

PROGRAMS FARMWORKERS HAVE MADE FOR THEMSELVES

The farmworkers' long struggle for justice is most visible through strikes and boycotts. But out of the initial contract victories of 1966 and 1967, the United Farm Workers began to build a series of programs, by and for farmworkers. As more contracts are won, these programs will grow in strength and spread geographically. What follows is a brief summary of programs that are in existence at this time:

National Farm Worker Service Center, Inc.: Financed by tax-exempt donations, this entity operates and/or supports various social, educational, and legal service programs for farmworkers, including the following:

Farm Workers Credit Union: One of the oldest of all the farmworker programs, the credit union was established in 1962. To date more than \$2 million has been paid out in loans to farmworkers at an interest of 1% per month on the unpaid balance.

Campesino Centers: Eleven centers in California and one in Arizona, located in farm worker communities, to provide campesinos (farmworkers) with social, economic and legal services. No charge is made for assistance. The centers are run by farm workers. Style of operation is to go out to (and with) the people, not wait for them to come. Staff functions as advocates in dealing with governmental agencies and conducts "campaigns" to teach people about their rights.

Paulo Agbayani Retirement Village: Long a dream, the completed village opened in Delano March 1, 1975. Individual rooms (joined by shared baths) for 58 retired farmworkers, men and women. First consideration given to the elderly Filipino brothers, the original strikers of 1965, who have no families due to discriminatory immigration and anti-miscegenation laws of the past. The village is named for one of the Filipino strikers, who died of a heart attack on the picket line in 1967. Dining and recreation areas, collective garden, area for animals, work available in the village itself and the other operations at "Forty Acres", where the Delano UFW field office and clinic are located.

Day Care Centers: Two presently in operation: one for children of staff at the administrative headquarters in Keene; another housed in a Delano church, with eventual plans for a building near Agbayani Village so the retired workers can relate to the children.

Martin Luther King Farm Workers Fund: Created in December 1973, this fund comes from grower contributions of 5¢ per hour per worker under contract. A board of trustees made up of two UFW representatives and two employers will have as permanent chairperson Msgr. George Higgins. This fund will be used to conduct educational and training programs for farmworkers, such as those described below, and hopes to provide summer camp for farmworker children and legal services.

La Paz Education Center: Renovation of a former county TB sanitorium for purposes of an education center, to be a part of the complex at Keene, Ca. where the union and other entities maintain administrative offices. Architectural drawings have been completed for a labor-intensive remodeling of the North Unit at La Paz, planned so that farmworkers themselves can do the work during the off season. Renovation plans include a fence, fronting, bell tower,

Sixty farmworkers at a time will participate in seminars of several weeks to develop skills including consumer education, language training, citizenship preparation (naturalization), cross-cultural learning, non-violence, contract enforcement, philosophy of the farmworker movement, training to work in the Campesino Centers.

Mobile Educational Unit, planned to bring shorter-term training opportunities to farmworker towns, providing evening classes in needed skills.

Juan De La Cruz Form Worker Pension Plan: In August 1975 the union and the employers now under contract executed a trust agreement creating this pension plan for retired farmworkers. Employers under UFW contract contribute 5¢ per hour per worker to this fund, named for a 60-year-old striker slain on the picket line in the summer of 1973.

Robert F. Kennedy Medical Plan: Begun in 1969, the medical plan has paid out \$4.1 million in benefits to farmworkers. RfK is financed entirely by the 10¢ per hour per worker that employers pay under contract. The benefits include: payments for visits to a doctor's office, x-rays, surgery, medicine, lab tests, maternity, hospitalization, emergency room, emergency dental, and ambulance service. The death benefit insurance is now included under the RfK Plan.

National Farm Workers Health Group: The farmworkers union organized its own clinics to be able to control both cost and quality of health care, emphasizing preventive care at the request of the workers. The NFWHG, a Calif. charitable and educational non-profit corporation, now operates four clinics in California and one in Florida, providing general outpatient care ranging from obstetrics and pediatrics to pesticide poisoning and other job-related injuries and disabilities. In 1974, 35,000 patients were seen at the five clinics for a fraction of the cost of a single government clinic. In Delano, even for someone who is not eligible for RfK benefits and has no other insurance, a maximum of fifteen dollars pays for a doctor visit, medicine, lab and x-ray. One-third of the staff are from local farmworker families, trained in the clinics. Professional staff receive subsistence support and join with workers in the non-violent struggle to change living and working conditions, thus improving the overall health of farmworkers. The clinics need more doctors, nurses, technicians. Contact the NFWHG, Box 131, Keene, Ca. 93531.

