

ADDRESS OF CESAR CHAVEZ
PRESIDENT, UNITED FARM WORKERS

National Press Club

April 18, 1979

(Thank you very much)
Thank you very much, Mr. Wiese. Guests at the front table,
and ladies and gentlemen:

I'm very happy to be here at the National Press Club once again. We -- as was stated by Mr. Wiese -- we are in the East Coast today on a tour of the cities to organize the 10th boycott of our union in an effort to successfully end the strike that we're now engaged in in California.

For the last 17 years, our union has been involved exclusively with the task of gaining recognition for the existence of an instrument for farm workers to bargain collectively through. In 1976, because of the agreement with the Teamsters, because of the new collective-bargaining legislation enacted in California, and because of some very good organizing by our people, we signed contracts -- three-year contracts -- with about 90 percent of the California-Arizona lettuce industry. Those contracts expired on the first day of the year, this year.

At the expiration of those contracts, we came into the industry and proposed, for the first time in the history of our movement, worker demands that would take care of basically two overwhelming problems faced by the workers: One, the low wage rate under which they've been working for all these years and, of course, now the added problem of inflation.

When the demands were presented to the growers, they

laughed and they thought it was funny, and they ^{we really --} wanted to know if we really meant -- if our proposals were ^{very -- were} really serious. And after they found out that they were very serious, they couldn't believe that we would not settle for 7 percent that they were offering us -- take it or leave it -- without negotiating.

We pointed out to them that in the last three years -- of '76, '77 and '78 -- our workers received a 6 percent increase in '76, 4 percent in '77, and 4 percent in '78; that in 1970, our workers -- our members -- were getting from that industry \$2.00 an hour, and those \$2.00 were then worth \$1.71. And then, in 1979, the workers are receiving \$3.70, but that's only worth \$1.84. So that in 8 1/2 years, our workers' standard of living had increased something like 13 cents an hour. People working by the piece-rate were earning, in 1970, 40 cents a carton; That was worth then 34 cents. In 1979, they're getting 57 cents a carton, and that's worth 28 cents. So, in fact, the workers are working for 6 cents less in real money than they were working 8 1/2 years ago.

We pointed out to the growers that in 1970 -- First of all, we pointed out that the per capita consumption of lettuce has increased in this country, pointed out that in 1970, they were farming around 60,000 acres in California and Arizona. In 1979, they're farming 78. At the end of

the 1978 season, they were farming over 80,000 acres. Because of the technology and other advances, the yield had increased in 1970 from a little over 400 cartons per acre to over 500 cartons per acre. That, in 1970, the industry had made a 6.6-million-dollar profit; in 1978, they had made over a 71-million-dollar profit, and that we wanted to share in some of that windfall. We needed money; we couldn't live with what we were getting paid. That our health-care plan pays 16 cents an hour ✓ We have not had an increase in 3 years -- that that amounts to about \$18 to \$20 a month. The average contributions per worker in California is like \$125 a month, and that we wanted to have a little bit more money there, too.

And
The response came back very swift. They told us that we should join them, now that our country was undergoing these economic problems, and invited us to join them to stay within the presidential guidelines for wages, or, rather, for wages. We pointed out to them that we couldn't do that, and that there were some very good reasons why we couldn't do it, besides the fact that, is we needed more money and the wage level, as I mentioned, very low that the guidelines were not being followed by them, to begin with, because they're excluded because the guidelines exclude businesses involving the production of raw food, so they're excluded. That we're They were also excluded because we were getting under \$4.00 an hour;

~~We~~^{re} were also excluded. And that we just couldn't live with the 7 percent -- that we wanted to talk to them and negotiate.

We asked them if they could not afford to pay us more than 7 percent. And, of course, they never did say -- they said, "'Yes, we can afford more. We can afford more. That's not the issue, but the issue is the economic conditions.'" It was a strong, ^{growing} patriotic approach to us. And after three days of ~~glowering~~ across the table from one another, we came back and we said, "'We want to test your patriotism. We cannot live with 6 percent. But the workers have decided to test you. We'll take 6 percent if you contractually bind yourself to keep your prices at 7 percent.'" And they hit the roof. And they had all kinds of reasons why they couldn't do it. And we said, "'We understand; ~~We~~ also have the same reasons why we can't do it.'"

