

September 10, 1968

FROM: JCRC JOINT URBAN AFFAIRS COMMITTEE

TO: JEWISH COMMUNITY RELATIONS COUNCIL

RE: PROPOSED RESOLUTION ON NLRA COVERAGE FOR CALIFORNIA AGRICULTURAL WORKERS

The issue of equal rights under the law for farm laborers has great import in our community today. The Jewish Community Relations Council of San Francisco, Peninsula, and Marin has a continuing interest in maintaining the principles of the democratic tradition in our society. We see a specific relationship between these principles and providing the opportunity for groups to organize for their own self-interest.

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We are concerned at the moment with the problems of wages, hours, working conditions and child labor which are of major significance. But we are concerned with the intent of men to sit together, in good faith, to discuss, and reach agreement on the solution of these problems.

The past has shown that there are men who are desirous of this procedure. But it has also shown that there are men who have been consistently resistant to this democratic process. Every working man deserves the right to justice and dignity regarding his labor and has the right to choose a union whose elected representatives will negotiate the circumstances under which he will work.

Farm laborers in California have been exempted from this coverage -- under the law. When the National Labor Relations Act was passed in 1937, American farm laborers were excluded because they were not organized or represented.

It is now time, 31 years later, to bring the farm workers in California under NLRA coverage. In doing so, they would be entitled to the following minimum provisions of the Act:

- . recognition of a union as representative of the farm workers.
- . an agreement in writing for collective bargaining.
- . the establishment of grievance procedures.

We of the Jewish Community Relations Council urge the National and State Administrations, and the National and State Legislative bodies to initiate those processes which would result in equal treatment under the law for the thousands of farm laborers throughout the Nation, and in the State of California.

We also strongly urge that efforts by representatives of both California grape growers and strikers be made to sit and negotiate their differences in good faith, so as to end the strife that has existed in California for the last three years.