United Farm Workers Insurance Program: Begun in January 1975, the program currently insures the cars of volunteers working full-time for the union. As it proves workable, the program will be opened up to insure farmworkers' cars.

Huelga School: This afterschool, evening and Saturday program serves school age children of farmworkers in the Delano area. The Huelga (strike) School is sponsored by the National Farm Worker Ministry. The curriculum focuses on reading, math, creative writing, Mexican history and culture, and the farmworkers' union. A children's performing dance troupe and teatro group have been formed. Recently added is an adult literacy program. Address: 105 Asti, Delano, 93215.

UNITED FARM WORKERS OF AMERICA AFL-CIO

P.O. Box 62 Keene, Ca. 93531

TO: The Entities
FROM: Boycott INFORMATION
RE: RFK Medical Plan
Date: May 7, 1974

These are excerpts from letters that have been sent from the members to the RFK.

... We greatly appreciate the help which the Kennedy Plan gave me and my family through your efforts. We have received the \$400.00 check which you sent us. ...

Jose B. Perez
San Luis, Arizona

... We have received the checks you send us for the Valley Memorial Hospital and Allen's Ambulance Service.

... I was desperate and didn't know what to do. Thank you very much for the money you send us.

Jose Aurelio Salinas
Sanger, California

... Con la presente estoy acusando recibo de su cheque #21817 por la cantidad de \$36.50, de el Plan Kennedy, por lo cual le estoy muy agradecido, por la forma tan rapida en que tramitaren mi asunto.

Gregorio Corral
DiGorgio, California

... Thank you for extending these benefits (dental, Emergency) for the workers. I like the union very much and just signed the paper to give \$1.00 every week to help the union grow stronger.

Dirhem M. Yahya
Ducor, California

... Just want to think you for sending the hospitle (the check) another insurance pad the bill we sure think you for bee so nice im sending the money back.

Willie F. Hawkins
Lamont, California

... I give my sincerest thanks to the Robert Kennedy (Farm Workers Medical) Plan for the great help it has brought us by having paid \$500 of maternity bills. I also tell my brothers of La Raza not to despair. United we will overcome, united we will win. Down with the growers and down with the Teamsters. Viva la causa Viva la huelga. Viva el Boicot y que viva Cesar Chevez ...

Concepcion Gomez
Selma, California

... Due to the \$2,000.00 (Death Benefit) check we received from your company we were able to bury our son with honor. At a time of such sadness the check was greatly appreciated by all of his family. We wish to extend our personal thank you to you and your staff.

Nicholas Ochoa
Del Rey, California

The above letters are a sample of the letters written to the Kennedy Plan by those who have received the benefits provided by the Kennedy Plan and the United Farm Workers.

From the time of its inception in 1969 the Kennedy Plan has paid over \$3.3 million dollars (through March 1974). From a total of \$8,339 paid that first year, it grew to the point that in its peak year in 1972 it paid out more than \$1.4 million dollars. In 1973 given with the loss of most of its contracts, the Kennedy Plan paid more than \$1.1 million dollars.

The Kennedy Plan is run entirely through money paid into the Plan by growers contributing 10¢ per hour per worker. There are no outside contributions and the workers pay no premium.

The Kennedy Plan is a Health & Welfare Plan run by itself. There is no underwriter. The Plan is administered by the Administrator and a staff of volunteers, but the Plan only works through the cooperation the farm workers it services. We pay only when authorized by the worker. The member is an active participant. He or she cannot simply deny responsibility and expect that the Plan will work out the claim with the hospital or doctor. Like the Union we depend on the participation of the members in order to function properly. When the member denies that responsibility there are problems, but the problems can be resolved.

Since its inception the Plan has paid benefits to approximately 25,000 persons. Almost 40,000 checks have been issued, ranging from \$1.00 to over \$1,000.00 on medical claims. Death Benefit checks for \$2,000.00 while not all that frequent are at the same time not uncommon.

