

## Annotated Bibliography

### Primary Sources

#### Audiovisual

"Arturo Rodriguez Speaking." *UC Santa Cruz*. N.p., n.d. Web. 16 Feb. 2014.  
<<http://www2.ucsc.edu/raza/chavez06.shtml>>.

Arturo S. Rodriguez became UFW president after Cesar Chavez passed away, continuing to carry Chavez's dream of equal rights for farm workers and to embody the perpetual mission of the United Farm Workers Union. This photograph of Arturo Rodriguez giving a speech in front of an UFW flag was utilized in the timeline of our website.

"Aztec Eagle Award." *Banderas News*. N.p., n.d. Web. 16 Feb. 2014.  
<<http://www.jeanpaulleblanc.com/Mexico.htm>>.

As recognition for Cesar Chavez's work, he was awarded the Aztec Eagle Award, or Aguila Azteca, by Mexican President Salinas de Gortari. We included this photograph of the award in the timeline on our website.

"Baby Cesar at Baptism." *PBS*. Paradigm Productions and Independent Television Service, n.d. Web. 16 Feb. 2014. <<http://www-tc.pbs.org/itvs/fightfields/images/babycesar.jpg>>.

This photo of baby Cesar Chavez at his baptism reveals his religious roots, which played a majorly influential role on his actions throughout his life and the farmworker movement. We used this picture for Cesar Chavez's birth on the timeline.

Barragan, Miguel Francisco. *Marcha de Delano. Farmworker Movement Documentary Project*. Si Se Puede Press, n.d. Web. 20 Feb. 2014.  
<<http://farmworkermovement.com/media/Barragan/swf/track01.swf>>.

We included this piece sang by artist Miguel Francisco Barragan to capture the spirit of pride, hope, and determination that empowered the members of the UFW during the march from Delano to Sacramento. Throughout the song, it is clear that the farm workers were beginning to envision a time when they were provided the same rights as other occupations, and they believed that Cesar Chavez was the very one who would help make that dream come true.

Cesar Chavez Speaking. *Los Angeles Times*. N.p., n.d. Web. 22 Feb. 2014.  
<<http://framework.latimes.com/2012/03/29/remembering-cesar-chavez/#/0>>.

Cesar Chavez is notable not only for his personal sacrifice, loyalty to his people, and extreme perseverance, but also his ability to inspire others to join the farm workers' cause through speeches and rallies. This photograph of Cesar Chavez speaking during the Lettuce Strike is included in the "Commonwealth Club Address" page of our website.

"Chavez and Other NFWA Members Holding Signs." *University of Michigan*. N.p., n.d. Web. 16 Feb. 2014. <[http://www.umich.edu/~ac213/student\\_projects05/cc/biography.html](http://www.umich.edu/~ac213/student_projects05/cc/biography.html)>.

Following Cesar Chavez's involvement with the Community Service Association, he founded the National Farm Workers Association, which would eventually merge with the Agricultural Workers Organizing Committee (AWOC) to form the UFW. We included this photograph in the timeline of our website.

"Chris Hartmire." *Religion and Ethics Newsweekly*. WNET, n.d. Web. 22 Feb. 2014. <<http://www.pbs.org/wnet/religionandethics/2012/06/22/june-22-2012-united-farm-workers-50th-anniversary/11407/>>.

Chris Hartmire was one of the closest advisers to Chavez throughout the farm worker movement, serving as the director of the Migrant Ministry and loyally remaining by Chavez's side despite the hardships. We included this headshot of Chis Hartmire in the "Interviews" page of our website.

"Chris Hartmire and Cesar Chavez." *Monterey County Weekly*. Wehaa, n.d. Web. 22 Feb. 2014. <<http://npaper-wehaa.com/monterey-county-weekly/2009/10/21/#?article=617928>>.

This photograph depicts Chris Hartmire and Cesar Chavez at a vegetable field producing an advertisement soon after the creation of the Agricultural Labor Relations Act of 1975. It is located in the "Chris Hartmire" interview page of our website.

César and Other People from the Community Service Organization. *California Department of Education*. N.p., n.d. Web. 16 Feb. 2014. <[http://chavez.cde.ca.gov/ModelCurriculum/Teachers/Lessons/Resources/Biographies/K-2\\_Bio.aspx](http://chavez.cde.ca.gov/ModelCurriculum/Teachers/Lessons/Resources/Biographies/K-2_Bio.aspx)>.

Cesar Chavez gained many of his first experiences with farm workers' rights after Fred Ross hired him to join the Community Service Organization (CSO), which he later left in order to establish the National Farm Worker Association. We included this picture, which shows Chavez and other members of the CSO holding signs encouraging farm workers to vote, in the timeline on our website.

Department of Commerce. "Union Membership Rate." Chart. *Center for American Progress*. Center for American Progress Action Fund, 23 Jan. 2013. Web. 20 Feb. 2014. <<http://www.americanprogressaction.org/issues/labor/news/2013/01/23/50419/state-level-policies-threaten-to-further-weaken-unions/>>.

The figure shows the deteriorating level of union membership over the past four decades. While participation and involvement peaked during the mid to late 1900s, recent statistics show the beginnings of a rather steady decline. Yet, this resource remains helpful as it represents the continuity of struggle faced by migrant farm workers.

Dominga Abad and Luis G. Raya Receive a Check from Juan de la Cruz Pension Plan. *United Farm Workers*. N.p., n.d. Web. 22 Feb. 2014.  
<[http://www.ufw.org/\\_page.php?menu=about&inc=jdlc.html](http://www.ufw.org/_page.php?menu=about&inc=jdlc.html)>.

This photograph features two beaming people holding a pension check besides Arturo Rodriguez, UFW president after Cesar Chavez. As a result of the Juan de la Cruz pension plan, Dominga Abad and Luis G. Raya received a total of almost thirty thousand dollars along with the promise of monthly checks, giving them the right to a stable retirement while establishing that it was the employers' responsibility to provide them with such financial support.

Farmers Working with the Short-Handled Hoe. *Walter P. Reuther Library*. N.p., n.d. Web. 21 Feb. 2014. <<http://www.reuther.wayne.edu/files/images/244.preview.jpg>>.

This photograph portrays the backbreaking pain farm workers were forced to suffer from working with the short-handled hoe, and it is utilized to illustrate the "Abolishment of the Short-Handled Hoe" section of our website.

"Farm Worker with Short-Handled Hoe." *Farmworker Movement Documentary Project*. Si Se Puede Press, n.d. Web. 20 Feb. 2014.  
<[http://farmworkermovement.us/gallery/displayimage.php?album=519&pid=12751#top\\_display\\_media](http://farmworkermovement.us/gallery/displayimage.php?album=519&pid=12751#top_display_media)>.

The short-handled hoe, although serving as tool of efficiency in the eyes of the manipulative growers, was nothing more than a constant source of torture and reminder of low social status for farm workers, who were forced to endure hours bent over working the field. This often resulted in back pains and health defects, but farm workers were nevertheless silenced by the constant supervising of their employers who could potentially fire the field laborers. This picture of a man bent nearly half his height weeding the field effectively captures the suffering of the farm workers, and we quoted LeRoy Chatfield's provided caption of the picture in our website.

Formation of UFWOC. *San Francisco State University*. N.p., n.d. Web. 16 Feb. 2014.  
<<http://www.library.sfsu.edu/exhibits/cultivating/images/elmalcriado/picture15.jpg>>.

In this drawing from *El Malcriado*, an union newsletter, the handshake depicts the joining of Cesar Chavez's NFWA (National Farm Workers Association) with the AWOC (Agricultural Workers Organizing Committee) to form the UFWOC (United Farm Workers Organizing Committee). We included this picture in the timeline on our website.

Grave Site of Cesar Chavez. *El Paso Times*. N.p., n.d. Web. 16 Feb. 2014.  
<<http://www.elpasotimes.com/portlet/article/html/imageDisplay.jsp?contentItemRelationshipId=4698109E>>.

In 2012, President Obama established the grave site and home of Cesar Chavez as a national monument, a symbol for Chavez's lasting legacy and his thriving influence

engraved in the hearts of countless Americans. We included a photograph of Chavez's gravesite in the timeline of our website.

"Ilan Stavans Headshot." *SFGate*. Hearst Communications, n.d. Web. 22 Feb. 2014. <<http://www.sfgate.com/books/article/Critic-Ilan-Stavans-on-the-languages-of-love-2495982.php>>.

