

RECOGNITION AGREEMENT
BETWEEN
SCHENLEY INDUSTRIES INCORPORATED
AND
NATIONAL FARM WORKERS ASSOCIATION

This agreement is entered into by and between the Schenley Industries Incorporated (hereinafter called Employer) and National Farm Workers Association (hereinafter called Union).

The Union has established to the satisfaction of Employer that it represents for purposes of collective bargaining a majority of the agricultural laborers employed by Employer in Kern and Tulare Counties, California.

The Employer and Union agree that negotiations of a written collective bargaining agreement setting forth the terms and conditions of employment for said agricultural laborers shall commence within thirty (30) days of the date of this recognition agreement, and both parties pledge to make every effort to conclude within sixty (60) days. Said negotiations shall be conducted at the offices of the Los Angeles County Federation of Labor.

It is agreed that if Union enters into any collective bargaining agreement containing conditions which Employer regards as more favorable than conditions contained in its collective bargaining agreement with Union, Employer may upon ten (10) days notice incorporate said conditions into its collective bargaining agreement.

It is agreed that pending the commencement of negotiations, Union will engage in no concerted economic activity against Employer. It is further agreed and understood that if the parties are unable to reach agreement upon the terms of a collective bargaining agreement, Union may take whatever economic action it desires.

It is further agreed that Union will make all reasonable efforts to organize other agricultural laborers engaged in grape growing, pruning and harvesting.

Executed this 6th
day of April, 1966

Signed: Sidney Korshak
Sidney Korshak, Attorney
For Schenley Industries Incorporated

Signed: Cesar Chavez
Cesar Chavez, Director
National Farm Workers Association

Witness:

Signed: William L. Kircher
William L. Kircher, Director