**Proposition 14 — Farm Worker Initiative WHY IS IT NECESSARY?**

**Senate Passes Farm Labor Bill Measure Sent to Assembly, OK Seen This Week**

**BY JERRY GILLAN**

**SACRAMENTO**—The Senate approved a measure that would change the way farm labor is hired and fired in California agriculture.

**3-26-75**

A 3-26-75 House amendment approved by the Senate would make it illegal for a person to hire or fire a person from farm labor on the basis of race, color, religion, national origin or sex. The amendment was approved by a 33-5 vote in the Senate, and it will be sent to the Assembly for consideration.

The amendment is part of a larger package of legislation that is being considered by the Legislature this session. The Senate has already approved a measure that would allow farm laborers to join labor unions, and the Assembly is expected to consider a similar measure in the near future.

The Senate measure is sponsored by Senator John F. Connolly (D-San Francisco), who said it is designed to protect workers from discrimination.

The amendment is expected to be approved by the Assembly and go to the governor for his signature.

**Farm Labor Board Closes Up Shop as Legislative Stalemate Blocks Funding**

**General Counsel of State Farm Labor Board Quits**

**BY WALTER HIRSCHMANN**

The California Agricultural Labor Relations Board, which was established by Proposition 14 to regulate farm labor contracts, may soon be dissolved as the Legislature fails to appropriate funds for its operation.

The board was created last year to handle complaints from farm laborers and to conduct investigations of labor disputes. It was to be funded through a $100 million appropriation, but the Legislature has not appropriated any money to date.

The board has already begun to take cases, but it has not received any money for its operations. The director of the board, John B. Brown, has been working without pay for several months.

The board is now considering whether to continue its operations until it receives appropriations from the Legislature. If it does not receive funds, the board will have to close its doors.

The board was created under Proposition 14 as a way to provide a neutral forum for resolving labor disputes in the agriculture industry. The Legislature has been unable to reach an agreement on how to fund the board, and the board has been unable to operate without funds.
PROPOSITION 14 — THE FARM WORKER ELECTION LAW

WHY IS IT NECESSARY?

What will Proposition 14 do? The summary on the November ballot reads as follows: "Agricultural Labor Relations Initiative Statute. Repeals Agricultural Labor Relations Act of 1975; reenacts as Agricultural Relations Act of 1976. Makes technical amendments to maintain status quo under 1975 Act, except requires new appointments to Agricultural Labor Relations Board. Additional amendments require: access for union organizers to property of employers for certain periods; minimum of 50% of employees to petition for decertification of union; Legislature to provide appropriations necessary to carry out the Act; Board to provide employer-supplied lists of agricultural employees to persons involved in elections. Permits Board to award treble damages for unfair labor practices. Financial impact: Proposition 14 would result in minor, if any increased costs to state."

Why is Proposition 14 necessary? Prop.14 became necessary when a minority of grower-supported legislators successfully blocked refunding of the ALRA and brought elections to a halt on February 6, 1976. If Prop.14 passes, there will be a stable farm worker election law in California which will finally resolve the eleven (11) year battle over union recognition in the fields. If Prop.14 passes, farm workers will be assured of voting in secret ballot elections for the union of their choice or for "no union".

But haven't funds already been provided? Farm workers and their supporters worked for refunding of the ALRA from January-April 1976. They were not successful. In April of 1976 farm workers gathered 728,000 signatures of registered voters ensuring that the Farm Worker Initiative (Prop.14) would be on the November ballot. Agribusiness' united opposition to refunding the ALRA crumbled with the advent of Prop.14. Some growers and rural legislators immediately began arguing that the only way to defeat Prop.14 was to refund the existing farm worker election law. On July 1, funds for the ALRA were voted into the 1976-77 state budget.

If the funds have been provided, why is Prop.14 necessary? Funds for the current fiscal year were provided only because Prop.14 was hanging over the heads of agribusiness. Without the existence of Prop.14 a united agriculture may well have succeeded in keeping the ALRA out of the 1976-77 budget. They succeeded for six months (Jan.-June '76) because it takes a 2/3 vote to pass an emergency appropriation. It also takes a 2/3 vote to adopt the state budget. If Prop.14 fails, growers will seek weakening amendments to the law next year and will try to kill ALRA funding in the state budget if such amendments are not adopted. If Prop.14 passes, farm worker elections will be secure and the ALRA will be protected from future legislatures and future governors who may be openly unfriendly to the rights of workers.

Enclosed is my contribution for the "YES ON 14" campaign.

I would like to help with the YES ON 14 Campaign.

Our group would like to have a speaker on Proposition 14.

Please send more information on Proposition 14.

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