



UNITED FARM WORKERS of AMERICA AFL-CIO

National Headquarters: La Paz, Keene, California 93531

(805) 822-5571

July 16, 1976

Mr. James McCoe
West Foods, Inc.
4440 Olivas Park Drive
Ventura, Ca. 93003

Re: WEST FOODS, INC. Case No.: 75-RC-1-M

Dear Mr. McCoe:

As you know, the United Farm Workers of America, AFL-CIO, won the election conducted at your Company by the Agricultural Labor Relations Board on September 8, 1975. The ALRB certified this Union as the official collective bargaining representative of your agricultural employees on December 1, 1975. As such, we have the legal and moral authority to represent our membership, employed at your Company, in all matters pertaining to wages, hours of work, and general working conditions. The UFW has made every effort to negotiate in good faith with your Company.

Your Company's failure to fulfill its responsibility to negotiate can only be understood, under the California Agricultural Labor Relations Act of 1975, as a refusal to bargain in good faith. Specifically, we refer to the following:

After approximately 26 meetings, the Company has not shown any substantial movement on certain subjects of bargaining, and yielded nothing on certain issues that represent the lifeblood of the Union.

One example is that the Company refuses to withdraw its request that certain members of the bargaining unit, certified by the ALRB in case number 75-RC-1-M, be excluded, even though the Union is bargaining for all members of said unit.

Yet, another example, is how Company, after promising it by the middle of the first week of negotiations, also took almost two months to come forward with a simple, but important answer, concerning accounting procedures, although the Union was promptly offering as much information as it could to make such answer easier for Company to formulate.

Company's counter-proposals are not realistic in terms of reaching an equitable agreement between Company and Union.



Mr. James McCoey
Page Two

It has been made very clear to us that you do not want to negotiate in good faith. This leaves us no alternative but to resort to whatever action is necessary to properly represent our membership.

Sincerely,

/s/

Cesar E. Chavez
President

CEC:ba

cc: Michael Heuman - Salinas Legal Department
Nick Jones - Director, Boycott Department
Eliseo Medina - Director, Contract Administration Department
David Burciaga - Director, Negotiations Division
Mr. George Horne - Labor Relations Dept., Castle & Cooke