

workers did it too. We call it C.P.C. (Citizenship Participation Committee) and we fund it through Citizenship Participation Day. Other Unions have built their political funds from donations from their members earnings. The UFW, and your negotiating committee, understanding the need for this kind of a political fund, negotiated a way to build the fund without your having to contribute your earnings -- through Citizenship Participation Day. A clause of your contract requires the Company to check off your contribution, in your name, more or less equal to a day's pay, into the Citizenship Participation Fund -- just because you signed an authorization saying you wanted the money in the fund. YOU DON'T HAVE TO WORK FOR THE MONEY! (It is paid into the Fund, by the Company, as if you had worked on a Sunday, when nobody actually works.) BUT THE MONEY WORKS FOR YOU, as a part of the Citizenship Participation Day Fund, and with the work that it does to improve farm workers' lives by electing legislators who will treat farm workers fairly, and who will pass laws that benefit farm workers and their families.

C. What has caused all the confusion about CPD?

The Companies know what CPD is all about, what we will do with the money, and how workers will support the political needs of their Union -- once they understand them clearly. That is why some Companies try to get the workers NOT TO CONTRIBUTE to CPD. The Companies want to keep all of the political power for themselves, and to keep us powerless. They don't want us to win better laws for farm workers. The growers may tell you that you shouldn't sign the CPD authorizations, but that you should keep the money for yourselves instead of building political power for yourselves and your Union. They are counting on farm workers being tricked into choosing a few dollars today, instead of political power and real freedom tomorrow. Every clause in your contract means one more benefit for you. The sick pay, medical plan, vacations, pay rates, grievance procedure, are all clearly benefits everyone understands right away. The CPD contribution is a benefit that is harder to see immediately, but with the political power it can build, it can be the biggest benefit of all. All you have to do to be a part of building the political power that you and the Union need, is to sign a Citizenship Participation Day Authorization, telling the Company to put the money in the CPD Fund, in your name.

V. You should use as many good examples of CPD benefits to workers as possible in your explanation, such as:

1. Getting the ALRA passed which resulted in the election, then contracts, etc.
2. Unemployment insurance for when you are laid-off.
3. Getting the Initiative on the ballot.

August 4, 1976

MEMO TO: Contract Administration Department (Division Directors and Field Office Directors).

FROM: Mack Lyons

RE: Explanation to members of CPD

I. The Purpose of this memo is to promote a uniform understanding and presentation of what CPD is all about, so that we can avoid any misrepresentations and worker dissatisfaction, and/or resentment, surrounding Citizenship Participation Day authorizations and contributions; and to promote full participation in CPD by giving the workers a clear understanding of the need for and purpose of the CPD fund.

II. What is CPD money and how does it differ from dues money?

**CPD is an independent political fund**, designed to finance the political activities of the Union's members -- activities that federal law and governmental restrictions prohibit the Union from using dues money for.

DUES MONEY SHOULD BE USED FOR:

1. Contract administration
2. Grievances
3. Arbitration
4. Office rent
5. Volunteer staff (\$5/week, food & housing)
6. Gas
7. Telephone
8. Organizing farm workers
9. Representation elections
10. Boycott
11. Office supplies
12. Printing
13. Postage
14. Office equipment
15. Attorneys (& legal costs)
16. Administrative expenses

DUES MONEY SHOULD NOT BE USED FOR:

1. Lobbying
2. Voter Registration
3. Civic Action (against discrimination, police brutality, bad housing, etc.)
4. Campaigns to elect good legislators and government officials.
5. Campaigns to pass good laws to help farm workers (e.g. ALRA, better Workman's Compensation, better Unemployment Insurance, H.B. 3095 - Florida).
6. Campaigns to stop bad laws (e.g. Proposition 22, the anti-Union Arizona bill, H.B. 74 - Florida).
7. Political Endorsement Convention

III. What happens if we use dues money for political purposes?

A. In federal elections campaigns (Congress, U.S. Senate, President, etc.) it is a violation of the law to use any dues money at all (2 U.S. Code, Section 441). The Union could be fined thousands of dollars and Cesar could go to jail, if we violated that law.

B. If we used dues money in State campaigns or for federal legislation, it would mean that the government could come in and demand to see the Union's books and **continually harass us with audits**, leaving us with little time to pursue the Union's goals of improving the lives of farm workers and would give the government more control over our Union than we have ourselves.

IV. Why is it so important to have CPD? and for workers to sign the cards?

A. If we are going to compete with the growers, with their rich, powerful and influential lobby, we need a strong political arm of the Union -- with no government strings attached to strangle the farm workers' efforts to improve their lives through better legislators and better laws.

B. If we are going to have political power, we have to build a fund to finance it. The United Auto Workers did that. They call it C.A.P. (Community Action Program). The AFL-CIO did that. They call it COPE (Committee on Political Education). The United Farm