boycott Youth Coordinator  
Cal Poly Pomona



Gina Rodriguez  
MEChA, Co-Chair  
Cal State Northridge



Maria Villareal  
MEChA, Chairperson  
USC

Bob Alvarez, Undergraduate Student Association, UCLA  
Clemente Cassillas, MEChA, Member, San Diego City College  
Juan De Dios Cassillas, MEChA, Member, Southwestern College  
Ricardo Castellano, MEChA, UCSD  
Jose Ceseña, MEChA, Chairperson, UCSD  
Carmen Chavez, MEChA, A.S. Representative, SDSU  
Rosie Covarubias, MEChA, Chairperson, San Diego City College  
Dean Florez, President, Undergraduate Student Association, UCLA  
Ruth Garcia, Grape Boycott Activist, San Fernando High School  
Rodrigo Lopez, MEChA Chairperson, UC Riverside  
Diana Lujan, Grape Boycott Activist, LA Valley College  
Joey Porras, MEChA Central SD, Director, San Diego City College  
Edward A. Reyes, MEChA, Chairperson, Cal State San Bernardino  
Gus Romero, Labor Studies, San Francisco City College  
April Smith- California Public Interest Research Group, UCLA



Cesar Chavez and 10,000 farm workers on pilgrimage from Delano to Sacramento, Spring 1966.

**R**elected in the following pages, in spite of the limitation of having to choose from so many words, so many telling moments frozen by the click of the camera, is the history of the birth of the United Farm Workers 25 years ago, its gradual growth and surprising survival, its shattering defeats and stunning successes, its ferocious enemies and faithful friends.

Underlying all the meetings and organizing, all the marches and demonstrations, all the strikes and boycotts, all the beatings and jailings, all the prayers and fasts depicted in these pages, surged an indestructible spirit impossible to capture in words and pictures, a spirit built on values that endure: love triumphs over hate, non-violence over violence, courage over fear, human dignity over belittlement and abuse.

It is a spirit that sustained farm workers and their leaders in days of defeat and uplifted them in moments of triumph, a spirit that evoked support from good men and women throughout America and the world, a spirit that would not be broken as the United Farm Workers forged ahead with fierce determination to better the lives of its own members and farm workers everywhere.

En las siguientes páginas, extraído de las miles de palabras y fotografías disponibles, se condensa el nacimiento y crecimiento de la Unión de Campesinos sobre los últimos 25 años.

A través de todas las juntas, marchas, huelgas, boicoteos, golpizas, encarcelamientos, ayunos y misas — grabadas en estas páginas — surgió un espíritu indestructible formado de valores duraderos: el amor, que vence al odio; la nonviolencia a la violencia; el valor al miedo, la dignidad humana, al desprecio y al abuso.

Es el espíritu que ha sostenido a los campesinos y a sus líderes a través de derrotas y triunfos, un espíritu que evocó el apoyo de hombres y mujeres decentes de todas partes, un espíritu que no sería destruido mientras la Unión de Campesinos siguió adelante con fiera determinación para mejorar las vidas de sus propios miembros y de los campesinos en todas partes.



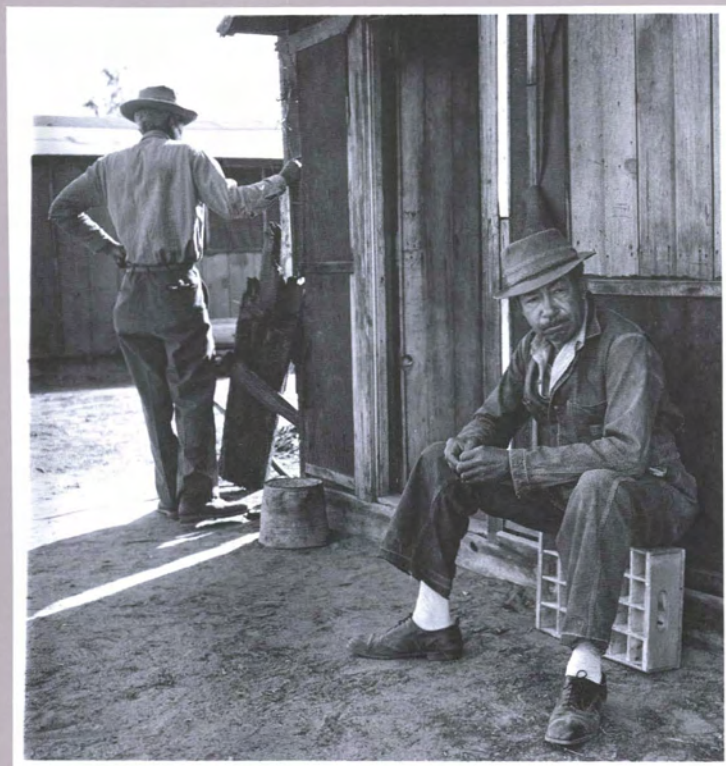


Chinese laborers were among the first farm workers in California.

They migrated from crop to crop to find work.

**T**hey came seeking work and a better life. They toiled in the fields of plenty 12 hours a day, 7 days a week.

Buscaban trabajo y una vida mejor. Trabajaban 12 horas al día, 7 días a la semana en los campos adonde abunda tanta riqueza.



Farm workers had no job security.

Starvation wages affected their children.





ABOVE: They toiled long hours bent over the short hoes.

BELOW TOP: Unsanitary, sub-human living conditions predominated.

BOTTOM: They lived in misery while growers profited.

BELOW: Even the children had to work.



1962-1966

One by one they joined together to build a union and fight injustice.

Uno por uno se unieron a construir la Unión y luchar en contra de las injusticias.



ABOVE: (l to r) Jose Martinez, Dolores Huerta, Tony Orendain, Cesar Chavez at first National Farm Workers Association (NFWA) convention, Sept. 1962.

BELOW: Ranch committee delegates at first NFWA convention, Fresno, Sept. 1962.



ABOVE: (l to r) Cesar, Blas Dias, Philip Burton, Tony Rios, Helen Chavez see victory when Gov. Pat Brown signs the pension law, 1961.

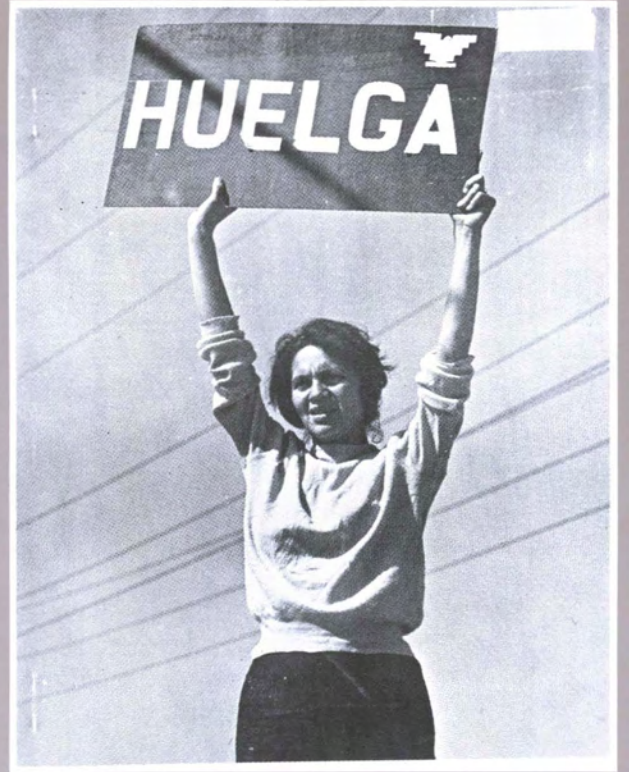
BELOW: The Chavez family moves to Delano in March 1962 to help farm workers organize their own union.





ABOVE: Hiram Samaniego, Cesar Chavez and Fred Ross, Sr. discuss CSO tactics.

BELOW: The NFWA joins Filipino workers of the Agricultural Workers Organizing Committee (AWOC) in the grape strike.



ABOVE: Dolores Huerta: "We Shall Be Heard," Sept. 1965.

BELOW: Walter Reuther (c) and the United Auto Workers offer their support to Cesar Chavez (NFWA) and Larry Itliong (r) (AWOC), Delano, Dec. 1965.



1966-1969

The Union's call for justice and commitment to nonviolence gained the support of people everywhere.

La llamada de la Unión para la justicia y la no violencia ganó el apoyo de los pueblos del mundo entero.



ABOVE TOP: Bill Kircher, LeRoy Chatfield, and Cesar Chavez discuss AFL-CIO affiliation for the United Farm Workers Organizing Committee, Delano, Aug. 1966.

BOTTOM: Luis Valdez and the Teatro Campesino help dramatize La Causa for farm workers, 1969.

ABOVE: Jim Drake of the California Migrant Ministry offers church support to farm workers, 1967.

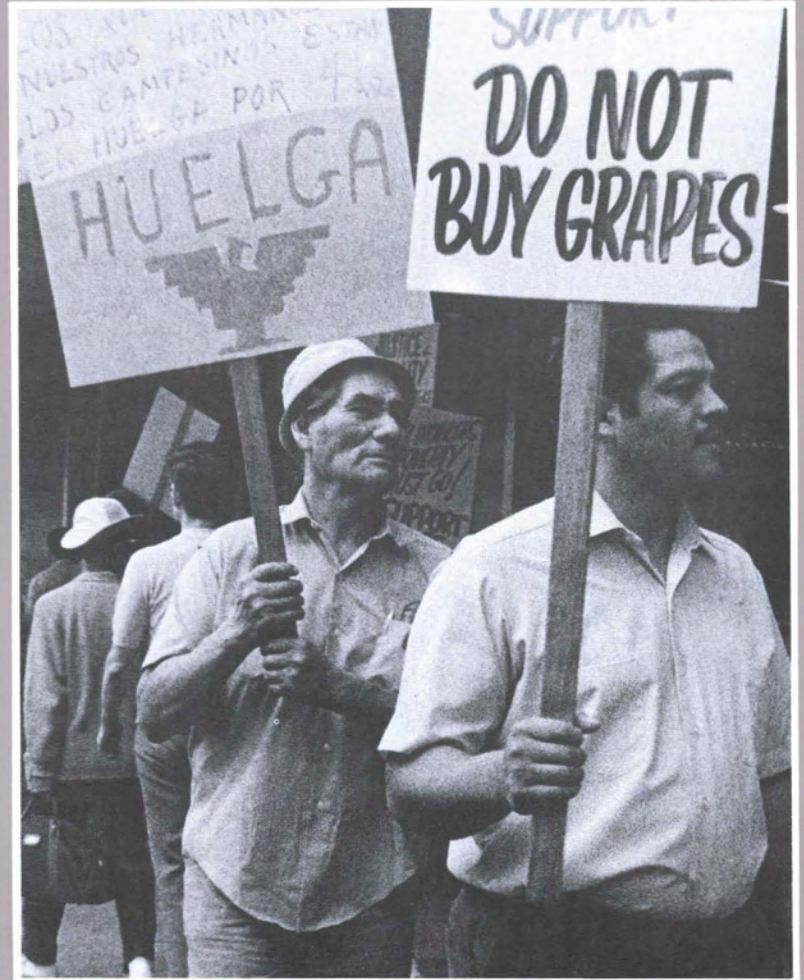
BELOW: Robert F. Kennedy joins Helen Chavez, Juana Chavez (Cesar's mother), and 8,000 supporters at Delano mass as Cesar ends his 25-day fast, Mar. 11, 1968.





ABOVE TOP: A Baltimore resident shows solidarity with La Causa, 1969.

BOTTOM: Toronto residents share UFWOC concern over use of DDT and other pesticides, 1969.



ABOVE: Los Angeles picketers, like millions of others, support the grape boycott, 1966-1970.

BELOW: Cesar photographing farm workers and volunteers as they take the grape boycott to the cities, Milwaukee, Nov. 1969.





Dolores Huerta and Cesar Chavez proudly display union label after signing contract with grower Steinberg, Apr. 1970.

## 1969-1972

With a victory for grape workers, the UFWOC turned to other crops to gain benefits for all farm workers.

Con la victoria de los trabajadores de las uvas, el UFWOC dió su atención a otras cosechas para ganar beneficios a todos los campesinos.



ABOVE: Richard Chavez explaining union benefits to workers, Pearce, Arizona, May 1972.



LeRoy Chatfield (standing r) and staff of RFK Medical Plan for union members and their families, Sept. 1969.

BELOW: Signing of the grape contracts, Delano, July 29, 1970. Standing (l to r) William Kircher, Jerry Cohen, Bishop Joseph Donnelly, Monsignor George Higgins, Jerry Sherry, John Giumarra, Jr. Seated (l to r) Larry Itliong, Cesar Chavez, and John Giumarra, Sr.



