



Senator Edward M. Kennedy speaking in support of Cesar Chavez, left, farmworkers' leader, during an address to delegates of United Farm Workers of America at Fresno.

Union's Rattled Form Embarks on Rebuilding Effort

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FRESNO, Calif., Sept. 23—United Farm Workers Union in trouble, but the delegates to the union's first national convention are busy burying their labor organizations and not burying it. Agreements between the International Brotherhood of Teamsters and California's grape and lettuce growers have voided the United Farm Workers' contracts headed by Cesar Chavez, most of its dues-paying members vanished from its rolls. At their three-day convention here, the delegates, many of them Spanish-speaking, have painstakingly ratified a constitution, electing officers for the first

time and working on a wide boycott that they are convinced will restore their ability to represent field workers in California.

A stream of visitors, many of them influential, came to this city in the San Joaquin Valley during the convention to pay their respects to Chavez and his union, to announce the growers' support and to pledge the teamsters, to predict total support and to predict total for the U.F.W.

'Moment of Rebirth'
Senator Edward M. Kennedy, Democrat of Massachusetts, said that the convention "marks a moment of rebirth—a moment of renewal—moment of dedication."

Leonard Woodcock, president of the United Auto

Workers, promised the union would give the \$10,000 a week for as long as it took to wrest back its rights to represent the workers.

George Meany, president of the American Federation of Labor and Congress of Industrial Organizations, represented here by Paul J. Conroy, president of the Seafarers International Union. Mr. Conroy bitterly attacked the teamsters for making a deal with the grape and lettuce growers of California at the expense of the Chavez union.

The convention is being conducted in Spanish and English and delegates listened to simultaneous translations through earphones.

This morning a mass celebration in memory of the late de la Cruz and Nagi Dama Moshin, two members who were slain during the strike against the grape growers this summer.

The delegates are almost all poor and many came here at a considerable financial sacrifice. They eat bag lunches and bag suppers of tortillas and bag suppers of tortillas and fruits and vegetables given to them by the union. There is virtually no drinking, and the meetings last through the night and into the morning.

Lesson in Procedure

Mr. Chavez is following Roberts's Rules of Order in conducting the meeting. At one point a delegate came to a microphone on the floor and asked Mr. Chavez: "Who is this Mr. Roberts you are always talking about? Where is he from?"

When Mr. Chavez explained

he was just talking about parliamentary rules, another delegate asked why the convention had not voted on Mr. Roberts's rules since it was voting on all the other rules in the constitution.

Patiently, Mr. Chavez gave what amounted to a brief lesson in parliamentary conduct. He began by giving an example: "When we go out in our cars to drive, we follow certain rules. This is so we all will drive in the same direction and not crash into one another. It is the same at a big meeting like this. We use rules so that we go in the same direction." The delegates gave him their rapt attention.

One rule that the convention

did change was the procedure for paying dues. Previously dues had been collected in advance of workers' being sent to the fields by the union's hiring hall, and this process had alienated many farmworkers and made it easier for the teamsters to take away United Farm Workers contracts. Mr. Hall, addressing the delegates, summed up what the campesinos of the United Farm Workers face as they seek to defeat the teamsters, the world's biggest union, and force the grape and lettuce growers to sign contracts with the U.F.W.

"You are right back where you started from," Mr. Hall said. "You have to go up that big hill again."