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over either of these meetings. Mr. Webb said that he did not attend the meeting before the rally—that he was in the meeting hall at the time but was being interviewed by a Columbia Broadcasting System news reporter; that, at the meeting which followed the rally, he was asked to read the minutes of a prior meeting and some letters related to UAWA's seeking affiliation with UFWOC; and that he did read these documents.

Dr. Hardeman and Mr. Wiggins said that in their opinion attendance by Webb and Johnson at the UAWA meeting before the rally was poor judgment on their part because the CAF staff had been authorized and encouraged to attend the rally and to bring farm workers with them and the action by Webb and Johnson might put CAF in a bad light. Dr. Hardeman asserted, however, that Webb and Johnson had come to the rally early and had attended the meeting before the rally on their own time and that, in his opinion, activities of CAF employees on their own time could not constitute a violation of the OEO grant.

Our examination of CAF records showed that neither Roscoe Webb nor William Johnson claimed mileage or per diem for December 11, 1966, but that 12 other CAF employees were paid travel cost totaling \$152.64 for attendance at the rally. In addition, an undeterminable amount of travel costs were incurred by a number of CAF employees in notifying farm workers of the rally and in urging attendance at the rally. We noted that 19 CAF employees claimed a total of 140 hours of work on December 11, for which they may be granted compensatory time, but the records do not show the nature of the duty performed.

In a memorandum dated December 20, 1966, addressed to all CAF regional directors and the CAF State office, Dr. Hardeman stated regarding the charge by Congressman Rogers that the CAF staff had used Federal funds for union organization:

"If our staff has done this it is contrary to the policy of CAF, Inc. As you know, the policy of this organization is that staff members, paid by OEO funds, are not to do the work of union organizers. This specifically forbids (1) inducing workers to sign union cards; (2) collecting dues from workers for any union; (3) recruiting workers for membership in a particular union. This does not mean that union organizers are our enemies or that because some reactionary Congressman does not like them; that we must treat them as pariahs in the land.

"And, of course, it does not mean that you are to stop your very valuable work of organizing farm workers into neighborhood groups, improvement association, or any kind of honorable group effort enabling them to assert their own aspirations and desires for protection of their own interest. It is important that the farm workers make their own decisions and express their own interests, and that we do not manipulate them into joining a particular political party or labor union.

"However, it is a part of our citizenship education program to inform the workers of the rights and responsibilities of American citizenship, to assist them in registering to vote and to inform them of all the resources that communities—local, state and national—have to offer for their benefit. This can include instruction in the possible benefits from Social Security, various welfare programs, and also from unionization as long as we do not recruit for a particular union or in any way work to get them to join one."

Frank R. Sloan, Regional Director, OEO, Atlanta, Georgia, told us that he did not attend the rally or meetings in Belle Glade on December 11, 1966. We examined travel vouchers and authorizations for members of the OEO regional office staff and did not find any claims for expenses for, or authorizations to attend, the rally or meetings in Belle Glade on that date.

Other information possibly related to union organizing activities of CAF and AFSC

Employment of Mrs. Thomas P. Hardeman by AFL-CIO

Mr. Wiggins, CAF Program Director, and Mr. Johnson and Miss Taylor, CAF Regional Directors, each informed us that during the summer of 1956 Mrs. Thomas P. Hardeman, wife of the then President of CAF, had been employed by IUD, AFL-CIO, under her maiden name—Sara Cunningham.

Mr. Johnson said that during the summer of 1966 he received calls from workers in the field concerning Mrs. Hardeman's activities on behalf of the union. Miss Taylor said that on one occasion Mrs. Hardeman had come to her office to obtain names and locations of certain people and that Mrs. Hardeman used her maiden name at that time. Miss Taylor also said that Mrs. Hardeman had introduced herself as a union representative at a meeting held by Father Walsh at Miami in the summer of 1966.