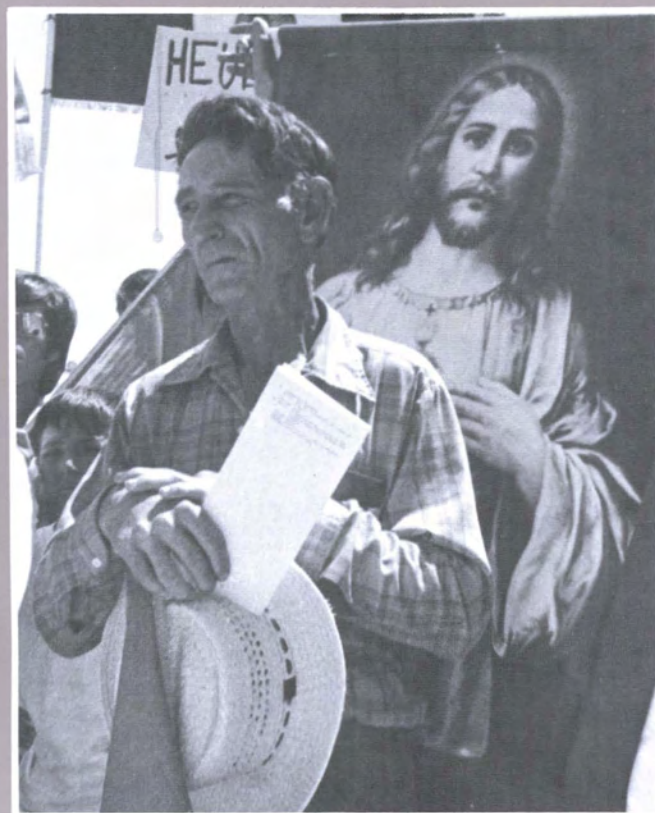


Union strikers at El Rancho Farm talk to workers in the fields.



ABOVE: UFWOC organizers in Texas, early 1970s.

BELOW: Farm worker at rally, early 1970s.



ABOVE: Over 7,000 lettuce workers walk out on strike in Salinas, Aug. 24, 1970.

BELOW: Farm workers read the UFWOC's publication, *El Malcriado*, Sept. 1972.





1970-1973

In the fields and cities across the nation farm workers and supporters show their strength in unity.

En los campos y las ciudades de la nacion, los campesinos y los que los apoyan muestran la fuerza en la unidad.



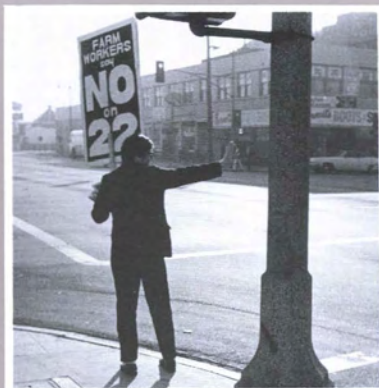
Farm workers keep a 24-hour vigil when Cesar is jailed in Salinas, December 1970.



Sen. Edward Kennedy and Coretta Scott King join Cesar Chavez at Los Angeles rally, 1972.



Pete Velasco leads picketers when Farm Bureau proposes repressive farm labor laws, June 1972.



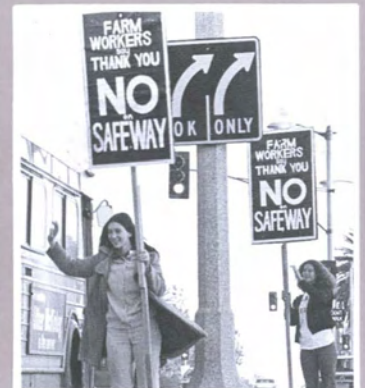
Union efforts in California soundly defeat Proposition 22, an anti-farm worker measure, in Nov 1972.



New York City labor unions support UFWOC lettuce boycott, Fall 1970.



Dr. Jorge Prieto of UFWA clinic is frisked at boycott picket line in Chicago, Nov. 1973.



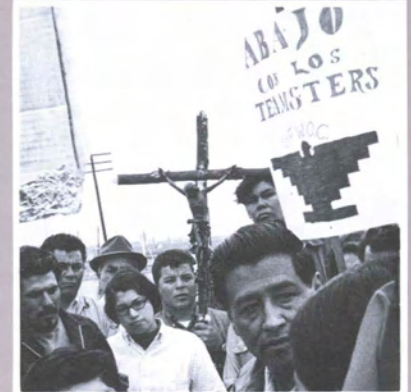
Los Angeles residents join boycott of Safeway Stores, 1972.



LEFT: Nan Freeman (18 years old) was killed Jan. 25, 1972 on a UFWOC picket line in Belle Glade, Florida.



Presentation of the cross symbolizing another day of Cesar's fast in Phoenix, Arizona, May 1972.



LEFT: Rev. Leo Nieto, Board of Missions of United Methodist Church (l); Rev. Chris Hartmire, executive director, California Migrant Ministry (c); and other religious leaders at press conference during Cesar's 24-day fast, Phoenix, Ariz., May 1972. RIGHT: Striking UFWOC workers protest grower-Teamster conspiracy, 1972.

BELOW: Striking farm workers show disdain for a labor contractor and strike breaker, May 1973.



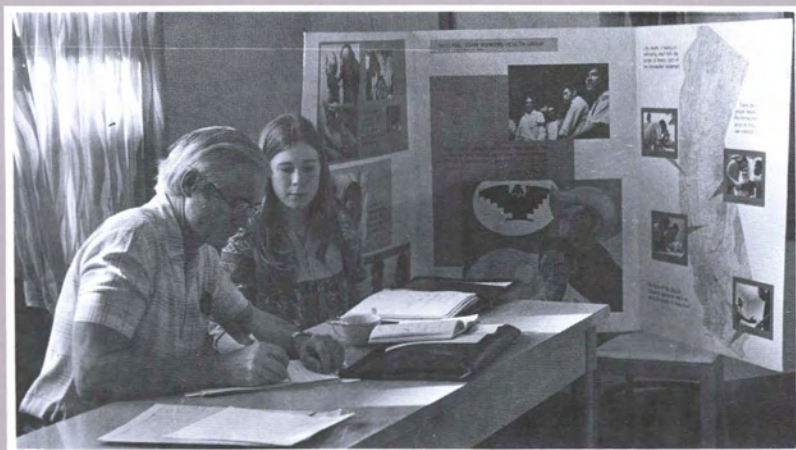


Ground-breaking at Paolo Agbayani Retirement Village for farm workers, Delano, Dec. 21, 1971.

## 1971-1973

**I**ncreased union membership and contracts gained benefits and AFL-CIO recognition of the United Farm Workers of America.

El aumento del número de miembros y contratos trajo beneficios y reconocimiento por el AFL-CIO de la UFW.



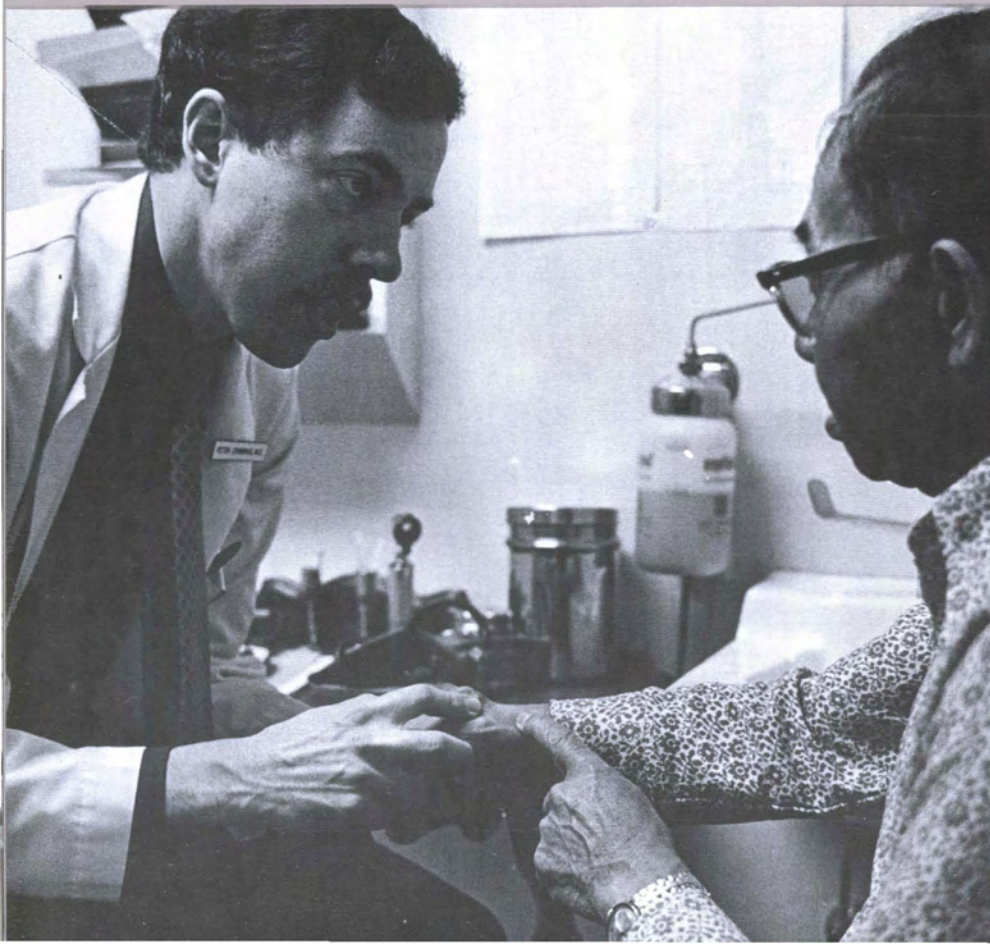
ABOVE: Dr. Radebaugh and Cheryl Miller recruit volunteers to help staff the union, Detroit, 1973.

BELOW: Dr. Peter Cummings, M.D., examines Fortunado Ariguen at the UFW clinic in Delano, Nov. 1972.



ABOVE: UFWOC members at annual meeting of the Credit Union, Delano, Jan. 1973.

BELOW: Juan Huerta, field office director in King City, assists a Paul Masson worker, Sept. 1972.



Cesar Chavez with William Kelly, Coca-Cola vice president, after signing the first Florida contract, Feb. 1972.





Cesar Chavez receives national charter from AFL-CIO President George Meany while Msgr. George C. Higgins witnesses, Washington, D.C.

First Constitutional Convention of the UFW, Fresno, Sept. 21, 1973.

Farm workers demand UFW contracts.



Florida delegates to first UFW convention, Fresno, Sept. 21, 1973.



1972-1975

**S**i se puede. One by one the UFW grew. There was much to do.

Si se puede. Uno por uno la Unión creció. Había mucho que hacer.



D'Arrigo strike, Imperial Valley, Jan. 1973.



LEFT: March Fong (c) and UFW attorney, Jerry Cohen, investigate illegal use of the pesticide Monitor 4, Mar. 1973.

