

UNITED FARM WORKERS OF AMERICA, AFL-CIO

ORGANIZING CONVENTION OF TEXAS
February 25, 1979

Resolution 1: INCREASING WAGES FOR FARM WORKERS IN TEXAS

WHEREAS we farm workers are paid very low wages and the cost of living increases daily,

WHEREAS the agricultural industry in Texas is one of the richest in the nation, built on the sacrifices of the workers, yet Texas has a higher rate of poverty among farm workers than any other state, due to the unjust wages paid by the agricultural industry,

WHEREAS, besides the low wages, the growers and crewleaders also reduce our income more by pocketing our social security deductions and never paying them to the government, and by not paying us for all of the hours we work,

WHEREAS, so that we will be hired, we must buy our own work tools and supply our own transportation to the fields; we must pay our own medical expenses for illnesses and accidents caused by work conditions in the fields; we must constantly request payment of our wages from the growers and crewleaders; and sometimes we lose work time while machines are being repaired, and this time is not paid,

WHEREAS our duty as members of the United Farm Workers of America, AFL-CIO in Texas is to organize to obtain better wages by collective bargaining agreements,

THEREFORE, BE IT RESOLVED that we increase our efforts to organize under the flag of the United Farm Workers to obtain contracts signed by the growers in Texas, which guarantee just wages.

Submitted by: The Colonia Small #2, Azteca, Granada Park and Mesquite Acres Organizing Committee

Seconded by: The San Juan Organizing Committee

Supported by: The Colonia Evans and Palo Verde Organizing Committee

UNITED FARM WORKERS OF AMERICA, AFL-CIO

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Resolution 2: JOB SECURITY, GRIEVANCE PROCEDURES, AND ARBITRATION

WHEREAS we farm workers work all of our lives for employers who can fire us without cause and without considering our necessity, and

WHEREAS we have no one who will arbitrate justly for us in our disputes or grievances with the growers and foremen regarding wages or working conditions, and

WHEREAS we have no job security, and

WHEREAS, if we migrate to other states for summer employment, when we return to Texas, we are not assured of being re-hired at the same company even though we might have an excellent work record at that company over many years;

WHEREAS our duty as members of the United Farm Workers of America, AFL-CIO is to work for and obtain job security, guaranteed by collectively negotiated contracts signed by the growers;

THEREFORE, BE IT RESOLVED that we increase our organizing campaign in Texas under the banner of the United Farm Workers, AFL-CIO, to insure that we have job security guaranteed by contracts signed by the growers,

BE IT FURTHER RESOLVED that we continue in our efforts to establish a procedure for grievances and arbitration in which job disputes are heard and resolved with justice and without fear of reprisals.

Submitted by: The Monte Alto Organizing Committee

Seconded by: The Sunrise Subdivision Organizing Committee

Supported by: The Mission and the Colonia Nueva Organizing Committee

UNITED FARM WORKERS OF AMERICA, AFL-CIO

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Resolution 3: MEDICAL INSURANCE FOR FARM WORKERS

WHEREAS farm work exposes us and our families to many illnesses and work related accidents, and

WHEREAS the growers do not pay us a just wage so that we can receive the medical care that we need, and

WHEREAS the cost of medical care continues to increase daily, and

WHEREAS the federal migrant clinics always have more patients than they can adequately treat with proper medical care, and

WHEREAS our duty as members of the United Farm Workers of America, AFL-CIO in Texas is to obtain, develop, and maintain the health of the workers by securing medical insurance paid by the growers,

THEREFORE, BE IT RESOLVED that we continue our efforts in Texas to organize under the flag of the Union until we sign contracts with the growers which guarantee a good medical insurance plan paid by the growers.

Submitted by: The Sunrise Subdivision Organizing Committee

Seconded by: The Mission Organizing Committee

Supported by: The Colonia Nueva Organizing Committee and the Monte Alto Organizing Committee

UNITED FARM WORKERS OF AMERICA, AFL-CIO

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Resolution 4: WORKERS COMPENSATION FOR FARM WORKERS

WHEREAS we suffer accidents while working in the fields and have no insurance to cover the necessary medical treatment, and

WHEREAS many of us and our children are carelessly sprayed with pesticides from airplanes or tractors, and

WHEREAS many of us fall from old ladders and fracture our bones and cannot work for many weeks, and

WHEREAS many of us suffer permanent back injuries because of the strenuous nature of farm work, and

WHEREAS, when we suffer a work-related accident, growers do not pay us for lost work time due to the accident, and

WHEREAS our duty as members of the United Farm Workers of America, AFL-CIO in Texas is to promote the development and maintenance of our health, welfare, and job security with a good workers compensation insurance paid by the growers,

THEREFORE, BE IT RESOLVED that we farm workers of Texas increase our efforts to organize under the banner of the United Farm Workers, AFL-CIO until we sign contracts with the growers in Texas, guaranteeing a good workers compensation insurance paid by the growers.

