

LAW OFFICES  
POST OFFICE BOX 1049  
SALINAS, CALIFORNIA 93902  
(408) 424-0761

REPLY TO:

November 14, 1978

Cesar Chavez  
President, United Farm Workers  
of America, AFL-CIO  
La Paz  
Keene, CA 93531

Jerome Cohen  
General Counsel, UFW  
P.O. Box 1049  
Salinas, CA 93902

Dear Cesar and Jerry:

Since the decisions of the past summer relating to the Salinas Legal Office, and in light of current events, we feel our status and roles in relation to the Union to be in flux and very uncertain. The continuing uncertainty does not provide the productive and stable relationship necessary for the commitment and quality of work which we hope have marked our efforts on behalf of the Union in the past.

We have endeavored, in the spirit of mutual trust and the hoped-for guidance of common goals, to elicit some decision with regard to your views of our future roles and relationship, if any, with the Union. The failure to receive any response forces us into an unwelcome and painful dilemma: to continue in circumstances of crippling uncertainty which yield only frustration or to begin planning our futures, as is the apparent outgrowth of the decisions made last summer.

We have no desire or intention to rehash past differences. Instead, we simply want to know and understand exactly what the institutional relationship between our office and the Union is to be. We are submitting this letter because of our deeply-felt desire to stay and help build a vigorous and strong national union for farm workers. The emotional attachment we each feel for the Union, its spirit, and its work, as well as the challenge to help bring the Union's dream to fruition keep alive the hope that an accommodation between ourselves and the Union can be reached.

Therefore, we hereby request that you respond to our request for clarification of our role by December 1, 1978. We recognize