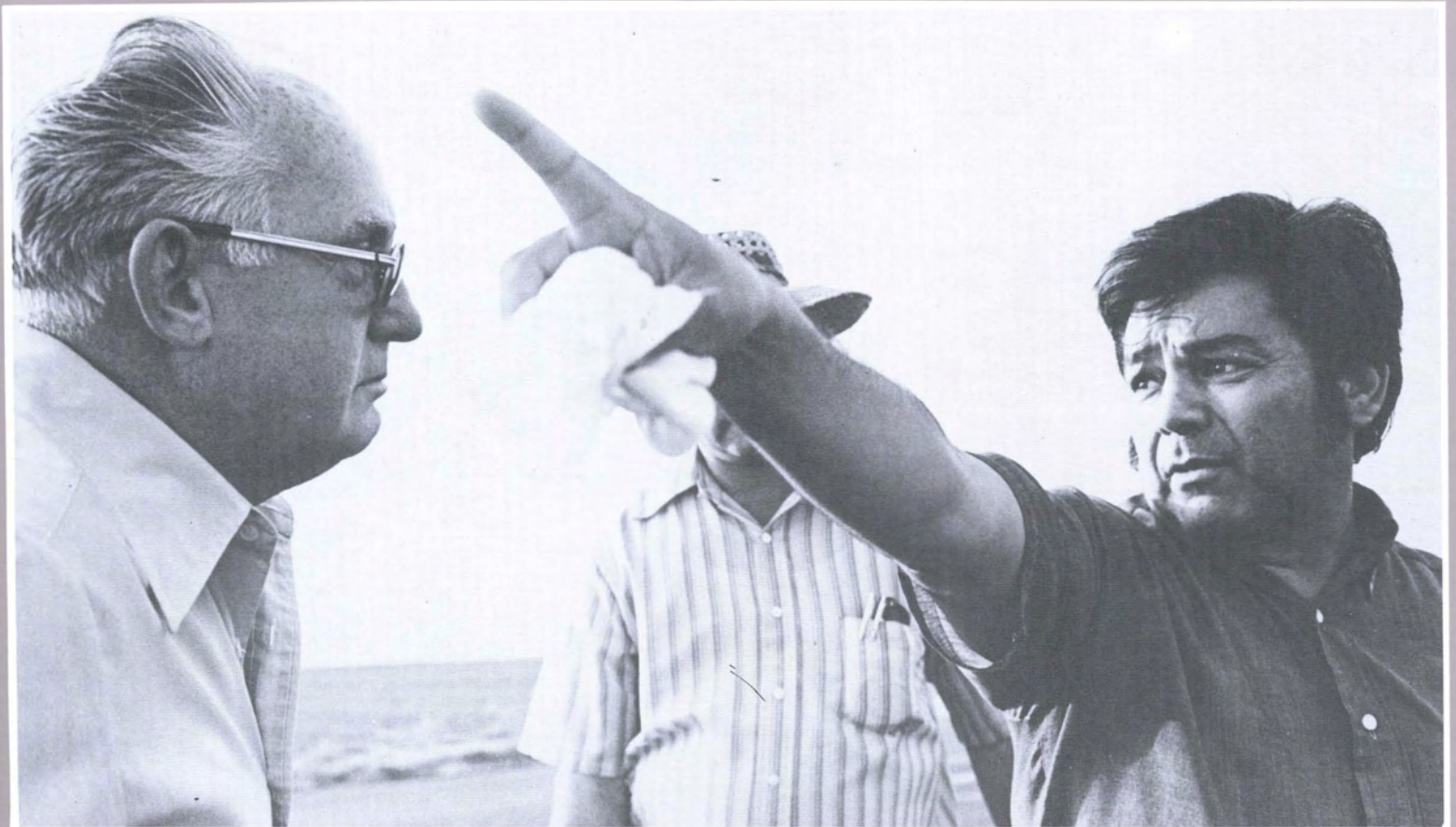


RIGHT: Lupe Murguía (l) signs up new UFW member, 1973.



ABOVE: Farm workers throughout the Central Valley demand growers sign UFW contracts, 1975.

BELOW: Manuel Chavez tells grower what melon workers in San Luis, Arizona think of his offer, June 1972.

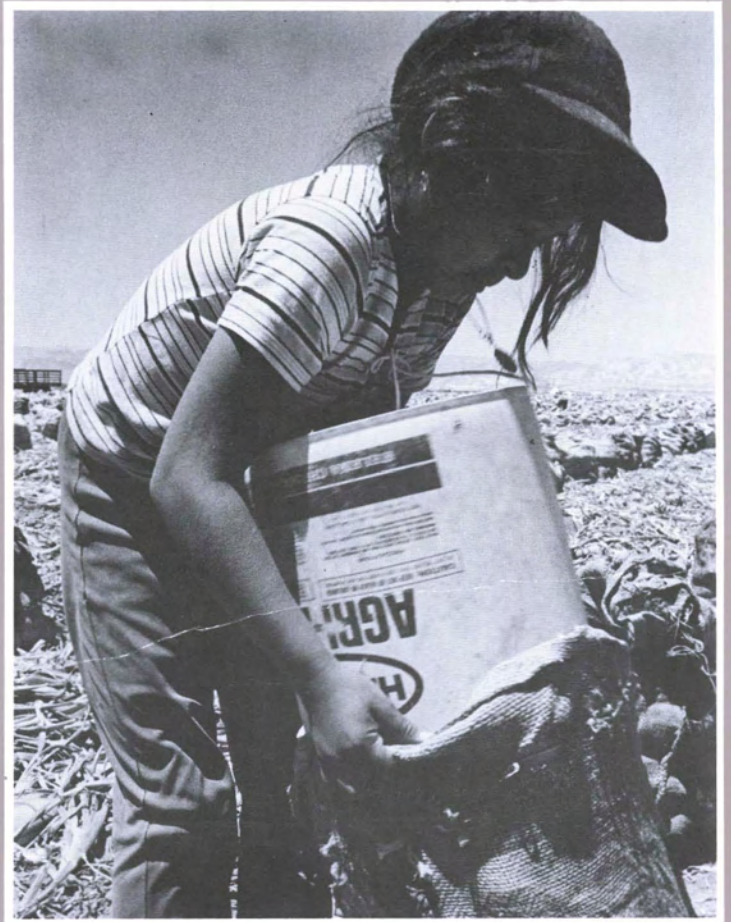




The UFW demands better conditions.



Helen Chavez on picket line with striking farm workers.



Growers exploit children and expose them to dangerous pesticides.

Deadly pesticides are applied with no concern for farm workers' health and safety.

Labor contractors exploit non-union farm workers.

DETACH BEFORE CASHING CHECK  
STATEMENT OF EARNINGS AND DEDUCTIONS FOR  
EMPLOYEE'S RECORD COVERING PAY PERIOD TO  
AND INCLUDING DATE SHOWN BELOW

RICARDO HINOJOSA

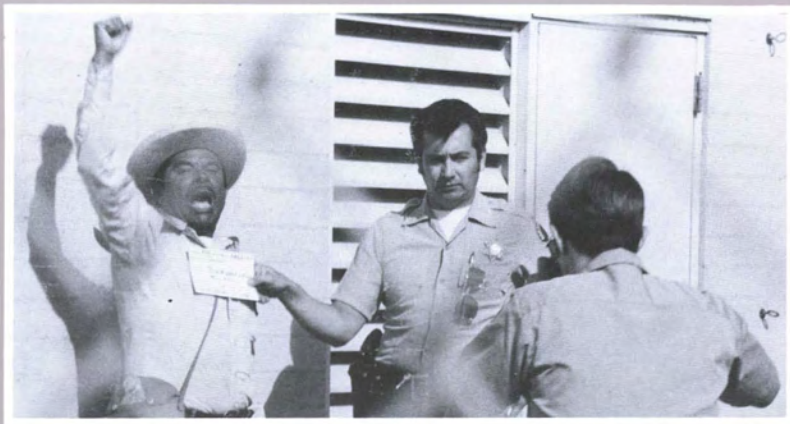
DATE	July 6, 1974
TO	M. Peña
TOTAL WAGES	13702
SOCIAL SECURITY TAX	939
WITHHOLDING U. S. INCOME TAX	
S. D. I.	
STATE INCOME TAX	
	borde 77.50
	Coyote 20.00
TOTAL DEDUCTIONS	
AMOUNT THIS CHECK	3016





ABOVE: Kern County sheriffs terrorize Marta Rodriguez at the Giumarra Ranch in Arvin, July 1973.

BELOW: Marcelino Angeles shouts "Viva la huelga!" as Indio County sheriff deputies arrest him.



LEFT: Kern County sheriffs arrest Frank Valenzuela, Marta Rodriguez, and hundreds of farm workers and supporters at Giumarra Ranch, July 1973. RIGHT: El Malcriado calls for unity and nonviolent action in the face of the violence unleashed against the UFW.



1973

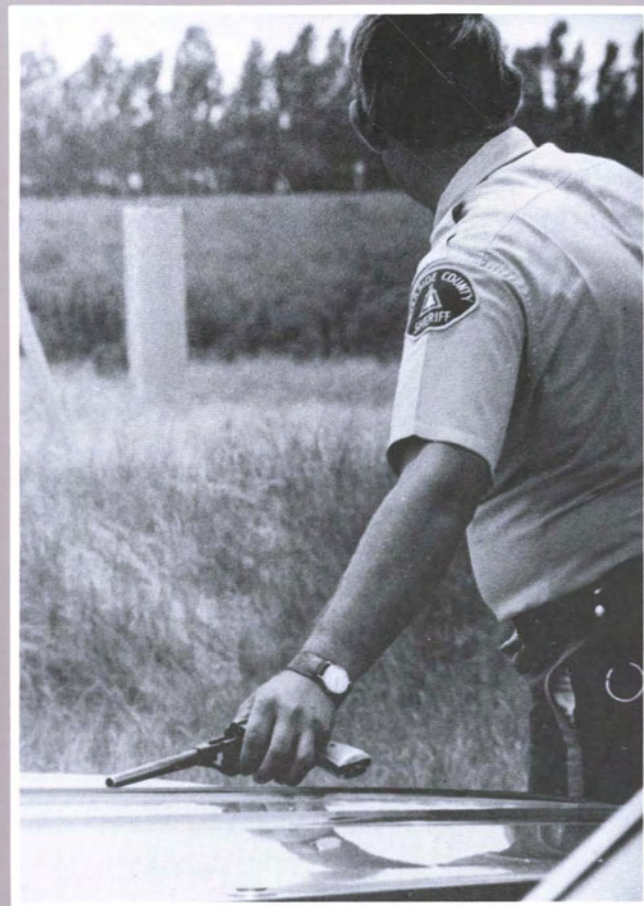
Grape growers refuse to negotiate new UFW contracts and call on the police and courts to back them.

Los dueños de los viñedos rehusan negociar nuevos contratos con la UFW y solicitan la ayuda de la policía y de las cortes las cuales los apoyan.



ABOVE: Striking workers kneel in nonviolent action at White River Farms in Delano, Sept. 1972.

BELOW: Riverside County sheriffs arrive at UFW picket lines in Coachella, April 1973.





ABOVE: A woman mourns the death of a farm worker, Juan de la Cruz funeral, Aug. 1973.

BELOW: Maxima de la Cruz at her husband Juan's funeral, Aug. 21, 1973.



LEFT: Farm worker Nagi Daifullah is killed when fleeing from a Kern County deputy sheriff, Lamont, Aug. 13, 1973.

RIGHT: Farm worker Juan de la Cruz (60 years old) is shot on UFW picket line at Wheeler ranch, Aug. 16, 1973.



(l to r) Msgr. Higgins, Bishop Donnelly, Father John Banks, and Marshall Ganz, national boycott director, assist in mediation talks, 1973.







Los Angeles County Federation of Labor pledges support for the boycotts, 1973.

## 1969-1974

Labor unions throughout the United States, Canada, and Europe rallied to La Causa.

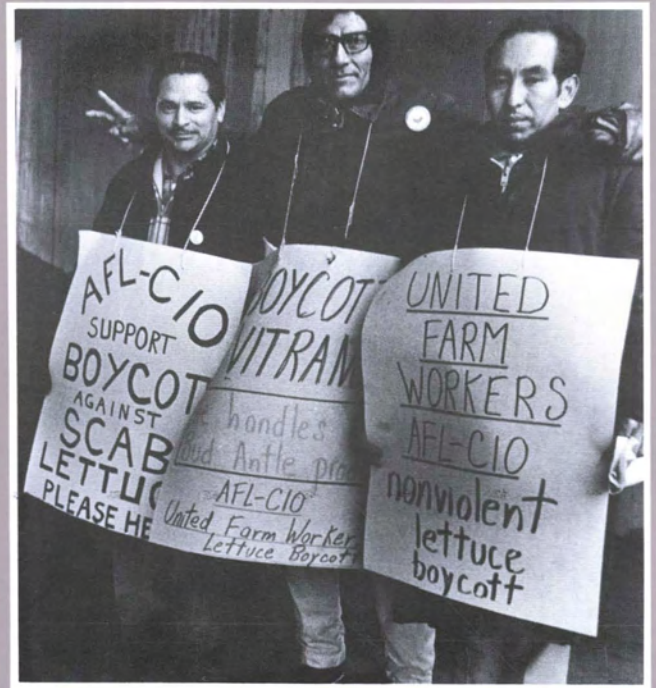
Sindicatos en los EEUU, Canada y Europa apoyaron a La Causa.



UAW members in Los Angeles, 1969.



Atlanta labor backs UFW, 1973.

