

SECTION 20—CAMP HOUSING

(a) Rentals to employees of available camp housing on the Employer's premises shall continue to be made to employees on a nondiscriminatory basis and without favoritism; the factors of race, color, creed, religion or national origin shall continue not to be considered in the distribution of available rentals.

* * * SECTION 21—OPERATION OF CAMPS

(a) Camps and meal service when operated by the Employer shall be operated on a non-profit basis.

(b) Where the Employer presently provides free sleeping accommodations in its camps, it shall continue to do so.

* * * SECTION 22—LEAVES OF ABSENCE; JUST PAY

(a) A leave of absence shall be granted to employees on the seniority list for any of the following reasons without loss of seniority:

(1) For jury duty or when subpoenaed as a witness;

(2) Up to one (1) year in the event of his illness or injury. The Employer may extend the period of such leave.

(3) Such employee shall, while serving on jury duty, receive from the Employer the difference in pay between his jury pay and his regular wages for the duration of such jury service.

SECTION 23—LEAVES OF ABSENCE FOR UNION BUSINESS

(a) Any employee elected or appointed to an office or position in the Union shall be granted a leave of absence for a period of continuous service with the Union. Fifteen (15) days' notice must be given the Employer before the employee taking leave to accept such office or position or chooses to return to work. Such leave of absence will be without pay. (Seniority shall not be broken or suspended by reason of such leave).

(b) A leave of absence shall also be granted for temporary leave to attend Union business provided five (5) days' notice is given.

SECTION 24—MILITARY LEAVE

(a) In the event an employee of the Employer serves in the armed forces pursuant to selective service act he shall not lose any seniority job rights or other benefits. Upon their discharge from the military, they shall be granted a job equal to that which they would have had with the Employer had they remained in continual employment of the Employer.

SECTION 25—RIGHT OF ACCESS TO EMPLOYER PROPERTY

(a) Employer agrees to admit to Sierra Vista Ranch, Borrego Springs Ranch and DiGiorgio Farms the authorized representatives of the Union for the purposes of collecting dues, observing the application of this Agreement, and adjusting grievances. Union representatives shall advise Employer of such visits in advance by notifying the Ranch Supervisor or Director of Personnel.

SECTION 26—BULLETIN BOARDS

(a) The Employer will provide bulletin boards placed at such central locations as the Union may designate, subject to approval of the Employer, upon which the Union may post its formal notices.

SECTION 27—TAX WITHHOLDING

(a) Employer shall deduct federal income tax in accordance with standard practices, with scaled dependent deductions, for employees agreeing in writing to such withholding.