When the union rejected the 7 percent, and when negotiations really had not taken place, the whole dynamic and the process of the collective bargaining, ^{of} and negotiations never really got into gear, because the response was 7 percent -- really, take it or leave it. [We went ~~out~~ on strike. What turned out to then be a straight, simple, very clear, economic disagreement between us and the employers has turned ~~into~~ into something quite different.

The industry ^{75/}~~is~~ made up of about 40 grower-shipper companies. They control almost 99 percent of the industry. We have contracts with 34 of those. We decided to strike 11. When the companies were well assured that we were not going to settle for 7 percent, the strike took a turn. The companies began to bring in as a sign to us -- because they've done it for the last 30 years or so that we've been involved in somehow, ⁱⁿ and some way with these strikes -- they ^a begin to bring ⁱⁿ the armed guards. There's now a company in California that specializes -- ^{that's} ~~it's~~ made a lot of money providing armed guards for growers. And that's quite natural, I suppose.

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What ^{is a little} ~~is still~~ different in California is that this agency -- the AAFA agency -- has a relationship. And we don't know exactly how it works, but anytime that a call is put out to get armed guards to come and take care of the growers' problems, generally we'll find people from the KKK, from the American Nazi Party in California and from the [?] Posse Comitatus, ^{a very} an extreme-right-wing group in California.

Men -- young men -- who are picked off the streets and are given a gun and a badge and a club and the encouragement, they have a field day with our people who happen to be, by and large, a minority group.

On February 10th, while negotiating with the Sun Harvest Company in Los Angeles, we got word -- we had a telephone call that there ^{was} ~~had~~ been a very serious incident in Calexico, about 200 miles south, and ^{we must --} ~~that~~ we should come there quickly. We left Los Angeles. When we got to Calexico, the sad news that Rofino Contrares, 28-year-old, father of two kids and a worker for the ^{Mario} ~~Meyer~~ Sicon farm, 3 1/2 miles east of El Centro, had been shot and killed by three armed foremen for the ^{Mario} ~~Meyer~~ Sicon Company.

When we investigated, we found out about 10:00^{o'clock,} on February the 10th, Rofino and two of his friends were trying to reach a group of about 40 to 50 illegal-alien^s strikebreakers brought there by ^{Mario} ~~Meyer~~ Sicon to distribute a handbill to

inform them what was happening in the strike. The three foremen, who we feel had ^{been -- had rehearsed --} had a meeting about this, caught Rofino and the two other men in a crossfire pattern. They fired over 300 rounds. Rofino was hit pretty quickly in the beginning of the discharge. He laid there on the ground inside that farm from about 11:00 ^{o'clock} until a little over 1:00 ^{after o'clock}. Fifty of our pickets -- no more than 25 yards from where Rofino ^{lied} laid wounded -- tried repeatedly to go and take him out of the field to give him medical attention. And those three foremen continued to keep the people at bay, continued firing at the people.

The police came. The Imperial County sheriff's department came a little after 1:00. We took Rofino to ^a the hospital. He was pronounced dead.

From 1:00 ^{o'clock}, when the police got there, until about 8:00 ^{o'clock} at night, they had not yet arrested the men who did the shooting. And everybody knew who had done the shooting, because it was out in the open.

Finally, with a very, very, very difficult confrontation with the police, we ^{re} succeeded in getting them to take the people into custody. They were placed. The district attorney asked ^{they} to be placed ^{on} a \$200,000 bail. They were, and about a hour later, they were reduced to \$20,000. And then, along about 8:00 ^{o'clock} or 9:00 at night, the attorney for ^{Mario} Meyer Sicon had a meeting with the judge at his home, and

the bail was reduced to \$5,000.

There's nothing illegal about that. ~~It's~~ something kind of unusual. The judge happens to be the father of the attorney.

Our people who will throw dirt clots at the strikebreakers, sometimes at the police -- or so they're charged --- throwing a dirt clot in the direction of ~~the~~ strikebreakers is \$5,000 bail. And we got about 20 or 30 of those. Throwing a clot in the direction of ~~the~~ police is \$10,000 bail, and we got 12 of those. And killing a striker is only \$5,000 bail.