Submitted by: The Mission Organizing Committee

Seconded by: The Colonia Nueva Organizing Committee

Supported by: The Monte Alto Organizing Committee and the Sunrise Subdivision Organizing Committee

UNITED FARM WORKERS OF AMERICA, AFL-CIO

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Resolution 5: PENSION PLAN FOR THE ELDERLY FARM WORKER

WHEREAS elderly farm workers must do heavy farm work in their old age,

WHEREAS crewleaders deduct social security from the wages of farm workers all their lives and, when farm workers reach retirement age, they discover that the crewleaders did not deposit the deduction with the Social Security Administration, leaving the workers ineligible for Social Security and forcing them to continue working until no longer able,

WHEREAS the low and unjust wages which farm workers receive all their lives make it impossible for elderly farm workers to save money for their old age and retirement,

WHEREAS the goals of the United Farm Workers of America, AFL-CIO include promoting the health, welfare, and job security of all farm workers, without regard to the age of the worker,

THEREFORE, BE IT RESOLVED that we members of the United Farm Workers, AFL-CIO in Texas continue our efforts to work for and obtain contracts signed by the growers which include a pension and retirement program for elderly farm workers so that they can retire and live with the families in dignity.

BE IT FURTHER RESOLVED that we members of the United Farm Workers, AFL-CIO in Texas dedicate ourselves to using all legal recourses against every grower and crewleader who robs any farm worker of his/her Social Security until those growers and crewleaders maintain their accounts in good order and stop stealing from the workers.

Submitted by: Colonia Balboa Organizing Committee

Seconded by: Campo Alto Organizing Committee

Supported by: Progreso Organizing Committee and the Hidalgo Organizing Committee

UNITED FARM WORKERS OF AMERICA, AFL-CIO

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Resolution 6: SANITARY FACILITIES IN THE FIELDS

WHEREAS the majority of the growers and crewleaders do not provide toilets and other sanitary facilities in the fields and, when they do provide them, they are in intolerable condition,

WHEREAS the lack of sanitary facilities causes many workers to suffer kidney disease and is an affront to our self-respect and dignity;

WHEREAS this practice on the part of the growers and crewleaders shows their lack of respect for the people who make them rich,

WHEREAS our duty as members of the United Farm Workers of America, AFL-CIO, is to obtain contracts signed by the growers that guarantee better working conditions in the fields,

THEREFORE, BE IT RESOLVED that we members of the United Farm Workers, AFL-CIO in Texas increase our efforts to organize farm workers in Texas to obtain collective bargaining agreements with the growers which will guarantee clean toilets in the fields, one for every 10 persons of each sex, as well as clean water to drink and with which to wash our hands.

Submitted by: The Campo Alto Organizing Committee

Seconded by: The Progreso Organizing Committee

Supported by: The Hidalgo Organizing Committee and
Colonia Balboa Organizing Committee

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Resolution 7: EQUAL OPPORTUNITY AND ENDING JOB FAVORITISM

WHEREAS the growers and crewleaders always show favoritism in farm work to their relatives and to those who do not speak up for their rights,

WHEREAS the growers and crewleaders always give better and more productive jobs, as well as better pay, to their favorites even when they have less seniority or smaller families than other farm workers,

WHEREAS our duty as members of the United Farm Workers of America, AFL-CIO is to promote and maintain equal opportunities in our work based on seniority and, at the same time, end favoritism,

THEREFORE, BE IT RESOLVED that we will increase our efforts in Texas, as members of the United Farm Workers, AFL-CIO, to obtain contracts with all growers that will end all favoritism so that every farm worker is guaranteed the same opportunity to receive better benefits and treatment on a seniority basis.

