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Fed Supports Improvements in DI Program

The need for increases in the contingency reserve of the state's employee-paid DI Fund was spelled out last Friday by the California Labor Federation, AFL-CIO, in a statement presented to the state's Senate and Assembly Joint Committee on Unemployment Compensation Disability Insurance in San Francisco.

Noting that the consulting actuaries of the DI Fund last year recommended that reserves should be equal to about 15 to 20 percent of a year's expenditures, the Federation pointed out that other considerations ought to be evaluated before accepting this level of reserves.

The Federation observed that two factors have a clear and substantial impact upon the increased revenues of the state's DI Fund. They are increased federal aerospace procurement expenditures, which have greatly benefited California's defense based economy, and high employment in the state resulting from the war in Vietnam. Because California has enjoyed a greater portion of federal contracts than any other state, any substantial curtailment in contract awards, or a cutback in the Vietnamese conflict, could have a marked impact on the economy of California and thus upon the Disability Insurance Fund.

Noting this, the Federation pointed out that, "If there should be a severe cutback in both factors at the same time the impact could be catastrophic. Because we believe that the reserve balance in the Trust Fund should be adequate for just such a contingency, we rec-

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National AFL-CIO OK's New Farm Worker Organization

Landmark Agreement Ends Airline Strike

The historic airline strike by the IAM Machinists against TWA, United, Northwest, National and Eastern Airlines was settled last week following a referendum vote by the striking members. The new contract, which calls for wage increases of at least five percent a year for the three-year term of the contract, also includes a cost-of-

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The Executive Council of the national AFL-CIO, meeting in Chicago on August 23, by unanimous action, issued a charter to the United Farm Workers Organizing Committee, AFL-CIO—the new name adopted for the recently merged Agricultural Workers Organizing Committee, AFL-CIO, and the previously independent National Farm Workers Association. President George Meany hailed the recent progress of farm workers in California and stated that the issuance of the charter represented "a great, new day for farm workers" and that it represents a major step toward farm worker unity.

President Meany went on to note that: "All the elements for a sustained and successful building of a farm workers union within the AFL-CIO now exists, particularly because of the high

level of indigenous leadership shown by farm workers themselves" in their efforts to establish their own farm workers union. He stated that the new organization will receive the "warm and enthusiastic support of the AFL-CIO."

Prior to the action by the Executive Council of the national AFL-CIO at the Chicago meeting, William Kircher, Director of Organization for the AFL-CIO, along with Larry Itliong, previously of AWOC and Cesar Chavez, previously director of the National Farm Workers Association, appeared before the Executive Council. Kircher, in reporting to the Executive Council the difficulties and impediments to building a farm workers union, spoke of the strong support shown by AFL-CIO unions in California for the farm workers' current drive to win collective bargaining rights in Delano.

Only two weeks earlier the delegates to the sixth convention of the California Labor Federation in San Diego adopted a policy statement on agricultural labor which concluded with the statement that AFL-CIO unions in California "pledge our strong support to this new merged union in its efforts to successfully terminate the Delano grape strike and to then expand its organizing activities throughout California."

Meanwhile, the United Farm Workers Organizing Committee announced plans to hold a big unity rally in Delano on August 28—two days before the sched-

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State Industrial Welfare Commission Appoints All 14 Wage Boards

California's Industrial Welfare Commission, meeting in San Francisco last Friday, completed the appointment of members of all 14 Wage Boards established to update the IWC orders setting minimum wages and working conditions for women and minors employed in California.

The Boards cover the following industries and occupations: Order No. 1, Manufacturing Industry; Order No. 2, Personal Service Industry; Order No. 3, Canning, Freezing and Preserving Industry; Order No. 4, Professional, Technical, Clerical, Mechanical, and Similar Occupations; Order No. 5, Public Housekeeping Industry; Order No. 6, Laundry, Linen Supply, Dry Cleaning, and Dyeing Industry; Order No. 7, Mercantile Industry; Orders 8 and 13, Industries Handling Products After Harvest and Preparing Agricultural Products for Market, On the Farm; Order No. 9,

Transportation Industry; Order No. 10, Amusement and Recreation Industry; Order No. 11, Broadcasting Industry; Order No. 12, Motion Picture Industry; Order No. 14, Agricultural Occupations.

The function of the Wage Boards in each of the above industries and occupations is to make recommendations to the Industrial Welfare Commission regarding wages and working conditions and other matters within each order. Each of the Boards are composed of an equal number of employee and

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Wage Agreements In 1966 Exceed Wage-Guideposts

Collective bargaining agreements negotiated during the first half of 1966 affected 833,000 workers, far fewer than the 1.1 to 1.5 million workers involved during the comparable period in the three preceding years, the U.S. Labor Department's Bureau of Labor Statistics announced recently.

