



UNITED FARM WORKERS of AMERICA AFL-CIO

LEGAL DEPARTMENT

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Dear Friends,

I am writing you on behalf of Cesar Chavez and the Legal Department of the United Farm Workers Union.

Our union is growing from a California-based union into a national union of farmworkers. As we grow, our Legal Department must expand to meet the new challenges. There are now openings available for attorneys with labor law litigation experience, recent law graduates, paralegals, and investigators.

The Legal Department specializes in agricultural labor law, an area which is relatively new to the legal arena. Even though we are a relatively young firm, we have litigated and won many important cases before the Supreme Court of California. A number of these cases have been upheld by the U.S. Supreme Court. All of these decisions have established important rights for farmworkers. Some of these which we have argued include:

Englund v. Chavez, 105 Cal.Rptr. 521, 504 P.2d 457 (1972);

Agricultural Labor Relations Board v. Superior Court (UFW, Real Party in Interest), 128 Cal.Rptr. 183, 546 P.2d 687 (1976);

Tex-Cal Land Management v. Agricultural Labor Relations Board (UFW, Real Party in Interest), 156 Cal.Rptr. 1 (1979).

The Legal Department also litigates many civil cases. These cases involve everything from personal injury defense to libel cases and civil rights litigation. Many involve Constitutional issues which are being litigated in federal courts in California and Arizona.

Just as the Legal Department is exploring new areas of law, we are exploring new ways to manage the legal work and maximize the productivity of our attorneys. Our paralegals and investigators participate in the substantive work of the Department, including research and writing, pre-trial discovery and pleadings, administrative hearings, and trials. Five of our paralegals are participating in our Law Apprenticeship Training Program and will eventually become

attorneys upon successful completion of the four-year program and passage of the California State Bar Exam.

We are looking for attorneys and paralegals who believe in social justice and non-violent action, and who want to make a meaningful contribution to the development of the Farm Workers Union. A tremendous opportunity to get in on the beginning of a very new area of law and to take an active part in shaping its development and direction awaits those who accept the challenge to serve. Perhaps most importantly, however, the UFW offers the opportunity to work with individuals whose talents, experience, and education are being used exclusively for the rights of the poor, rather than for personal monetary gain.

Since the founding of the Union by Cesar Chavez in 1962, the staff have served as volunteers. In the early days of the Union, the founders of the movement decided that the Union staff could not enrich themselves while so many farmworkers could not afford the basic necessities of life. It was during this time that the philosophy of service, which is deeply rooted within the Union, was developed. Even today, the national officers of the Union and all other personnel are volunteers.

Under the UFW volunteer system, all staff receive a small weekly personal reimbursement and food allowance, free housing, necessary time payments, expenses, and other minor benefits. Union staff have found that the deep satisfaction which comes in working with the movement is far more important than receiving financial compensation.

The UFW Legal Department is located at La Paz, the Union's National Headquarters in Keene, California. Keene is a small rural community in the scenic Tehachapi Mountains, approximately two hours north of Los Angeles.

We invite you and others who may be interested in joining the UFW Legal Department to give me a call, and perhaps visit our office. We are currently accepting applications and scheduling interviews. Applications will be accepted through September 15, 1981. If you have any questions or desire additional information, please contact me directly at the address and telephone number indicated on the preceding page of this letter.

I look forward to hearing from you.

¡VIVA LA CAUSA!



Barbara Macri
Legal Department Administrator

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