

SECTION B

**PORTLAND
OBSERVADOR**

Hispanic
Orphaned
Children
Need
Parents



See Observador inside, page B3.

Ecumenical Ministries supports farm workers



Oregon farmworkers protested unfair labor practices earlier this year. The film "Aumento Ya (A Raise Now)" documents their struggle. See Hispanic Community Calendar for information.

(Portland) By a unanimous vote, the Board of Directors of Ecumenical Ministries of Oregon has affirmed its support of Oregon farm workers who desire to organize for the purpose of collective bargaining with Oregon growers.

The resolution further requests that NORPAC Foods, Inc., a cooperative owned by growers, to enact a written policy of non-retaliation for worker complaints or efforts by workers to organize or unionize, and calls upon EMO member congregations to stand with Oregon farm workers who face any form of retaliation by their employers for complaints as to working conditions or attempts to organize.

Ecumenical Ministries of Oregon has reason to believe that some growers would be willing undertake dialogue regarding the workers' rights to organize and bargain collectively, and pledges its support to those growers.

EMO calls upon NORPAC Foods, Inc., its member growers, Kraemer Farms, and all other similarly situated farms to condone and honor-with no retaliation-a confidential vote of workers to determine whether Pineros y Campesinos Unidos del Noroeste (PCUN) is to be their bargaining representative.

The Board of Directors is currently considering whether it will endorse the boycott of NORPAC Foods and Kraemer Farms, and will announce its decision on November 12.

Ecumenical Ministries of Oregon, while supporting the rights of farm workers to have suitable housing and benefits, as well as adequate wages, also has a positive history of support for Oregon farmers, and regards the present conflict between growers and workers as a tragic situation for both.

Portions of the EMO Resolution read as follows:

"Whereas, Oregon farmworkers can legally be fired for union organizing activity or complaining about the conditions of their employment; and

"Whereas, Oregon growers employing farm workers, including Norpac Foods, Inc.—a conglomerate of 250 growers—have refused to recognize the rights of Oregon farm workers to organize and collectively bargain, and

"Whereas, Many of those same growers themselves belong to organizations designed to enhance their economic well being and, in some cases, specifically designed to undermine the organizing efforts of workers. Examples of such associations are Norpac Foods, Inc.; Agripac, Inc.; the Marionberry Growers Association; and the Council for Agricultural Employers, and

"Whereas, various growers and associations of growers refuse to recognize Pineros y Campesinos Unidos del Noroeste (PCUN) as the representative of Oregon farm workers, and,

"Whereas, various growers and associations of growers refuse to allow or honor an election to allow the workers themselves to choose whether they want PCUN to represent them; and...

"Whereas, EMO Board members and numerous congregations and individual members of the faith community in Oregon have witnessed living and working conditions of many Oregon farm workers which are substandard and an affront to basic human dignity, and

"Whereas, Many Oregon farm workers continue to suffer from the effects of low pay, absence of basic benefits, little respect for their valuable contributions and lack of full participation in their industry; and

"Whereas, Farm workers who express grievances or a desire to organize continue to be the victims of threats and intimidation by growers or employees and agents of growers, and...

"Whereas, The Board of Directors of Ecumenical Ministries of Oregon, by way of resolution dated May 23, 1996, called upon Kraemer Farms and other similarly situated farms to take all steps necessary to allow farm workers to organize and bargain collectively without fear of reprisal should they do so immediately; and

"Whereas, Such farms have refused to take any steps necessary to allow farm workers to organize and bargain collectively without fear of reprisal if they do so immediately; and

"Whereas, The Board of Directors of Ecumenical Ministries of Oregon is committed to assuring that farm workers in this state have the rights of free expression without fear of losing their livelihoods and to organize and bargain collectively should they choose to do so; and

"Now, Therefore, Be It Resolved that Ecumenical Ministries of Oregon concludes that farm workers in this State have the inherent and God-given right to choose to organize themselves for collective bargaining without fear of retaliation or reprisal—rights which are currently enjoyed by many of the growers who employ them.