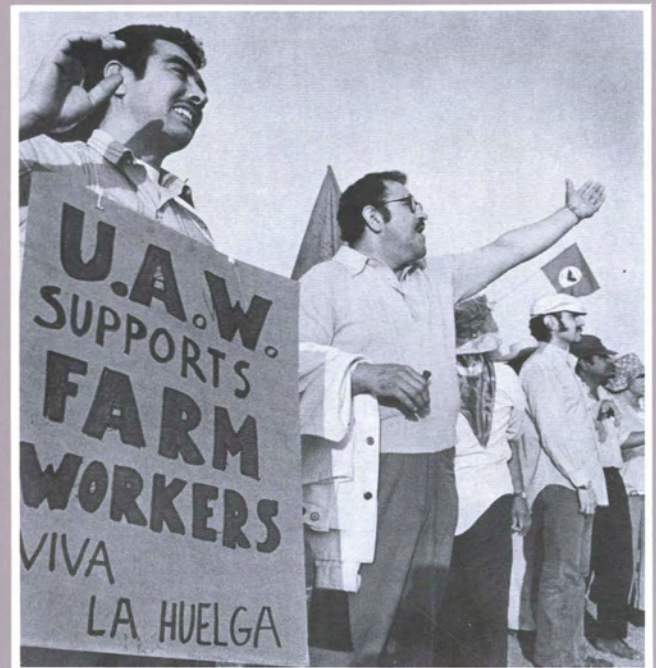


AFL-CIO solidarity on the East Coast, 1970.

New York shopper urged to join the boycott.



UAW members join UFW picket line, 1973.





San Francisco labor pickets for UFW, Nov. 1973.



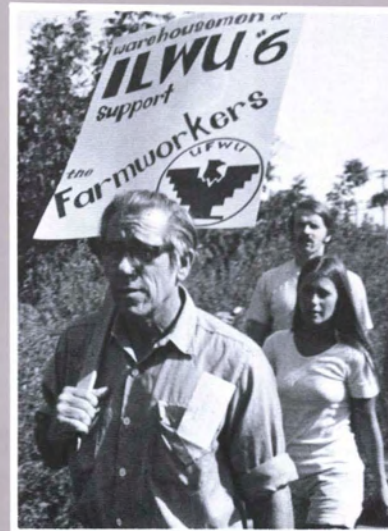
"Human billboards" outside a Chicago market, 1973.



Community and labor groups support UFW, 1973.



ABOVE: San Francisco religious and labor leaders organize a caravan to go help UFW strikers, Sept. 1973.



Labor comes to the picket lines in the fields.



Strikers prevent loading of 2,660 barrels of Gallo wine, Pier 1, Oakland, Jan. 1974.

BELOW: Los Angeles trade unionists arrive in Delano, July 1973, with a food caravan for striking workers.



UC Berkeley students adopt UFW strikers in a show of solidarity, Feb. 1973.



The Gallo boycott march from Modesto to San Francisco, 1975.



ABOVE: 20,000 farm workers and supporters join the Gallo march in 1975.

BELOW: Protest in Chicago against use of the pesticide Monitor 4, Mar. 1973.



## 1966-1975

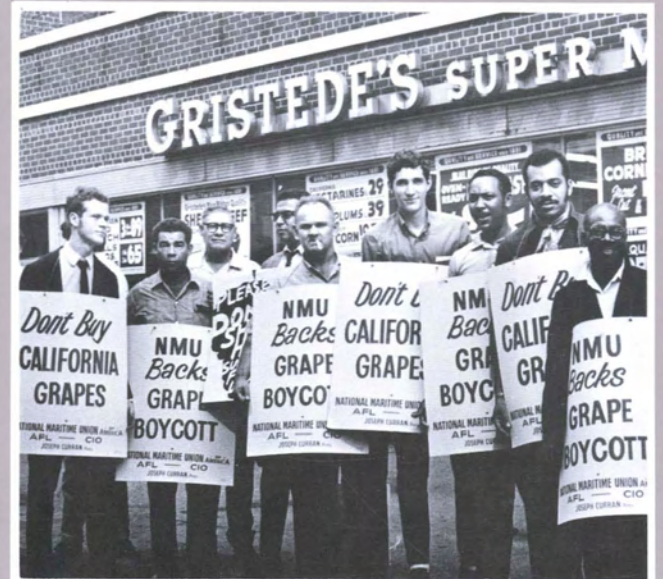
By 1975 over seventeen million people supported the UFW boycotts.

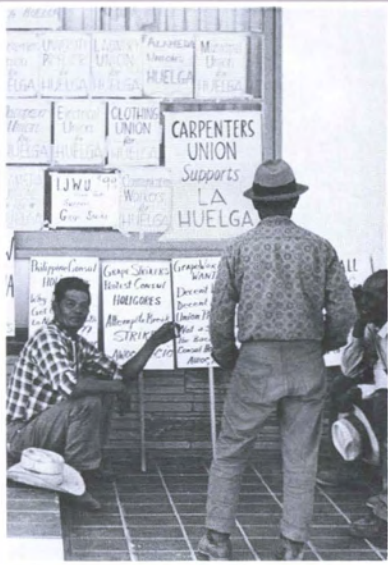
En el año de 1975 mas que diecisiete millones de personas apoyaron a los boicoteos de la UFW.



ABOVE: Boston rallies for UFW, Winter 1973.

BELOW: National Maritime Union in New York, July, 1969.

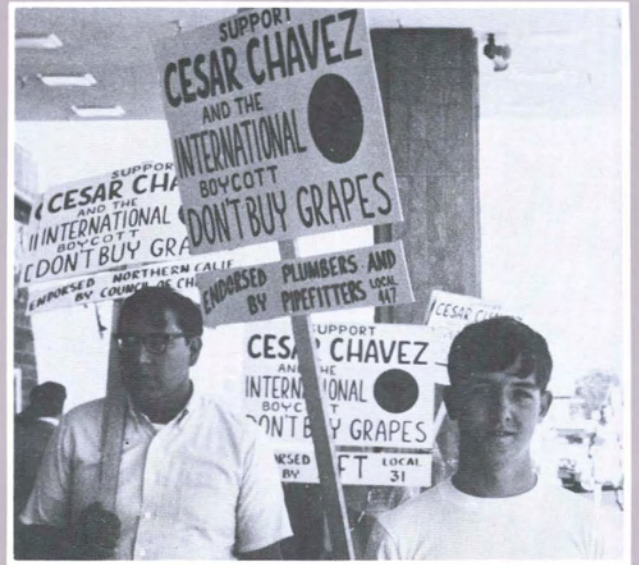




Union picketers outside of AWOOC office in support of first grape boycott, 1966.



AFT backs UFW at Delano rally, July 1973.

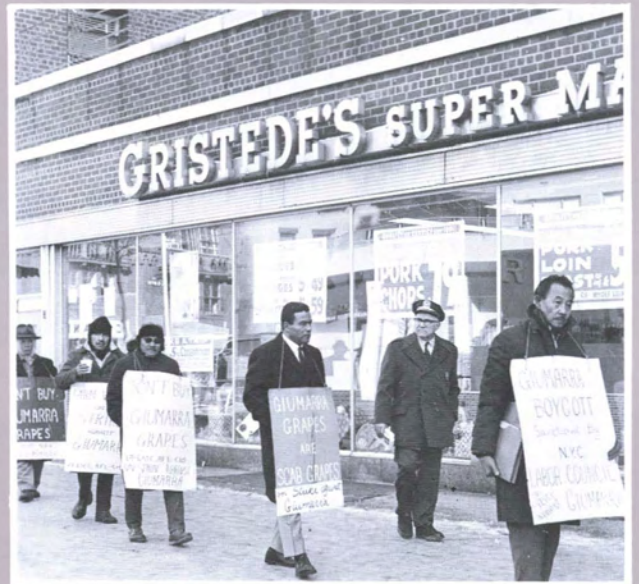


Religious groups and unions in northern California.



ABOVE: UFW supports Amalgamated Clothing Workers strike, Aug. 1972.

BELOW: Canadian unions boycott grapes in Toronto, Dec. 1968.



ABOVE: New York unions picketing in Dec. 1967.

BELOW: Union members offer support throughout the country.





Dom Helder Camara, Archbishop of Recife, Pernambuco, Brazil in Delano to support farm workers.

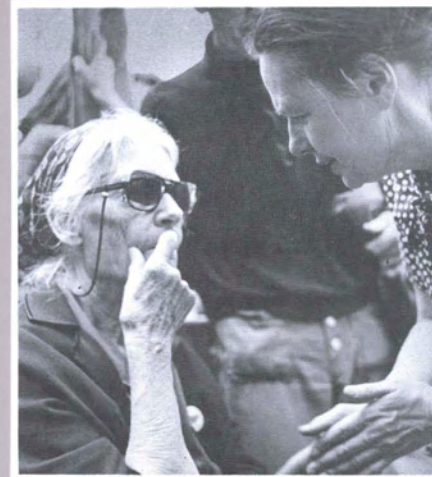
## 1973-1979

Church leaders, political leaders, and entertainers backed the UFW's call for justice.

Los líderes de las iglesias, los políticos, y los artistas apoyaron a la llamada de la UFW para la justicia.



(l to r) Ben Maddock, Rabbi Albert Lewis, Cesar Chavez, Rev. Chris Hartmire, and Marc Grossman, Los Angeles, 1976.



Dorothy Day, co-founder of the Catholic Worker movement, with farm workers, Aug. 1973.

Helen Chavez, Cesar Chavez, and Richard Ybarra with Pope Paul VI at the Vatican, Sept. 1974.





French grape workers talk with Cesar and author Jacques Levy, Sept. 1974.



Richard Chavez gains UFW support in Stockholm.



Anthony Quinn and friend meet Cesar in Rome to back international grape boycott, Sept. 1974.



Hortencia Allende, widow of Chilean President Salvador Allende, and Dolores Huerta in Montreal, Dec. 1973.



ABOVE: The Rev. Ralph Abernathy and Cesar Chavez at press conference in Los Angeles, Jan. 1979.



ABOVE: Dolores Huerta with Sen. George McGovern.



ABOVE: Pete Seeger (l) and friend with Cesar in Washington, D.C., 1973.

BELOW: Jane Fonda and Tom Hayden at UFW rally.



BELOW: Gloria Steinem of National Organization of Women with Cesar Chavez.



BELOW: Taj Mahal and Joan Baez at Juan de la Cruz funeral, Aug. 1973.

1975-1979

A UFW victory resulted in the passage of the Agricultural Labor Relations Act, guaranteeing secret elections and collective bargaining for California farm workers.

Una victoria de la UFW resultó en la aprobación de la Acta de Relaciones Laborales Agrícolas, la cual garantizó elecciones secretas y contratos colectivos para los campesinos.



Farm workers vote in secret-ballot elections.



Oxnard strawberry workers celebrate a victory.

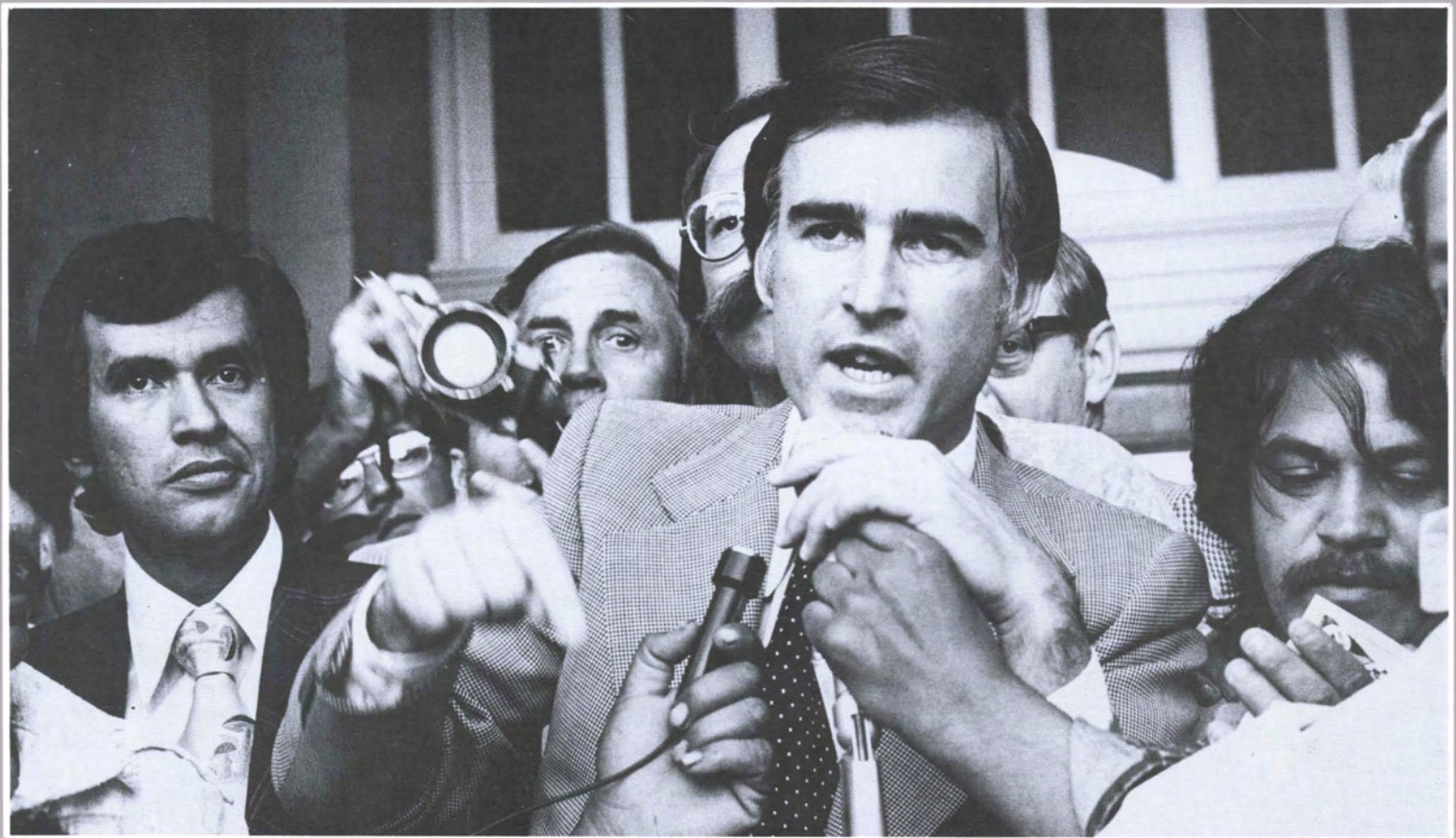


ABOVE: Second Constitutional Convention of the UFW, Fresno, Sept. 1975.