Submitted by: The Progreso Organizing Committee

Seconded by: The Hidalgo Organizing Committee

Supported by: The Campo Alto Organizing Committee and
Colonia Balboa Organizing Committee

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Resolution 8: CLEAN DRINKING WATER IN THE FIELDS

WHEREAS growers and crewleaders seldom bring water to us in the fields and, when they do, it is warm, dirty, carried from the canal in filthy barrels, and all of us must drink out of the same cup,

WHEREAS the lack of clean water harms our health, causing us to lose work and incur medical expense,

WHEREAS we have to carry our own drinking water to the fields with us or, if we do not, we become ill, or, if we forget to take water, the growers or crewleaders sell us soft drinks at an expensive price,

WHEREAS, when no water is provided by the crewleader, a worker is often sent to bring water, causing him to lose time and money, since he is not paid for this errand,

WHEREAS, when cool water is brought to us on rare occasions, the cost of the ice is deducted from our paychecks,

WHEREAS our duty, as members of the United Farm Workers of America, AFL-CIO, is to obtain better working conditions guaranteed by a contract signed with the grower,

THEREFORE, BE IT RESOLVED that we increase our efforts to organize under the flag of the United Farm Workers, AFL-CIO, until we, the farm workers of Texas, sign collectively negotiated contracts that guarantee ice water in the fields and sufficient clean individual cups, all furnished by the grower.

Submitted by: San Juan Organizing Committee

Seconded by: Colonia Palo Verde and Evans Organizing Committee

Supported by: Weslaco Organizing Committee

UNITED FARM WORKERS OF AMERICA, AFL-CIO

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Resolution 9: RESPECT, DIGNITY, AND JUSTICE FOR FARM WORKERS
IN TEXAS

WHEREAS growers in Texas do not respect farm workers because of our poverty and, when we complain about injustices, we are fired and replaced with one of the many available unemployed workers,

WHEREAS we are victims of an agricultural system that treats farm workers like machinery rather than human beings, and

WHEREAS trucks and buses used for transportation by growers and crewleaders are old, delapidated, and dangerous, and

WHEREAS the few laws that exist are neither enforced by the government nor respected by the growers, and

WHEREAS the growers and contractors do not care about the value of our lives, and

WHEREAS the United Farm Workers of America, AFL-CIO has always struggled to obtain respect, dignity, and justice for all farm workers,

THEREFORE, BE IT RESOLVED that we continue organizing under the banner of the United Farm Workers of America, AFL-CIO, until we are organized in one national union, so strong and respected that all growers and labor contractors will treat us with the dignity, justice, and respect that we deserve.

Submitted by: The Palo Verde and Colonia Evans Organizing Committees

Seconded by: The Weslaco Organizing Committee

Supported by: The Colonia Small #2, Mesquite, Granada Park and Azteca Organizing Committees

UNITED FARM WORKERS OF AMERICA, AFL-CIO

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Resolution 10: SENIORITY

WHEREAS the growers routinely replace older farm workers with younger workers even though the older persons have more years and experience with the company, and

WHEREAS the only reason growers terminate older workers is that the growers want to make more money, and

WHEREAS a seniority system assures farm workers certain rights and privileges, especially protection against age discrimination by the employer, and

WHEREAS the United Farm Workers of America, AFL-CIO has long struggled to protect older farm workers and their families through implementation of a seniority system,

THEREFORE, BE IT RESOLVED that all the Organizing Committees of the Union in Texas struggle to obtain, through collectively negotiated contracts, a seniority system that treats all workers equally, without regard to age.

Submitted by: The Colonia Nueva Organizing Committee

Seconded by: The Colonia Small #2, Azteca, Granada Park and Mesquite Acres Organizing Committees

Supported by: The San Juan Organizing Committee

UNITED FARM WORKERS OF AMERICA, AFL-CIO

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Resolution 11: ESTABLISHING AN UFW CENTER IN REYNOSA, TAMPS., MEXICO

WHEREAS more than 8,000 farm workers work in Texas but reside in Reynosa and Rio Bravo, Tamaulipas, Mexico, too distant from the Union center in San Juan, Texas, and

WHEREAS farm workers from Mexico are abused and exploited by large United States agricultural companies, through low, unjust wages, and bad working conditions,

WHEREAS farm workers from the Mexican border towns have asked the United Farm Workers of America, AFL-CIO to establish a center in Mexico,

THEREFORE, BE IT RESOLVED that this Convocation recommend to the National Executive Board of the United Farm Workers of America, AFL-CIO that the Union establish an organizing center and a service center in Reynosa, Tamaulipas, Mexico.