"Be it Further Resolved that the absence of laws protecting the right of farm workers to organize and collectively bargain and the unwillingness of growers to negotiate contracts setting forth basic employment rights renders farm workers helpless and subject to economic exploitation by their employers;

"Be it Further Resolved that Ecumenical Ministries of Oregon considers the refusal of Norpac Foods, Inc., Kraemer Farms and other growers even to discuss the issue of the right to organize and collectively bargain with farm workers, as well as their firm and unyielding position in opposition to such rights, to show a lack of good faith and a breach of their fundamental obligation to

respect and uphold the human dignity of all citizens;....

"Be it Further Resolved that Ecumenical Ministries of Oregon considers the refusal of Norpac Foods, Inc., Kraemer Farms to recognize PCUN as the representative of the workers, while at the same time refusing to condone and honor a fair and confidential election to determine whether PCUN in fact represents the majority of the workers to show a lack of good faith and a breach of their fundamental obligation to respect and uphold the human dignity of all citizens;

"Be it Further Resolved that the Board of Directors of Ecumenical Ministries of Oregon calls upon Norpac Foods, Inc., at or before its December 1996 annual meeting, to enact a written policy of non-retaliation for worker complaints or efforts by workers to organize or unionize;

"Be it Further Resolved that Ecumenical Ministries of Oregon pledges its support to any individual growers who are willing to undertake dialogue regarding the workers' rights to organize and collectively bargain;

"Be it Further Resolved that (EMO) shall take all necessary steps to assure that the issues of the workers' inherent right to organize and bargain collectively remain at the forefront of public debate in this state until such time as those rights are recognized,

"Be it Further Resolved that (EMO) dedicates its staff and resources to educating its

Continued to page B2

Olmos y OCHA here Nov 12

Latinos estan un recurso valioso

Conference November 12th

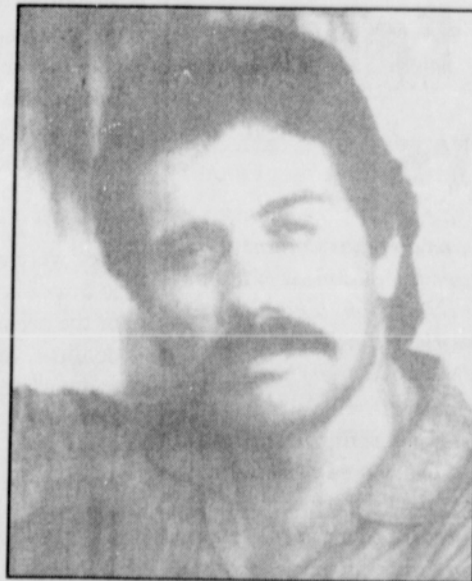
"Latinos are a Vibrant Resource" is the theme for the Oregon Council for Hispanic Advancement's (OCHA) 12th annual conference, which will be held November 12, at the Red Lion Jantzen Beach.

This event will focus on the power and potential in our rapidly growing Hispanic population. The Keynote speaker will be Edward James Olmos, award-winning actor and activist.

A world-class humanitarian

Mr. Olmos is perhaps the most widely recognizable of Hispanics today, but it is in his roles outside of acting that he hopes he will be remembered.

Mr. Olmos is an active humanitarian who sits on the board of more than a dozen public service, educational and health care organizations and has been awarded honorary doctorate degrees from five institutions. He is the U.S. Goodwill Ambassador for UNICEF, and the national spokesman for Voter Registration, the Juvenile Diabetes Foundation and the AIDS Awareness Foundation.



Edward James Olmos

On average, Mr. Olmos speaks at 250 schools, charities and juvenile institutions a year and was instrumental in the clean-up efforts following the Los Angeles riots, Northridge earthquake and Hurricane An-

drew in Florida.

Latino economic power

The number of Hispanics living in the Northwest has increased by 23 per cent since 1990 and is now well over 360,000, with an annual purchasing power of more than \$2 billion dollars.

Nationally, the US' 27 million people of Hispanic ancestry spend \$228 billion dollars annually.