BELOW: Assemblyman Richard Alatorre and Roberto de la Cruz with Gov. Edmund G. Brown, Jr. after signing ALRA in Sacramento, June 5, 1975.

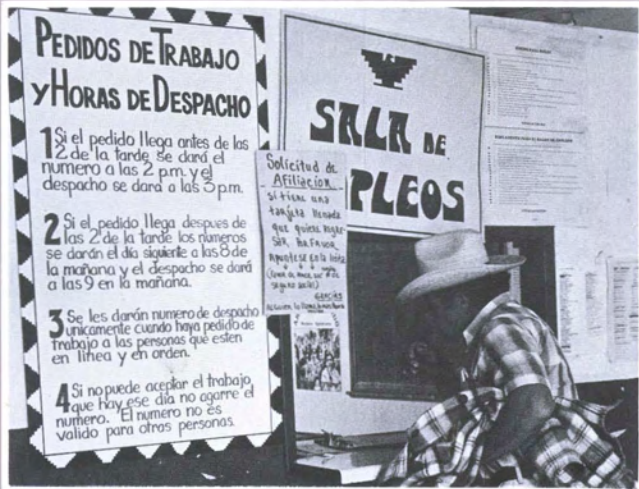


Over 80% of farm workers voted for UFW contracts.



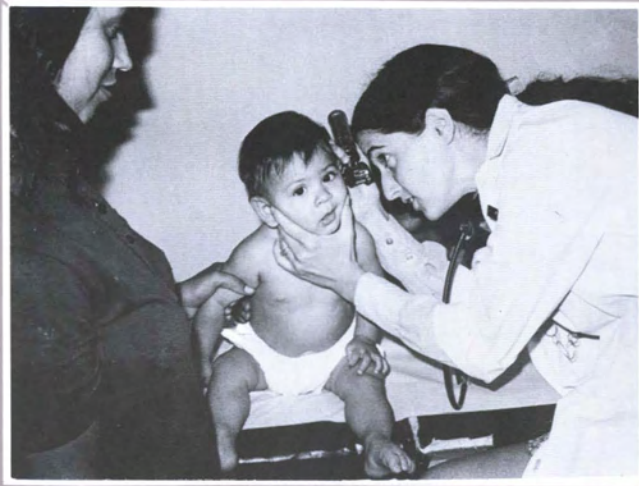


Farm workers and their children gain access to education.

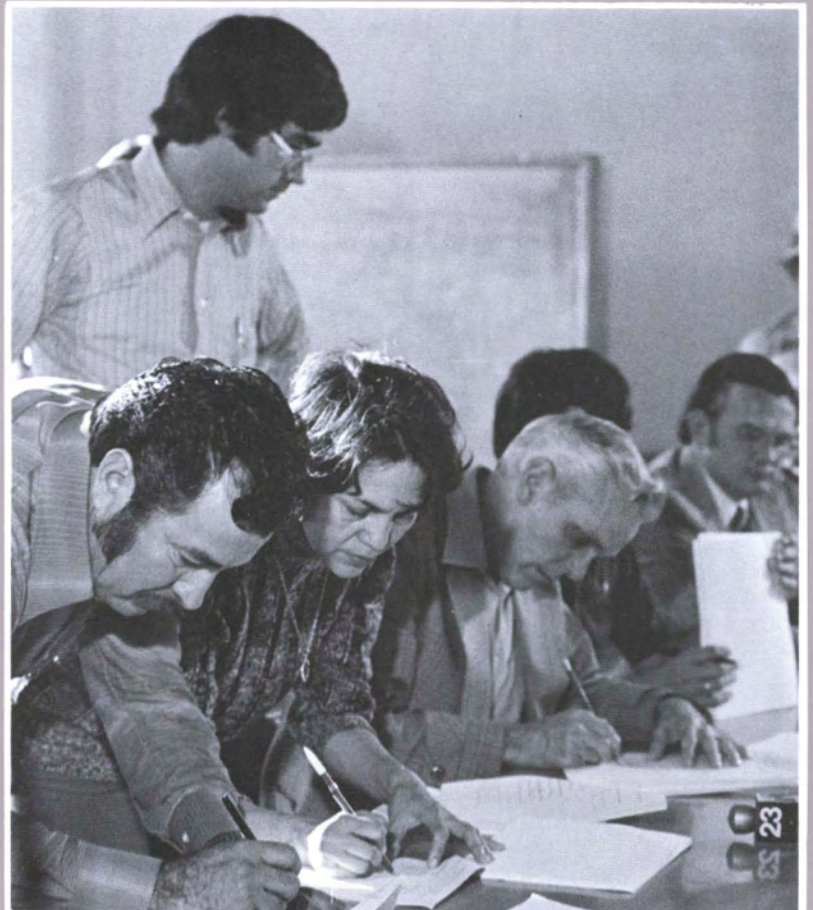


ABOVE: UFW hiring halls help protect job security and farm worker seniority.

BELOW: UFW clinics offer excellent health care to farm workers and their families.

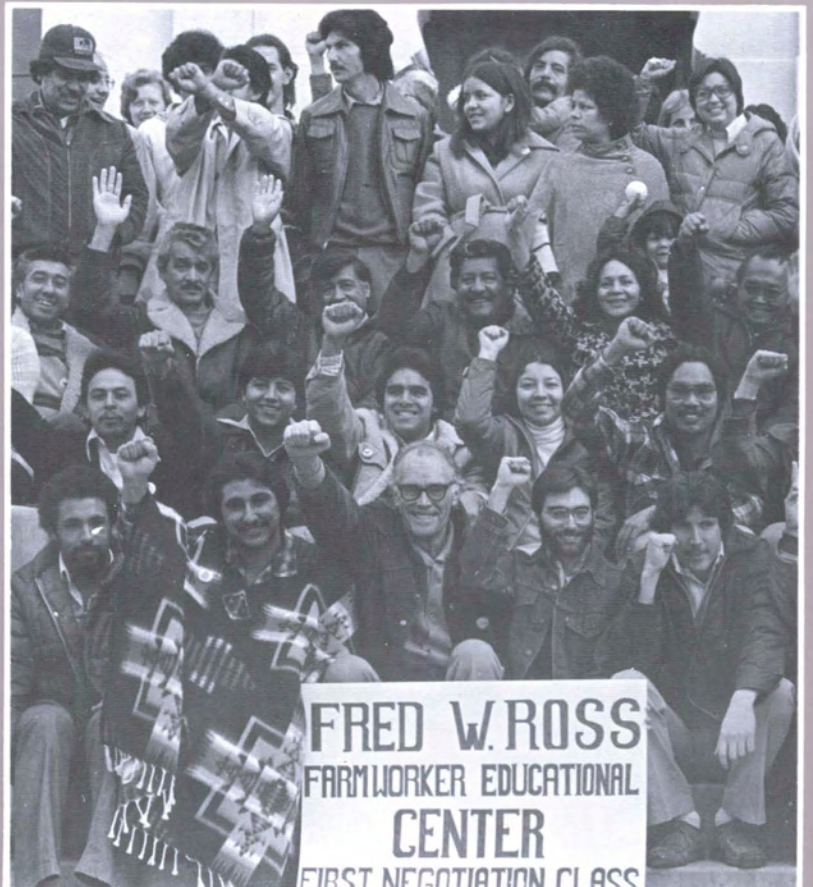


Farm workers filing grievance procedures in Imperial Valley, 1975.



ABOVE: Dolores Huerta and ranch committee members sign Mt. Arbor contract with growers, Delano, May 1978.

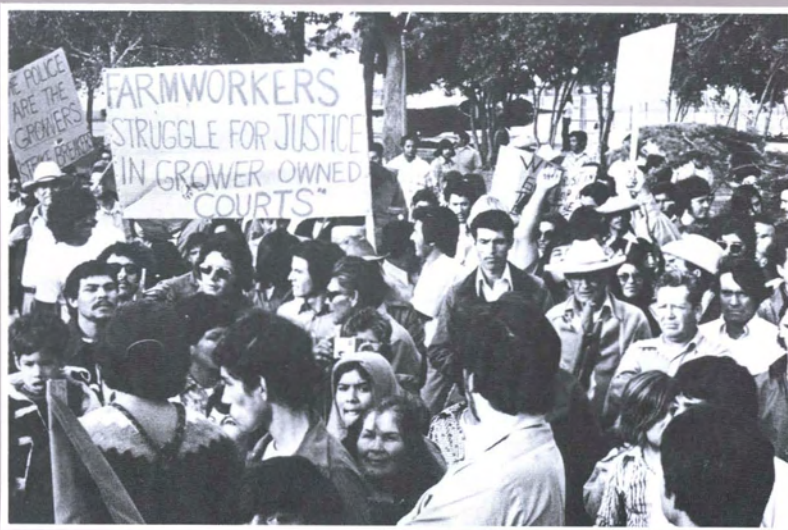
BELOW: Fred Ross and the first class of negotiators, La Paz, 1978.







Farm workers picket outside an ALRB office to demand enforcement of the ALRA.



ABOVE: Farm workers in Oxnard call for justice.

BELOW: Farm workers and supporters collect 729,000 signatures to put Proposition 14 on the ballot.

## 1976-1980

Growers refuse to recognize elections or sign new contracts. Budget cuts and a new administration block enforcement of ALRA.

Los rancheros niegan a reconocer las elecciones o firmar nuevos contratos. Una rebaja en los fondos y una nueva administración obstruye el cumplimiento de la ALRA.

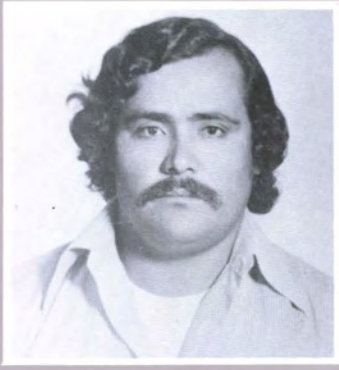


Cesar Chavez takes lettuce strike to Cleveland, Nov. 1979.



(l to r) Rev. Edgar Edwards, Dolores Huerta, Rabbi Sidney Jacobs, Father Luis Olivares, Manuel Provencio, Sister Tess Brown, John Hasenjager, and Roy Valdez turn in signatures for Proposition 14, April 1976.



