

there has to be a procedure. We are convinced, because we have now a few contracts, that workers and growers can get together and resolve their issues.

So, we are saying now that including farmworkers in the protection of the National Labor Relations Act is a must. In the name of those thousands that we represent, as well as those we do not represent but who are anxiously waiting for some position from Congress, we are expecting some action after 32 years of inaction.

Thank you.

Mr. THOMPSON. Thank you very much, Mr. Chavez.

Do you wish to proceed by having the others testify now—I know that you must leave at 11:45—or would you prefer as each of you finishes for the members of the committee to ask questions?

Mr. CHAVEZ. I would like to have the questions asked of me. In this way, I will be able to leave on time.

Mr. THOMPSON. Fine.

Mr. CHAVEZ. Then we could follow the same procedure if it is all right with the committee.

Mr. THOMPSON. That is fine.

During that 4-day period when you wrote letters, sent telegrams, and asked the priest to go and even asked the State to help the growers, what was the attitude of the companies? Did they just simply refuse to discuss this matter with anyone?

Mr. CHAVEZ. Yes; it was an outright refusal. They would not even consider accepting—well, the mail we sent to them were returned even though they were delivered to the persons; all of them were returned with an explanation by the Post Office Department that they were not accepted. Their attitude was one of absolutely no communication with the union.

Mr. GARDNER. Would the gentleman yield?

Mr. THOMPSON. Yes, I will yield.

Mr. GARDNER. At this same time, were there negotiations at all with the Teamsters Union by the companies?

Mr. CHAVEZ. No; the Teamsters Union had not come into the picture at this time.

Mr. THOMPSON. Were workers who belonged to your unions fired from the job during this organization period?

Mr. CHAVEZ. Oh, yes; they were fired from the job. Anyone who appeared at our meetings or who appeared in the picket lines, like, for instance, workers who were working at other ranches but joined us after work or maybe on weekends when they were not working, if they were identified they were fired.

The police department and the sheriff's department in Kern County for a period of about a month and a half photographed all of our pickets, everyone in the picket line, everyone leaving and entering our office, they took down license plate numbers of every car in the picket line, every car coming to visit us in Delano in our offices, and at our meetings in the evening they did the same thing.

Mr. THOMPSON. You mean the local police were doing this?

Mr. CHAVEZ. The local police and the sheriff's office.

There is a case where one of our pickets was stopped and asked to identify himself on the picket line almost 50 times in a period of about 17 days. The same procedure. And what they were doing really was