Submitted by: Colonia Delicias (Reynosa, Tamps.) Organizing Committee

Seconded by: Colonia Rodriguez (Reynosa, Tamps.) Organizing Committee

Resolution 12: ESTABLISHING AN UFW CENTER IN PECOS AND PRESIDIO COUNTIES

WHEREAS more than 10,000 farm workers harvest crops in west Texas near Pecos and Presidio, very distant from the Union's center in San Juan, and

WHEREAS farm workers in those areas are forced to suffer bad working conditions, low wages, and many other problems,

WHEREAS farm workers from west Texas have asked the United Farm Workers of America, AFL-CIO to establish a center in West Texas,

THEREFORE, BE IT RESOLVED that this Convocation recommend to the National Executive Board of the Union that the UFW establish an organizing office and a service center in a location central to Pecos or Presidio counties in West Texas.

Submitted and supported by the West Texas Organizing Committees

UNITED FARM WORKERS OF AMERICA, AFL-CIO

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Resolution 13: ESTABLISHING AN UFW CENTER IN CAMERON COUNTY

WHEREAS more than 20,000 farm workers work and reside in Cameron County, very distant from the Union center in San Juan, and

WHEREAS farm workers in that county are forced to suffer bad working conditions, very low wages, and many other problems,

WHEREAS farm workers from Cameron County have asked the United Farm Workers of America, AFL-CIO to establish a center in that county,

THEREFORE, BE IT RESOLVED that this Convocation recommend to the National Executive Board of the Union that the UFW establish an organizing office and a service center in a central location in Cameron County.

Submitted by the Santa Rosa (Cameron County) Organizing Committee

Seconded by the Colonia Juarez (Cameron County) Organizing Committee

Resolution 14: ESTABLISHING AN UFW OFFICE IN STARR COUNTY

WHEREAS more than 5,000 farm workers work and reside in Starr County, very distant from the Union center in San Juan, and

WHEREAS farm workers in that county are forced to suffer bad working conditions, very low wages, and many other problems,

WHEREAS farm workers from Starr County have asked the United Farm Workers of America, AFL-CIO to establish a center in that county,

THEREFORE, BE IT RESOLVED that this Convocation recommend to the National Executive Board of the Union that the UFW establish an organizing office and a service center in a central location in Starr County.

UNITED FARM WORKERS OF AMERICA, AFL-CIO

TEXAS ORGANIZING CONVOCATION

RESOLUCION 15: SUPPORTING THE COORS BOYCOTT

WHEREAS, the Adolph Coors Brewing Company, one of the largest breweries in the country, employs a private security force that arbitrarily conducts searches and seizures on Coors employees, their lockers, cars and lunch boxes and

WHEREAS, the company forces workers to submit to physical examinations by company doctors, a tactic directed against employees who are known union loyalists, and

WHEREAS, the company is viciously anti-union and has been found in violation of the National Labor Relations Act,

WHEREAS, in 1977, members of Brewery Workers Union Local 366 walked out on strike against the Coors Company, and

WHEREAS, on April 11, 1977, the Brewery Workers called for a consumer boycott of Coors beer and dispatched strikers throughout the United States to work on the boycott, and

WHEREAS, the Coors boycott has been endorsed by the AFL-CIO, and the United Farm Workers Union, AFL-CIO,

THEREFORE BE IT RESOLVED that we members of the United Farm Workers, AFL-CIO, sitting in convocation in San Juan, Texas, endorse and support the boycott of Coors beer, in Texas, and

BE IT FURTHER RESOLVED that we UFW members inform our families and friends about the Coors strikers' cause and encourage their full cooperation and observation of the Coors boycott, and

BE IT FURTHER RESOLVED that we UFW members encourage and participate in activities supporting the Coors boycott whenever and wherever possible.

February 25, 1979

Submitted by the Organizing Committee, of Alton, Texas
Seconded by the Organizing Committee of North Pharr, Texas
Supported by the Organizing Committee of Hidalgo Park, Texas

UNITED FARM WORKERS OF AMERICA, AFL-CIO

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Resolution 17: REAFFIRMING THE COMMITMENT TO NON-VIOLENCE

WHEREAS, because all people are brothers and sisters, respect for the sanctity of human life is essential to any true people's movement, and

WHEREAS, the United Farm Workers movement advocates militant non-violence as the means of achieving justice for our people, and

WHEREAS, the burdens of poverty and powerlessness lie heavy in the fields of America and the feelings of frustration, impatience and anger have seethed inside farm workers for generations, and

WHEREAS, it is to overcome these powerful human emotions that the UFW has involved the workers in their own struggle, and

WHEREAS, freedom is best experienced through participation and self-determination and free men and women prefer non-violent and democratic change to any other means, and

WHEREAS, UFW members have pledged to abide by the principles of non-violence at the inception of every Union strike since 1965.