This photograph features Professor Ilan Stavans, an expert on the farm worker movement who we interviewed. This headshot is included in the "Interviews" page of our website.

"LeRoy Chatfield 2005." *Farm Worker Movement Documentary Project*. Si Se Puede Press, n.d. Web. 22 Feb. 2014. <<http://farmworkermovement.com/about/>>.

This photograph of LeRoy Chatfield, founder of the Farmworker Movement Documentary Project, is included in our website on the "Interviews" page.

Levs, Josh. "Cesar Chavez through the Years." *CNN*. CNN, 9 Oct. 2012. Web. 20 Feb. 2014. <<http://www.cnn.com/2012/10/08/us/obama-chavez-monument/>>.

This photograph features President Barack Obama speaking at the opening of the National Cesar E. Chavez Monument in Northern California.

Lopez. *Cartoon of a Teamsters Union Member Attempting to Steal UFW Dues*. N.d. *Farmworker Movement Documentary Project*. Web. 18 Feb. 2014. <<http://farmworkermovement.com/ufwarchives/RogeroPitt/03/EL%20MALCRIADO%20LEAFLET%20SERIES.pdf>>.

This cartoon from the UFW Newspaper El Malcriado shows a bulky Teamsters Union worker with money spilling out of pockets, taunting an UFW farm worker in order to steal his dues. Despite the Teamsters' members' despicable attempts, the UFW farm worker maintains a defiant expression, holding his rightfully earned money out of his provoker's reach. Portraying the sweetheart contracts that growers began to sign with the Teamsters Union in order to agree to the farm worker benefits listed in UFW contracts, this cartoon is located in the "Salad Bowl Strike" page of our website.

"Mahatma Gandhi." *AETN UK*. AETN UK, 2014. Web. 20 Feb. 2014. <<http://www.history.co.uk/biographies/mahatma-gandhi>>.

Mahatma Gandhi, who is portrayed in this photograph, was an active proponent of nonviolence and source of motivation for Cesar Chavez.

"Marching Strikers Holding Flags." *Tavaana*. E-Collaborative for Civic Education, n.d. Web. 16 Feb. 2014. <<http://tavaana.org/en/content/fighting-farm-workers-rights-cesar-chavez-delano-grape-strike-and-boycott>>.

In order to increase support and publicize the UFW boycott of Schenley Industries and DiGiorgio Fruit Corporation, Cesar Chavez initiated the notable 300-mile march, or pilgrimage, from Delano to Sacramento. Resulting in the offer from Schenley Industries to compromise and establish a contract, a major union victory, this pilgrimage also increased public support of "la causa". We included this photograph of marching strikers in the timeline on our website.

Martin, Philip L., and J. R. Abele. "Unions: Their Effect on California Farm Wages." Table. *California Agriculture*. U of California, n.d. Web. 20 Feb. 2014. <<http://ucanr.org/repository/cao/landingpage.cfm?article=ca.v044n06p28&fulltext=yes>>.

This table shows the gradual rise in farming salaries over the course of eleven years following the passage of the California Agricultural Labor Relations Act of 1975. While the percent of increase is unevenly distributed, the positive correlation symbolizes a slow, but sure improvement in the lives of farm workers.

"Miriam Pawel." *VRomans Bookstore*. N.p., n.d. Web. 22 Feb. 2014. <<http://www.vromansbookstore.com/miriam-pawel>>.

This photograph is a headshot of Miriam Pawel, author of *Union of Their Dreams* and *The Crusades of Cesar Chavez*. We included this photograph in the "Interviews" page of our website.

Pearcy, Glen, prod. *Fighting for Our Lives*. *Youtube*. Youtube, 28 May 2010. Web. 20 Feb. 2014. <<http://www.youtube.com/watch?v=eTGI9QMaGvk>>.

This documentary underlined the blatant inequities of the early lifestyle of migrant farmers. Forced to labor tirelessly, workers faced heavy social discrimination and unjust treatment. Often times, children and adults died as a result of infection or pesticide poisoning. Those who survived on the other hand faced constant poverty and hunger due to low, insufficient wages.

Plane Spraying Pesticides. *Public Herald*. N.p., n.d. Web. 21 Feb. 2014. <[http://www.publicherald.org/wp-content/uploads/2012/06/3995559405\\_69050cfcc4\\_z-580x387.jpeg](http://www.publicherald.org/wp-content/uploads/2012/06/3995559405_69050cfcc4_z-580x387.jpeg)>.

This picture depicting a plane spraying deadly pesticides on the fields was used to illustrate the "Reduced Pesticides Exposure" section of our website.

"Salinas Valley." *City-Data*. N.p., n.d. Web. 22 Feb. 2014. <<http://www.city-data.com/picfilesv/picv23486.php>>.

The Salad Bowl Strike originated in Salinas Valley, California, where many growers began to sign contracts with the Teamsters Union. Since many of the fruits and vegetables found in a typical salad bowl was grown in the Salinas Valley, the name "Salad Bowl Strike" stuck. We included this photograph of a field in the Salinas Valley in our website.

Scott, Terry. *We Shall Overcome: Nosotros Venceremos. Farmworker Movement Documentary Project*. Si Se Puede Press, n.d. Web. 20 Feb. 2014.

<<http://farmworkermovement.com/media/Scott/swf/track13.swf>>.

This piece of music, sang by artist Terry Scott, included a Spanish translation of the famous tune "We Shall Overcome" played often during the Civil Rights Movement. We included this song in our conclusion so that our website could end with a feeling of hope, that although the struggle for farm workers' rights is continuous, it is possible through spreading Cesar Chavez's legacy that there will be a day when they will "overcome" their subjugation and truly achieve equality.

"St. Francis of Assisi." *Examiner*. Examiner, 2 Oct. 2009. Web. 21 Feb. 2014.

<<http://www.examiner.com/article/transitus-of-st-francis-of-assisi>>.

Saint Francis of Assisi, portrayed in this illustration, served as both a religious and social influence to Cesar Chavez. The saint's strong belief in peace and faith helped guide Chavez and form the foundation of his core values.

Teamsters Fighting Law Enforcement. N.d. *Libcom.org*. Web. 22 Feb. 2014.

<<http://libcom.org/blog/how-teamsters-quelled-fascist-thugs-07052012>>.

This photograph depicted members of the Teamsters Union holding weapons and fighting against public law enforcement, acting directly against Cesar Chavez's personal belief of nonviolence. We used this photograph in our website to show the typical manner of the Teamsters at the time and to aid our explanation of why Cesar Chavez was so opposed to the Teamsters' strategies.

The White House. *President Obama Hosts Screening. YouTube*. YouTube, 19 Mar. 2014. Web. 7 Apr. 2014. <<http://m.youtube.com/watch?v=LQu-bbRyoYA>>.

This video features a special announcement by President Obama in commemoration of the movie release "Cesar Chavez: An American Hero." During his speech, Obama recognizes the many significant contributions of Cesar Chavez in helping attain the American dream of progress and advancement in society. The film's recent showing also stirred a new interest in future immigration policies to be implemented by the government. As society continues to move forward and make changes to the political and

social system, the President emphasizes the importance of unity and justice to achieve national goals.

Tomato Worker. *Gourmet*. Condé Nast, n.d. Web. 22 Feb. 2014.

<<http://www.gourmet.com/foodpolitics/2009/09/chipotle-tomatoes-labor-friendly-companies>>.

Depicting a tomato farm worker grimacing from bearing the weight of a large bucket of tomatoes, this photograph revealed that the struggle for labor rights did not end in the 21st century. We used this photograph to illustrate that although Cesar Chavez's efforts have drastically improved the lives of countless farm workers across the nation, laborers in the agricultural field unfortunately continue to be viewed at the very bottom of the social pyramid, causing them to still be deprived of many rights that they deserve.

"Tom Dalzell and Anthony Earley." *IBEW 1245*. N.p., n.d. Web. 22 Feb. 2014.

<[http://www.ibew1245.com/news-PGE/Earley\\_Story\\_9-19-11.html](http://www.ibew1245.com/news-PGE/Earley_Story_9-19-11.html)>.

This photograph shows Tom Dalzell, previous worker at the UFW and currently the business manager of the International Brotherhood of Electrical Workers, standing next to Anthony Earley, CEO and chairman of PG&E. We included this photograph of Tom Dalzell in the "Interviews" page of our website.

UFW. "Cesar Chavez and Fred Ross, Sr." *United Farm Workers*. United Farm Workers, 2014. Web. 20 Feb. 2014. <<http://action.ufw.org/page/-/CesarandFredRossin1989.jpg>>.

