**PRESIDENT’S OFFICE**

**Farmworkers Plan Pension Program**

On July 12, the first slide presentation explaining the Juan de la Cruz Pension Plan was shown to a gathering of members from the different ranch communities in Selma. Since then, Brothers Richard Chavez, Executive Board Member, and Kent Winterrowd have been visiting other ranch communities with the slide presentation to obtain the worker's input on how they think the plan should work.

This is the first presentation of its kind because it provides an opportunity for the farm workers themselves to participate in putting together their own pension plan. Brothers Chavez and Winterrowd found workers in the areas they have visited anxious to contribute their energy and enthusiasm into planning the Pension Fund. Brothers Chavez and Winterrowd will eventually take the slide presentation to all the areas where we have contracts, certifications or pending certifications. The worker's recommendations will then be compiled and presented to the Juan de la Cruz Pension Fund Board of Trustees for their final decision.

**ORGANIZING**

**UFW Victory at Oshita**

On July 20, the Union won an election at the Oshita ranch in Salinas. The workers there voted; UFW, 154; no union, 40; challenged, 81.

Oshita produces mixed lettuce, onions, parsley, vocchoy, spinach, and mustard. The company employs 280 workers during a 10 month peak season.

This is a special victory since we had lost a previous election at this ranch to the Teamsters in 1975. The Agricultural Labor Relations Board overturned the election results in 1976 because of the number of unfair labor practices the Teamsters had committed during the election campaign. Last week’s election win shows clearly that a strong majority of the workers at Oshita want to belong to the United Farm Workers of America.

**Make-Whole Remedy**

The Board recently ordered three California companies to pay a ‘make-whole’ remedy to the workers on their ranches. ‘Make-whole’ is a provision of the Agricultural Labor Relations Act that gives the Agricultural Labor Relations Board the authority to order employers to re-imburse their workers for any loss of wages that result from the employer’s refusal to bargain in good faith with a union selected by the workers in a secret ballot election conducted by the Board.

The three companies who have been ordered to pay the ‘make-whole’ are Superior Farms, Inc. in Delano, Waller Flower Seeds in Santa Monica and D’Arrigo Brothers in the Imperial Valley. At all three of these ranches, the workers had voted for the UFW in secret ballot elections.

**AGRICULTURAL LABOR RELATIONS BOARD**

**Decisions**

K. K. Larson (Coachella)

The Board issued an order on July 7 finding that the UFW was not guilty of harassment charges brought against us by K. K. Larson in May 1977.

We were accused of harassing Celia Hernandez, a worker from Larson’s ranch in Coachella. Celia Hernandez is known to UFW workers in the area as a notorious scab. She testified at the Board hearing in this case that she had crossed UFW picket lines in Bakersfield, Ducor and Delano in 1973.

The alleged harassing incident occurred when she and Larson crossed another one of our picket lines. This time the line was in front of the ALRB office in Coachella, where Union members and organizers were protesting the incompetence of former ALRB General Counsel Harry Delizzonna. When the workers recognized her and saw that she was once again going to cross a UFW picket line, they began to shout "Scab!" as she and Larson walked through our line and into the office. We were charged with threatening Celia Hernandez and violating her legal rights.

The ALRB, however, decided that our members hadn’t violated the law by their comments to Celia Hernandez and the charges were dismissed.

**COLLECTIVE BARGAINING**

**Arbitration**

Montpelier Orchard Management Co. (Modesto)

In a recent arbitration decision, arbitrator Jack Griffin found that a grievance filed by workers at the Montpelier Orchard Management Company regarding the failure of the company to pay for vacations had been timely filed. The company had previously argued that the grievance be dismissed on the grounds that the workers hadn’t filed it within the time limit stated in the contract.

As a result of this decision, the company offered to pay $5,779.00 to the 62 workers involved in the case so that the grievance could be resolved without further arbitration. The workers decided to accept the company's offer to resolve the grievance.

Montpelier Orchard Management Company is an almond ranch in Modesto that employs about 200 workers during the peak season.

**Settlement**

Christian Brothers (Napa)

A grievance was settled recently with Christian Brothers winery in Napa. We had charged the company with constructively discharging Brother Ray Villanueva. The company claimed that he had quit his job and would not let him return to work even though Brother Villanueva claimed that he had not quit.

The grievance was resolved when the company offered to reinstate Brother Villanueva at his old job as crew leader.

Members of the Ranch Committee are Luis Trajillo, president; Ramona Espinoza, vice president and Jesus Rodriguez, Emilio Mendoza and Salvador Curiel.

The company offered to pay for vacations had been timely filed.

**PRESIDENT’S OFFICE**

Brother.

Kent Winterrowd -- Jesus

Richard Chavez, Farmworkers Plan Pension Program -- On July 12, the first slide presentation explaining the Juan de la Cruz Pension Plan was shown to a gathering of members from the different ranch communities in Selma. Since then, Brothers Richard Chavez, Executive Board Member, and Kent Winterrowd have been visiting other ranch communities with the slide presentation to obtain the worker's input on how they think the plan should work.

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RFK MEDICAL PLAN

Is the new born child covered by his own benefits at birth?

It depends on the health of the baby after the delivery. If there is no problem with the baby at birth then the Maternity Benefit is to cover the expenses of both the mother and the baby. However, if your baby is ill or has an injury requiring longer hospitalization, that hospitalization from the date of birth is payable by the baby's Hospital Benefit rather than by the Maternity Benefit.

Does the Plan pay a Maternity Benefit if my dependent child has a baby while I am still responsible for her?

No. The Plan pays only on the pregnancy of a member or the wife of a member if they have the hours to qualify for Medium Category.

OFFICIAL NOTICES

Nagi Daifallah Vacation Plan

If you have worked or are working in a company that pays into the Nagi Daifallah Farm Workers Pooled Vacation Plan for you, you must send in a completed Application for Vacation Benefits to the Vacation Plan office in La Paz in order to qualify for Vacation Plan Benefits. You will receive a check in December at the address given on the Application.

If you change your address or beneficiary - the person who will receive your Vacation Plan Benefit in case of your death - or if you have not received an Application, fill out an Application and send it to the Plan office in La Paz. No Vacation Plan Benefits will be paid where the Plan has received no completed Application.

Everyone is asked to honor the boycott and not shop at Winn-Dixie or its affiliates until the company comes to an agreement with its workers in New Mexico.

Companies that pay into the Nagi Daifallah Farm Workers Pooled Vacation plan are David Freedman, Travertine Vineyard Association, Richard Glass, Ranch 2, Schell Ranch, Beckman and Bender, Valdora Produce, and Coachella Valley Citrus. All of these ranches are located in Coachella.

Latest Election

Oshita/Salinas/mixed lettuce, onions, spinach/July 20/UFW-154, no union-40, challenged 41.

New Certifications


New Contracts

Bruce Church/Northern, Central and Southern Calif./row crops
Prevedelli/Watsonville/apples, plums

Chicano Leader — Leaders from major Chicano community groups visited us at La Paz on July 13, to express support for the Union and discuss current issues facing Spanish-speaking people in the U.S. Ed Monroy, past president of League of United Latin American Citizens (above), presented us with a plaque recognizing UFW's struggle before a La Paz community meeting. Also with us were Luis Rodriguez and Jose Duraco of American GI Forum, Bob Griego and Art Montoya of IMAGE (representing Chicano government workers), and Domingo Rodriguez, newly appointed Los Angeles City Fire Commissioner.

BOYCOTT COORS BEER

AND ALL

J. P. STEVENS

PRODUCTS