Prevedelli Ranch Signs with UFW

A settlement was reached with Minnehoma for unfair labor practice charges that the company harassed its pro-union employees during an election campaign a year ago. The

Arbitrations

We have had two arbitrations decided in our favor recently at the West Foods Ranch in Ventura. The first grievance concerned the company's failure to follow the discipline and discharge procedure when they fired Salvador Amador without advising the steward or the Union. Our contract states that in the case of a firing, the company must inform the steward of their decision to fire a worker before the firing takes place; then they must inform the union of their decision within 24 hours. West Foods did neither when they fired Salvador Amador. On June 21, Arbitrator Reginald Alleyende ruled that Brother Amador be re-instated since he had been improperly discharged by the company.

The second grievance concerned the company's failure to pay the required time and 1/2 wages to an incentive crew. Again, our contract states that incentive crews should be paid time and 1/2 and the arbitrator has ordered the company to pay the workers the full amount owed. Each of the 7 members on the crew got an additional $17.85 and the crew leader got an additional $23.71.

Ranch committee members who worked on both grievances were Jesus Jimenez, President; Victor Becerra, Vocal; Ricardo Olaivarrieta, Vocal and Steward Roberto M. Luna.

AGRICULTURAL LABOR RELATIONS BOARD

UFW Certified at Egg City; Three Year Battle Won

A three year struggle by farm workers at Julius Goldman's Egg City to win UFW representation ended in victory on July 10 when the Agricultural Labor Relations Board officially announced it had certified the union as exclusive bargaining agent for all agricultural employees of the company. Egg City, the largest egg ranch in the world, was the scene of a bitterly contested ALRB election on September 9, 1975, shortly after the farm labor law took effect. Final decision on the election depended on 165 challenged ballots, most of them the votes of pro-UFW workers who had struck the company earlier that year. (The Teamsters had held a contract with Egg City since the early 1970's.)

On October 14, 1977, just as the ALRB was preparing to publically count the challenged ballots, board officials announced the box containing the challenged ballots had been stolen from its Oxnard office. It was never recovered.

Earlier this year the board conducted a second election among the workers who cast challenged ballots. The votes from that election gave the UFW a majority of the workers at the Moorpark, Ventura County firm.

Settlements

Minnehoma Land and Farming Company (Bakersfield)

A settlement was reached with Minnehoma for unfair labor practice charges that the company harassed its pro-union employees during an election campaign a year ago. The
Union lost the election by one vote: 65-no union, 64-UFW.

During the almond harvest last summer several workers who openly supported the union were constantly cited with work violations by the company. After the elections the company reduced its work force and laid off the union organizers. Others were fired based on the violations. Work violations are rare at Minnehoma with the exception of the period during the election campaign. In addition, the wives and relatives of the organizers, who do the seasonal work each harvest, were not hired this year.

The company agreed to a settlement of $11,800 in back pay for 17 people. Five workers who were fired, Brothers Ramon Galvan, Jose Barrera, Ramon Huerta, Roy Ramos and Claudio Salinas, were offered permanent round year jobs and their records were cleared of work violations. The company employs about 300 citrus workers during their 9 month peak season.

During the period before the election, the company carried out a very strong "no union" campaign. One of their attempts to sabotage the worker's efforts to organize a fair election included holding a huge dinner, complete with steaks and Coors beer, on the night before the election in an effort to convince workers to vote "no union" the following day.

The campaign for the Union was handled by the workers on the organizing committee, and credit for the election victory goes to brothers Jose Lechuga, president; Elias Sandoval, secretary; and Salvador Pulido, Manuel Cepeda and Ramon Sandoval, vocals.

ORGANIZING

Election Victory at F and P

Workers in the Oxnard area secured another election victory recently at F and P Growers Association in Fillmore. On June 23, the workers there voted UFW - 171; no union - 102 and challenged - 2.

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ADMINISTRATION

Field Offices Get Face Lift

Two field offices have been remodeled by the National Farm Worker Service Center Construction Department, and two more offices are in the process of having work done.

In March the crew, directed by Executive Board Member Richard Chavez, remodeled the Coachella field office. They also fixed the ceiling, painted and put in air conditioning. In Oxnard the crew put up dividers in the large one room office to allow for more office space and more privacy.

Currently the crew is working on the offices in San Ysidro and Salinas, putting up partitions and building waiting rooms. Brother Chavez was assisted by Brothers Lupe

Murgia, Max Avalos, Mario Vargas and Francisco Garcia.

RFK MEDICAL PLAN

Does the Kennedy Plan pay for medical care received as a result of an accident on the job?

No. If you have to go to a doctor, are hospitalized, or receive any other kind of medical care as a result of an accident that happened while you were working, it is the responsibility of your company's insurance to pay for that medical care where there are Workers' Compensation laws that make a company have such coverage for its employees.

Any illness resulting from your job must likewise be paid by your employer's insurance under its Worker's Compensation coverage rather than by the Kennedy Plan.

Any claim received by the Kennedy Plan where the medical care resulted from an on the job accident or illness will be denied.

OFFICIAL NOTICES

Latest Elections


New Certifications

Roberts Farms/Delano/grapes/June 27.
Neumann Seeds/El Centro/seedslJuly 7.
Egg City/Moorpark/eggs/July 10.

PERSONNEL

The Mexicali Project has a new director: Sister Minnie Ybarra, who took over the project July 1. As director she will be assuring that our members and their families continue to receive quality medical care.

The project coordinates the services of six doctors, a medical lab, a radiologist, a pharmacy, a hospital and a panel of specialists and surgeons for the 1500 families registered in the project. Working closely with Sister Ybarra in handling all the project's responsibilities, is the Comite de Servicios Medicos, a four person committee which sets the policies, and the Concilio, a council of representatives from each ranch, which keeps members informed about the project.

Sister Ybarra was the past Director of the Campesino Center in San Ysidro. Another staff member of the San Ysidro Campesino Center, Sister Gloria Soto, has been named director of the soon-to-open Tijuana Project. The project, still being formulated, will begin providing services to members and their families in late August.