

CITIZENSHIP PARTICIPATION DEPARTMENT

Organizational Conference
North Unit Educational Center - La Paz
August 19-21, 1976

Participants: Mack Lyons, Dianna Lyons, Michael Linfield, Cesar E. Chavez, Crosby Milne, Madeline Pitt, Alex Beauchamp, Paul Hammond, Pete Velasco, Eliseo Medina, Mary Ann Coffee, Dolores Huerta, Dolores Velasco, S. Jeannine Reynolds (Notes)

An introduction was given by Cesar as to the purpose of having an organizational conference for the Citizenship Participation Department. Besides being involved in organizing workers, having strikes, getting contracts, the Union has to be involved in something other than that to protect the contracts the Union gains from its struggle; namely, political activity.

Came up with the idea to let the workers contribute money to the fund to do civic work as well as political work. The workers could take one holiday and make it a Sunday. The employer would pay the holiday to the Union fund provided the workers sign an authorization card. The pay would equal the rate the worker was making during that week for one day.

The Citizenship Participation deals with legislation, voter registration-- it is a very broad thing. It means getting involved in elections; recalling legislators and public officials who are not performing; getting people interested in the local political activity. Have to think in terms of legislation in Sacramento, Florida and Washington. There are a lot of people who are not voters because they are not citizens. We must equip them with the power to vote. Politicians want us to endorse them--not only in California but also in other cities as well. We have to be involved in telling where funds come from to protect the Union; to make sure the Union is following the law.

Since February, when the Executive Board decided to structure the Union, it assigned specific tasks to the leadership. There are only two departments left to be structurally organized. Want to give more authority to more people to do things. Have to find out if we all mean the same thing.

Have to get down to the question of how we are going to get the worker involved. At every ranch there should be someone involved in politics. He must know what is going on.

Crosby pointed out the importance of each human being recognizing that he is a creator. Second is to recognize that you are a unique creator. There has never been any Dolores nor will there be another one. Each of us is totally unique and we can create. In terms of how society functions, individuals are indispensable.

Talk about goals, strategies, objectives, functions--begin to look at how they may be grouped. It is important what kind of mental images we get. Have to use words the same way. Only important thing is that whatever the group is doing, it is done the same way. A goal is in terms of something we are working toward. A SAM (specific, attainable, measureable) objective happens within a specific time span and it is measureable. Many supporting events have to take place.

Now we are going to talk about the Union or Movement; later go through the process again in terms of the Citizenship Participation Department.

GOALS OF UNION:

- .screw Teamsters
- .better life for farm workers
- .decent wages
- .remove fear
- .to sign contracts
- .national AIRA
- .clean toilets in the fields
- .building a national/international Union
- .better health care
- .better distribution of food
- .better housing
- .education for our children
- .undivide community
- .control over our own lives
- .wipe out bad politicians
- .dignity
- .cultivate good politicians
 - grow our own
- .be self-sufficient
- .create a respected image for agricultural labor
- .create a respected image for agricultural labor
- .form land cooperatives
- .end consumerism among workers
- .raise our own consciousness
- .build economic power
- .build our own banks
- .political voting rights for everyone
- .organize farm workers
- .better life for working poor
- .better laws for everybody
- .teach people how to use their power for good
- .control of use of pesticides
- .sanitary drinking water
- .safe transportation
- .more fringe benefits
- .job security
- .agricultural co-ops
- .pooling of resources of poor
- .end child labor
- .eliminate racism, sexism and poverty
- .end labor contractors
- .repeal IAB and right-to-work laws
- .teach everyone how to report on Prop9
- .land reform
- .elect our own president
- .get ourselves organized well enough on the inside so we can organize on the outside
- .develop leadership
- .take over Farm Bureau
- .dignity of the worker
- .raise our own doctors
- .collective bargaining rights
- .enlarge our own power base
- .make every worker a political activist
- .elect mayor of Delano

AREAS OF GOALS:

- .economic
- .social
- .ethical
- .familial
- .survival
- .biological
- .recreational
- .organizational
- .cultural
- .political
- .philosophical
- .personal
- .educational
- .health
- .physical
- .facilities/structural
- .agricultural/LaPaz Model

From attending workshops and conducting them, Crosby found out that an important thing came from the Legal workshop. They were creating a power base. Building a power base was a facilitating goal to help bring about a number of things. Some organizations have power as the basic goal. Difference with us is that it is a facilitating goal. Basic goals have to do with people; facilitating goals have to do with things.

BASIC:

- .eliminate poverty
- .decent living conditions
- .social justice
- .spread doctrine of non violence
- .decent wages
- .end child labor
- .make people strong/self confident
- .educating parents/children
- .teach F/W to be good sailors

FACILITATING:

- .power
- .register people to vote
- .divide up land
- .educating politicians
- .boycott
- .lawsuits
- .training
- .understanding goals--facilitating and basic
- .lobbying
- .El Malcriado
- .organizational conferences
- .recognizing asshole politicians
- .typing/filing
- .get rid of bad politicians
- .fight repressive laws
- .workers' contributions
- .signing contracts
- .good laws
- .recall
- .union
- .demonstrations
- .recruiting
- .fund raising
- .sit-ins
- .Huelga School
- .organizing F/W
- .recruiting good staff

Strategies deal with method to reach a goal.