This photograph depicts young Chavez along with his mentor Fred Ross, Sr. Ross was particularly influential to Cesar Chavez, inspiring him to form the United Farm Workers in later years.

"UFW Flag." *The Object of History*. Smithsonian National Museum of American History, n.d. Web. 16 Feb. 2014.

<<http://objectofhistory.org/objects/extendedtour/shorthandedhoe/?order=8>>.

Richard Chavez, the brother of Cesar Chavez, designed the UFW logo, an Aztec eagle against a red background which symbolizes both the Mexican heritage of many farm workers and the union's unwavering strength. We included this picture in the timeline on our website.

"UFWOC and AWOC Grape Strikers." *City of Delano, California*. N.p., n.d. Web. 16 Feb. 2014.

<<http://www.cityofdelano.org/images/pages/N512/AWOC.jpg>>.

Depicting the combination of the UFWOC and AWOC (Agricultural Workers Organizing Committee) in a grape strike, this photograph was included in the timeline on our website.

"United Farm Workers President Cesar Chavez at Grape Boycott, Safeway Supermarket, Seattle, December 19, 1969." *HistoryLink*. Free Online Encyclopedia of Washington State History, n.d. Web. 16 Feb. 2014. <[http://www.historylink.org/index.cfm?DisplayPage=output.cfm&file\\_id=1141](http://www.historylink.org/index.cfm?DisplayPage=output.cfm&file_id=1141)>.

In 1984, Cesar Chavez organized the California Grape Boycott, aimed toward reducing the exploitation of farm workers and pesticide exposure in the fields. The influence of this boycott rapidly proliferated across the nation and globe, ultimately resulting in improved conditions for many farm workers through the signing of 26-contracts with growers. This photograph of Cesar Chavez boycotting with supporters in Seattle is located in the timeline on our website.

US Department of Labor. "Real and Nominal Wages." Chart. *UC Davis*. UC Davis, Dec. 2000. Web. 20 Feb. 2014. <[http://migration.ucdavis.edu/rmn/word-etc/dec\\_2000\\_labor.htm](http://migration.ucdavis.edu/rmn/word-etc/dec_2000_labor.htm)>.

This graph shows the correlation between the two different wage types of farm workers between 1989 to 1998. While the wages themselves did increase over the years, in actuality, the added effect of inflation resulted in the opposite outcome. The chart was an important visual as it demonstrated the lives of laborers in our modern-day society

USPS. "Cesar Chavez Commemorative Stamp." *United States Postal Service*. United States Postal Service, 2014. Web. 20 Feb. 2014. <<https://about.usps.com/postal-bulletin/2003/html/pb22098/1-s.html>>.

This stamp honors the legacy of Cesar Chavez as well as his accomplishments to society. It was used as a part of the "conclusion" page of the website.

## Legal sources

Agricultural Labor Relations Act. Cal. Agric. Code. Sec. 1140-1166.3. 1975 and Supp. 2012. *Agricultural Labor Relations Board*. Web. 16 Feb. 2014. <[http://www.alrb.ca.gov/content/pdfs/statutesregulations/statutes/ALRA\\_010112.pdf](http://www.alrb.ca.gov/content/pdfs/statutesregulations/statutes/ALRA_010112.pdf)>.

The California Agricultural Labor Relations Act (ALRA), passed on June 5, 1975, marked a huge success for the UFW. The legislation offered the protection of many farm labor rights under the name of law, including the privilege to collectively bargain and unionize. While the act has proven to be a major step forward, issues regarding equality continue to occur. This source was important as it provided the entire text of the ALRA, allowing us to compare its actual content with current practices in society.

Fair Labor Standards Act. 29 USC. 1938. Print.

The irony of the name of the "Fair Labor" Standards Act (FLSA) is palpable, as prejudice towards farm workers are revealed through the exclusion of most agricultural laborers from the minimum wage and maximum hours terms defined in the act. We included an excerpt from the FLSA in the "Migrant Farm Workers" page of our website to portray the



previous lack of political backup for farm workers' rights, proving the monumental impact of UFW achievements that overturned such unfair statutes.

National Labor Relations Act. 29 USC. 1935. Print.

Established as part of President Roosevelt's New Deal directed toward countering the Great Depression, the National Labor Relations Act (NLRA) reveals the deprivation of farm workers' rights before the United Farm Workers Union and the creation of the Agricultural Labor Relations Act. Although the NLRA granted many employees the rights to collective bargaining, unionization, peaceful forms of protest, and improved working conditions, the term "employee" excluded farm workers. Therefore, the federal government at the time did not address farm workers' rights as their responsibility and left exploited farm workers with little lawful support to prevent mistreatment by employers.

### **Nonperiodicals**

Atkin, S. Beth. *Voices from the Fields : Children of Migrant Farmworkers Tell Their Stories*. N.p.: Little, Brown and Company, n.d. Print.

This book tells the struggle of migrant farm workers through the perspective of various farm worker children, who describe reoccurring difficulties within their daily lives that they are forced to endure. The multitude of photographs that accompanied these stories allowed us to step into the shoes of farm worker families to understand the exploitation and racial prejudice that growers and labor contractors inflicted upon them. We incorporated a quote from the story of José Luis within the "Migrant Farm Workers" page of our website.

Levy, Jacques E. *Cesar Chavez: Autobiography of La Causa*. New York City: W.W. Norton and Company, 1975. Print.

Containing a prologue by widely acclaimed organizer Fred Ross Sr., this book was written through a history of oral interviews, speeches, and quotes given by Cesar Chavez. Blending a series of primary and secondary perspectives, the author, Jacques E. Levy, compiled a highly descriptive biography after nearly six years of research. This source was helpful as it portrayed the thoughts of Cesar Chavez himself during his lifetime. The many photographs included in the book served as not only a visual reference, but also a means of acquiring additional information through the captions and subtext.

Ross, Fred, Sr. *Axioms for Organizers*. San Francisco: Neighbor to Neighbor Education Fund, 1989. *Farm Workers Movement*. Web. 17 Feb. 2014.  
<<http://farmworkermovement.org/essays/essays/MillerArchive/064%20Axioms%20For%20Organizers.pdf>>.

Published in the late 1900s, *Axioms for Organizers* embodied the core beliefs and value of renowned activist Fred Ross Sr. It played an integral role for organizers across the

country, providing important views based on those of the United Farm Workers. This source was valuable as it allowed us to understand the motivation behind arranged boycotts and strikes. The axioms also provided significant quotes to incorporate within the website as well.

United Farm Workers, comp. *Don't Eat Grapes!* Delano: UFW, 1969. *University Libraries*. Web. 20 Feb. 2014. <<http://www.lib.washington.edu/specialcollections/>>.

This leaflet sponsored by the United Farm Workers' union warned against the purchase of Californian table grapes as a result of the strike. Large corporations such as Safeway were frequently boycotted against "anti-union" grapes, harming profits of field and shop owners. The postings of fliers such as these also helped spread the word for a diverse population of supporters. The primary source was helpful as it depicted the advertising techniques of the UFW.

## Periodicals

"Farm Union Halts 'Salad Bowl' Work." *New York Times* 25 Aug. 1970: n. pag. Print.

This article was written a day after the initiation of the Salad Bowl Strike, and we embedded it within our website to provide an accurate interpretation of the details of the event and the reactions of the people to the strike. Throughout the article, the growers efforts of resistance to the strike are evident, as they pledged to preserve the Teamsters contracts. Brief descriptions of the strike are also distributed through the article, referring to it with phrases such as "pickets waving their red and black union banners", "no violence", and having "about 4,000 field hands... on the picket lines". BroSince the strike was only at its initial stage, Manuel Chavez, Cesar Chavez's brother, was unsure about its potential for success at the time.

"The Growers Can't Stop Us; The Farm Worker Law Protects Us." *El Malcriado* 4 Aug. 1975, 15th ed.: 9. *Farmworker Movement Documentary Project*. Web. 18 Feb. 2014. <<http://farmworkermovement.com/ufwarchives/RogeroPitt/03/EL%20MALCRIADO%20LEAFLET%20SERIES.pdf>>.

