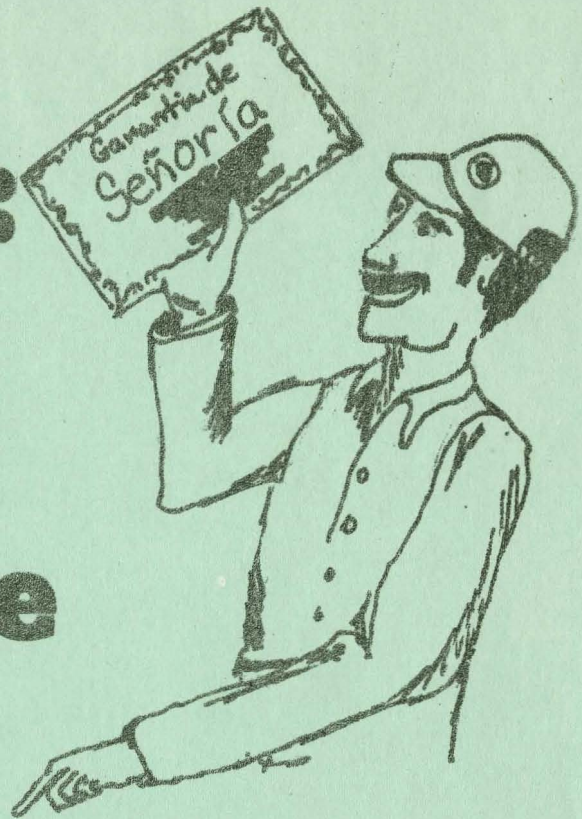


Seniority: Your Work Guarantee

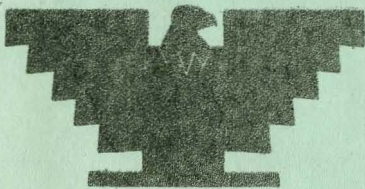


A UFW contract guarantees your seniority rights.

Seniority consists of the years that you have worked with the Company. Your seniority date is the same as the date you started to work with the company. For example, January 5, 1965 or May 15, 1970. It doesn't matter when you joined the union. The union contract guarantees that no one--no supervisor, no foreman, or any other company official--can take your seniority away.

When the company signs with the UFW, this guarantee is firmly established. The guarantee that the company has to hire, lay off and promote the workers on the basis of their seniority. They can't throw you out and hire a new worker. They can hire new workers only when all those with seniority are working.

The details of the seniority are determined by the workers when the company is negotiating. The workers have to agree on how they want their own seniority to be. Once this has been approved by the majority, it becomes part of the contract that the company will sign.



THE ONLY FARM WORKER UNION

United Farm Workers, #14 Second St., Calexico

