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who might be available shall be the arbitrator; and if neither of them are available then the arbitrator shall be selected by the parties from a list of five (5) names submitted by the California State Conciliation Service.

(c) This Agreement shall remain in full force and effect until April 3, 1970 and shall be automatically renewed from year to year thereafter unless either party gives written notice of a desire to modify, amend or terminate this Agreement, at least ninety (90) days prior to April 3, 1970 or any subsequent April 3. Negotiations concerning modifications or amendments of this Agreement under this paragraph of the Agreement shall begin not later than thirty (30) days after receipt of the written notice to modify or amend. During negotiations beyond April 3, 1970 this Agreement shall remain in full force and effect unless either party thereafter gives the other party twenty (20) days notice in writing terminating the Agreement.

(d) Notifications provided for in this Section shall be made by certified or registered mail.

This Agreement signed at _____ on _____.

FOR UNITED FARM WORKERS ORGANIZA- FOR DI GIORGIO FRUIT CORPORATION
TION COMMITTEE, AFL-CIO

EXHIBIT G

RELEASE OF ARBITRATORS SAM KAGEL AND RONALD HAUGHTON IN THE ARBITRATION BETWEEN THE UNITED FARM WORKERS ORGANIZING COMMITTEE, AFL-CIO, AND DI GIORGIO FRUIT CORP., OPERATING AT DELANO, BORREGO SPRINGS AND ARVIN

Ordinarily arbitrators make no announcement of their decisions. This is left to the parties. However, in this case because of the large number of issues submitted to arbitration and with the approval of the parties the following is a summary of the provisions of the collective bargaining agreement settled directly by the parties and the awards made by the arbitrators:

The Collective Bargaining Agreement contains a number of important provisions which the parties themselves agreed to prior to the arbitration. These provisions include the union shop and union dues checkoff; a grievance procedure with arbitration as the terminal point; management rights clause; no discrimination clause; subcontracting provisions; a no strike-no lockout provisions; recognition of seniority; establishment of a safety committee and other provisions.

The Awards of Arbitrators Kagel and Haughton include the following:

Provisions for a *hiring hall*. If the Union cannot supply the required employees within 72 hours the Employer may hire from any source.

The Agreement is to be binding in all instances where the Employer may rent or lease the land covered by the Agreement. However, it shall not apply to land sold by the Employer.

Leaves of absence for seniority employees for jury duty and illness or injury. Pay for jury duty.

Wages: From April 3, 1967 until April 2, 1968 all wages to be increased \$.25 per hour with the minimum wage set at \$1.65 per hour.

From April 3, 1968 to April 2, 1969 all wages to be increased \$.05 per hour with minimum wage set at \$1.70 per hour.

Retroactive pay for all employees who worked from the dates of certification. September and November 1966 until April 2, 1967 of \$.15 per hour is provided.

Reporting and standby time of four hours payment is provided if less than four hours work provided.

Vacations for employees working 1600 hours per year as follows: One week paid vacation after one year, two weeks after three years service.

Six *holidays* are named for which time and one-half shall be paid if work is performed on such days.

A *Special Benefits Fund* is created to be used for health and welfare, dental, pension and insurance benefits. The parties are to agree on the details of such benefits by April 1969; otherwise they shall be settled by binding arbitration.

The monies for such Fund shall be obtained as follows:

As a retroactive contribution up to January 1, 1967 the Employer shall pay \$25,000 into the Fund.