STRATEGIES:

- .boycott
- .strike
- .praying
- .fasting
- .singing
- .letter writing
- .bumper stickering
- .house meeting
- .organizing
- .saving
- .phoning
- .driving
- .picketing
- .suing
- .scheming
- .lobbying
- .marching
- .billboarding
- .negotiating
- .vigils
- .leafletting
- .campaigning
- .rallying
- .spending
- .conventioning
- .endorsing
- .legislating
- .voting
- .sense of humor
- .conferencing

SAM OBJECTIVES: (Specific, attainable, measureable) First run without grouping according to divisions.

- .Pass Prop 14 on November 2, 1976
- .Have successful convention September 5, 1976
- .Get CPD organized by Saturday noon, August 21, 1976
- .Recruit 300 organizers by October 1, 1976
- .Get phone working in CPD office by August 23, 1976
- .Get three working typewriters in CPD by Monday, August 23, 1976
- .Get bussing campaign for Prop 14 - 50 passenger - by October 1, 1976
- .Get Prop 9 report in order by September 24, 1976
- .Have supplemental report to prior report by September 1, 1976 with all information correct and in balance
- .By September 10, 1976 have all cost centers audited
- .By October 22, 1976, raise \$34,000 from Field Offices for Prop 14
- .Get procedures on income and expense out by September 24, 1976
- .Recruit 135 Chicanos for Initiative

GOALS FOR CITIZENSHIP PARTICIPATION DEPARTMENT:

- .Pass good laws and kill bad ones
- .elect good politicians
- .educate farm workers about CPD
- .educate farm workers about politics
- .pass laws that will help the Union--tax on growers; banking; clinics; land distribution
- .set up farm worker political committees
- .voting rights for everyone
- .have good lobbyists
- .build political muscle
- .know how to use political muscle

STRATEGIES OF CPD:

- .voter registration
- .make workers citizens
- .make non-citizens voters
- .lobbying
- .voter registration
- .voter education
- .legislative analysis
- .activate non-voters to pass on 14
- .develop (run) our own candidates
- .take offensive
- .initiate laws
- .publicize unjust laws
- .repeal bad laws/politicians
- .fund raising
- .unite with other political action

SAM OBJECTIVES OF CPD:

- .organize politicians to endorse Prop 14
- .pass Prop 14
- .pass Humphrey-Hawkins Bill
- .defeat SB-1
- .have successful convention
- .1,000 delegates
- .have 5,000 participants
- .run Ford off the road
- .organize enough staff to do the work
- .develop action nationwide
- .have short meetings

GOALS OF CPD:

- .train staff
- .organize staff
- .get all farm workers to participate
- .workers' responsibility to the Union
- .revise Prop 9
- .accounting system
- .good system for dealing with junk mail
- .political education
- .build unified ranch communities
- .analyze laws which have to do with health care/housing
- .structure department
- .ranch community education
- .Union staff education on CPD
- .help map out political future
- .better way of getting contributions (another way)
- .revise Federal Election Campaign Act
- .lay groundwork for organizing in other states
- .get involved in the communities
- .develop good political newsletter
- .amend the minimum wage law to treat farm workers like other workers

AREAS OF GOALS OF CPD:

- . legislative
- . citizenship participation
- . political education
- . community issues
- . administration and reporting
- . protective legislation for Union
- . voter registration
- . legislators education
- . recognizing good politicians
- . national political issues
- . developing our own candidates
- . Citizenship Participation Day Contributions
- . research and legislative analysis
- . build leadership
- . Union membership involvement
- . elections
- . helping to elect good candidates
- . lobbying
- . local community political issues
- . international political issues

BASIC CPD GOALS:

- . education
- . make sure we have laws we need
- . organize farm worker political groups
- . pass Prop 14
- . develop farm worker leadership
- . voter registration
- . becoming a recognized political force

FACILITATING GOALS:

- . fund raising
- . recruiting staff
- . elect good politicians and defeat bad ones
- . lobbying and legislative analysis
- . demonstrations
- . training staff
- . pass Prop 14
- . organize CPD department
- . drafting legislative proposals

Determiners---people (senators and assemblymen) who are influenced by people. Have to get enough determiners positive to make certain steps take place. Someone has to write a set of words (law). Identify detectable things you want to make happen and deal with what the determiners are to making that event happen in terms of people. What are the positive things you want to make occur?

Next we took the Basic Goals of the Union; related them to the Basic Goals of CPD; and wrote Sam Objectives which could help accomplish these goals.

BASIC GOALS OF UFW:

- . improve working conditions for farm workers
- . improve living conditions for farm workers and families in the home
- . improve living conditions for farm workers and family in community

