

INFORMATION ABOUT A UNITED FARM WORKERS' UNION CONTRACT

The contracts of the United Farm Workers of America, AFL-CIO are a first for farm workers in the continental United States. They improve conditions on the job and provide a regular way for workers and growers to work out their differences. The contracts are not all exactly alike. Following are some of the basic provisions of recent UFWA-Grower contracts:

HIRING HALL: Employers must request workers through the Union hiring hall. The Union shall provide the needed workers within 72 hours. Workers not provided through the hiring hall during the allotted time can be hired directly by the employer.

SENIORITY: Seniority determination is the responsibility of the union. Older workers with long seniority can no longer be replaced by illegals from Mexico who will work faster for cheaper rates.

DISCRIMINATION: There will be no discrimination as to race, color, creed, religion, age, sex, political belief, national origin or language in hiring or housing.

JOB SECURITY: Workers cannot be fired without just cause. Union or Company can take cases to grievance procedure.

GRIEVANCE PROCEDURES: Grievance procedures are spelled out for any problems that either the company or workers may have. Grievances that cannot be worked out between workers and employers can go to arbitration.

MEDICAL PLAN: The grower pays 10¢ per hour into the Robert F. Kennedy Medical Plan which pays for health care - including doctor visits, hospitalization, etc. for the worker and each member of his family.

HEALTH & SAFETY: Bans the use of persistent pesticides (e.g., DDT) that are dangerous to workers and consumers. Requires toilets in the fields and cool drinking water with individual paper cups. Provides for safety standards in regard to use of pesticides, protective garments, tools and equipment.

HOLIDAYS & VACATIONS: Christmas Day shall be a paid holiday. Work done on certain national holidays, such as Thanksgiving, will be compensated at the rate of time and one-half. A worker employed for one year is eligible for a two week vacation.

HOURS OF WORK: A normal work day shall consist of 8 or 9 hours a day (it varies in different contracts) for six days out of a week. For additional hours the worker will be paid 25¢ an hour extra.

WAGES: Provides for an increase in wages and for piece rates during the harvest. In 1974 base wage in most contracts is \$2.40 per hour or more. Piece rate wages are significantly higher than this.

ENFORCEMENT: The written contract is only the beginning. Farm workers on each farm elect stewards for each crew and ranch committee that are trained to enforce the contracts to implement the grievance procedures.

OTHER UNION BENEFITS: Credit Union, service center, legal aid, medical clinic, coops, retirement housing, death benefit insurance, political education and action.

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