THEREFORE, BE IT RESOLVED by us members of the United Farm Workers of America, AFL-CIO, sitting in convocation in San Juan, Texas, that we pledge ourselves to continue to live by the creed of non-violence as proclaimed by Jesus Christ and prescribed by our teachers M.D. Gandhi and Martin Luther King, Jr.

UNITED FARM WORKERS OF AMERICA, AFL-CIO

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Resolution 18: GRATITUDE TO THE CHURCHES IN TEXAS

WHEREAS the movement and efforts of the United Farm Workers of America, AFL-CIO have persevered for years over insurmountable obstacles and against one of the biggest industries in the nation, the agricultural industry, and

WHEREAS the dream of the farm worker for a better life through organized union activity would have been buried many years ago without the assistance and voluntary support of our brothers and sisters in the Catholic, Protestant, and Jewish religions in Texas, and

WHEREAS our brothers and sisters of all religious beliefs have continued to demonstrate their faith, hope, and love for farm workers and our Union over the years,

WHEREAS we farm workers deeply appreciate the help and support of our brothers and sisters in faith,

THEREFORE, BE IT RESOLVED that we members of the United Farm Workers of America, AFL-CIO, convened in San Juan, Texas, express our gratitude and thanks to the Catholic, Protestant, and Jewish religions for their support and loyal generosity.

UNITED FARM WORKERS OF AMERICA, AFL-CIO

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Resolution 19: SOLIDARITY WITH THE AFL-CIO

WHEREAS the movement of the United Farm Workers of America, AFL-CIO has persevered for 20 years over insurmountable obstacles and against one of the biggest industries in the nation, the agricultural industry, and

WHEREAS the dream of farm workers for a better life through their own organized efforts would have been buried for many years had we not had the voluntary assistance of our union brothers and sisters, particularly of the American Federation of Labor—Congress of Industrial Organizations (AFL-CIO), and

WHEREAS, during the "Noche Triste" ("Sad Night") of our Union when the power of the growers seemed invincible and the strength of the workers seemed to decline, the AFL-CIO persisted with us and contributed moral and economic support so that we could take the next step in our struggle, and

WHEREAS the AFL-CIO, guided by the worthy leadership of President George Meany, has remained in the vanguard of the struggle for human dignity and social justice in the United States, and

WHEREAS we farm workers recognize these great efforts and are very appreciative of the leaders and members of the AFL-CIO,

BE IT THEREFORE RESOLVED that we members of the United Farm Workers of America, AFL-CIO, convened in San Juan, Texas, express our gratitude and thanks to the AFL-CIO for its years of sacrifice and support, and

BE IT FURTHER RESOLVED that we strive to continue to develop the solidarity that has been formed by our friendly association with the AFL-CIO.

UNITED FARM WORKERS OF AMERICA, AFL-CIO

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Resolution 20: SOLIDARITY WITH THE STRIKERS IN CALIFORNIA
AND ARIZONA

WHEREAS, because of the efforts of the United Farm Workers of America, AFL-CIO, wages for farm workers have increased all over the nation, and

WHEREAS, these continuous efforts over the years have opened the road for justice for farm workers throughout the country, and,

WHEREAS recently more than 3,000 farm workers in the Union struck the fields in the Imperial Valley in California and in Arizona, demanding a just wage to support their families, and

WHEREAS the workers struck because the growers refused to negotiate new contracts guaranteeing a just wage,

WHEREAS, over the last year, those growers made a profit of 110% in their businesses and now refuse to share their profits with the workers who make them rich, and

WHEREAS this strike continues to open up the way for higher wages and better working conditions for workers all over the nation,

THEREFORE, BE IT RESOLVED that this convocation of members of the United Farm Workers, AFL-CIO in San Juan, Texas, support our brothers and sisters in the strike and that we send all that we possibly can to the strikers to help them maintain the strike until it is won, and

BE IT FURTHER RESOLVED that a copy of this resolution be sent to our brother. and sister strikers.

