

* * * SECTION 28—CREDIT UNION WITHHOLDING

(a) Upon proper written employee authorization deductions as provided in such authorization shall be made by the Employer for the Farm Workers Credit Union, and such monies forwarded to that organization.

* * * SECTION 29—WAGES

(a) *Wages from April 3, 1967 until April 2, 1968:* All hourly rated employees shall receive a twenty-five cents (25¢) per hour wage increase effective April 3, 1967, and all wage rates shall be raised twenty-five cents (25¢). The basic minimum hourly rate shall be \$1.65 per hour.

(b) All piece work or incentive rates shall be adjusted to reflect a twenty-five cents (25¢) per hour increase effective April 3, 1967. Piece workers shall have guaranteed earnings of not less than the basic minimum hourly rate.

(c) *Establishing Appendix A:* The parties shall forthwith agree to a schedule of wage rates in accordance with paragraphs (a) and (b) above and such schedule shall be marked Appendix A attached to this Agreement and be considered a part hereof. This schedule shall set forth the classifications and applicable hourly rates. It shall also set forth the piece rates and tonnage rates. Any differences between the parties relative to formulating Appendix A shall be referred for decision to the Arbitrator provided for in the grievance procedure, Section 37.

(d) *Wages as of April 3, 1968:* Effective April 3, 1968 the hourly wage rates set forth in Appendix A shall be increased five cents (5¢) per hour and all hourly workers shall receive five cents (5¢) per hour increase. The basic minimum hourly rate shall be \$1.70 per hour. All piece work rates set forth in Appendix A shall be adjusted to reflect a five cents (5¢) per hour wage increase, and piece workers shall have guaranteed earnings of not less than the basic minimum hourly rate.

(e) *Retroactivity:* All employees who worked at any time during the period from September 2, 1966 to April 2, 1967 at Sierra Vista Ranch and Borrego Springs Ranch and/or worked at any time from November 4, 1966 to April 2, 1967 at Di-Giorgio Farms shall receive fifteen cents (15¢) per hour for each hour worked as back pay. Such payments shall be made regardless of whether the employee worked on an hourly basis or piece work basis.

(f) The Employer shall within ninety (90) days from April 3, 1967 supply the Union with a list showing the names of persons and last known address who are entitled to receive such back pay together with the amount due each person. Such list shall also be posted at each of the locations covered by this Agreement.

(g) Any monies which remain unclaimed as of April 3, 1968 by the persons named on the list shall be paid by the Employer into the Special Benefit Fund provided for in Section 35, and the Employer shall not in any manner thereafter be liable for monies to any person whose name was on the list but who did not claim such monies as of April 3, 1968.

SECTION 30—HOURS

(a) *Relief Periods:* Farm workers are entitled to reasonable and necessary time off for relief. Relief periods shall be fifteen (15) minutes for every four (4) hours worked, falling around the mid-point of the work involved, provided that relief not taken by the employee shall not be compensable time, and further provided that relief time not taken in any forenoon by choice of the worker may be cumulated and taken in the afternoon of the same day.

(b) *Meal Time:* Lunch time shall be one (1) hour.

(c) *Day of Rest:* Each farm worker shall be entitled to one (1) full day (24 hours) off without pay each payroll week as follows: insofar as possible, the work shall be arranged so that each worker will have Sunday off.

* * * SECTION 31—REPORTING AND STANDBY TIME

(a) An employee paid on an hourly or piecework basis who is required to report for work and does report and is furnished no work or less than four hours of work for reasons other than an Act of God shall be paid at least four hours for that day at the employee's hourly rate of pay, or the employee's average hourly piece rate earnings.