Soon after that, we began to see in the fields a large number of illegal strikebreakers from Mexico, from the Philippines. We began to complain to the Immigration Naturalization Service ~~and~~ the local offices, ~~We entered a~~ complaint to Mr. Castillo in Washington and to his intermediaries, asking them to look at the strikebreakers, and that there were large numbers ~~anywhere~~ between 90 and 95 percent of the people breaking the strike were people who had been brought in from Mexico to break the strike.

We found out later that while we were negotiating with the growers, Sun Harvest, on February ~~18~~ ^{the 18th}, was negotiating 60 miles from Los Angeles with a group of labor contractors -- a group of those men who make money by transporting

illegals, recruiting illegals in Mexico and transporting them across -- and the AAFA guard agency[?] in a plan to break the strike and, we feel, a plan to break the union. And we found that out later when one of their foremen defected and came and gave ~~us~~ the information, which is the basis of ²our charge against the growers with the Agriculture Labor Relations Board.

In all the complaining -- and we're going to give you some pretty definite, concrete information about the many times we called the Immigration Service ^{to} and said, "Come in and look at our complaints about strikebreaking by illegal aliens," how they have refused to do it. But, also, I want to give you a little bit of information -- precise information -- to refute Mr. Castillo's statements.

We found the Immigration Service to be great experts in giving us the runaround. We find them to be fantastic promisers -- promising almost everyday that they'll take care of it.

For a time, we were taken in because we thought -- and we shouldn't think this, I guess -- that Mr. Castillo, being part of ^{you know,} la raza, that he would understand. I think he ^{is} has made some claims that his father used to be a migrant worker. If he hasn't, most of them do these days, and that he was sympathetic. But we don't want that kind of sympathy, because that kind of sympathy can kill the union.

But they're really experts at grossly misstating the facts. We've dealt with many governmental agencies ~~in~~ in my 30 years of struggle with many. And I tell you that I've never found an agency that approximates the way that the Immigration Naturalization Service carries around. They have a mentality of dealing with noncitizens -- of dealing with people who can't respond back to them. And they also have a mentality that anybody who's brown must be a Mexican illegal alien. And they don't understand that there are a lot of brown faces around here who are citizens.

We ~~ve~~^{have} been picketing them, passing out leaflets in the community calling their unwillingness to enforce a federal law. And then we get back midnight raids. ~~Raiding~~ the home in Oxnard of one of our strike leaders, ~~Lining~~ them up and coming into the house and demanding to see papers -- see their citizenship papers or green cards, because that leader happened to have been at the Oxnard office where they were ~~a~~ half a block ~~or~~ half a mile ~~from~~ from a group of strikebreakers who ~~had~~ been there for at least three weeks. And we couldn't even get them to even look in that direction.

In Tacna, North Yuma^s County, our pickets came in, disgusted, to talk to Immigration Service to say, "'Look, a mile and a half from here, the Sun Harvest people have over

a hundred
400 strikebreakers -- illegal immigrants. They're there;
do see them.' And two of the agents -- two of the border
patrolmen ran into their office and took out high-powered
rifles and told our people to get their ass out of there.

This morning in The Washington Post, Mr. Castillo was
asked about the charges that I've been making. And he said
-- Castillo said he was sympathetic with Cesar's
frustration, but said many of the union's complaints have
been vague or unproductive when checked out.

And that's another misstatement of the facts, because
right this moment, as we sit here in this meeting -- let me
give you just an example of what's happening in California
with strikebreakers: In the Salinas Valley, right this moment
-- checked this morning -- the Sun Harvest people, as one
example, have 90 illegal aliens breaking a strike in
Salinas. They're at the ? Torro camp on Burton Road in
Salinas. The Immigration knows about this.

As an example, the California Coastal Farms, a medium-
sized lettuce grower, right now, a is one example. These
companies have a lot more 65 ~~Sixty-five~~ illegal aliens
housed at the California Coastal Farm Camp on Westfall
Road, just outside Gonzales, California, south of Salinas.