UNITED FARM WORKERS OF AMERICA, AFL-CIO

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Resolution 21: SOLIDARITY WITH THE STRIKING FARM WORKERS OF
COCA COLA IN FLORIDA

WHEREAS the Coca Cola Company is one of the biggest and richest companies in the world, and

WHEREAS the United Farm Workers of America, AFL-CIO has had a contract with Coca Cola for seven years for citrus workers in Florida, and

WHEREAS this year, during negotiations for a new contract, Coca Cola refused to increase wages to an adequate level, and ten crews of citrus workers therefore went on strike,

WHEREAS, rather than negotiate in good faith with its workers, Coca Cola has jailed some ten strikers,

BE IT THEREFORE RESOLVED that we members of the Union, convened in San Juan, Texas, support this strike of our brothers and sisters at Coca Cola in Florida, and

BE IT FURTHER RESOLVED that we send all that we possibly can to help sustain the strike for as long as it is necessary to sign a contract with Coca Cola.

UNITED FARM WORKERS OF AMERICA, AFL-CIO

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Resolution 22: SOLIDARITY WITH THE STRIKING FARM WORKERS IN OHIO

WHEREAS many farm workers in Texas migrate north to work in the tomato fields of Ohio, and

WHEREAS for years the wages in Ohio have remained at 19¢ to 24¢ for a 33-pound tub of tomatoes,

WHEREAS, in August 1978, more than 2,000 farm workers went on strike in Ohio for better wages and working conditions, under the leadership of the Farm Labor Organizing Committee, and,

WHEREAS, the national tomato companies of Libby and Campbell set the prevailing wages for the tomato industry in Ohio and these companies refuse to negotiate a contract with our brothers and sisters who work in Ohio,

THEREFORE, BE IT RESOLVED that the members of the United Farm Workers of America, AFL-CIO, convened here in San Juan, Texas, continue supporting our brothers and sisters in their struggle in Ohio, and

BE IT FURTHER RESOLVED that we commend and express our solidarity with the work of the Farm Labor Organizing Committee of Ohio to achieve better wages and working conditions for agricultural laborers.

UNITED FARM WORKERS OF AMERICA, AFL-CIO

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Resolution 23: CONDEMNING THE BRACERO PROGRAM

WHEREAS, during World War II, because farm workers were scarce, the United States and Mexican governments agreed to import Mexican nationals to do farm work in this country, and

WHEREAS those workers performed extremely well and contributed much toward winning the war, and

WHEREAS the agricultural industry then began to use Mexican workers as a source for cheap, controlled, and exploitable labor, and converted this World War II program into a vicious system of semi-slavery, called the "bracero" program, and used the program to retaliate against workers who asserted their legal and moral rights,

WHEREAS dishonest and greedy employers maintained the bracero program until 1964, when Congress finally ended it after much pressure by labor unions, the churches, and other progressive groups in the United States, and

WHEREAS the growers are again pressuring President Jimmy Carter, the United States Labor Department and the Immigration and Naturalization Service to reinitiate the bracero program, and

WHEREAS last year in Presidio, Texas, it was discovered that the growers continued to use a modified bracero system (called the H-2 program) and abused the workers so much that they went on strike, even risking deportation,

WHEREAS many growers and some officials in Texas, including the Governor and the Mayor of McAllen (himself a very large, rich, and abusive grower), are pressuring to renew the bracero program,

THEREFORE, BE IT RESOLVED that the members of the United Farm Workers of America, AFL-CIO in Texas condemn any and all efforts to renew this hated program of virtual slavery and very strongly urge all federal officials to resist all efforts to reinstitute the bracero program.

UNITED FARM WORKERS OF AMERICA, AFL-CIO

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Resolution 25: LEGISLATIVE PRIORITY FOR EXTENDING THE TEXAS
WORKERS COMPENSATION ACT TO FARM WORKERS

WHEREAS farm workers in Texas are presently excluded from workers compensation benefits, even though agricultural work is the nation's third most dangerous occupation (only behind mining and construction), and

WHEREAS, because of their poverty, field laborers are least able to divert sorely-needed family resources from food, education, clothing and housing, when the family bread-winner or member is injured, and

WHEREAS other major agricultural states (such as California, Michigan, Ohio, Oregon, New York, New Jersey, Hawaii, Wisconsin and Washington) provide such coverage, and

WHEREAS affording workers compensation to farm workers in Texas would save taxpayers revenues presently spent to provide medical, hospital, and welfare expenses for workers too poor to pay the costs of agriculture-related injured, and

WHEREAS the projected cost of extending workers compensation to farm workers in Texas would increase production costs by only approximately 5¢ for every \$10 of production costs and those costs would be spread throughout the marketplace, and

WHEREAS the State Insurance Board estimates that 20%-25% of Texas agricultural employers already carry some voluntary compensation and those employers still remain competitive with non-covered employers, and

WHEREAS legislation has been introduced in both the Texas House of Representatives and the Texas Senate to extend compensation coverage to farm workers and passage of that legislation would greatly benefit farm workers throughout Texas,

THEREFORE, BE IT RESOLVED that the members of the United Farm Workers of America, AFL-CIO in Texas actively support legislation to extend workers compensation to farm workers, on a basis equal to that of all workers in Texas.

