port at that age because they have 10 or 15 years until retirement and it makes it very difficult for them to keep up with the younger workers.

This is what makes agricultural work so hard; the backbreaking pace at which it is done. When we think in terms of tonnage of fruit that a worker picks, it is just fantastic, and you almost have to see it to believe it.

Mr. THOMPSON. In terms of grapes, what is the production of the average worker in a day?

Mrs. HUERTA. I would say that a grape picker on a wine grape crew picks between 2 and 4 tons of grapes a day. It is fantastic. What they do, they just run through the field—I mean, they run. One of our biggest gains in contracts has been to bring cold drinking water to the fields. The workers consider this a big accomplishment. They didn't have cold water even working at this terrible pace.

Mr. BURTON. My God.

Mr. THOMPSON. Tell us the difference between your health and safety provisions and the Teamsters.

Mrs. HUERTA. Well, the big difference between our plan and the Teamsters plan is this: At the present, we are trying to build a health and welfare program that will take care of the seasonal workers.

Mr. THOMPSON. I am talking about work in the fields.

Mrs. HUERTA. This is what I am talking about.

We are trying to establish a health and welfare plan that will be able to take care of a worker regardless of where he works, whether he works for Christian Brothers in the north or DiGiorgio in the southern part of the State or San Diego.

We are trying to work out a plan so that the workers can have their doctors bill their medical care. In the DiGiorgio contract, there is a $25,000 contribution to the fund and 5 cents an hour for time worked to go to the fund.

At the present, there will not be any immediate medical benefits but after we go about a year and we get more employees paying into the fund that we will be able then to provide health care.

The difference between this type of approach and the Teamsters approach is this: In their contract, the company pays $18 a worker to the Teamster plan; however, the eligibility is very restrictive.

Mr. THOMPSON. I see.

Mrs. HUERTA. For eligibility, they say that a worker cannot qualify for the health and welfare plan unless he has worked for the company for an 8-week period of time. So, a worker has to work for the company 2 months before he is qualified for the plan.

If you think in terms of seasonal work, where maybe their entire work period will be something like 2 months on wine grapes, you know, what are you talking about? You are not talking about anybody working for the company long enough to get any kind of coverage.

Furthermore, in the Perelli-Minetti contract, and this is very important, a worker is on a 30-day probationary period and has no recourse to the discharge clause or any kind of grievance procedure clauses during 30 days, so the company can hire workers and then fire them and rehire them and get all this work done with just one turnover of workers, without paying any benefits.

Mr. THOMPSON. How long does the harvest last?