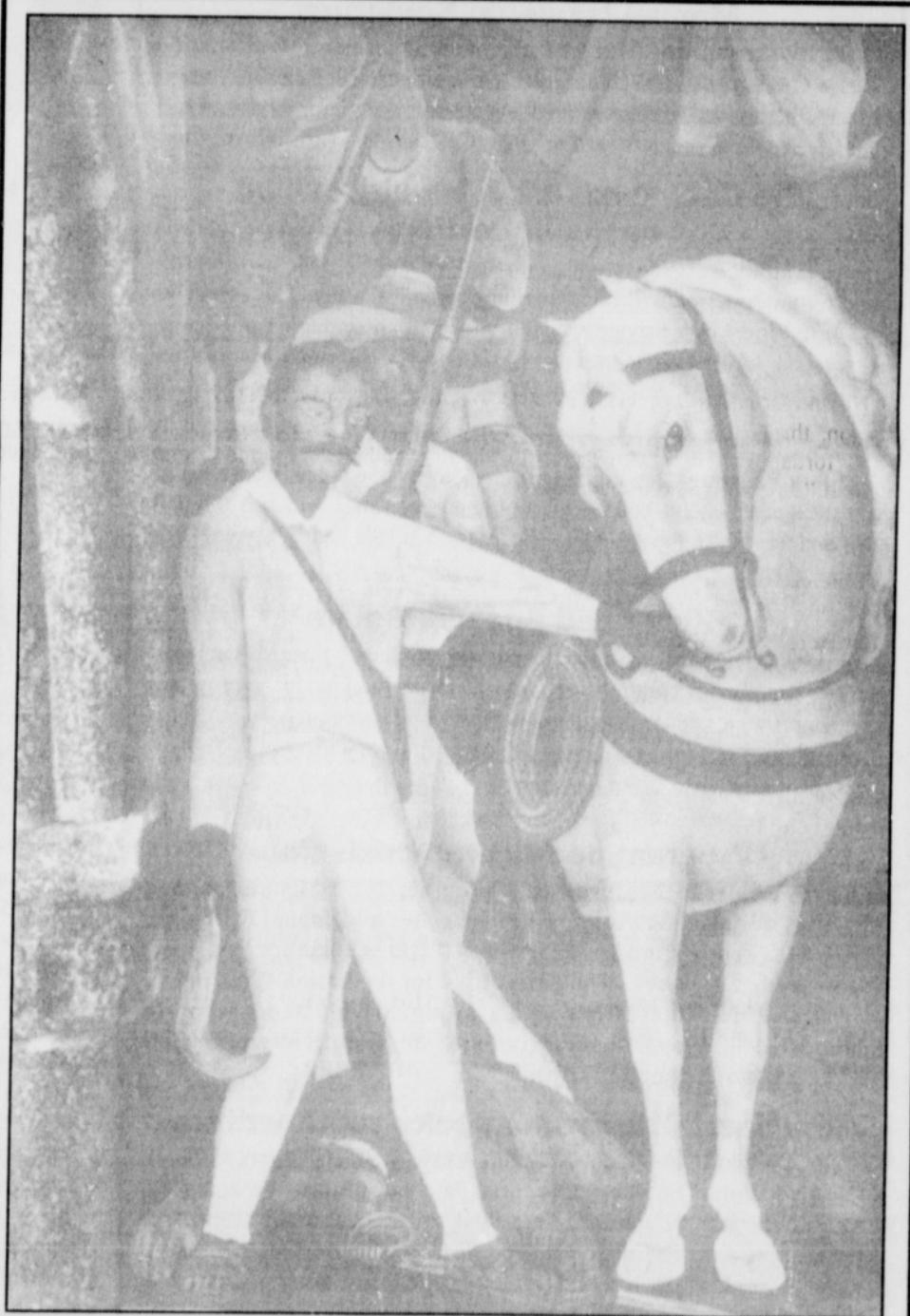
Oregon's Hispanic population is a rich resource. When its members realize their full potential as students, business people, community leaders, employees and consumers, everyone benefits.

OCHA offers workshops

A number of workshops will be offered in the program, including: Latinos and Latinas, Recreating the Way We Relate; Market Trends; Diversity in the Workplace; Youth Violence Prevention; and Legislative Issues Affecting the Hispanic Community.

For information regarding this valuable and essential conference call OCHA at (503) 228-4131.

**NOVEMBER
IS
NATIONAL
ADOPTION
AWARENESS
MONTH**



"Zapata, el caudillo campesino" by Diego Rivera, Palacio de Cortez, Cuernavaca, Mexico