BE IT FURTHER RESOLVED that those farm workers here assembled hereby establish and proclaim that passage of such compensation coverage be their most important legislative priority in Texas until such legislation becomes law.

UNITED FARM WORKERS OF AMERICA, AFL-CIO

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February 25, 1979

**Resolution 26: LEGISLATIVE PRIORITY FOR EXTENDING THE TEXAS
UNEMPLOYMENT COMPENSATION ACT TO FARM WORKERS**

WHEREAS farm workers in Texas are presently denied unemployment compensation benefits in many instances in which workers in all other occupations are entitled to compensation, and

WHEREAS, because of their poverty, field laborers are least able to divert sorely-needed family resources from food, education, clothing and housing, when the family breadwinner or member is unemployed, and

WHEREAS other major agricultural states provide such coverage on a basis equal to that of other workers in the state, and

WHEREAS affording unemployment compensation to farm workers in Texas would save taxpayers revenues presently spent to provide medical and welfare expenses for workers who are unemployed without compensation, and

WHEREAS the projected cost of extending unemployment compensation to farm workers in Texas would increase production costs very little and those costs would be spread throughout the marketplace, and

WHEREAS legislation has been introduced in the Texas House of Representatives to extend full unemployment compensation coverage to farm workers and passage of that legislation would greatly benefit farm workers throughout Texas,

THEREFORE, BE IT RESOLVED that the members of the United Farm Workers of America, AFL-CIO in Texas actively support legislation to extend unemployment compensation to farm workers, on a basis equal to that of all workers in Texas.

BE IT FURTHER RESOLVED that those farm workers here assembled hereby establish and proclaim that passage of such compensation coverage be our second legislative priority in Texas until such legislation becomes law.

UNITED FARM WORKERS OF AMERICA, AFL-CIO

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Resolution 27: LEGISLATIVE PRIORITY FOR DISABILITY INSURANCE
FOR FARM WORKERS

WHEREAS farm laborers work in one of the nation's most dangerous occupations and suffer earlier death and more disease than other workers, and

WHEREAS, because of their poverty, when farm workers are ill or temporarily disabled, they cannot adequately provide food, education, clothing, and housing for their families, and

WHEREAS other major agricultural states (such as California) require employers to provide disability insurance that compensates farm workers for medical expenses and lost wages incurred during periods of disability caused by non-employment-related injury or sickness, and

WHEREAS such disability insurance would save tax revenues presently spent to provide medical, hospital, and welfare expenses for ill or disabled workers, and

WHEREAS the cost of growers providing disability insurance for farm workers would increase production costs very little and those costs could be spread throughout the market place,

THEREFORE BE IT RESOLVED that members of the United Farm Workers of America, AFL-CIO, in Texas actively establish as a priority and support legislation to enact a disability insurance program for farm workers, similar to that provided for workers in California.

UNITED FARM WORKERS OF AMERICA, AFL-CIO

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Resolution 28: EXPRESSION OF SYMPATHY AND CONDOLENCE TO THE
FAMILY OF RUFINO CONTRERAS

WHEREAS, on February 10, 1979, our brother Rufino Contreras was killed by a ranch foreman in California's Imperial Valley while peacefully attempting to persuade other farm workers to join the Union's effort to obtain just wages, and

WHEREAS Rufino Contreras gave his life for all farm workers so that we could enjoy the just wages which we deserve and with which we may provide for the necessities of our children, and

WHEREAS the murder of Rufino Contreras has wrongly deprived his two children of their father; and his wife, of her husband, and

WHEREAS we feel great sorrow at this needless loss of our brother Rufino's life, and

THEREFORE BE IT RESOLVED that all farm workers here assembled in Convocation in Texas on February 25, 1979, express our sorrow and condolence to the wife and children of Rufino Contreras, and

BE IT FURTHER RESOLVED that we members of the United Farm Workers, AFL-CIO, in Texas resolve even more strongly to organize ourselves into one strong national Union for which Rufino gave his life, and

BE IT FURTHER RESOLVED that this Convocation request the President of the Union, Cesar E. Chavez, to send this resolution of condolence and sorrow to the family of Rufino Contreras.

