

SECTION 32—RECORDS AND PAY PERIODS

(a) Full and accurate records shall be kept, including total hours worked, piece rate or incentive records, total wages and total deductions. Employees shall be furnished a copy of the itemized wages and itemized deductions each pay day which shall include the employee's daily wage and hour record.

(b) The Union shall have the right to examine time sheets, work production or other records that pertain to employee's compensation, in case of a dispute as to pay.

* * * SECTION 33—VACATIONS

(a) Employees who work a total of 1600 hours in either the calendar year preceding the vacation or 12 months immediately preceding the vacation at Sierra Vista Ranch or Borrego Springs Ranch or DiGiorgio Farms or at all such locations shall receive one week of paid vacation per year. Such vacation pay to be equal to 1/52 of the employee's earnings for the 12 months preceding the vacation.

(b) Employees who have worked such total of 1600 hours at either Sierra Vista Ranch or Borrego Springs Ranch or DiGiorgio Farms or at all such locations in each year (calendar year or 12 months immediately preceding annual vacation, of three consecutive years shall receive two (2) weeks' paid vacation, such vacation pay to be equal to 2/52 of the employee's earnings for the 12 months preceding the vacation.

(c) If an employee's vacation period includes one of the holidays set forth in Section 34 his vacation period shall be extended to include such holiday, but without pay for that day.

(d) Vacation schedules shall be mutually agreed upon except if more employees in the judgment of the Employer want a particular vacation period than can be reasonably spared, the worker with the highest seniority shall have first preference for the vacation period.

(e) If an employee is entitled to a paid vacation and requests the pay so due him prior to taking the vacation he shall be paid the sum of money he is entitled to.

* * * SECTION 34—HOLIDAYS

(a) Time worked on holidays hereinafter enumerated shall be at one and one-half times the regular rate of pay for work performed.

(b) The following days shall be the holidays referred to in (a) above:

New Year's Day
Good Friday
Fourth of July
Labor Day
Thanksgiving Day
Christmas Day

* * * SECTION 35—SPECIAL BENEFITS FUND

(a) *Purpose of Fund:* The purpose of this Fund is to provide for health and welfare benefits and/or life insurance benefits and/or pensions as agreed upon by the parties. The parties shall agree upon the final purpose or purposes for which the monies accumulated shall be used and all of the conditions applicable to such use on or before sixty (60) days prior to April 3, 1968. If the parties are unable to so agree by that date then all disputes and differences shall be submitted for final and binding arbitration to Sam Kagel and Ronald Haughton, or if both of them cannot then serve, to the one who is available, and if neither can serve, then to an arbitrator selected from a list of five names submitted to the parties by the California State Conciliation Service.

(b) *Accumulation of Funds:* The Employer as retroactive payments for the period from the dates of certification to December 31, 1966 shall pay into such fund the sum of Twenty-Five Thousand Dollars (\$25,000.00). Then commencing as of January 1, 1967 the Employer shall contribute five cents (5¢) per hour for each hour worked by all employees covered by this Agreement to this Fund.

(c) *The Trust Fund and Trust Agreement:* The monies to be contributed hereunder shall be paid into a trust which shall forthwith be established by an