

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

RE: Negotiations Update for Month of September

#### NEW AGREEMENTS

United Celery Growers and H&M (Oxnard, celery and tomatoes, 200 workers) 24% wage increase first year; general labor 4.65/5.20/5.75, RFK 22/38/open, JDLC 15/18/19. Negotiated by Paul Chavez.

Akitomo, Kawagucchi, Iwai Nurseries (Oxnard, plants, 40 workers) General labor 4.50, RFK 22, JDLC 15. Negotiated by David Villarino.

Herota Brothers (Yuba City, tomatoes, 50 workers) General labor 3.73\*\*\* RFK 22, JDLC 12. Negotiated by Ken Schroeder.

General Vineyards (Salinas, wine grapes, 350 workers) wage reopener: general labor 5.75/6.20 + COLA in Jan. 82. Negotiated by Ken Schroeder.

\*\*\*It is ironic that within the same week the same negotiator had to settle for the lowest wages in a UFW contract and then a few days later at another company, negotiated the highest general labor rate we have yet!

H&T Packing Co. (Salinas, green onions, 30 workers) first-time contract, Vegetable Industry wages, benefits and language (general labor 5.65/5.70+ COLA, RFK 36/38, JDLC 19/20, paid Union representative). Negotiated by Ann Smith.

Napa Valley Vineyards (Napa, wine grapes, 200 workers) General labor 5.25/6.20/6.50 + COLA, RFK 36/38/38, JDLC 18/18/20, 4% vacation pay after 650 hours, paid Union representative for 700 hours. Negotiated by Gretchen Laue. This is her first contract!

#### PROBLEMS

Bruce Church Inc. Union gave the Company a package containing considerable movement on the good standing and amnesty issues. Nothing happened in negotiations. Meanwhile, we are filing ULPs against BCI for closing operations at two ranches and not giving the Union notice or opportunity to bargain about these changes.

F&P citrus company in Oxnard, 200 workers walked out and the Company considered them fired. However, David Villarino got them back to work with an interim wage increase. We still do not have a negotiator to assign to this company and Ventura Fruit Growers.

Coachella Valley Citrus and Coachella Growers, the workers had a sit-in for two weeks then one day the Company locked them out. It lasted for three days until finally they agreed to an interim wage increase and everyone went back to work.

Littler, Mendelson, Fastiff and Tichy is the firm Padula Olive Orchards hired to renegotiate their contract. The Company hires 26 workers who harvest for only two and a half weeks. It has taken David Burciaga eleven months to negotiate this contract. The latest stall by that firm was after reaching agreement, the attorney went ahead and had his office type the contract for signing. When David reviewed it he found enough changes and typos to merit a four page letter citing them. The attorney responded that they would have to meet to negotiate these outstanding differences!

#### DEVELOPMENTS

A few months ago the West Foods Ventura ranch committee suggested a meeting for all the mushroom committees to begin working together as an industry. Now with the upcoming expiration of the Pacific Mushrooms contract, the election win at Stake Mate, and more newly certified mushroom ranches, Marion Steeg has been assigned to organize this Mushroom Industry Council.



## STATISTICS

1. Contracts expiring in 1981, 1982, 1983	110
Contracts expiring Nov.-Dec. 1980	7
<u>Total current contacts</u>	<u>117</u>

### 2. September New Certifications

- Alpine Mushroom and Culture Inc. (Hollister, mushrooms, 25 workers)
- Bayview Mushroom Farm (Watsonville, mushrooms, 26 workers)
- Peter Orlando (Hollister, garlic, 130 workers)  
    This Company is already out of business!

### 3. Current Membership vs. Potential Membership

Crop	Contract Ranch		No Contract but Certified/Str	
	#CBA	#workers	#CBA	#workers
Veg. Industry	20	6630	33	9648
Tomatoes	16	1874	11	2525
Mssl Veg	10	513	6	346
Flowers/Plants	11	1060	9	551
Citrus	14	3003 (excludes Florida)	4	815
Wine grapes	14	2909	5	461
Table grapes	14	3145	8	2719
Mushrooms	5	1204	4	126
Tree Fruit	19	1465	4	750
Others	4	1088	8	460
 Total	 127	 22891	 92	 18431

## OBSERVATIONS BY THE DIRECTOR

I was sitting at my desk thinking about what kind of useful information we could put in our monthly report to the officers and directors and as I sat there thinking this came to mind: How much the Union has changed in stature, sophistication and even in philosophy since those early days.

The Negotiations department, as I remember it, was a one person and never more than three including assistants sometimes. Today we have nine full time and three part-time negotiators.

In the early days our contracts were very simple by today's standards. The first Delano Grape Contracts had as many as five and six articles on one legal-size page and the whole contract was written on seven and a half pages legal-sized and double spaced. Some of today's contracts are seventy-four pages plus eleven pages for job descriptions and local issues. The Vegetable master has a twenty-eight page Seniority Supplement. Language, I believe, has gotten much more complicated. For example, the article for reporting of dues and contributions, because of ERISA and so on, is composed of six pages. So as you can see, we have become very verbose!

Back to the early days, by mid 1971 we had a little over 200 contracts with a dues paying membership of about 70,000. Today we have 117 contracts with around 24,500 dues paying members. Were our negotiators then more skilled? But of course, we never did renegotiate 90% of those contracts.

We did not have an ALRB, word processing, membership computer then. We had the boycott. Today we have the ALRB, word processing, membership computer, and boycott, twelve negotiators, countless hours of attorney's and para-legal's time, and still we could use three more negotiators just to stay above water!

Our wages have almost tripled and our benefits have increased by almost 400%. Our language has gotten better and worse, but more on the better side.

Well, have we made progress?  
What do you think?