Throughout this article explaining the improvements resulting from the California Agricultural Labor Relations Act (ALRA), the pride of the author for Cesar Chavez's efforts and the United Farm Workers Union is constantly evident. Two clear lists served as the central focus of this article, one describing the newly established restrictions on employers and the other describing the newly acquired rights of farm workers. These accomplishments included the right to collectively bargain and the right for farm workers to vote for their representative union without grower influence, making it a momentous victory resulting from a culmination of UFW efforts, including the Salad Bowl Strike. A cartoon effectively summarizing the effect of the ALRA, depicting two UFW farm workers conversing in a lettuce field who were protected by "Brown's Law" from grower influence. This cartoon and the lists of farm worker rights gained from the UFW are included in the "Short Term Impact" page of our website.

"Labor: From Fruit Bowl to Salad Bowl." *TIME Magazine* 14 Sept. 1970: n. pag. Print.

This article was extremely helpful in explaining Cesar Chavez's motivations behind the Salad Bowl Strike and the reasons why the Teamsters Union served as a provocative force. Following UFW victory with signing the grape contracts with multiple major companies, several growers in Salinas Valley, California, became anxious of the growing UFW influence and afraid that they would eventually also be forced to accept UFW terms, which favored farm workers significantly over contractors. Therefore, in order to avoid such a confrontation with the UFW, many growers began to sign "sweetheart contracts" with the International Brotherhood of Teamsters, which granted less rights to field laborers than UFW contracts. Farm workers were threatened with the prospect of losing their job if they didn't chose the Teamsters as their representative union, angering Chavez and resulting in him organizing the "Salad Bowl Strike". Chavez asserted that "They're signing contracts for our members. They can't get away from this; it's going to bring the Teamsters the biggest headache they've ever had", and we incorporated this strong statement within our website. From this article, we also quoted a section describing the disastrous economic impact the Salad Bowl Strike had on growers.

Lee, Bill. "Agricultural Labor Relations Act to Be Introduced." *Yakima Herald-Republic*: n. pag. *University of Washington*. Web. 22 Feb. 2014.  
<<http://depts.washington.edu/ufw/images/1971/2.4.71%20YHR%20p1.jpg>>.

This article, written before the enactment of the Agricultural Labor Relations Act, clearly defined many of the farm workers rights and the grower responsibilities to secure such rights that would be established through the ALRA. It mentions the farm workers' right to vote in elections for union representation and the creation of the Agricultural Labor Relations Board, which would serve as the compromising force if a conflict regarding farm workers' rights arose between employees and employers.

Los Angeles Times Staff. "Mass Picketing Banned in Chavez Lettuce Boycott." *Los Angeles Times* 29 Dec. 1970, sec. D: 1. Print.

This newspaper article featured a short passage regarding the lettuce boycott organized by the United Farm Workers in the early 1970s. Although brief, the source added to our understanding of the UFW in order identify its key victories and was helpful in the creation of the "Salad Bowl Strike" page of the website.

"Pensions: A 'Great Event' for Farm Workers." *Food and Justice* Jan. 1985: 3-7. Print.

This article from an UFW magazine covered the origins and effects of the Juan de la Cruz Pension plan, named after an innocuous farm worker who was murdered by a strike breaker during the grape boycott. The Juan de la Cruz Pension plan, funded by growers, essentially provided similar benefits to UFW farm workers as the Social Security program established during the New Deal, serving as a major accomplishment implying that farm workers deserved the same post-retirement rights as other employees. At the very least, the establishment of such a grower responsibility of guaranteeing financial

support during retirement served as compensation for the years of hard work farm workers had put into feeding the nation. "Pensions: A 'Great Event' for Farm Workers" was especially helpful to our understanding of the benefits of the pension plans since it included many testimonies from farm workers of different nationalities, revealing their pride of their union and the pension plan they received. We included Gonzalo Ramirez's testimony in our website, along with two pictures from the article.

"Ten Thousand Farm Workers on Strike in California." *El Malcriado* [Delano] 1 Sept. 1970: 2-5. Print.

This article in the UFW newspaper effectively embodies all of the critical points of the Salad Bowl Strike and allows us the view the strike from the perspective of the UFW. Through the editorial titled, "Salinas and Santa Maria: Violence, Greed, and Stupidity", it is evident the United Farm Worker Union's angry and frustrated tone is directed toward the Teamsters' violent tactics and manipulation of grower contracts. It was an especially valuable find that the article included viewpoints from both sides of the strike: a quote from an assertive grower claiming that he had not wronged anyone by signing a Teamster contract and a variety of quotes from determined farm workers who were certain that their efforts would result in increased labor rights. The cover page of the newspaper was an accurate depiction of the UFW spirit, showing a UFW member towering over a frightened Teamsters member and kneeling grower, while cutting the chains binding the Teamsters member to a farm worker. We embedded this article in our website, along with a photograph from it and a quote from lettuce worker Antonio Sagredo.

TIME. "The Grapes of Wrath, 1969." *TIME* 4 July 1969: 17-21. *Farm Workers Movement*. Web. 21 Feb. 2014.  
<[http://farmworkermovement.com/ufwarchives/DalzellArchive/TimeMagazine/July%204,%201969\\_001.pdf](http://farmworkermovement.com/ufwarchives/DalzellArchive/TimeMagazine/July%204,%201969_001.pdf)>.

Following the series of protests against Californian grape growers, TIME magazine published a featured article. This source was extremely useful as it not only provided a primary viewpoint on the boycott, but also incorporated an array of photographs, charts, and statistics regarding Mexican-American laborers and the UFW. In addition, the article helped contribute to the overall publicity of the strike, attracting the attention of local leaders and organizations.

UPI Telephoto. "Boston Grape Party." *Lodi News-Sentinel* 19 Aug. 1968: 1. *Google News*. Web. 20 Feb. 2014.  
<<http://news.google.com/newspapers?nid=2245&dat=19680819&id=3p0zAAAAIIBAJ&sjid=3TIHAAAIAIBAJ&pg=6369,3937793>>.

This newspaper, used within our website, featured an article about the Boston Grape Party, an organized method of protest against Californian growers. During the height of the Delano Grape Strike, Chavez and the UFW staged various boycotts including the adaption of a recreational twist on the Boston Tea Party. These acts quickly attracted public awareness and played a pivotal role in the eventual success of the union.

Zermeno, Andrew. "The Voice of the Farm Worker." Cartoon. *El Malcriado* 1 May 1968: n. pag. *San Francisco State University*. Web. 16 Feb. 2014. <<http://www.library.sfsu.edu/exhibits/cultivating/galleries/elmalcriado/>>.

This magazine cartoon features a large border patrol officer crushing a defenseless farm worker on strike. The image portrays the external hardships inflicted on laborers as they bravely fought for greater representation and recognition in society.

### **Unpublished & other sources**

Akili, Greg. Telephone interview. 3 Apr. 2014.

A former organizer and associate of Cesar Chavez, Greg Akili currently works as a politician and local civil rights activist. Upon contacting him through an organized phone interview, we were able to gain considerable insight regarding Chavez's impact on everyday people. Akili's responses provided a detailed outlook by presenting a personal and primary account of his experiences while working with the United Farm Workers. This provided a much more relatable approach and proved to be valuable in our understanding of Chavez's legacy.

Chatfield, LeRoy. E-mail interview. 15 Feb. 2014.

LeRoy Chatfield was a key aide to Cesar Chavez and is currently the director of the Farmworker Movement Documentary Project, which has accumulated countless primary resources from farm workers and others who participated in the farm worker movement at the time. Mr. Chatfield responded to our e-mail in a different yet exceptionally helpful manner, providing us the links to many resources from the Farmworker Movement Documentary Project which he believed would assist us with developing a more thorough understanding of the farm workers' struggle for rights. These include an interview of him providing us with his views on the subject, a gallery of photographs from the Delano Grape Strike, and several videos with testimonies given by participants of the farm worker movement.

Chavez, Cesar Estrada. "Commonwealth Club Address." Commonwealth Club. San Francisco. 9 Nov. 1984. Speech.

In this speech that effectively captures the backbreaking suffering of farm workers while preserving a hopeful and prideful tone, Cesar Chavez uses emotional appeal to reflect upon the history of farmworkers and the UFW. Beginning with descriptions of the menial and harsh conditions inflicted upon farm workers, Cesar Chavez allowed us to temporarily step into the shoes of the suffering and to truly understand why they so desperately longed for change and a leader to hold on to. Later on in the speech, the pride in Chavez's tone becomes evident, as he elaborates on UFW victories that have improved lives for farm workers throughout the nation and asserts his belief that "the day will come when [his people will] win the economic and political rewards which are in keeping with [their] numbers in society". Throughout the entire speech, Chavez's leadership abilities are

palpable, as he speaks directly from his heart to deliver such a powerful message. We used the last portion of the Commonwealth Club Address in the video on the "Home page", and included a quote from it on the "Birth of the UFW" page.

