

132 EXTENSION OF NLRA TO AGRICULTURAL EMPLOYEES

(b) Upon receipt of such notice, the Union shall immediately use its best efforts to furnish the requested employees. If the Union does not furnish such employees within 72 hours, or on the date of the beginning of the work (whichever date is later), the Employer shall be free to procure needed employees not furnished by the Union from any other source. The Employer shall, in such event, notify the Union in writing within 48 hours of the names and addresses of all employees so hired by Employer.

(c) Union shall not refuse to register and refer for employment under this Section, any person who is not at the time of registration or referral a Union member in accordance with Section 13.

(d) Preference in referral shall be given to persons coming within the terms of Section 15, the Seniority provision, and Section 16, the Work Opportunity provision.

(e) Employer shall have the unqualified right to refuse to employ any person referred by the Union if on or after April 3, 1967 that person has been discharged for cause by Employer, and the discharge was sustained on appeal, or if such discharge was not appealed.

SECTION 15—SENIORITY

(a) When filling vacancies or making promotions, transfers, reclassifications or demotions, Employer will give preference to employees with the greatest length of continuous service, provided that qualifications and ability are equal.

(b) Seasonal Layoffs shall not constitute a break in the continuity of service. Layoffs and re-employment after layoffs shall be on the basis of continuous service.

(c) Employer shall furnish an up to date list of all employees on a quarterly basis. Seniority shall begin after 15 days worked and shall be retroactive to date of hire.

SECTION 16—WORK OPPORTUNITY

(a) If less than the normal work opportunity is available, preference shall be given to employees of the regular full-time work force.

SECTION 17—SAFETY COMMITTEE

(a) A joint safety committee consisting of equal numbers of employee representatives selected by the Union and representatives selected by the Employer shall be established at each farm.

(b) The safety committee shall consider existing practices and rules relating to safety, formulate suggested changes in existing practices and rules, and make recommendations to local management with respect to the adoption of new rules and practices.

SECTION 18—HEALTH AND SAFETY

(a) *Sanitary Facilities:* There shall be adequate toilet in the field readily accessible to employees, that will be maintained in a clean and sanitary manner. These may be portable facilities and shall be maintained at the rate of one for every 35 employees, insofar as possible.

(b) *Drinking Water:* Each place where there is work being performed shall be provided with suitable cool, potable drinking water convenient to employees. Individual paper drinking cups shall be provided.

(c) *First Aid:* Adequate first aid supplies shall be provided and kept clean and sanitary in a dust proof container; safe-keeping of same during work hours shall be the responsibility of the foreman, who may delegate such responsibility.

* * * SECTION 19—PROTECTIVE GARMENTS, ETC.

(a) Protective garments, tools and equipment necessary to safeguard the health of or to prevent injury to an employee's person shall be provided, maintained and paid for by the Employer.

(b) It is understood that the Employer shall furnish protective equipment for sprayers, umbrellas for tractor drivers and hooks or jacks ladders for pipemen when going into large pipes.