FARM WORKERS MUST EXPAND HEALTH CARE SYSTEM

The National Farm Workers Health Group is an outgrowth of efforts by Cesar Chavez in the early days of the United Farm Workers to provide workers with better health care. These efforts led to the construction of a clinic building in Delano and the establishment of the Health Group in October, 1971.

The Health Group now operates four clinics in California: Delano, Calexico, Salinas and Fresno County. A new clinic in Avon Park, Florida is just beginning.

The clinics provide general outpatient care. Cases range from job-related injuries and disabilities to obstetrics and pediatrics to tuberculosis, diabetes and hypertension. Preventive medicine and health education are stressed.

In 1973 the clinics saw 35,000 patients at a cost of less than ten dollars a patient visit. This includes all medicine, lab tests, x-rays and maternity care. This is incredibly low, made possible in part by the sacrifice of Health Group staff. All Health Group clinics together operate on a fraction of the budget of a single government clinic.

One third of the Health Group staff people are from local farm worker families, trained in the clinics. The people being served by the clinics therefore have a built in voice in their operation. The concern and respect shown to patients is a big change for them, contrasted with the dehumanizing way they are treated in local doctors' offices and government clinics.

The level of medical care is quite high. Health Group doctors often obtain weeks of medical care for farm workers at university hospitals entirely free. However, the rate of hospitalization is only one-tenth the national average (no unnecessary hospitalizations to make extra money). One of our doctors figures that the Delano clinic has saved workers and their insurance carriers three million dollars since that clinic opened.

The Health Group needs your support. Clinics need to be established in many areas where farm workers lack adequate care. The decline in workers covered by health insurance, due to Teamster raiding, has made it difficult financially. Donations are tax deductible. The greatest need is for doctors, nurses, technologists and other trained personnel. For more information, write:

Cesar Chavez
National Farm Workers Health Group
P. O. Box 131
Keene, Ca. 93531



You're a doctor. You want to help people. You probably had all kinds of dreams of ways to do this back when you first started medical school.

And, in fact, there are all kinds of ways for you to help people. We are asking you to come work at a United Farm Workers clinic. Why should you choose this way?

YOU'LL HAVE THE OPPORTUNITY TO LEARN TO PRACTICE A DIFFERENT KIND OF MEDICINE--TO WORK IN AN ENVIRONMENT OTHER THAN THAT OF A HIGH-POWERED MEDICAL CENTER. You'll be working in a rural clinic. You won't have many sophisticated technical aids. You'll have to deal with a great variety of problems (from schistosomiasis, leprosy and pesticide poisoning to the more common diabetes, hypertension and tuberculosis) yourself, though you'll have help from specialists. You'll be able--in fact you'll be expected--to take time to really take care with each patient. You'll get to know personally many of the families that depend on the clinic.

YOU'LL WORK AS A MEMBER OF A REAL HEALTH CARE TEAM. These teams include farm workers from the surrounding community who have been trained at the clinic as community health workers. You'll be sharing responsibility for creating and carrying out the program of a clinic from out-patient care to preventive medicine and health education in the community.

YOU'LL BE TAKING PART IN ONE OF THE MOST SUCCESSFUL MOVEMENTS FOR SOCIAL JUSTICE IN THIS COUNTRY. You'll be close enough to the rest of the Union to learn a lot about how it operates, how the nearby field office and service center work. and what it's like during a strike in the fields....Quite literally, you'll see history being made.

We need doctors badly. We are not asking for charity work. We are asking for help in building a union which will make charity work unnecessary for the two and one half million farm workers in this country.

We need doctors who can work full time. The hours are long, the pay is modest, the responsibility is heavy. But it is hard to exaggerate how powerful this experience can be--how much you can learn from it about yourself and others, and about medicine. It is an experience that would be difficult to duplicate elsewhere.

If interested, contact: Cesar Chavez
National Farm Workers Health Group
P. O. Box 131
Keene, Ca. 93531

Come and visit one of our clinics if you can. We prefer that doctors who come to work with us stay at least a year--it takes time to get the feel of a clinic and a community--but we have accepted doctors who had as little as two months to give.