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An example: [?] ~~The Admiral~~ Packing Company -- between 50 and 90 illegals, and they [✓] keep shifting them. Strike breakers picked up every morning in front [✓] of Rosita's Cafe in Salinas, on North Main Street, [✓] picked up by labor contractor [?] Paul Naba, and transported back and forth to the job, which is grossly illegal under federal law -- you cannot transport illegal aliens, house them, bring them across.

In west -- in the San Joaquin Valley, [✓] mostly Fresno county, Kings county and Kern county, [✓] growers exchanged 50 illegal aliens, transported daily from [?] Parlier and Tulare county into Fresno county by Jimmy Garcia, ^{sa} a labor contractor, to break the strike at ^u Heron. Bruce Church, in Fresno county, has 35 illegal aliens housed at the Holiday Lodge on Lacey Avenue, in ^(a) Hanford. And they're being picked up every day, back and forth about 30 miles to the strike -- to the strike. So, and that's happening right now.

In Phoenix area, ⁵⁻⁰ 6 illegal-alien strike breakers housed at the Sun Harvest Camp on ⁷ Salsaman Road, 1 mile south of Baseline near Mesa, [✓] and working in the fields there, between Indian School Road and McDowell Road -- that's happening right now, this moment.

In Oxnard -- how specific can we get? [?] in Oxnard, Sun Harvest -- 30 illegal aliens housed at the Almost Motel, corner of Date Street and Highway 1. If you go to rooms --

after work, if you go to rooms 28, ~~room~~ room 29, room 32 and room 53, collectively there are 30 illegals there.

We've given the immigration people names, addresses, for almost ~~almost~~ two months. When Mr. Castillo says that the information is vague and unproductive, it's not true. But there is now a cover-up ~~if~~ if Castillo says that isn't true, it's a cover-up because we do have in California at this moment, illegal people from Mexico, from the Philippines, they're also getting pretty specialized. The people there needed -- the growers in Salinas needed irrigators, they couldn't get irrigators -- not a fact, for sure, but the rumor and we're checking it out, people from Honduras -- 32, 35 irrigators from Honduras came in, they're irrigating in Salinas now. What the heck's going on? It's just -- it's a complete breakdown of the law, they're not doing anything. And if anyone of you in the press calls them, Castillo, I bet my neck, would say exactly the same thing. And we need to have someone -- an impartial third party go out there and check what we're saying.

And this kind of strike-breaking, condoned by the federal government, condoned by supposedly our friends at the White House, is breaking our union, and it's taking the only possible -- the only possible hope that workers have to be able to make a decent living. Not only that, but it's

having a tremendous impact -- this union was going to go to Florida at the end of this year to start organizing black workers, who need the union even more than California.

And what happens? We have to spend our money and our energy defending a strike that should have been won several weeks ago with our own people. And defending it because they're bringing people in, and the Immigration Service is refusing.

We had a meeting with them, ^{And we said,} ~~it was a~~ why in the world can't you get them out? "Quote, Arnold ^{Flodis}, Mr. Castillo's right-hand man, "We will not go in; we will not take sides in agricultural-labor dispute. We cannot take sides. Therefore, we will not go beyond your picket lines to take out -- apprehend any illegals." "So, well, how come you check our picket lines almost constantly? Is that not taking sides?" "Well, you know, we have to do it because -- but we can't do that."

Asked again, ~~three~~ -- three times he's told our people -- not workers, our leadership in the union -- that they will not get involved because they don't want to take sides. But they don't realize that, by not enforcing the law, they're in ^{fact} ~~effect~~, taking sides. And making it difficult and necessary for this union to come out and do another boycott, which is tremendously expensive, time-consuming.

And ^{why} ~~what~~ should we be doing? Why can't the federal law be

enforced? Why are the growers so sacred that they cannot lose their illegal strike breakers when ³their conflict comes between us and the employers. What's so sacred about that? Or, they should ^unot stop kidding -- kidding us. If they cannot -- if they cannot and will not uphold the law, who should be told?

It's frustrating to be a citizen of this country and see that your government, because of inaction of some bureaucrats, are not living up to the law. The boycott against Chiquita Banana must work -- sure, it's going to work -- otherwise, workers don't have any other recourse. We feel that the boycott's going to be effective as soon as we get the information to the public.

