

"There have been questions raised as to the role of Staff Personnel, including Volunteers, in the recruiting of farm workers for unions. We must emphasize to each one of you that there are provisions within our O.E.O. grant that prohibit active participation on the part of C.A.F. Migrant staff, including Volunteers, in such recruitment. There may well be persons, including college students, in your area this summer involved in the signing up of farm workers for unions, but, we must refrain from this activity."

We note that this memorandum does not define either "active participation" or the acceptable role, if any, which CAF employees might assume in the unionization of farm workers.

We were unable to identify any costs incurred by CAF in assisting the union as agreed at the June 18 meeting except those related to attendance at the meeting itself. Travel costs related to attendance at the June 18 meeting and at a regional directors' meeting held on June 19 at the same location totaled \$253.04.

"Project Upstream"—summer 1966

The stated purpose of CAF's "project Upstream" was to assist migrant workers during their northern migration and to further the work begun in the migrant program in Florida. To accomplish this work, CAF was to have a supervisor and 14 VISTA volunteers accompany the crews "upstream" and work with the same migrant children and adults with whom they had worked in Florida.

Our examination of CAF records disclosed that during the period June 19 to 21, 1966, Messrs. Jack Mansfield and William Blakely, Vice President and Deputy Program Director, respectively, of CAF, traveled to Philadelphia, Pennsylvania; Trenton, New Jersey; and Bridgeton, New Jersey, to prepare for the arrival of the "Project Upstream" staff later that month.

William H. Anderson, Jr., Assistant General Manager, Labor Division, Florida Fruit and Vegetable Association, furnished us with a copy of a document which he said was a report from an official of the State of New Jersey to an official of the State of Florida, which stated in part:

"Early in July the IUD, Washington, D.C. notified the Business Agent of the Amalgamated Food and Allied Workers Union, AFL-CIO, Seabrook Farms, that the men listed below would spend some time in the Bridgeton, New Jersey area to explore the possibilities of organizing farm workers in South Jersey.

* * * * *

"Nick Zonarich—Organizational Director, IUD, Washington, D.C.

"Bill Layman—Riverdale, Md. IUD.

"Russell Galloway—Conshohocken, Pa., AFL-CIO.

"James Pierce—Charlotte, N.C.

"Jack Mansfield—Florida * * *."

The report also stated that Mr. Mansfield denied any direct connection with the union.

Our examination of CAF records showed that, immediately after arrival of the "Project Upstream" VISTA volunteers in New Jersey, CAF begin to receive criticism from growers and processors in the area, the main complaint being that the VISTA volunteers were helping the IUD, AFL-CIO, to organize the farm workers. The correspondence also indicated that meetings were held between the CAF staff and representatives of IUD, AFL-CIO.

CAF participation in UAWA meeting

Our examination of travel vouchers and other documents of CAF disclosed that William Johnson, CAF Regional Director for Broward County, traveled from Pompano Beach to Belle Glade on November 10, 1966, "to attend meeting of U.A.W. as per request of Pat Hardeman." Mr. Johnson advised us that the "U.A.W." shown on his travel authorization should have been "UAWA."

Mr. Johnson told us he was not sure of the purpose of this meeting but that this could have been the meeting at which the UAWA returned its charter to the laborers' union. In discussing the meeting at which the charter was returned, Mr. Johnson said that 75 to 100 crew leaders had returned from "upstream" and were trying to reorganize and that they had found their union office in Belle Glade closed, the telephone disconnected, and all utilities discontinued. According to Mr. Johnson, "the boys were peeved" and called in Jerome Loberg of the laborers' union and James Pierce, IUD, AFL-CIO, for an explanation as to why their union office had been closed. He said that, after explanations by Messrs. Loberg and Pierce, he (Johnson) advised the crew leaders to get out of the laborers' union.