Dalzell, Tom. E-mail interview. 12 Feb. 2014.

Tom Dalzell, an union member during his high school years (1968-1970, 1972-1980), is currently the business manager of the International Brotherhood of Electrical Workers, another union. His responses to our e-mail interview were especially eye-opening in that they represented a completely different point of view on Cesar Chavez and the farm worker movement in comparison the other interview responses we received. Mr. Dalzell argued that although Cesar Chavez contributed to promoting principles of non-violence and serving as a powerful symbol, the benefits ended there. He asserted that the results of Cesar Chavez's efforts and the UFW were strictly temporary, and farm workers in modern day society continue to suffer from harsh working conditions and exploitation as "farm labor contractors have as much power as ever". After we received Mr. Dalzell's response, we felt compelled to research the current conditions of farm workers and concluded that although the farm worker movement led to a multitude of life-changing benefits and newly gained farmworkers' rights, the struggle for equality continued to exist.

Hartmire, Chris. Telephone interview. 17 Feb. 2014.

Chris Hartmire, currently a retired director of the National Farm Worker Ministry, had worked with Cesar Chavez side-by-side for 27 years, allowing him to have developed a thorough understanding of Chavez's character and intentions. In this interview conducted via telephone, Mr. Hartmire's opinions on the importance of the grape contracts and the thriving legacy of Cesar Chavez were concise yet personally inspirational. He helped us realize that Cesar Chavez continues to serve as a major influence on Chicanos and other people throughout the nation and globe.

Kennedy, Robert F. "Robert F. Kennedy Statement on Cesar Chavez." United Farmworkers Union Rally. Delano. 10 Mar. 1967. Speech.

In this speech, Robert F. Kennedy effectively embraces the concepts of rights and responsibilities while asserting his steadfast support for Cesar Chavez and the UFW. Kennedy proclaims that since the rights gained from the farm worker movement were earned not through violence, but through purely "courage and perseverance", they cannot and will not be taken away in the future. The next portion of the speech addresses the UFW ideal of nonviolence, where Kennedy asserts that although violence may lead to quicker victory, it is never an acceptable tool to use because it damages the values of America as a whole. Therefore, he praised the UFW nonviolent techniques and encouraged them continue their mission in the same manner. The speech concludes with a statement of government necessity to fulfill its responsibility of granting rights to farm workers. We included the transcript Robert F. Kennedy's speech in our website.

Reagan, Ronald. Letter to Leo T. McCarthy. 17 Oct. 1973. *Farmworker Movement Documentary Project*. Web. 20 Feb. 2014.  
<<http://farmworkermovement.com/ufwarchives/DalzellArchive/G0v%20Ronald%20Reagan%20Oct%2017%201973.pdf>>.

Written by Governor Ronald Reagan to Leo T. McCarthy of the Assembly Committee on Labor Relations, this letter asserts Reagan's firm support for the enactment of the Agricultural Labor Relations Act. He makes an insightful statement that "...hope continues to fade for national action in this field", suggesting that the plight of farm workers was not just one that existed in California, but all throughout the nation. In addition, Reagan alludes to the Salad Bowl Strike as serving as a reason why immediate change and collective bargaining rights were necessary.

### **Web sites, e-sources**

"A Better Way of Life- Teamsters." Cartoon. *Farmworker Movement Documentary Project*. Si Se Puede Press, n.d. Web. 7 Apr. 2014.  
<[http://www.farmworkermovement.com/gallery/displayimage.php?album=3&pid=91#top\\_display\\_media](http://www.farmworkermovement.com/gallery/displayimage.php?album=3&pid=91#top_display_media)>.

A work of Teamsters propaganda, this anti-UFW cartoon shows a farm worker freed from UFW chains by a Teamsters key, as he walks in a direction of a sign saying "a better way of life for the Teamster farmworker". The short paragraph located underneath the cartoon also suggests that the UFW is ineffective and forces its members to pay economic compensation, portraying how the United Farm Workers faced not only opposition from growers and several government officials, but also other groups such as the Teamsters Union.

"Chavez Takes Your Money- Teamsters." Cartoon. *Farmworker Movement Documentary Project*. Si Se Puede Press, n.d. Web. 7 Apr. 2014.  
<[http://www.farmworkermovement.com/gallery/displayimage.php?album=3&pid=95#top\\_display\\_media](http://www.farmworkermovement.com/gallery/displayimage.php?album=3&pid=95#top_display_media)>.

Serving as another example of Teamster propaganda through sly lies and misguidance, this cartoon depicts Cesar Chavez luring in a farm worker with a paperwork titled as "wild promises" while snatching a stash of money from the worker's back pocket. The Teamsters claim that they would never resort to the economic exploitation of their members, encouraging farm workers to chose them as their representative union rather than the United Farm Workers Union. To illustrate the variety of opposition that the UFW faced, we included this cartoon in the "Mixed Reactions" page of our website.

*Farmworker Movement Documentary Project*. Si Se Puede Press, n.d. Web. 18 Feb. 2014.  
<<http://farmworkermovement.com/>>.

Directed to us by Leroy Chatfield, the founder of the site, the Farmworker Movement Documentary Project is undoubtedly one of the most valuable resources by deepening our

understanding of the farmworker movement through a wide assortment of newspapers, magazines, oral history recordings, music, photographs, and videos from the time. These primary sources gave us the opportunity to view Cesar Chavez and the UFW from the perspective of the people, allowing us to realize that farm workers were willing to risk their jobs and lives to support the cause due to the hope that Chavez provided them, along with the vision of social and economic rights that they so desperately longed for. Perhaps the most beneficial section of this website is the archives, which contained a large variety of newspapers, newsletters, and magazines listed in chronological order so that we could read the reactions from the people after each event.

"Kern County Sheriff's Office Arrest Report." 19 Oct. 1965. PDF file.

This arrest report was written by Officer Gerald Dodd of Kern County, California, who was at the scene of UFW strikers chanting "Huelga", who were eventually arrested for "disturbing the peace". Provided by Miriam Pawel's *Union of Their Dreams* website, this document served as evidence for the law enforcement parties that opposed the farm worker movement and displayed scarce sympathy for their cause.

"1966: Cesar Chavez and His NFWA." *Farmworker Movement Documentary Project*. Si Se Puede Press, n.d. Web. 22 Feb. 2014.  
<<http://www.farmworkermovement.org/gallery/thumbnails.php?album=519&page=2>>.

Directed to us by LeRoy Chatfield, this webpage consisted of a gallery of pictures taken by photographer John Lewis during the beginning of the Delano Grape Strike. These snapshots of the farm worker movement captured the dedication and perseverance of the strikers, as well as the hope that brought them together to support "la causa" despite the inevitable struggles they were confronted with. Captions written by LeRoy Chatfield vividly described the pictures, allowing us to experience the spirit of the farm workers during the Delano Grape Strike.

"Ruby Ridge Editorial Cartoons." *United Farm Workers*. N.p., n.d. Web. 22 Feb. 2014.  
<[http://www.ufw.org/\\_board.php?mode=view&b\\_code=org\\_key\\_back&b\\_no=11153](http://www.ufw.org/_board.php?mode=view&b_code=org_key_back&b_no=11153)>.

Published in September of 2011, these three cartoons portray the modern-day struggle of farm workers against their subjugated conditions while working for Ruby Ridge Dairy, where they were forced to endure long work hours in a health-threatening environment. The first cartoon depicts a lavishly dressed Ruby Ridge contractor carrying an "anti-union rifle", showing how workers were inherently helpless because threats of violence and fear pushed workers to acquiesce. Demonstrating the similar overwhelming power of employers, the second cartoon consists of a group of farm worker protestors with the UFW symbol who are being crushed by the colossal foot of a labor contractor. Lastly, the third cartoon shows Lady Liberty gagged and holding a scale, symbolizing the manner farm workers were silenced and prohibited from achieving freedom. We included all three cartoons in the "Research" page of our website.



Santos, Rufino Domínguez. "Indigenous Migrant Workers Struggle against Pesticides." *Information Services Latin America*. N.p., n.d. Web. 16 Feb. 2014. <<http://isla.igc.org/Features/Border/mex5.html>>.

