

President's Newsletter

Office of the President
United Farm Workers of America, AFL-CIO
La Paz, Keene, California 93531



Vol. 1 No. 20
March 20, 1978



PRESIDENT'S OFFICE

Program Planning and Budgeting Conference

March 1 through March 4 were eventful days in La Paz. One more step was taken toward administering the affairs of the union more effectively as Sister *Florence Zweber* conducted a Program Planning and Budgeting Conference for board members, field office directors and staff directly involved with budgeting.

Objectives of the conference were : 1) To provide initial information and requirements for development of a comprehensive budget system to be completed within two years. 2) To take our present reality and provide the basic steps needed to enter and move into a comprehensive budget system in a planned, organized, feasible sequence. 3) To plan and do a quarterly budget for each cost center using the knowledge derived from the workshop.



Photo by David Koehler

Sister *Florence Zweber* conducting Planning Conference in La Paz

Sister *Florence* began with a history of budgeting and worked on into planning and techniques of budgeting. She illustrated how we could use these techniques to go into our own type of planning as we convert from a monthly to a quarterly budget system.

The conference then broke up into workshops with cost centers holding planning sessions to work out goals and objectives for the next three months—April, May and June. Participants evidenced a real desire to profit from the instruction with many cost centers devoting a large part of a day to developing sound, feasible plans. In later group sessions they computed the cost of their plans. Cost center budgets for the next quarter will be based on these figures.

Almost a full day was devoted to plan-sharing sessions. Cost center speakers listed their goals and objectives and gave some of the activities planned in order to accomplish the objectives. Presentations were limited to five minutes to fit into the time schedule and also to encourage participants to make concise plans.

Sister *Florence* noted tremendous growth since the first planning conference last October. All objectives were accomplished and participants left with completed plans and budgets for the next quarter.

In addition to setting up an effective budgeting system, we have a number of other projects underway to reach our goal of turning the management of the union over to farm workers. To accomplish these objectives we must continue to

rely on our friends for financial help and use volunteers who do the union's work without pay because we have insufficient funds for wages. Hopefully the day will soon come when we—like other unions—will have enough dues—paying members to run our union without financial assistance from outside sources.

UFW Pushing for Farm Worker Legislation in Texas

On February 25 a group of UFW members in Texas were able to get a Mexican American Democrats conference to pass a resolution that supports the UFW's efforts to get workers compensation legislation passed in Texas.

Farm workers in Texas are presently excluded from workers compensation even though agricultural work is the nation's third most dangerous occupation and, because of their poverty, field laborers are least able to pay the high cost of medical care for injuries.

The resolution states that taxpayers revenues spent to provide medical, hospital and welfare expenses for farm workers too poor to meet the costs of agriculture-related injuries would be saved and the projected cost of extending workers compensation to farm workers in Texas would increase production costs by only about 5¢ for every \$10.00 of present production costs.

The conference resolved to recognize and actively support the efforts of the UFW to secure Texas legislation to extend workers compensation to farm workers on a basis equal to that of all included workers in Texas.

Tony Orendain was present and circulated the information that he would not like the resolution passed as is. He wanted the words UFW stricken from the resolution. However, no objection was raised from the floor.

At the Texas Conference of Churches meeting on February 22, *Orendain* declared he expected the next legislative session in 1979 to pass an Agricultural Labor Relations Act better than the one in California. It is our understanding though, that he is going to have problems getting his ALRB introduced by either a state senator or representative.

Participants at the Conference of Churches voted to support our efforts to pass workers compensation legislation and also *Orendain's* efforts on an ALRA.

COLLECTIVE BARGAINING

Negotiations

Delano

After a wait of more than two years, workers at Montebello Nursery in McFarland have the benefit of a union contract. It is the second rose company to sign with the UFW—two other rose operations in the Delano area are in the final stages of negotiating a union agreement. First Vice President *Dolores Huerta* led the negotiations for the two year contract, which covers 150 workers at peak.

The vote count for the election, held November 17, 1975, was UFW, 95; no union, 16. We were certified collective bargaining agent on December 3, 1975. After two years of unsuccessful bargaining, an ALRB hearing officer found Montebello guilty of bad faith bargaining.

The general labor rate under the contract begins at \$3.45 per hour and is retroactive to November, 1977. Hourly wages increase to \$3.60 in November, 1978.

Workers will also receive 16 1/2¢ per hour for the RFK Medical Plan, 15¢ per hour to the pension fund starting in the second year of the contract, and 5¢ per hour to the MLK Farm Workers Fund, also in the second year of the agreement.

Lamont

We added another tree fruit contract when Brother *Tanis Ybarra* reached agreement with H.P. Metzler Company, Lamont, last week. Metzler, with operations in both Fresno and Lamont, signed a contract with us last June for the Fresno company—our first major tree fruit contract in California.

The Lamont operation includes the former Patterson and Hale Company. Combined, the two ranches employ about 200 workers at peak. The company grows oranges, peaches, plums and apples.

