

the same work; the differential, if any, and the hours and the other aspects of the contract.

Mrs. HUERTA. Well, the other contract that we have in our area has been negotiated by what we call a back-door agreement. The hourly wage is 15 cents an hour less than what we have at Schenley. There the hourly base rate is \$1.60; our base rate at Schenley is \$1.75.

Their piece rates on the tonnage rate for picking grapes range from \$3 to \$4 a ton less than what we have at the Schenley Ranch.

There is no seniority provision at all in the Perelli-Minetti contract. In our Schenley and DiGorgio contracts, we have a very tight seniority provision that says workers have seniority and if they have a seasonal layoff this does not constitute breaking their seniority. When a man is laid off, he comes back and reclaims his job when the work starts again. In the Perelli-Minetti contract, there is no seniority provision at all.

Mr. THOMPSON. How about percentage increases?

Mrs. HUERTA. Percentage increases? What do you mean, the wages?

Mr. THOMPSON. Yes.

Mrs. HUERTA. Well, percentagewise, I would say we had, I guess, about a 25-percent increase in the Perelli-Minetti contract, it went from \$1.40 to \$1.60. We went from \$1.40 to \$1.75 in the Schenley contract. I don't know what the exact figure is.

For Schenley, we have an agreement with the company that if the picking rates are too low because of the tonnage per acre, that they can be adjusted so that the worker will get a better rate for his picking. In other words, the rate has to do with the amount of grapes on the vine and if the average worker does not make enough of a wage; then the company will adjust and pay him accordingly. They don't have that in the Perelli-Minetti contract.

One of the biggest things, of course, is to remember that the protections are just as important as the wages. You have heard testimony here about how easy it is for people to get fired. At DiGorgio just a week before we signed the discharge clause in the contract, 30 people were fired because they were not working fast enough on piece rates. There is a tendency on the part of the company to just push and push and push their workers.

Well, in our discharge clause, we have the statement that says the workers cannot be fired because they do not work fast enough on an incentive plan because actually they are getting paid just for what they pick and it says very clearly in the Perelli-Minetti contract that the company has the right to set the pace for the worker; the worker has to stay at this pace all the time. The company can fire a worker any time they feel he is not working, any time they think he should be working faster.

Mr. THOMPSON. This is all on piecework?

Mrs. HUERTA. Yes.

We have this protection in all of our contracts, that workers cannot be fired if they are working slowly on an incentive rate. You can see what a toll this brings to the older workers, the 50- and 60-year-old workers. They cannot keep up with the younger fellows on an incentive rate.

The fact now is that if they don't work as fast as the younger fellows, they just get fired. Of course, they still have families to sup-