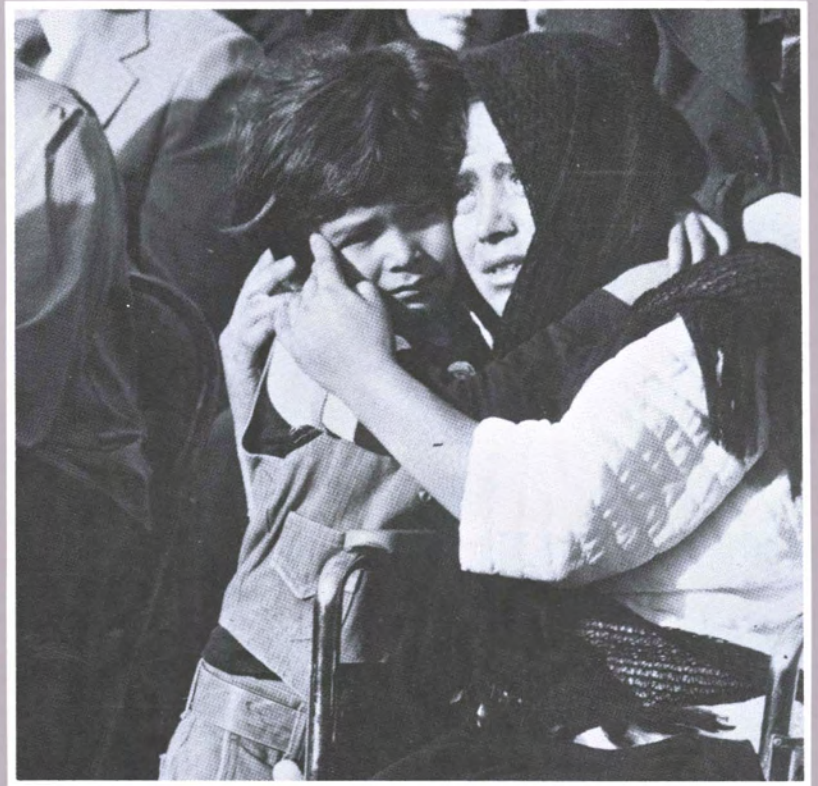


Farm worker Rufino Contreras (28 years old) shot by company foremen during Imperial Valley strike, Feb. 10, 1979.



ABOVE: (l to r) Gov. Jerry Brown, Cesar, Helen, and Richard Chavez at funeral mass for Rufino Contreras, Feb. 1979.

BELOW: Salinas march and rally for Chiquita banana and Red Coach lettuce boycotts, Aug. 1979.



Rufino's widow, Maximina Rosa, holds her son at her husband's funeral mass, Feb. 1979.





One of the first UFW pensioners to receive benefits of the Juan de la Cruz pension plan.



ABOVE: An election victory at a Bruce Church ranch in Arizona, 1987.

BELOW: UFW contracts pushed for water, sanitation, and rest periods in the fields.



UFW contracts pushed for water, sanitation, and rest periods in the fields.

## 1980-1987

**W**hy we fight: UFW victories have resulted in benefits for all farm workers.

Porqué luchamos: las victorias de la UFW han resultados en beneficios para todos los campesinos.



UFW efforts pressured legislators to outlaw the short-handled hoe.



ABOVE: Farm workers enjoy better working conditions.

BELOW: Saul Martinez and ranch committee members sign Montebello Rose contract at Delano.



Saul Martinez and ranch committee members sign Montebello Rose contract at Delano.



The UFW utilizes high technology to increase its outreach in its struggle against growers.



ABOVE: KUFW, the first radio station owned, operated, and broadcast by and for farm workers.

BELOW: Better wages and job security help farm workers' children gain access to higher education.



ABOVE: UFW members enjoy an excellent health plan for their families.

BELOW: Publications and direct mailings from the UFW print shop emblazon the call for justice.

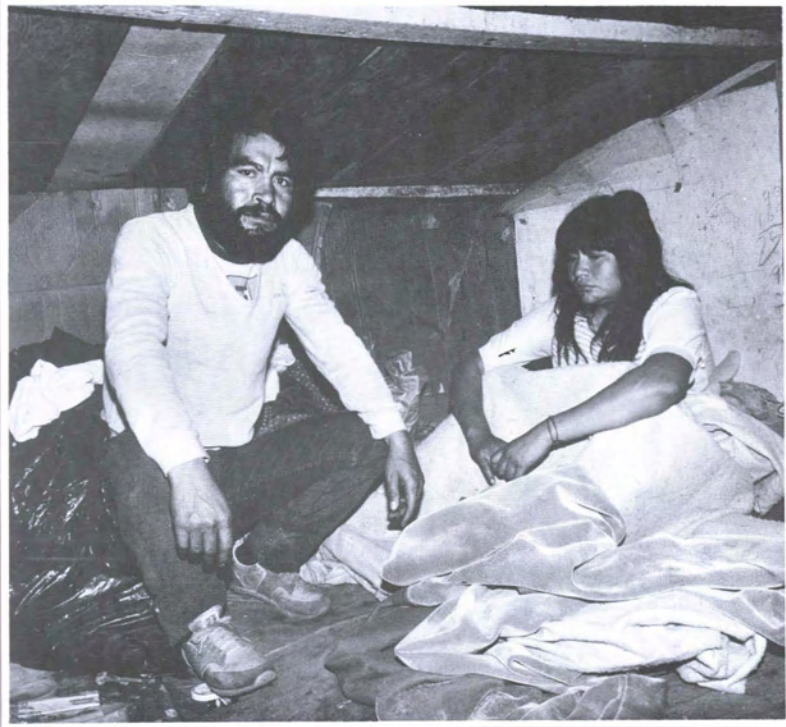


Food and Justice keeps hundreds of thousands of supporters abreast of UFW activities.



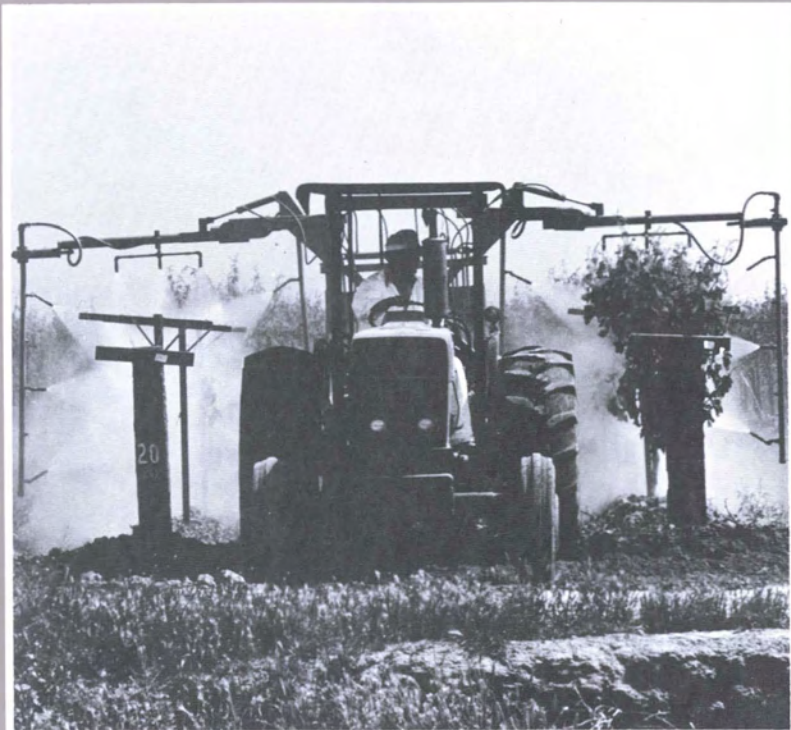


UFW organizers, Gilbert Rodriguez and David Serena, talk to workers about the union, Coachella, 1985.



ABOVE: Some farm workers are still forced to live under inhumane conditions, San Diego County, 1986.

BELOW: Over one third of the pesticides used on grapes are known to cause cancer.



Como Siempre: The UFW will fight until there is justice for all farm workers.

Como Siempre: La UFW luchará hasta conseguir la justicia para todos los campesinos.



The use of deadly pesticides is a major concern of the UFW.



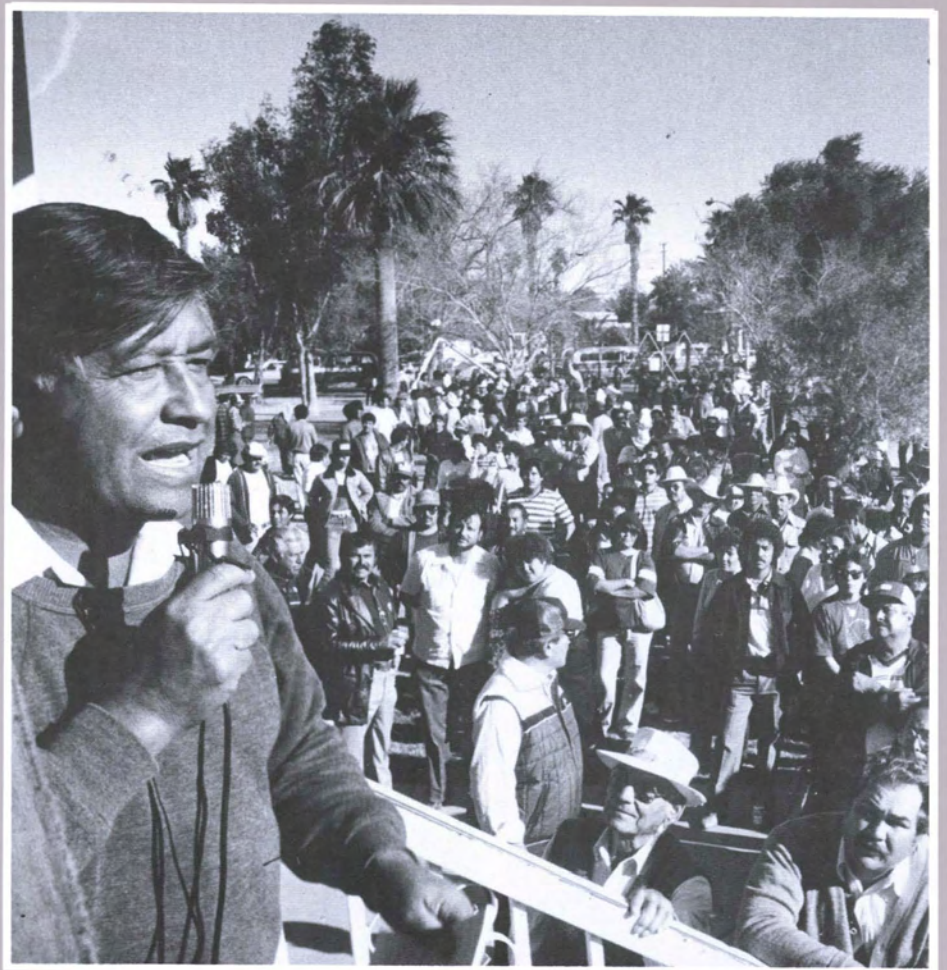
ABOVE: Dr. Marion Moses (l) and Minnie Ybarra (r) of the UFW comfort Juan Chabolla's mother after her son died a victim of pesticides in a San Diego County field, Aug. 1985.

BELOW: Ramona Franco with her son, Felipe, a victim of pesticides, Summer 1986.





Farm worker René Lopez (21 years old) killed by company agents at the Sikkema Dairy near Fresno, Sept. 1983.



ABOVE: Cesar Chavez and farm workers continue in their struggle, Calexico.

BELOW: Francisco and Dolores López, parents of René, grieve at their son's funeral, Sept. 1983.



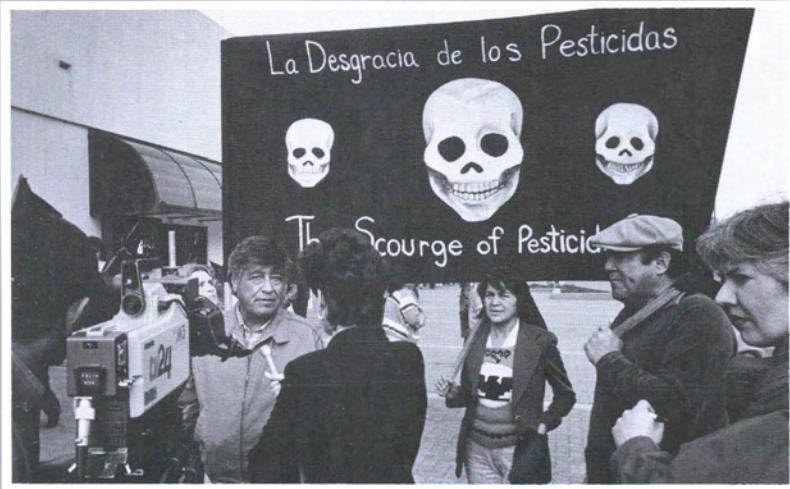
It is for the children that the UFW fights.



1980-1987

Unidos Ganaremos. Unable to get justice in grower-backed courts, the UFW turns to its court of last resort, the consumer boycott.

