

Mrs. HUERTA. Perelli-Minetti is a small company and they only hire about 50-some workers; it only lasts about 2 months.

Mr. THOMPSON. So, for half that time there would be no coverage and no protection?

Mrs. HUERTA. No protection whatsoever.

Mr. THOMPSON. What sort of sanitary facility arrangements do you make in your contract as compared to others?

Mrs. HUERTA. We have all of the the sanitary provisions spelled out. Now, these are State laws.

In California, there are State laws that say that portable latrines have to be out in the field and they do have to have drinking water and individual drinking cups. However, none of these are enforced and one reason is because we have in the State of California a limited budget for this type of enforcement.

So, we write right into our contracts all of the State laws and make it a part of the contract. This way the company, the supervisors and the workers know that this is protection that they are entitled to.

So that, we do have then the toilet facilities in the field, and the portable drinking water.

One item that is important is protective garments for the workers: gloves if they need them; goggles if they need them; clothing that will protect them from the pesticides. This is no small item because in California, the second largest number of occupational deaths and injuries have occurred in agriculture.

Mr. THOMPSON. Are these people protected by the workmen's compensation and unemployment compensation laws?

Mrs. HUERTA. We have a State law and, as Mr. Burton says, it does provide them with workmen's compensation. The unemployment insurance we have written into the contracts so they will get that type of coverage.

Mr. BURTON. The State law does not extend it to farmworkers generally; however, those are the provisions you negotiate for your membership in your contract.

Mrs. HUERTA. Yes.

Mr. THOMPSON. How about workmen's compensation?

Mr. BURTON. Workmen's compensation in our State was mandatory and this flowed from that hearing we held about 11 years ago in our State. Like four others, there is a disability insurance provision that is paid for at 1 percent of payroll by the employees, themselves. It is a very favorable wage loss ratio ranging from a \$25 minimum now up to some \$75 or \$80 a week. It is about 55 percent of what your wages are at the time of the injury.

This disability insurance provision provides for coverage in all of those instances where there is sickness and injury not job related. Compensation is job related; insurance is non-job-related. That is mandatory State law, universal coverage down to one employee. There is no coverage of any kind in terms of unemployment insurance but for this exception in their contracts.

Mr. THOMPSON. Does your State unemployment law provide for strike benefits after a period of time?

Mr. BURTON. No. Unlike some States, no matter what the duration of the strike, benefits cannot be received.