The agreement runs to May, 1980 to coincide with the ex-

piration date of the Fresno contract. Base rate is \$3.25 per hour going to \$3.35 per hour in May. Most of the work is piece rate but all workers are guaranteed the above rates as minimum wages per hour.

The contract provides for paid vacations, four paid holidays plus CPD and contributions to all funds. RFK Medical Plan retroactivity will be 250 hours for steady workers and 50 hours for piece rate workers.

The election at Metzler was held June 2, 1977. Scores were UFW, 59; no union, 4; challenges, 10. The Patterson and Hale election was April 15, 1977 with UFW getting 48 votes; no union, 30; and 7 ballots challenged. Certification dates were: Metzler: June 15, 1977 and Patterson & Hale: July 11, 1977.

Imperial Valley

Signing a contract with the William Hubbard Company marks our entry into one more state. Based in the Imperial Valley, Hubbard also has operations in New Mexico and Arizona. The recent agreement gives us recognition in New Mexico for the first time and adds another UFW base in Arizona.

The contract, negotiated by Executive Board Member *Marshall Ganz* and Sister *Ann Smith*, covers 150 to 200 lettuce workers for eight months of the year and another 150 workers during the tomato season.

Base rate for both lettuce and tomato workers is \$3.55 going to \$3.70 per hour in July, 1978. The lettuce rate is 54 3/4¢ per box going to 57¢ in July with 5¢ premium for special packs. Checkers on tomato machines: \$3.70 going to \$3.85 per hour in July. Trailer pullers: \$4.26 to \$4.41 1/2. Machine operators: \$4.37 1/2 to \$4.52 1/2.

The agreement, which expires January 1, 1979 along with other vegetable industry contracts, provides for four paid holidays plus CPD, paid vacations, contributions to all funds and travel pay to Blythe.

The election held July 18, 1977 netted 95 votes for UFW, 26 for "no union" and 6 challenged ballots. Certification date was August 19, 1977.

LABOR

NLRB Requests Injunction Against J.P. Stevens

For the first time in the 43-year history of the National Labor Relations Act, the National Labor Relations Board requested a court injunction against an employer. Such an order was sought to stop J.P. Stevens & Company from violating the NLRA in its battle to keep unions out of its plants. Stevens—second largest textile producer in the country—has been the target of a long and bitter organizing drive by the Amalgamated Clothing and Textile Workers Union.

The NLRB accused Stevens of engaging in a 15-year campaign to deny its employees their rights to organize unions. The company has been found guilty of violating labor law 15 times and has paid \$1.3 million in fines and back wages since the early 1960's.

The injunction—upheld by the U.S. Supreme Court—prohibits interference with workers in their efforts to organize and forbids the company to coerce or threaten workers, keep them under surveillance or discriminate against them because of union-related activity.

If Stevens—the number one labor law violator in the country,

according to AFL-CIO—continues to deny its workers their rights under the law it will be liable for up to \$1.8 million annually in penalties.

Coors Boycott Coordinator Expresses Appreciation

The following excerpts are taken from a letter to us from A. David Sickler, National Coors Boycott Coordinator.

"The purpose of this letter is to express our gratitude to you for your excellent support and activities on behalf of the Coors Strike and Boycott.

"The assistance given us by your staff for picketing, endorsements, etc., have added the **most** significant dimension to the boycott.

"You may be interested in knowing that official figures show Coors profits down 50.4% for the fourth quarter of 1977."

BOYCOTT COORS

OFFICIAL NOTICES

ATTENTION

Anyone having information or photos on the 1973 Gallo strike or other incidents occurring thereafter, please contact:

UFW Legal Department
P.O. Box 1049
Salinas, Ca. 93902
Phone: (408) 424-0761

Information needed **before** March 29, 1978

Membership Cards

All official union membership cards for the delegates who attended the Third Constitutional Convention in August 1977, are now available through the nearest field office. If your field office does not have your membership card, please have them call the union headquarters.

Latest Elections

Monterey Mushrooms/Watsonville/mushrooms/UFW, 138; no union, 42; Challenges, 11; void, 4.

Terra Bella Vineyards/Delano/grapes/UFW, 33; no union, 47; challenges, 4.

Latest Certifications

Cattle Valley Farms/Coachella/cattle, cotton /3/9/78
N. A. Pricola/Imperial Valley/lettuce, cabbage, melons/
3/2/78

Dunlap Nursery/Coachella/nursery stock/2/23/78
California Lettuce Co./Imperial Valley/lettuce/2/24/78
George Arakelian Farms/Imperial Valley/lettuce/2/2/78

New Weekly RFK Feature

We often get letters from the membership asking for information about the Robert F. Kennedy Medical Plan.

To help you better understand the Medical Plan, we will soon begin publishing your questions with answers in the Newsletter every week. If you have a question about RFK, write to us in care of this Newsletter at P.O. Box 62, Keene, California, 93531.

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PAID
Keene, Calif. 93531
Permit No. 1

Field office