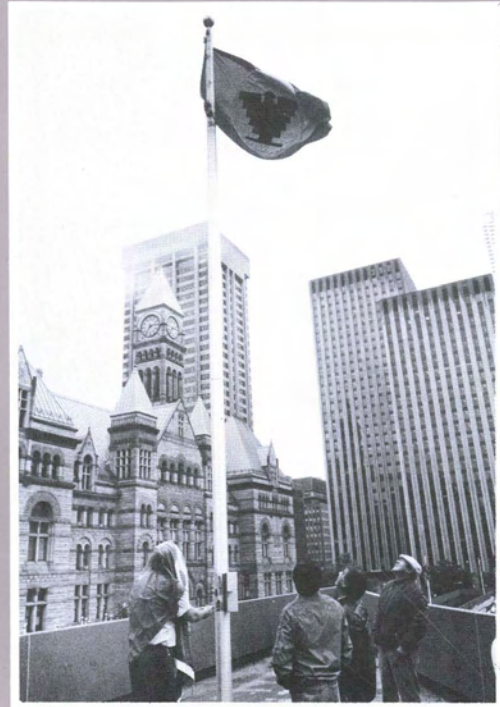
Unidos Ganaremos. Sin poder encontrar la justicia en las cortes apoyados por los rancharos, la UFW busca ayuda en la corte del último recurso, el boicoteo.



ABOVE TOP: Four-day march from Cutler to Lindsay, 1985.

BOTTOM: Cesar Chavez and Dolores Huerta at a Fresno press conference about the dangers of pesticides, 1986.

BELOW: Announcement of the new international grape boycott at the 7th UFW Constitutional Convention, Bakersfield, Sept. 1984.



ABOVE: Toronto declares Oct. 8, 1985 Grape Boycott Day and the Black Eagle flies over the city.



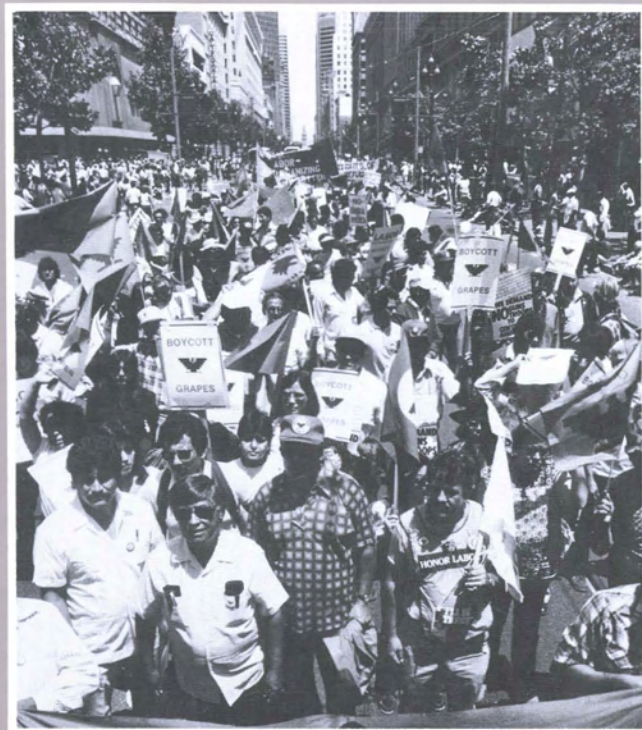


Thomas Van Arsdale, representing more than one million workers from the NY City Labor Council, endorses the grape boycott, Spring 1986.



ABOVE: California legislators pledge support for the grape boycott, Sacramento, 1986.

BELOW: Farm workers and supporters at grape boycott rally in San Francisco, Winter 1985.



ABOVE: Farm workers are worried about the effects of pesticides on their children.

BELOW: Canadian labor leaders (c back) Fred Upshaw and (l to r) Michael Lyons, Bob White, Leo Gerard, Cesar Chavez, and Member of Parliament Bob Rae support boycott, Toronto, 1987.





**S**o it went. Twenty-five years of struggling, surviving, succeeding. Much has been accomplished. We have many blessings to count. We've come a long way.

When we set out on our journey 25 years ago, we knew there would be many roadblocks along the way. But even we were shocked to learn how high and wide and thick some of them were, surprised at how much time and energy we would have to spend on byways — reconnoitering, regrouping, out-maneuvering — just to get around obstacles that are supposed to have no place on the freeways of our democratic society.

Yes, we knew most growers would never raise farm workers' wages a cent or give them a cup of cool drinking water without a struggle; we also knew small-town cops and city councils would do their bidding no matter what the law said or what rights farm workers had.

But we were surprised at how frightening the decisions of supposedly unbiased judges could be when a farm worker and grower stood before them or, later, at how easily a law-and-order governor could ignore the crimes of growers at the drop of a campaign contribution.

Today, we embark upon the next leg of our journey in the midst of another international table grape boycott. We never wavered in the past, and we will not in the future. We tremble in fear before

no grower, no judge, no governor. Unafraid, we face all the challenges that lie ahead.

Relying on our own courage and commitment and appealing to our faithful friends to stand with us once again, we know we will win. And our victory will mean a brighter future for farm workers, for their children, and for their children's children.

Y así fué. Veinticinco años de lucha. Mucho se ha logrado. Tenemos muchas bendiciones. Cuando dimos principio a nuestra jornada hace veinticinco años, sabíamos que el camino sería difícil. Sabíamos que muchos rancheros nunca aumentarían los saláridos de los campesinos — ni siquiera un centavo o darles una taza de agua fresca — sin una reñida lucha.

Pero nosotros nos sorprendimos de lo injusto que los supuestos imparciales jueces decidían a favor de los rancheros. Como también un gobernador con membrete de "ley y orden" podía ignorar los crímenes de los rancheros cuando oían sonar dinero para sus compañías.

Hoy, damos principio a nuestra siguiente jornada con otro boicoteo internacional a la uva. No importa cuantos obstáculos encontremos en nuestro camino — rancheros, jueces, gobernadores — a todos les haremos frente sin temor.

Siempre con nuestro propio valor y, el apoyo de nuestros fieles amigos que nos acompañan una vez más, sabemos que ganaremos — para el futuro de nuestros hijos y los hijos de nuestros hijos.

Cesar Chavez takes the UFW's message of the future to over 85,000 people in the Rose Bowl on Peace Sunday, Pasadena, June 1982.



25th ANNIVERSARY BENEFIT COMMITTEE



**FRONT ROW (left to right):** Chris Hartmire, Paul F. Chavez, Cynthia Bell, Cecilia Ruiz, Marshelle Valila, Maria Elena Contreras. **BACK ROW:** Jim Sugarek, Ben Maddock, Marcos Camacho, Kent Winterrowd.

**NOT PICTURED:** Carmen Penalber and Terry Vasquez.



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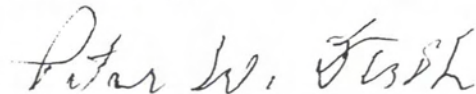
Dear 25th Anniversary Celebrants:

On behalf of The Stroh Brewery Company, it is with great pleasure and honor that we congratulate the United Farmworker's Union on the occasion of its 25th anniversary.

Since the UFW's establishment in the small town of Delano 25 years ago, the efforts of the UFW and its leader, Cesar Chavez, have made significant achievements toward the improvement of human rights. The dedication of Mr. Chavez and other members of the UFW serves as inspiration to us, inspiration and encouragement to better mankind and to foster brotherhood.

On this day we acknowledge the United Farmworker's Union and its 25 years of service to farmworkers nationwide. As corporations, individuals and UFW members share in today's anniversary celebration, The Stroh Brewery Company gladly extends its support and best wishes to another successful 25 years.

Sincerely,



Peter W. Stroh  
Chairman and  
Chief Executive Officer  
The Stroh Brewery Company



INTERNATIONAL UNION  
UNITED AUTOMOBILE  
AEROSPACE AND  
AGRICULTURAL WORKERS  
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*To the men and women of the  
United Farmworkers of America*

*AFL-CIO*

*Congratulations  
On your 25th Anniversary*

*Fraternally,*

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CONGRATULATIONS AND BEST WISHES  
TO THE  
UNITED FARM WORKERS  
ON THE OCCASION OF THEIR  
25TH ANNIVERSARY



VINCENT R. SOMBROTTO  
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## Working together

For 25 years the United Farm Workers Union has worked to bring dignity on the job and just compensation to thousands of previously exploited workers. Your struggle opened America's eyes to the cruel and slave-like conditions many farmworkers and their families were forced to endure.

Thousands of farmworkers still work under trying conditions and thousands of family-owned farms are being crushed. The struggle goes on.

The Machinists Union is your strong ally in the battle for justice on the job, service to the community and security for the family.

**Solidarity forever.**

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*Our congratulations on your 25th Anniversary from our family to your family. Our prayers are with you.*

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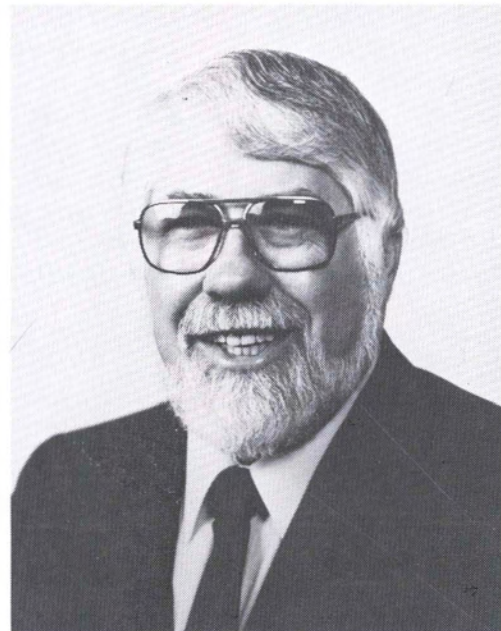
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# U A W Region 6

*Best wishes  
to the membership  
of the  
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from their  
Brothers and Sisters  
in U A W Region 6  
on your  
Twenty-Fifth  
Anniversary.*



BRUCE LEE, Director

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## THE MARTIN LUTHER KING, JR. FARM WORKERS FUND

**I**t was no superficial gesture when, on December 18, 1973, the Martin Luther King, Jr. Farm Workers Fund was established and named in honor of the renowned civil rights leader and martyr.

It was, instead, a natural outgrowth of the deep commitment of both King and Cesar Chavez to the philosophy of nonviolence, to the achievement of goals through such nonviolent means as marches, fasts, vigils, picketing, and boycotts.

Other instances that deepened the bond between King and the farm worker movement were his telegram of solidarity to Chavez after the UFW defeated the Teamsters in the DiGorgio election in 1966 and his March 1968 telegram during Chavez' 25-day fast for nonviolence just before his own assassination on April 4, 1968: "I am deeply moved by your courage in fasting as your personal sacrifice for justice through nonviolence."

Since her husband's death, Coretta Scott King continued his as well as her own personal commitment to the farm worker cause by visiting Chavez on two dra-

matic occasions: when he was in jail in Salinas in December 1970 and in the midst of his 24-day fast in Arizona in 1972.

MLK, as the fund is familiarly known, grew out of an idea Chavez had about negotiating contracts with a special clause that would go beyond the usual hours, wages, and working conditions and would provide services for farm workers to enhance their social development.

The first contract calling for a small per-hour contribution to the Farm Worker Fund, as it was known then, was the Steinberg grape contract negotiated on April 3, 1970. That fund grew for almost four years until MLK was established.

MLK came into existence when an "agreement and declaration of trust" was signed with growers on December 18, 1973. The first trustees were two union representatives, Cesar Chavez and Gilbert Padilla; two employers, Eli M. Black of InterHarvest, Inc. and William M. Kelly, Jr. of Coca-Cola; and, representing the public interest, Monsignor George C. Higgins.

The first executive director was Anna Andreini, who held the position until March 30, 1976, when Richard Chavez succeeded her. After his resignation, Ann McGregor, the current executive director, was appointed on April 12, 1980.

The general purpose of MLK in the original trust document was to provide "educational and charitable benefits and services to farm workers and their families." That purpose has been translated into the backbone of MLK, a network of "campesino centers" in California, Arizona, and Florida.

The work of these centers encompasses the whole range of

problems faced by farm workers and their families. Last year each campesino center averaged 300 cases a month. A crucial part of the MLK philosophy, however, is that, through the services provided, workers learn to help themselves and, in turn, help other workers.

Besides the campesino centers, MLK operates several youth projects, including a pilot pre-school Montessori program, the Reyna Lujan Olivas School.

Among its other projects, a major one sponsored by MLK is KUFW-FM, Radio Campesina, the first farm worker educational station in California. It started broadcasting in Spanish on May 1, 1983. Located in Woodlake, it broadcasts from 4 a.m. to midnight every day and can reach a million listeners in the San Joaquin Valley, where an estimated 250,000 farm workers live.

El 18 de diciembre de 1973 se estableció el Fondo para Campesinos Martin Luther King, Jr., bautizado así para honrar al conocido mártir de los derechos civiles.

