the farm workers themselves to par­
Montpelier Orchard Management Co.
(Modesto)

Richard Chavez, and Winterrowd gram
writing the Pension Fund. Brothers
participating certifications. The worker's recom-
grievance filed by workers at the Mont­
The company had previously argued
with the slide presentation to obtain the
worker's input on how they think the
plan should work.

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 fur­
ther arbitration. The workers decided
to accept the company's offer to resolve
the grievance.

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 Trujillo, vice president; and
Salvador Curiel.

This is the first presentation of its kind
because it provides an opportunity for
the farm workers themselves to par­
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 plann­
ing 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 recom-
mendations 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, voychoy, 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.

Special recognition should go to the
organizing committee at Oshita who
organized and ran the 4 week election
campaign. Members of the committee
are Moises Alas, Jesus Alcala, Maria
Alcala, Rafael Arriaga, Hector Flores,
Yoanida Flores, Manuel Garcia, Jose
Jacoby, Alfonso Jimenez, Emetierio
Jimenez, Micaela Jimenez, Francisco
Litarraga, Francisco Martinez, Leonor
Mendoza, Francisco Navarria, Juan
Ornelas, Rose Padilla, Rocky Penenato,
Magdelano Pinedo, Raul Rios, Santiago
Rios, Romulo Rivera, Andres Rubio,
Lidia Rubio, Ricardo Toldeo, Jose Luis
Valadera, Daniel Vargas and Alicia Ver-
tura. The committee was assisted by
UFW organizer Pedro Valdez.

AGRICULTURAL LABOR RELATIONS BOARD

Decisions
K. K. Larson (Coachella)
The Board issued an order on July 7 fin-
ding that the UFW was not guilty of har-
rassment charges brought against us by

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,

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 where protesting the in-
competence of former ALRB General
Council Harry Deltonna. 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 charg-
ed 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.

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
permits 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.

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
ballet elections.

COLLECTIVE BARGAINING

Arbitration
Montpelier Orchard Management Co.
(Modesto)

In a recent arbitration decision, arbri-
trator Jack Griffin found that a grievance
filed by workers at the Mont­
pelier 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 con-
tract.
Bought up the Foodway chain in response to a plea for help from the Retail Clerks and Meat Cutters unions. Winn-Dixie, the fourth largest food retailer in the nation and the largest in the southeast and southwest, brings in annual retail sales of $4 billion. It has 1,150 stores in 14 states and employs 51,000 workers.

A boycott of Winn-Dixie and its affiliated stores (Kwik Chek, Foodway, and Buddies) was called as a result of the company's long standing record of labor law violations and unfair and illegal treatment of workers. The particular incident that preceded the call for a national boycott occurred when Winn-Dixie bought up the Foodway chain in New Mexico. Immediately after the company obtained control of the chain, Winn-Dixie launched a massive attack to drive the Retail Clerks and Meat Cutters out of the 20 stores where the unions represented workers under contract. In the process, the company violated the National Labor Relations Act and has already been found guilty of 26 labor law violations.

If they (Retail Clerks) extend the country that are willing to serve the company's long standing record of labor treatment of workers. The particular incident that preceded the call for a national boycott occurred when Winn-Dixie bought up the Foodway chain in New Mexico. Immediately after the company obtained control of the chain, Winn-Dixie launched a massive attack to drive the Retail Clerks and Meat Cutters out of the 20 stores where the unions represented workers under contract. In the process, the company violated the National Labor Relations Act and has already been found guilty of 26 labor law violations. In the face of a continuing pattern of unfair treatment of employees and labor law violations, the Retail Clerks and the Meat Cutters struck 16 of the Winn-Dixie/Foodway stores in New Mexico.

Executive Board Member Richard Chavez spoke at a rally of striking workers and their supporters in Las Cruces, New Mexico on June 3. Brother Chavez's appearance at the rally came exactly one year after the strike of the New Mexico stores was called. Brother Chavez told the crowd, "I think there a number of communities across the country that are willing to serve the boycott. We can be influential in talking to them and get them to help the Retail Clerks in their fight against Winn-Dixie...If they (Retail Clerks) extend the boycott everywhere that this chain operates, the employers will soon find out that, once it gets underway, they are not dealing only with a local area. I think they will change their minds."

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.

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.

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


New Certifications


New Contracts

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

Photo by Ned Dunphy

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 Mironig, 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 Jess Duraso of American GI Forum, Bob Gries and Art Montoya of IMAGE (representing Chicano government workers), and Domingo Rodriguez, newly appointed Los Angeles City Fire Commissioner.

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