Rufino Dominguez Santos is a migrant worker from Oaxaca, Mexico, who was forced to migrate to the United States to work as a migrant farmer. By condemning the apathy and neglect of growers who sprayed pesticides on areas where farm workers lived and worked, Santos gave us a first-hand account on the often lethal consequences of pesticides and how farm worker families came into contact with them unknowingly. We included an excerpt of this article in the "Migrant Farm Workers" page of our website.

"Say Huelga-Growers." Cartoon. *Farmworker Movement Documentary Project*. Si Se Puede Press, n.d. Web. 7 Apr. 2014. <[http://www.farmworkermovement.com/gallery/displayimage.php?album=3&pid=102#top\\_display\\_media](http://www.farmworkermovement.com/gallery/displayimage.php?album=3&pid=102#top_display_media)>.

Clearly supporting the growers point of view, this strong anti-Chavez cartoon personifies Cesar Chavez as a snake, strangling a helpless farm worker and forcing him to say "huelga", or "strike". The caption of the cartoon is "Beware of this Creature", and the brief writing near the bottom misleadingly states that Chavez is guilty of utilizing violence and the spread of lies in order to achieve his goals. The growers' vehement dislike for Chavez is portrayed through this cartoon, revealing that many opponents were willing to do anything in order to destroy the farm worker movement that jeopardized their profits.

Walker, Sharon. "News Coverage 1933-2002." *Washington State Project*. Ed. James N. Gregroy. U of Washington, 2004. Web. 20 Feb. 2014. <[http://depts.washington.edu/civilr/images/ufw/farm\\_news.htm](http://depts.washington.edu/civilr/images/ufw/farm_news.htm)>.

This website contains a series of excerpts from newspapers and magazines relating to the numerous strikes and accomplishments of the farm workers movement. The articles are compiled from several local publishers such as El Mundo, UW Daily, and Tri-City Herald. These helped in our understanding of the topic through the views of reporters and witnesses during the time period. In addition, the site provided links to external webpages explaining the current significance of Chavez and the UFW.

"Why We Boycott." 6 Sept. 1973. PDF file.

This pamphlet written and distributed by the United Farm Workers Union encourages members to remain staunch and to fight for "la causa" despite the violent opposition that many were facing. Introduced by a letter by Cesar Chavez, he elaborates on the principle that a boycott is a powerful yet nonviolent tool that can be utilized to avoid the tragic deaths and injuries inflicted by union opponents during strikes. The pamphlet itself tells the story of the farmworker movement through photographs and quotes describing the use of ruthless violence as a punishment for picketers, either by local law enforcement or members of the Teamsters union. Nevertheless, the pamphlet embraces a tone of

encouragement as it reminds farm workers that the union had been experiencing many successes and that the ultimate outcome would be worth the struggles.

## Secondary Sources

### Audiovisual

Aguirre, Michael. *The UFW, Cesar Chavez, and Mike Aguirre*. Youtube. Youtube, 20 Oct. 2013. Web. 20 Feb. 2014. <<http://www.youtube.com/watch?v=iRaCCe5oeQk>>.

In this video, San Diego City Attorney Mike Aguirre explains the importance of Cesar Chavez. Through the nonviolent boycotts of the United Farm Workers, Chavez helped achieve several critical victories for such as the right to collectively bargain. This helped us expand upon the theme and draw greater analysis regarding the laboring conditions.

Cesar Chavez and Martin Luther King Jr. *The Huffington Post*. N.p., n.d. Web. 16 Feb. 2014. <[http://www.huffingtonpost.com/2013/08/25/cesar-chavez-martin-luther-king-jr\\_n\\_3813214.html](http://www.huffingtonpost.com/2013/08/25/cesar-chavez-martin-luther-king-jr_n_3813214.html)>.

Cesar Chavez's farm worker movement and Martin Luther King Jr.'s civil rights movement are two struggles that share several similarities; both promoted nonviolent measures to achieve their missions, both dreamed of a time where the color of one's skin did not determine the rights entitled to them, and both devoted their lives to putting an end to their people's suffering. We used this picture in the timeline on our website, in the event where Coretta Scott King presents Cesar Chavez the Martin Luther King Jr. Nonviolent Peace Prize.

- - -. *Cesar Chavez: Embrace the Legacy*. Youtube. Youtube, 20 Oct. 2006. Web. 20 Feb. 2014. <<http://www.youtube.com/watch?v=e7GCCBIgFaQ>>.

The video provided the commentary of several historical figures and was embedded as a part of our "legacy" page. Cesar Chavez had a profound influence upon the Mexican-American community. His dedication and commitment helped sustain the union through trying times, serving as a model for modern associations across the nation. The secondary source helped convey this message to the American public in order to fully honor and appreciate the magnitude of Chavez's contributions.

- - -. *United Farm Workers: Fiftieth Anniversary*. Youtube. Youtube, 19 May 2012. Web. 20 Feb. 2014. <<http://www.youtube.com/watch?v=vFRpgjGLgxs>>.

This source was extremely helpful as it explained the significance and historical impact of the United Farm Workers. By including the opinions of professors and farm workers themselves, the video established a personal, deeply-rooted connection, commemorating the fiftieth anniversary of the birth of the UFW.

"UFW Flag." *The Object of History*. Smithsonian National Museum of American History, n.d. Web. 16 Feb. 2014. <<http://objectofhistory.org/objects/extendedtour/shorthandledhoe/?order=8>>.

Richard Chavez, the brother of Cesar Chavez, designed the UFW logo, an Aztec eagle against a red background which symbolizes both the Mexican heritage of many farm workers and the union's unwavering strength. We included this picture in the timeline on our website.

"UFWOC and AWOC Grape Strikers." *City of Delano, California*. N.p., n.d. Web. 16 Feb. 2014. <<http://www.cityofdelano.org/images/pages/N512/AWOC.jpg>>.

Depicting the combination of the UFWOC and AWOC (Agricultural Workers Organizing Committee) in a grape strike, this photograph was included in the timeline on our website.

"United Farm Workers President Cesar Chavez at Grape Boycott, Safeway Supermarket, Seattle, December 19, 1969." *HistoryLink*. Free Online Encyclopedia of Washington State History, n.d. Web. 16 Feb. 2014. <[http://www.historylink.org/index.cfm?DisplayPage=output.cfm&file\\_id=1141](http://www.historylink.org/index.cfm?DisplayPage=output.cfm&file_id=1141)>.

In 1984, Cesar Chavez organized the California Grape Boycott, aimed toward reducing the exploitation of farm workers and pesticide exposure in the fields. The influence of this boycott rapidly proliferated across the nation and globe, ultimately resulting in improved conditions for many farm workers through the signing of 26-contracts with growers. This photograph of Cesar Chavez boycotting with supporters in Seattle is located in the timeline on our website.

US Department of Labor. "Real and Nominal Wages." Chart. *UC Davis*. UC Davis, Dec. 2000. Web. 20 Feb. 2014. <[http://migration.ucdavis.edu/rmn/word-etc/dec\\_2000\\_labor.htm](http://migration.ucdavis.edu/rmn/word-etc/dec_2000_labor.htm)>.

This graph shows the correlation between the two different wage types of farm workers between 1989 to 1998. While the wages themselves did increase over the years, in actuality, the added effect of inflation resulted in the opposite outcome. The chart was an important visual as it demonstrated the lives of laborers in our modern-day society.

USPS. "Cesar Chavez Commemorative Stamp." *United States Postal Service*. United States Postal Service, 2014. Web. 20 Feb. 2014. <<https://about.usps.com/postal-bulletin/2003/html/pb22098/1-s.html>>.

This stamp honors the legacy of Cesar Chavez as well as his accomplishments to society. It was used as a part of the "conclusion" page of the website.

## Nonperiodicals

Bruns, Roger. *Encyclopedia of Cesar Chavez: The Farm Workers' Fight for Rights and Justice*. Santa Barbara: Greenwood, 2013. Print.

When we first picked up this book, the word "encyclopedia" in the title misled us to assume that it was a tertiary source with information that was much too generic for our purpose. However, as we analyzed the many quotes and primary sources and read through the commentary of Roger Bruns, deputy director of the United States National Archives and Records Administration, we quickly realized that the only similarity this book had with an encyclopedia is that the information was written in alphabetical order. The extremely detailed entries in this book not only helped us to understand the history of the farm workers' movement, but also gave us the opportunity to draw our own conclusions from the variety of documents embedded throughout the book. It also helped to clear up many topics we were confused upon, such as the differences between the Salad Bowl Strike and Lettuce Strike. Most of all, at the end of every entry, a list of book titles and online links were included, which helped us to develop our research and increase our understanding of personal accounts during the farm worker movement.