UNITED FARM WORKERS OF AMERICA, AFL-CIO

ORGANIZING CONVOCATION OF TEXAS
February 25, 1979

Resolution 29: CONDEMNING VIOLENCE BY THE CALIFORNIA GROWERS

WHEREAS our brothers and sisters in California's Imperial Valley are striking for better wages and working conditions and their victory will benefit all farm workers throughout the country, and

WHEREAS the California growers have refused to negotiate collectively with the workers in good faith and are attempting to break and destroy the workers' efforts for better wages and working conditions, and

WHEREAS the California growers have repeatedly resorted to violence in order to destroy our Union and have lately taken the life of our brother Rufino Contreras, leaving behind a widow and two young children without their father, and

WHEREAS, if the growers in California succeed in using violence against farm workers, growers throughout the country will do the same, as did C.L. Miller who shot eleven of our brother workers in Texas in 1975, and

WHEREAS the growers in California refuse to negotiate and share the wealth that they make from the sweat of the workers,

THEREFORE BE IT RESOLVED that we members of United Farm Workers of America AFL-CIO in Texas, many of whom work in California, strongly denounce the growers' use of violence against striking farm workers and members of the Union, and

BE IT FURTHER RESOLVED that we members of the Union in Texas advise all our brothers and sisters in Texas not to work in California until the strike is over and workers have won their just demands, and

BE IT FURTHER RESOLVED that we organize even more strongly to obtain the justice that we seek, without, however, using violence as like the growers do.

UNITED FARM WORKERS OF AMERICA, AFL-CIO

ORGANIZING CONVENTION OF TEXAS
February 25, 1979

Resolution 30: CONDEMNING CARTER ADMINISTRATION'S 7% WAGE
INCREASE GUIDELINES

WHEREAS the cost of living continues to rise every month and our food and medical services become more and more expensive, and

WHEREAS farm workers cannot survive with the high cost of living because our wages are already very low, among the lowest of any workers, and

WHEREAS President Jimmy Carter himself a grower, wants our brothers and sisters in the Union to limit themselves to a 7% raise in wages each year (even though the cost of living is much higher) but he does not ask the growers to make any such sacrifice at all, and

WHEREAS growers continue to make great profits, such as in Hidalgo County last year which is the nation's third wealthiest agricultural county, and

WHEREAS piece rates for fruit and vegetables in Texas have increased very little over the past few years, but because of the high cost of living and inflation, our wages have really decreased, and

WHEREAS we only earn about 1.2¢ for every 69¢ head of lettuce or .5¢ for every 25¢ grapefruit that sell in the stores,

THEREFORE BE IT RESOLVED that farm workers gathered in convention in San Juan, Texas, hereby denounce any efforts by President Carter, the government, or the growers, to limit the wage increases of farm workers to only 7% per year.

BE IT FURTHER RESOLVED that farm workers be guaranteed an annual increase in wages to match any rise in the cost of living so that our wages adjust to meet the cost of living and all raises that we earn will be real increases in our wages.

UNITED FARM WORKERS OF AMERICA, AFL-CIO

ORGANIZING CONVOCATION OF TEXAS
February 25, 1979

Resolution 16: UNA SOLA UNION - ONE UNION FOR FARM WORKERS

WHEREAS there are more than 200,000 farm workers in Texas and we are the poorest and most exploited workers in this rich country, and

WHEREAS, the growers hold the power over our lives and will never allow us to better our lives until we organize ourselves into one strong, national union,

WHEREAS farm workers can gain economic power only if we organize under the flag of the United Farm Workers of America, AFL-CIO, the union which has proven itself to the workers and which the workers have supported over the years,

WHEREAS the United Farm Workers, AFL-CIO, after years of struggle, has obtained better wages and working conditions for farm workers so that more than 100,000 persons throughout the country are now working under the protection of union contracts;

WHEREAS the AFL-CIO mandate to the United Farm Workers is to organize all farm workers in this country into one union,

THEREFORE, BE IT RESOLVED by this convocation in Texas that we continue organizing always under the direction of only one union, the United Farm Workers, AFL-CIO, guided by our leader, César Chávez, to create and maintain the strength of our numbers.

Submitted by: The Pharr Organizing Committee

Seconded by: The Alton Organizing Committee

Supported by: The Santa Rosa Organizing Committee