But it's a losing battle for the growers. The moment the number of ~~the~~ illegals increase^d in the fields, they lost all interest in negotiating with us. The Agriculture Labor Relations Act in California, with the information we've given them, we're sure -- if they don't turn out to be afraid of the growers -- should be charging the growers with a number of unfair labor practices, charging the growers with ^(the)refusing to ^{al}go [?]bargain in good faith, and other charges that ⁽¹⁾we are sure we're going to be able to get the board to bring against the employers for their activities.

We want to thank you for your attention. And then we'll

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take your questions now. Thank you.

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Q & A OF CESAR CHAVEZ
PRESIDENT, UNITED FARM WORKERS

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Q You've criticized the immigration and naturalization service for not apprehending illegal aliens who may act as strikebreakers in the Salinas Valley. How do you check to determine if people joining the UFW are legal residents or illegal aliens, since some California officials claim the bulk of UFW's members are illegal aliens?

A We don't have a check on who joins the union. It's illegal to check that -- we're not immigration officers. The majority of our people are people who were members to the union in lettuce -- are people who were braceros many years ago -- who got their green cards. And I would ~~then~~ ^{TEND} to say that most of them are green cards or citizens.

~~IF THERE~~ [?] Neither happens to be an illegal alien -- we're none neither. We're neither harboring, we're not transporting them and we're not telling ^{THE} immigration service not to come and check.

Q Do you feel uneasy being allied with the reactionary groups, like the Ku Klux Klan, in calling for stricter enforcement of immigration laws? The second part of it is: Has your call for rounding up illegal aliens in the agricultural fields damaged your support in the Mexican-American community, where attitudes on the undocumented-worker problem are deeply divided?

A I should state our position very clearly. We're asking that strikebreakers be removed. And remind the person that

asked the question, my mother was breaking the strike, if she was illegal, I'd ask the same thing. ^{Be} Cause it is the union; it's not a political game. It's a union, and people are being hurt and being destroyed ^{and} and with the complicity and with the help of the federal government.

Q In your opinion, should President Carter fire Mr. Castillo?

A I ~~cannot~~ ^{CAN'T} even get to see President Carter about our problem, much less influence him to fire anyone that he's hired.

Q President Carter's inflation advisors ^E say they have told you that your workers in the lettuce dispute fall under the wage guidelines of the administration. Is that so, and, if yes, what reasons ~~do~~ ^{DID} they give?

A No, they haven't told us. If they did, they transmitted the message ~~to the growers~~ ^{THROUGH} to us. They never told us that they were, but the written stuff that we've gotten from the regulations ~~—~~ says that we're not.

Q Growers allege that UFW members have been intimidating replacement workers and in some cases have attacked them physically. Is that true?

A I would suggest that any grower that knows ^{THAT} one of our persons attacked one of the strikebreakers physically, it's his obligation as a citizen to go to the sheriff's department and give him the name and tell ~~em~~ ^{HIM} to be

arrested. And I would help them to do that. If our members are doing that, ~~it's~~ it's against ~~completely~~ completely against the rules of this union ~~if~~ if they're doing that, if they're involving in violence, they should be arrested.

Q Does your organization support the imposition of civil or criminal penalties on U.S. employers who knowingly hire undocumented workers?

A Regarding the overall, the broader aspects of the social problem -- no. There's some real big problems there. It's just not -- but regarding strikes, when the law is very clear, it's illegal to transport, to house and ~~do~~ ^{to} aid and ~~obey~~ ^{ABET} illegal strikebreakers whenever they may come. We say, 'Yes.' The law is there.

In terms of the overall problem, there's some big problems there. And there's big problems because ~~not~~ not only between the United States and between Mexico, but there're problems the world over -- Japan with Koreans, and West Germany with people from Southern Europe. I think that an amnesty program dealing with ~~very~~ very carefully, dealing with people who are here, have roots here, and have and are related to citizens -- they have sons and daughters and wives ~~We~~ We should take a very close look at that.

The other thing is, That the problem is not going to be solved until Mexico does something about its own rural economy.

Q A series of related questions: How is the strike being financed? Who are the major contributors to the strike fund? Are strike benefits being paid and how much?

A The strike was financed primarily through the strike fund that the union had built over the last three years. Now we're soliciting money from the public. Our biggest money -- source of money -- at this point is personal contributions, averaging about ^{\$5}~~5~~ dollars per contribution.

