

September 17, 1981

(To be delivered personally to:  
Mario Bustamante)

Mario Bustamante  
Full Time Representative of the Union  
Geen Valley Produce Coop.  
66 N. Hebbbron  
Salinas, CA 93905

Mr Bustamante,

By means of this letter, I relieve you of your position as Full Time Representative of the Union. You are no longer my designated representaive as Full Time Representative.

I assure you that my action in no way affects your membership status nor your seniority with the company nor does this in any way affect your status as an employee of the company. You may return to your previous job in the company to the position and wage which your seniority entitles you to. This action also does not affect your status as official of the Ranch Committee.

The act of relieving you of your designated position only affects your ability to lend me your personal service as my representative. This affects your position as my full time representative in your company. I take this action in accordance with Article 45: Union Representative of the Collective Bargaining Agreement. You have not fulfilled your obligations as full-time representative as you should have, including your failure to submit discharges in your company to the grievance procedure within the required time.

Sincerely,

○ Cesar E. Chavez  
President

cc: David Martinez  
Oscar Mondragon