

operation to carry out the letter and spirit of the agreement is required. If there is acceptance, and there subsequently is a charge that there are strike or boycott actions, or there is a failure of the Company to cooperate fully, or that improper electioneering is being conducted by any party, a finding will be made with respect to such charge by Messrs. Kagel and Haughton, and in an appropriate case, a cease-and-desist order will be issued, which the accepting parties hereby agree shall be enforceable in an appropriate court as an order finding a breach of contract. Any other order issued by Messrs. Kagel and Haughton which arises out of the interpretation, application, or enforcement of any part of this agreement shall likewise be enforceable in an appropriate court as an order finding a breach of contract.

Executed in San Francisco, California, on October 25, 1966.

UNITED FARM WORKERS ORGANIZING COMMITTEE,
By DOLORES C. HUERTA,
TEAMSTERS FARM WORKERS UNION,
By _____,
DI GIORGIO CORPORATION,
By _____.

RONALD W. HAUGHTON.
SAM KAGEL.

EXHIBIT E

IN ARBITRATION PROCEEDINGS BETWEEN UNITED FARM WORKERS ORGANIZING COMMITTEE, AFL-CIO, AND DI GIORGIO FRUIT CORPORATION OPERATIONS AT SIERRA VISTA RANCH, BORREGO SPRINGS RANCH, AND DI GIORGIO FARMS, AS TO VARIOUS TERMS OF THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE PARTIES

ARBITRATORS: SAM KAGEL, RONALD W. HAUGHTON

San Francisco, California, April 1, 1967

INTRODUCTION

Four days of hearings were held in Delano and three days in San Francisco on the issues presented by both parties. The transcript of the hearings consists of 762 pages. The parties introduced a total of 173 exhibits and submitted written briefs totaling 97 pages.

THE RECORD

The Arbitrators in arriving at their awards studied, considered and weighed the entire record in this case. Because of the large number of issues and time element involved no opinion accompanies the awards.

DECISIONS AND AWARDS

Attached hereto is the complete Agreement between the parties. It consists of provisions which the parties themselves agreed to prior to the arbitration, together with the specific Awards made by the Arbitrators. Those provisions which are the Awards of the Arbitrators are identified in the attached Agreement by asterisks in front of the Section awarded.

DECISIONS AND AWARDS

1. All provisions of the attached Agreement marked by asterisks constitute the awards of the undersigned Arbitrators on the issues submitted for decision.

2. All issues and proposals submitted by either party not covered by or contained in an Award as noted in paragraph 1 above are denied.

Signed at San Francisco, California, on April 1, 1967.

SAM KAGEL,

Arbitrator.

RONALD W. HAUGHTON,

Arbitrator.