Generally, the biggest contributors are the labor movement. We haven't gotten yet to them. The workers get ~~\$25 dollars~~ a week and get food orders that we collect. We've collected, in the first seven days of the strike, over a million pounds of food in Los Angeles and San Francisco.

Q We have several questions relating to the same topic and I'll just pick one of them, cause they all ^{DEAL WITH}~~feel~~ the same subject. How can wage increases, reportedly running from 40 to 200 percent -- actually, I suppose he means wage demands reportedly running from 40 to 200 percent -- be justified at a time when the nation is beset by inflation? Growers maintain that workers are paid at a piece-rate basis ~~—~~ that in harvest time, averages more than ^{\$}~~8~~ dollars an hour.

A The 200 percent issue ^{IS--} revolves around a very small number of tractor drivers who get ^{\$4.25}~~4 dollars and 25 cents~~ an

hour to drive tractors. In the last two years or so, the employers have bought some pretty sophisticated equipment -- tractors running anywhere between 80 and ~~a hundred thousand~~ ^{\$100,000} ~~dollars.~~

We're asking the growers to give ~~his~~ ^{THESE} workers 6 or ~~7~~ ^{\$7} ~~dollars~~ an hour. If they're making them responsible for this, this kind of responsibility -- driving and taking care of a very expensive piece of equipment ⁻⁻ to do it. The percentage of tractor drivers in the total work force is less than 1 percent.

Q Specifically, name all the products that the UFW is boycotting. And how is it attempting to widely publicize these boycotts?

A Now, that's very easy and pleasurable to do that. We're boycotting "Chiquita" bananas, That's owned and distributed by the United Brand Company. They have other names. I think they have one that's called -- they have "Chiquita" and they have "Chico." And this doesn't sound too well with us -- ~~this~~ doesn't go over too well with us. And they also have one called -- gee -- Amigo. "Amigo," "Chico" and "Chiquita."

Q Several questioners mention that the "Chiquita" banana brand has been widely marketed and is familiar to buyers in supermarkets from the stamp that's placed on each individual banana. And they say, if United Brand should take that label off its product, how could a consumer tell

the difference?

A Well, if they took the label off their product, we'd win hands down, you know. They spent hundreds of millions of dollars building a label. I happen to -- had a talk before things got pretty rough between us and the company with the president. And in the discussion we discovered that the label is something extremely important to them. And so I would say ^{THAT} the chances of them taking the label off is very, ^{VERY} remote. But just a word of advice when you go to the store: If you see a banana without a label, don't buy it. And I'm not going to promote ~~their~~ ^{-- THEY ARE} other labels, ^{-- AND} I'm not going to promote them, but there are other labels there ^{THAT} -- ~~that~~ one is in red ink and "Chicoquita" happens to be in blue ink.

Q In 1976, you delivered the nominating speech at the Democratic National Convention for Jerry Brown. Will you do it again if asked? Do you expect to be asked?

A I don't expect to be asked. And I think that it depends who's running, a lot depends on who's running. We're going to have some tough choices.

Q We won't let you off that easy. Who will the UFW support for President in the next election? How do you feel about President Carter now?

A We did a lot of work for President Carter. We went out and it cost a lot of money. We registered ^{ALMOST 400--} way over 400,000

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voters in California. ^{AND} Then when the time came to get out the vote, we had about 300 staff members out there getting the vote, and we did an awful lot of work for him. ^{WELL, IT} Which shouldn't surprise us, ^{you know,} This happens often with politicians. We haven't heard from him. We were trying to go to see him yesterday. Of course, he's not in. ^{WE} He tried to see some of his assistants that have something to say about what's happening and maybe get some help. Well, we could not, they were all busy. They wanted us to go see someone that we hadn't heard of. We feel he wouldn't have the influence or ^{TO DO ANYTHING} the power for us, so we refused to go. We're still trying to get either an appointment with the President, but, if not that, we will meet with someone ^{OR} some of his top aides. ^{AND} We don't know at this point if the administration -- and we have to put the blame there -- is involved, maybe unknowingly, but involved in breaking our strike. You can just imagine how the workers feel.