Gonzales, Doreen. *Cesar Chavez: Leader for Migrant Farm Workers*. Berkeley Heights: Enslow, 1996. Print.

A useful resource, this book focused primarily upon the legacy of Chavez, explaining the views of both laborers and owners. Through non-violence and boycotts, Chavez helped inspire a generation of migrant workers. Yet, hardships continue to exist and union membership has taken a gradual decline since the late 1900s. This book was extremely valuable for writing the content of the "legacy" and "conclusion" pages of our website.

Houle, Michelle E., ed. *Cesar Chavez*. San Diego: Greenhaven, 2003. Print.

This book was crucial to the accumulation of background context pertaining to our topic. Its concise, yet broad paragraphs provided a full overview on Cesar Chavez and the development of the United Farm Workers. Several of the quotes found within the book have also been integrated into our website in order to incorporate multiple perspectives.

Perez, Thomas E. *Statement by US Secretary of Labor on Cesar Chavez Day*. United States Department of Labor. United States Department of Labor, 28 Mar. 2014. Web. 6 Apr. 2014. <<http://www.dol.gov/opa/media/press/opa/OPA20140542.htm>>.

In recognition of Cesar Chavez Day, Secretary of Labor Thomas Perez made a brief, yet notable announcement regarding the activist's current impact on the country. His report included the many past achievements of Chavez as well as the advancements to be made to society. With new interest concerning upcoming immigration policies sparked as a result of the recent movie release, the United States faces great challenges to overcome in future years. However, by learning from the past and modeling Cesar Chavez's drive for justice, society can gradually represent the will of all social populations.

Young, Jeff C. *American Workers: Cesar Chavez*. Greensboro: Morgan Reynolds, 2007. Print.

This book was an important source as it focused on the effects of the Delano Grape Strike in great depth. In response to the harsh conditions inflicted by many Californian grape growers, Chavez urged the UFW to campaign for collective agreements between laborers and corporations. The book provided an array of photographs of the many different publicity tactics including boycotts, posters, and advertisements warning against the purchase of table grapes. The eventual success of the strike and signing of twenty-six contracts set the stage for future victories. It symbolized a moment of triumph as farmers gained the confidence to peacefully protest for their rights as a joint work force.

### **Unpublished & other sources**

Ferriss, Susan. E-mail interview. 21 Mar. 2014. In this interview with Ms. Ferriss, co-author of *The Fight in the Fields*, we directed our questions toward addressing opponents and proponents of the United Farm Workers Union in order to incorporate multiple perspectives within our research. Ms. Ferriss responded that there were a variety of opposing groups, including several politicians, growers who feared economic loss and decreased influence over their employees, and businesses. The mention of the National Labor Relations Act, established during Roosevelt's New Deal, sparked our interest in its connection with the farm worker movement and allowed us to realize that the statute, along with the Fair Labor Standards Act, excluded farm workers in its terms supporting improved working conditions. Lastly, Ms. Ferriss believes that the government has a responsibility to grant and uphold farm workers' rights, and she described the establishment of the Agricultural Labor Relations Act as an instance of the government's important role throughout the farm worker movement.

Pawel, Miriam. E-mail interview. 17 Feb. 2014.

Miriam Pawel is the acclaimed author of *The Union of Their Dreams: Power, Hope, and Struggle in Cesar Chavez's Farm Worker Movement*, a novel that analyzes and evaluates Cesar Chavez and the UFW through the stories of eight major advisors to Chavez. Contacting Ms. Pawel through e-mail, we were immediately provided with the otherwise unattainable contact information of many activists and important figures of the farm worker movement, including Leroy Chatfield, Chris Hartmire, and Tom Dalzell. A few days later, Ms. Pawel astonished us with detailed and insightful responses to our questions, remarking on how Cesar Chavez did not only serve as an union leader to farm workers at the time, but also an inspirational figure to millions around the world through his nonviolent and self-sacrificial actions. However, Ms. Pawel comments on how the lives of farm workers were still far from the state of equality and fairness that Chavez envisioned, as they unfortunately continue to face manipulation by employers and the lack of protections by the law. In addition, Ms. Pawel provided us a different perspective on the farm worker movement by listing some of the challenges that the UFW faced, including racism, the overwhelming power growers contained in comparison the union, and the farm workers' fear of being punished by supporting the cause. For many of these

reasons, Chavez was sometimes viewed as a controversial figure even among his closest aides.

Pulido, Laura. E-mail interview. 3 Apr. 2014. Professor Pulido specializes in American studies and ethnicity at the University of Southern California, and her extensive knowledge on the farmworker movement is demonstrated through several books she wrote on the topic, including *Environmentalism and Economic Justice: Two Chicano Struggles in the Southwest*. In this e-mail interview, Professor Pulido mentions that Cesar Chavez's most significant contribution to society was not directly granting rights to farm workers, but raising public awareness of the issue and inspiring many modern day Latino advocates to follow his footsteps. Another important point that Professor Pulido elaborated upon was that the growers served as the largest opposing body against the United Farm Workers Union and held an extreme advantage by securing the support of government-appointed officials.

Stavans, Ilan. E-mail interview. 10 Feb. 2014.

Ilan Stavans is not only the author of *Cesar Chavez: A Photographic Essay* and *Cesar Chavez: An Organizer's Tale*, but also the professor of Latin American and Latino Culture at Amherst College, making him an expert in this field. Perhaps the most valuable insight we got from Mr. Stavans's responses was the emphasis that Cesar Chavez's contributions were not only increased rights for farm workers and responsibilities of growers, but more importantly, the "dignity and self-worth" he instilled within field laborers. He provided them the hope that they were longing to grab onto, the hope of stepping up in the social pyramid and showing the nation that they deserved more than the state suffering they lived in. In addition, Mr. Stavans remarked that farm workers still lack many basic rights in modern times, and that "Chavez's mission is unfinished", stating the importance of spreading Chavez's legacy.

### **Web sites, e-sources**

"Barack Obama Calls for National Holiday for Cesar E. Chavez." *Cesar E. Chavez*. N.p., n.d. Web. 25 Nov. 2013. <<http://www.cesarchavezholiday.org/>>.

This website includes a quote from Barack Obama justifying his support for Cesar Chavez Day, celebrated on March 31. Obama's statement emphasized that Chavez's efforts have not only increased awareness for fair treatment of farm workers, but have also upheld the justice and prosperity of America. The establishment of Cesar Chavez Day allows us to realize the large degree of impact of Chavez's work on American lives even today.

Casey, Conor. "Symbolism and History of the Movement." *San Francisco State University*. San Francisco State University, 17 Jan. 2006. Web. 15 Jan. 2014.  
<<http://www.library.sfsu.edu/exhibits/cultivating/history.html>>.

The webpage provided a descriptive analysis of the methods used by the United Farm Workers. This source was particularly helpful as its insightful content allowed us to delve further into the historical impacts. Through icons, mantras, and artwork, the union gathered thousands of supporters across the various work fields. By launching a grassroots movement, Chavez brought about a new sense of identity and self-pride amongst the laboring community, willing them to persevere until justice was awarded.

"40 Years Later: Salinas Valley Labor Clashes Still Resonate." *The Californian*. N.p., 21 Sept. 2011. Web. 20 Feb. 2014.  
<<http://www.thecalifornian.com/article/99999999/NEWS11/103260317/40-years-later-Salinas-Valley-labor-clashes-still-resonate>>.

We used this article from the Salinas Californian to examine the legacy of the Salad Bowl Strike and the consequences of the struggle against the Teamsters Union that resulted in several UFW sacrifices, including deaths and injuries of UFW members. First of all, the immediate impact was that the Salad Bowl Strike drove Governor Brown to pass the Agricultural Labor Relations Act, an effort to not only grant farm workers collective bargaining and un-influenced voting rights, but also to prevent such conflict from damaging the agricultural industry again. However, in the long run, such strikes have improved the lives of farm workers, but the struggle still continues as many are still exposed to pesticides and continue to be exploited. This article included a collage of newspaper clippings published during the time of the Salad Bowl Strike which mark important events, and we included it in our website to demonstrate the struggle and hard work that the victory was achieved through.