El Fondo creció de la idea de César Chávez de que los contratos de trabajo campesino incluyeran más previsiones que las básicas de sueldos, horas y condiciones de trabajo. Cláusulas que dieran a los campesinos medios para su desarrollo social y económico.

El propósito original del MLK fué el de "proveer beneficios educacionales y caritativos y servicios para el campesino y su familia." Cada servicio prestado en sus centros de California, Arizona y Florida lleva la filosofía básica de que el campesino aprenda con ello a ayudarse a sí mismo, y luego a los demás.



**T**he birth of a medical plan for farm workers was long, long overdue. More than a hundred years. And the birth pangs, when they finally began, were painful. The huge DiGiorgio Fruit Corporation and the Teamsters saw to that.

On August 31, 1966, after DiGiorgio, the Teamsters, and their powers-that-be pals finally exhausted their vast reservoir of illegal and immoral maneuvers to avoid a humiliating election loss to that upstart Cesar Chavez and his gang of Chavistas, the union (then the UFWOC) defeated the Teamsters in a widely publicized election, 530-331.

Finally, after several months of contract negotiations almost as painful as the election, DiGiorgio was forced to accept an arbitrator's decision and signed a contract in 1967 — the first one calling for a grower contribution to a farm worker medical plan. The very first check issued in August 1969 was for a maternity claim. A touching irony.



The medical plan was first named "The Health and Welfare Trust Fund." The original trust documents were signed by union and grower trustees on September 17, 1968. Shortly after that, the trustees voted to name the fund "The Robert F. Kennedy Farm Workers Medical Plan" in honor of Senator Kennedy, assassinated by Sirhan Sirhan on June 5, 1968. Naming the fund in his honor resulted from the deep bond between him and farm workers that began with his aggressive questioning of growers and law officials during the U.S. Senate hearings in March 1966 and culminated in his presence at the Mass ending Chavez' 25-day fast against violence in Delano on March 11, 1968.

From the 10-cent an hour contribution rate DiGiorgio and other growers paid under early contracts, the first modest benefits were \$5 for an office visit, \$50 for X-rays and lab work, \$300 for maternity, and \$200 for hospitalization. Now the highest contribution rate for the best of several different benefit options is \$1.07 an hour.

Gradually, as more contracts were negotiated, contributions increased, and in 1980 RFK was able to offer better benefits: office visit, \$25; X-rays and labor work, \$300; basic surgery, \$1,000; basic hospital, \$1,500; major medical, \$20,000; life insurance benefit, \$6,000; death benefit, \$2,000; vision and dental care; and an easy-to-use prescription-drug plan in cooperation with more than 500 unionized Thrifty Drug Stores in the western states.

Crucial for farm workers, whose work is seasonal, is a self-pay provision that allows them to pre-pay a certain amount per month to be eligible for coverage during the months they are out of work.

Since the first claim was paid in August 1969, RFK has paid out nearly 100 million dollars; more than \$58 million of that was disbursed after the benefits were increased in 1980.

There have been only four administrators since the medical plan began: Leroy Chatfield, 1969-73; Jack Quigley, 1973-74; Ralph Magana, 1974-80; and the current administrator, Kent Winterrowd, who was appointed in June 1980.

Current union trustees are Cesar Chavez, Dolores Huerta, Peter Velasco, David Martinez, and Frank Ortiz. Representing growers are John Broad of Christian Brothers, William Smeds of Smeds and Sons, and Shah Kazemi of Monterey Mushrooms.

Después de duras batallas contra los Teamsters y los rancheros, en 1967 la compañía DiGiorgio fué obligada a firmar un contrato, el primero con un plán médico campesinó. Fué hasta agosto de 1969 que se pagó el primer caso, uno de maternidad.

El 17 de septiembre de 1968, los regidores del plán votaron en nombrar al plan: "El Plán Médico para Campesinos Robert F. Kennedy" en honor del Senador Kennedy, asesinado en 1968, y quién fué un amigo verdadero del campesino.

El Plán Médico RFK fué concebido por César Chávez como una forma de cubrir a los campesinos migratorios y sus familias con el mejor servicio médico posible; y en la forma más económica posible.

El plán ha protegido a miles de miembros de la Unión y sus familias. Su trabajo es importante el cual seguirá adelante.



## THE JUAN DE LA CRUZ FARM WORKERS PENSION FUND

**T**he tears of grief shed after 60-year-old Juan de la Cruz, the union's third martyr, was shot to death on a picket line near Arvin on August 17, 1973, turned to tears of joy nearly 10 years later during a deeply moving ceremony at the historical Forty Acres in Delano on June 27, 1983.

That evening, before a big crowd of farm workers packed into the field office hall, UFW President Cesar Chavez called out the name of Felicísimo Benitez Abad, one of the original Filipino strikers who began the great grape strike in 1965. The dignified little gentleman, all five feet and four inches of him, rose from his chair, walked to the podium, shook hands with Chavez, and received a check — as everyone in the hall rose to their feet, crying and applauding at the same time.

It was applause heard round the world. The unheard-of, the almost unimaginable had happened: "Freddie" Abad had just become the first farm worker ever — in California, in the U.S., in the world — to retire from agricultural work with a guaranteed monthly pension. Unlike previous thousands of aged farm workers left penniless after being fired by

heartless growers for no longer being able to keep up with young workers, Abad would be able to live out his last years in dignity.

In similar poignant ceremonies on three successive nights in Oxnard, Salinas, and Coachella, Chavez, accompanied by Kent Winterrowd, plan administrator, distributed pension checks totaling \$101,000 to 59 more retirees. More tears of joy. And more vindication for the martyrdom of the man whose name the pension fund bears, the man who himself might one day have retired in dignity had he not been violently and prematurely deprived of his life: Juan de la Cruz.

The pension plan had a humble beginning in 1973, with only four UFW contracts requiring grower contributions of 1 cent per lug (box of grapes) and only a total of \$10,000 accumulated in the first year. After the second year, the total grew to \$100,000, and the pension trust was created and signed on August 19, 1975. Today almost all contracts call for per-hour contributions ranging from 18 to 25 cents, and the total reserves, as of May 1, 1987, were \$39,000,000.

Since the first 60 retirees were presented their pension checks in June 1983, the number has grown to 447. Since then, the total paid out, as of May 1, 1987, was \$1,497,015.33.

The JDLC pension plan is a multi-employer plan, which is a necessity for farm workers. It means that, even though they work for several different employers, all their hours worked can be applied toward their pension. The pension plan is also a non-contributory plan, which

means that all monies are paid into the fund by the employers, not by the employees. The plan was approved by the Internal Revenue Service on May 22, 1980.

The current union trustees are Cesar Chavez, Dolores Huerta, Peter Velasco, David Martinez, and Frank Ortiz. Employer trustees are William Smeds of Smeds and Sons and Shah Kazemi of Monterey Mushrooms.

Kent Winterrowd, also the administrator of the Robert F. Kennedy Farm Workers Medical Plan, is the current administrator and has been since the pension plan started. The attorney for both JDLC and RFK is Frank Denison.

Hubo un campesino llamado Juan de la Cruz. Defensor de los derechos suyos y de sus compañeros. El 17 de agosto de 1973 fué balaceado en el corazón durante una línea de piquete en Arvin. Su nombre quedó estampado en la mente de los campesinos que luchan por una vida mejor, pero su nombre queda permanente porque está en el "Plán de Pensión para Campesinos Juan de la Cruz."

Gracias a la lucha interminable, ya los campesinos pueden jubilarse con dignidad. El primer cheque de pensión fué entregado el 27 de junio de 1983 en los 40 Acres de Delano al campesino Felicísimo Abad, uno de los primeros huelgistas de 1965.

Cada año más campesinos llegan a la edad de retiro y pueden tener su vejez tranquila, porque cada mes recibirán su cheque de pensión.



**I**t is remarkable that, in the months leading up to the founding of the National Farm Workers Service Center in November 1966, leaders of the farm worker movement had time even to think about, much less establish, a new entity.

At that time, the little house in Delano serving as the headquarters of the National Farm Workers Association was anything but an ideal site for planning — it was a hot spot of feverish activity.

The major preoccupations in those months were the U.S. Senate Subcommittee hearings; the NFWA-AWOC merger; the 300-mile march to Sacramento; the bitter election dispute at DiGorgio; trips by Chavez to lead melon strikers in Texas; the Perelli-Minetti boycott; and, during all that and more, the Delano grape strike and its 24-hour-a-day activities: maintaining picket lines, arranging food caravans, and holding fundraisers.

But somehow the NFWSC planning got done, and on November 15, 1966, the articles of incorporation were signed by the first directors: Cesar Chavez, Dolores Huerta, Richard Chavez, Andy Imutan, and Larry Itliong. At the first meeting two weeks later, the officers elected were: Dolores Huerta, president; Larry Itliong, vice-president; Marion Moses, secretary; Rev. Keith Kenney, treasurer; and LeRoy Chatfield, executive director.

At that same meeting, additional directors were nominated and elected: William L. Kircher, Rev. Eugene Boyle, Msgr. Gerald F. Cox, Rev. James Drake, Dr. Jerome Lackner, Rev. Chris Hartmire, Paul Schrade, and Gilbert Padilla. Current NFWSC officers are Cesar Chavez, president; Alicia

Hernandez, secretary; and Terry Vasquez, chief financial officer.

The first broad purpose of the NFWSC was “to engage exclusively in charitable and educational activities with farm workers” and provide them “medical, educational, and welfare services.”

The pioneering spirit of the NFWSC was a centrifugal force that later spun off separate programs and entities. For example, the network of service centers NFWSC established to carry out its goals later became the specialized work of the Martin Luther King, Jr. Farm Workers Fund. Another of the earliest NFWSC programs, to assess and meet the medical needs of farm workers, led to the opening of the first clinic in Delano in 1972. Subsequently, medical clinics became the concern of a new entity, the National Farm Workers Health Group.

Similarly, NFWSC’s pioneering efforts to improve communication among the various organizations serving farm workers eventually led to the creation of Farm Workers Communications, Inc. NFWSC also carried out a feasibility study and procured the funds for the development of Radio Campesina.

Educational programs have also been a main concern of NFWSC from the earliest days to the present. These include the first day-care programs and schools in Delano and, subsequently, programs in language, mechanics, and printing administered under the Farm Worker Institute for Education and Leadership Development (FIELD). NFWSC also initiated the Fred Ross Farm Worker Educational Center to educate negotiators and contract administrators.

A continuing NFWSC preoccupation with developing quality farm worker housing is best exemplified by the establishment of the Paolo Agbayani Village, a farm worker retirement center built in Delano in 1974, and by recent housing projects in Parlier (Rene Lopez Estates, 70 houses, and La Paz Villas, 80 apartments) and Fresno (Casa Serena, 35 apartments, and another large apartment complex currently under development).

No importó que la recién nacida Unión en 1966 tuviera actividades febriles: de todos modos los líderes del movimiento campesino decidieron formar el Centro de Servicio Nacional Campesino (NFWSC). El 15 de noviembre de 1966, los artículos de Incorporación fueron firmados por sus primeros directores: César E. Chávez, Dolores Huerta, Richard Chávez, Andy Imutan y Larry Itliong.

El primer amplio propósito de brindar servicios educacionales, sociales y caritativos a los campesinos, dieron como pauta la creación de otras organizaciones y medios de comunicación, incluyendo clínicas médicas.

El NFWSC creó programas infantiles, de idiomas, de organización y de imprenta. También construyó la Villa de Retiro Agbayani en Delano, y recientemente se encargó de los proyectos de viviendas en Parlier y Fresno.

## ACKNOWLEDGMENTS

*We are deeply grateful to all of you who worked so hard in so many different ways to make our twenty-fifth anniversary celebration a success . . . and to the millions of our friends who keep supporting farm workers in their long struggle for justice.*

*Estamos profundamente agradecidos a todos ustedes quiénes trabajaron tan duro en diferentes maneras para hacer esta celebración de nuestro veinticinco aniversario un éxito . . . y a los millones de nuestros amigos quiénes siguen apoyando a los campesinos en su larga lucha para la justicia.*

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Linda Herman

Design Artist  
Diseño Gráfico

Fr. Ken Irrgang

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Escritor

UFW Print Shop

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We also credit the many photographers through whose eyes we have been able to visually record our history. We regret that we are unable to credit each individually. We are grateful to all the other people who assisted in the publication of this commemorative book.

También les damos crédito a todos los fotógrafos, que por medio de sus ojos, hemos podido visualmente grabar nuestra historia. Sentimos mucho no poder darles crédito individualmente. Agradecemos a todas las otras personas quienes asistieron en la publicación de este libro conmemorativo.



No burden too heavy . . .



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