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Q Why does the UFW still concentrate most of its efforts in California and Arizona? Do you plan to organize the Rio Grande Valley in Texas? If so, when?

A Yes. Florida and Texas could be organized in short order ^{IF} We could really deal with the question of the illegal strike-breaking. We're pinned to California, we're spinning our wheels and spending our money and energies because when the strike comes about, we need to then run to the cities and ^{HAVE A--} build a second organization to take care of ourselves. It can't be done unless this problem is solved.

Solving the illegal problem, the union could in short order organize in Florida and, I'm sure, in Texas, too, and ^{IN} other places.

We had planned to be in Florida at the fall of this year. The money and the resources were saved up to go to Florida to give the black workers, particularly in citrus, a right to have a union that they need. And they're in much worse-off condition than our members in California. It's ^{now} ~~not~~ being spent fighting this problem that I'm talking about.

Q Can you explain why you have settled with one grower already for \$3.75 an hour? Don't your workers there need an increase as much as the Sun Harvest workers need them?

A No, ^{we} we've settled with other growers for just about that much -- even less. But they're not ^{THEY'RE NOT} the growers making the money; they're small growers. They're not the lettuce-

growers. We have a number of small growers in nursery business and small farms. It's no relation. They could not afford what we're asking from this other industry.

Q What's going to happen to the UFW when Cesar Chavez is no longer around?

A I can't project that far, ^{AND ?} I can't answer, because if I'm not around, I wouldn't be able to know what was going to happen. But I hope it will continue to go. I hope it will continue to go and make progress as it's done, ^{you know?} We realize that there must be a problem, because we keep ASKING THIS--WE KEEP hearing this question -- repeatedly so -- throughout the years. We've heard it so much that we've done some work to try to make sure that the organization -- if needed -- will continue to prosper and grow.

Q About the assertion made in your publicity that you, like other UFW officials, get -- beyond a modest living allowance -- only \$10 a week in salary. As a rather average American who is hit by inflation and, more recently, by income-tax payments, I'd like to know: How in the world do you live on \$10 a week?

A No, I don't. Ten dollars a week is the money that we get for what we call 'walking money.' The union pays for my rent and my food allowance. And once in a while, I'll get lucky -- I'll get a clothes allowance. So, it's really -- last year averaged about \$215 a month, not \$10 a week.

Q How effective, in your opinion, are the Labor Department's programs to educate migrant farm workers -- specifically, HEW^P and CAMP? And do you support those programs?

A Considering that the real problem the workers have is an economic problem, and considering that there are problems there because they don't have the protection from the law to be able to organize the union, I think that they do [?]VARYINGLY--THEY DO ~~generally well.~~ ^{BUT THAT'S--NOW,} But we can educate the workers from here until Hell freezes over and that's not going to change too much. The education should be part and parcel of the workers having the rights to be able to organize their own association, their own organization, to take care of themselves, and that can come only through protecting their rights to organize into unions.

Q Would you comment on the full-page ads concerning UFW that have appeared recently in the Washington Post, The New York Times and other newspapers, which are paid for by the California Growers?

A One of the real problems of those ads is that you can't ask them questions. The growers hired the Dauphin[?] Agency. The Dauphin Agency in California is run by a very successful publicist known as Bill Roberts, who has to his credit the election of Ronald Reagan, and helping Ford. And I think he was also involved in helping President

Nixon. They're slick and very good and, I think, very effective.

We think it would be -- and we can't tell them what to do, of course, but I would love to get them to debate me. The last time I came here, I was going to debate -- we were having a big fight ^{WITH THE TEAMSTERS} -- I wanted to debate Mr. Fitzsimmons. I would love to debate growers. ^{I MEAN,} That's my job, and ^{THANK I} I can take care of myself. But I can't debate those darn ads, you know, and I can't even respond to them. I haven't got any money. So what we do, we do the best next thing we can do -- that's come to the Press Club here and talk about them.

Q Are you willing to now admit that it was you who inspired President Carter's chief inflation-fighter, Alfred Kahn, to substitute for the word 'depression' the word 'banana'?

A No, I swear I had nothing to do with that.

Q Thank you so much.

A My pleasure.

(END NATIONAL PRESS CLUB)