Harrington, James C. "César Chávez's Legacy Is a Lesson in Guidance, Leadership." *Chron*. Hearst Newspapers, 29 Mar. 2013. Web. 25 Nov. 2013.  
<<http://www.chron.com/opinion/outlook/article/Cesar-Ch-vez-s-legacy-is-a-lesson-in-guidance-4395539.php>>.

This article allowed us to understand that the scope of Cesar Chavez's influence surpassed merely improving the lives of farm laborers. Besides contributing to the creation of the United Farm Workers and reforming farm worker conditions, Chavez "also motivated thousands of others to commit themselves to social, economic and environmental justice". Therefore, Chavez's actions inspired thousands of Americans who became more dedicated to progress in their society.

"History and Accomplishments." *Cesar Chavez Foundation*. N.p., n.d. Web. 20 Feb. 2014. <[http://www.chavezfoundation.org/\\_page.php?code=014001000000000&page\\_ttl=History+and+Accomplishments&kind=1](http://www.chavezfoundation.org/_page.php?code=014001000000000&page_ttl=History+and+Accomplishments&kind=1)>.

This website was critical for our research because it listed a clear, bullet-point list of short term UFW accomplishments which we conducted further research on and selected the few results that we interpreted as being the most significant to farm workers' rights and growers' responsibilities. Ultimately, we included the California Agricultural Labor Relations Act, the Juan de la Cruz Pension Plan, and improved health conditions to represent the UFW accomplishments within our website. A quote regarding reduced risks of illness due to pesticide exposure was included in our website under "Short Term Impact".

Magee, Maureen. "Student Groups Embody Chavez's Values." *U-T San Diego*. San Diego Union-Tribune, 31 Mar. 2014. Web. 6 Apr. 2014. <<http://www.utsandiego.com/photos/galleries/2013/mar/31/cesar-chavez-celebration/>>.

This article represents the significant impact Cesar Chavez continues to have upon society. Although his birthday is yet to be observed as a national holiday, his efforts are both recognized and celebrated by civilians across the country. Commemorations, marches, and speeches are held in order to raise awareness to the farm worker struggle and help others integrate Chavez's core beliefs into everyday lives. The website was also useful as it provided a variety of photographs during such festivities, several of which were incorporated into our project.

McGuire, Molly. "Three Simple Words." *ACTR*. Kansas State University, 2010. Web. 16 Feb. 2014. <[http://www.k-state.edu/actr/2010/12/20/three-simple-words-a-rhetorical-analysis-of-the-slogan-\\_25e2\\_2580\\_259cyes-we-can\\_25e2\\_2580\\_259d-molly-mcguire/default.htm](http://www.k-state.edu/actr/2010/12/20/three-simple-words-a-rhetorical-analysis-of-the-slogan-_25e2_2580_259cyes-we-can_25e2_2580_259d-molly-mcguire/default.htm)>.

Molly McGuire's analysis of the meaning of "Si, Se Puede" transformed our perspective of not only the United Farm Workers, but also the power of words. The phrase, originating as a part of the farm workers movement during the mid-1900s, helped organize strikes and achieve landmark victories in opposition to large-scale corporations. Today, the success of the "Yes We Can" cry has spread from economic and social roots to politics. Having been associated with presidential elections and leadership affairs, the motto has now become a part of public consciousness. This source was useful as it provided a unique perspective on the effects of a simple saying.

NFWM-YAYA Staff. "United Farm Workers." *National Farm Worker Ministry*. National Farm Worker Ministry, 2014. Web. 16 Feb. 2014. <<http://nfwm.org/campaigns/ufw/>>.

Containing content pertaining to the UFW, this website was a helpful resource as it explained its significance. The organization had both a cultural and social impact upon farm laborers, encouraging workers to fight for justice. In addition to historical landmarks, the source also included information on modern-day campaigns such as the



boycotts against the Ruby Ridge Dairy, demonstrating the continuity of struggle and achievement.

Perez, Teresita. "Si, Se Puede" ["Yes We Can"]. *Center for American Progress*. Center for American Progress, 22 Sept. 2008. Web. 16 Feb. 2014. <<http://www.americanprogress.org/issues/race/news/2008/09/22/4950/si-se-puede/>>.

The author of this article explores the importance of the UFW slogan, "Si, Se Puede." While the motto itself is concise, it embodies the spirit of farm workers across the nation, stressing determination and unity. A rallying message and method of moral support, "Si, Se Puede" has become adapted by many since Cesar Chavez, remaining a source of courage for the leaders of tomorrow.

Quintana, Maria, and Oscar Rosales Casteneda. "Farm Labor Organizing." *Seattle Civil Rights and Labor History Project*. U of Washington, 2004. Web. 1 Dec. 2013. <[http://depts.washington.edu/civilr/farmwk\\_ch4.htm](http://depts.washington.edu/civilr/farmwk_ch4.htm)>.

In the 1940s, a new immigration procedure known as the Bracero Program was established across the nation. Although the program initially intended to help millions of Mexicans cross the border and find work in the fields, efforts were soon put to an end after the war. Many laborers were unfairly exploited under the circumstances, given only minimal necessities and faced heavy discrimination.

Su, Christopher. "Mao's Great Famine: Quick Reference Bar." *Christopher Su*. N.p., n.d. Web. 20 Feb. 2014. <<http://christophersu.net/2014/maos-great-famine-quick-reference-bar/>>.

While exploring the NHD website's website resources page, we found a link to former competitor Christopher Su's website, where he includes a variety of helpful NHD tutorials. We used the tutorial for creating a footer bar in our website, which we used for displaying translations of common Spanish words found throughout the site, definitions of important terms, and links to interviews and important documents.

Tejada-Flores, Rick. "Cesar Chavez and the UFW." *PBS*. PBS, 2004. Web. 12 Nov. 2013. <<http://www.pbs.org/itvs/fightfields/cesarchavez.html>>.

This website, sponsored by the Public Broadcasting Service, provides essential background information regarding Cesar Chavez and the United Farm Workers union. Chavez's work achieved several major labor rights for Latino farmers, culminating in the passage of the Agricultural Labor Relations Act in the year of 1975. This resource not only addressed the highlights of his career, but also included a variety of additional links and photographs to be used for further research.

"The Life of César E. Chávez: A Time Line." *Florida State University*. N.p., n.d. Web. 21 Feb. 2014. <<http://www.fsu.edu/~flserve/resources/Chavez/Chronology.pdf>>.

This website provided us with a timeline to assist us with understanding the chronological sequence of events and their relationships with each other during the course of Cesar Chavez's life. From the dates and their descriptions given, we were able to pick out the events which we interpreted as being the most important and contributing the most to the influx of farm workers' rights and growers' responsibilities. We incorporated these events in the interactive timeline in our website, which we created with the Time Toast software.

UCLA. "Cesar E. Chavez." *Chicano Studies Research Library*. UCLA, Apr. 1996. Web. 20 Feb. 2014. <<http://cnet.ucla.edu/research/chavez/bio/>>.

This article provided a brief biography of Cesar Chavez, highlighting his major accomplishments. This website proved to be useful as it encompassed several of the UFW's crucial protests including information about the California Grape Boycott and Salad Bowl Strike. Through the source, we were able to identify the focus of our website and create the organizational structure.

University of California. "California Cultures: Hispanic Americans (1930s-1964)." *Calisphere*. U of California, 2013. Web. 1 Dec. 2013. <[http://www.calisphere.universityofcalifornia.edu/calcultures/ethnic\\_groups/subtopic3b.html](http://www.calisphere.universityofcalifornia.edu/calcultures/ethnic_groups/subtopic3b.html)>.

Containing information about migrant workers, this website was useful as it provided us with background information and photographs during the mid-1900s. Following the Great Depression, many Mexican-Americans were forced to labor tirelessly in the fields despite the harsh and menial work conditions. In addition, due to former racial prejudices which gripped California, Latino workers earned little respect for their individual rights. However, in later years, such circumstances changed through Cesar Chavez, whose efforts helped organize the Mexican-American community into one of the largest and most successful farming unions of our time.

White House Staff. "Champions of Change." *The White House*. White House, 2013. Web. 17 Feb. 2014. <<http://www.whitehouse.gov/champions/cesar-chavez-legacy>>.

This website honors the legacy of Cesar Chavez through the program Champions of Change. By recognizing the efforts of leaders and workers in today's society, Champions of Change provides an inspiration to millions of disenfranchised groups. This source was extremely useful as it demonstrated the impact Chavez had on the American public as well as those who followed his footsteps. Through the website, we also acquired the contact information in order to interview several of the nominees.