

Memo to: Cesar Chavez, Dolores Huerta, Gilbert Padilla, Frank Ortiz,
Pete Velasco, Marshall Ganz, Jessica Govea, David Martinez,
Bobby De La Cruz, Kent Winterrowd, and Sr. Florence Zweber
From: Richard Chavez, Negotiations Division
Date: August 2, 1980

RE: What is Happening in Negotiations

Starting today and at least every month hereafter, you will be receiving an update to keep you informed of where the Negotiations Division is at. I hope this will be of some value to you. If you are sending any kind of information out from your department, please include us in your list.

HIGHLIGHTS OF NEW AGREEMENTS

1. Vitners (wine grapes, 1400 workers) Paid Union representatives. General labor: 5.10/5.65/6.00 + COLA. RFK 36/38/38, JDLC 18/18/20. New Mechanization Article: first year 20% maximum may be mechanically harvested, second year 20%, third year 30%. Protections for workers: No seniority workers will be displaced or lose hours of work as a result of mechanization. All seniority workers guaranteed to be called for harvest season for each year of contract. Seniority workers guaranteed at least as many hours for contributions and credits as they worked in 1979 for the purpose of medical, pension and vacation benefits, and guaranteed no less than 1979 harvest earnings plus increases negotiated for each year of contract. Negotiated by Marion Steeg--good show!
2. Egger-Ghio (tomatoes, 270 workers) Pace-setter for San Ysidro--27% increase first year. General Labor: 4.05/4.35 + COLA. RFK 22/29, JDLC 18/18. Negotiated by Jorge Rivera.
3. Freedman (table grapes, 1200 workers) Paid Union representatives. General Labor: 4.50/4.80. RFK 28/28, JDLC 15/15. Negotiated by Gilbert Padilla and Ken Schroeder.
4. Souza and Boster (broccoli, 50 workers) First UFW Collective Bargaining Agreement in Santa Maria; paving way for others. General Labor: 5.00/5.60/6.10. RFK 36/38/38, JDLC 19/20/21. Negotiated by Pete Cohen.
5. H.P. Metzler (tree fruit, 400 workers) Paid Union representative. General labor (\$.45 above rest of E. Fresno county): 4.10/4.50/4.90. RFK 22/open, JDLC 18/18/18. Break-through procedure for setting piece-rates at harvest time developed by David Burciaga. Checks and balances on both the Company and workers insure fair negotiations over the rates. It is working well and therefore has solved a major problem for everyone. Negotiated by Ben Maddock.

PROBLEMS

1. Oxnard Citrus-- F&P (300 workers) and Ventura Fruit Growers (130 workers), two years since certifications, season is again at peak, workers have been ready to push negotiations, but negotiations not begun and there is no negotiator to assign to concentrate on these so Agreement can be reached this season.
2. Imperial Valley-- No progress in negotiations with these vegetable companies. General trends: not responding to UFW proposals, delay setting meeting dates, considering closing operations (Vessey, John Elmore, Martori). Assigned to Ann Smith.
3. Bruce Church, Inc.-- No negotiations since last February. Assigned to Jerry Cohen.
4. Coca-Cola-- Company not bargaining in good faith over the piece-rate reopener at Indiantown. Company not willing to distinguish difference in rates between picking for market lemons and juice lemons. Last season workers harvesting market lemons averaged \$150 while those picking juice lemons averaged over \$200 a week. Work stoppages and lock-outs have begun. Assigned to Stephan Roberson. UPDATE: We just learned that the Company is now negotiating in good faith, most of the piece-rates have been settled, and they are working on a few remaining issues.

5. Successorship. Court of Appeals annulled the ALRB decision which had found San Clemente Ranch as a successor to Highland Ranch. Final opinion of the court is that the board should base successorship on majority status of the Union, and should determine that majority status at a point not earlier than when the successor's work force is at 50% if its actual or Projected peak.

NEW DEVELOPMENTS

Preparations have begun to form a Citrus Industry Council fashioned after the Vegetable Industry (hopefully) which will include members from the Coachella Valley and Oxnard area Companies and later from the San Joaquin belt. The purpose is to unify the industry as a whole. Negotiations are starting both in Coachella renegotiations and Oxnard new negotiations. We are optimistic.

ASSIGNMENTS

1. I am very sorry and somewhat disappointed to see both Emilio Huerta and Jorge Rivera leave. I think that they both were doing a good job and had come a long ways in maturity and experience as it pertains to negotiations. Anyway, we wish them well in their new ventures. Emilio will be going to law school, George is taking a break (this Spring he had 16 companies to negotiate).

2. In on-the-job training to become negotiators are Gretchen Laue and Debbie Miller. They both have had their first meeting. Looks good.

3. Who is Where:

David Burciaga--special companies, base of operation is La Paz
Paul Chavez--Oxnard
Jerry Cohen--Salinas
Pete Cohen--Santa Maria
Gretchen Laue--Salinas and Napa
Barbara Macri--San Ysidro
Ben Maddock--San Joaquin Valley
Debbie Miller--San Joaquin Valley
Gilbert Padilla--Coachella
Ken Schroeder--San Joaquin Valley
Ann Smith--Vegetable Companies in Imperial Valley and Salinas
Marion Steeg--Salinas
David Villarino--Oxnard

4. Need at least one more negotiator.

STATISTICS

1. Active Negotiations--69

2. Problem Negotiations--58

3. Collective Bargaining Agreements expiring in 1981 and 1982 94
Collective Bargaining Agreements expiring Sept.-Dec. 1980 11
Total current Collective Bargaining Agreements: 105

Renegotiations where CBA has been extended: 22

4. July New Certifications:

- a. H.H. Maulhardt Packing Co. (Santa Maria, broccoli, 150 workers)
- b. Giannini and Del Chiaro (Castroville, artichokes, 20 workers)

5. July ALRB Decisions and Orders to Bargain and Make Whole:

- a. Ron Nunn 6 ALRB No. 42 (Brentwood, tomatoes, 200 workers)
- b. Ranch I 6 ALRB No. 37 (Lamont, grapes, 230 workers)