Agreements reached this year provide for an increase in average hourly earnings of 3.8 percent during the first contract year—a figure in excess of the wage-price guideposts. This was higher than the 3.1 and 3.2 percent increases of 1963 and 1964.

Over the full life of the agreements the average annual wage increase was 3.7 percent. Comparable increases were 3.3 percent in 1965, 3.0 percent in 1964, and 2.5 percent in 1963.

Major agreements concluded so far this year covered almost as many workers in nonmanufacturing as in manufacturing. First-year adjustments averaged 3.9 percent in manufacturing and 3.8 percent in the nonmanufacturing industries studied.

Pay raises went to all but 1 percent of the workers under agreements concluded in the first 6 months of 1966. The largest proportion of workers—54 percent—were scheduled for first-year adjustments ranging from 3 percent to 4½ percent, while 25 percent received increases of 5 percent or more.

Major manufacturing settlements included West Coast lumber, where a 3-year contract provided first-year wage increases of 22 cents (including 2 cents for inequity adjustments); West Coast paper, where under a 1-year reopener a 12-cent-an-hour wage increase was agreed to; a number of apparel settlements, where increases varied from 2½ to 6½ percent; Hawaiian Sugar, where a 3-year agreement provided first-year wage increases ranging from 9 cents to 26½ cents an hour; and New England textiles, where 3-year agreements provided first-year wage-rate increases of 10 cents an hour.

Among the nonmanufacturing settlements were those in bituminous coal, where 80,000 miners received increases rang-

Federal Reclamation Law Must Protect Pub. Interest

"The benefits of current and future water development programs must go to the general public, not to a few giant landholders who profit from the poverty of farm workers and who consistently oppose policies and programs that will benefit all of our state's population," delegates at the recent state AFL-CIO convention in San Diego declared.

"The only long-run solution to California's water and power development problems lie within a coordinated basin-wide approach that transcends individual state boundaries and is pursued in cooperation with the federal government," the policy statement on Water Resources Development adopted by some 2,000 trade unionists participating in the week-long convention of the California Labor Federation, AFL-CIO, at the San Diego Community Course stated.

The Federation charged that the giant agribusiness interests in California have "swelling treasuries" as a result of the present neglect in enforcement of the 160-acre limitation statute by the U.S. Department of Interior. The upshot of the neglect in the huge Westlands Water District will be "40-year interest-free loans and a federal subsidy of about \$1,000 an acre to these landowners, who control over 400,000 acres within the district."

The delegates spelled out the state AFL-CIO's water policy in part as follows:

"Recognizing that the purpose of reclamation law is to foster and promote family farming, rather than to swell the treasuries of the land monopolists we call upon the Congress to:

"1. Amend federal reclamation law to provide that no money shall be appropriated

ing from \$1 to \$1.32 a day; for 35,000 REA Express employees whose first-year increase was 16 cents; in New York City transit, where 34,000 workers received a 4-percent wage increase in the first year; and some telephone agreements, where increases under wage reopeners ranged from \$2 to \$5 a week, depending on location and job classification.

for any reclamation project until all excess landowners within the project area have signed recordable contracts to sell off their holdings greater than the acreage provided by law (160 acres for an individual; 320 for man and wife.)

"2. Amend reclamation law to establish within the Treasury of the United States a new and separate revolving fund through which federal purchase at pre-project prices and later disposal of excess lands to family farmers can proceed.

"3. Instruct the Secretary of the Interior to monitor all reclamation projects to ensure that divestitures such as that of the DiGiorgio land around Delano never are repeated."

The statement also reaffirmed the Federation's determination to fight against, "communities dominated by a few gigantic agribusiness concerns which are not conducive to democracy," and likewise to facilitate "small and moderate size family farms which strengthen the principles of individual freedom and economic opportunity . . ."

Is the US Govt. Really Growing Like Topsy?

Is there any truth to the claims of some conservative candidates that the federal government is growing like Topsy?

Despite the popular impression that it is, which some ignorant or unscrupulous would-be office holders try to exploit to infer that the federal government is wasteful, the answer is NO!

Although a number of broad new public programs were initiated between 1960 and 1965, there are presently fewer federal employees for every 1,000 people in the country than there were five years ago. During the past 10 years, a period in which the nation's population rose 17 percent, thereby substantially increasing the demands for federal services, federal employment has risen by only 190,000 or 9 percent.

Write Congress To Support Fed. UI Standards

The United States Senate recently amended and passed a significantly improved unemployment compensation reform bill, H.R. 15119, that includes two important federal standards long sought by the AFL-CIO. One of the standards incorporated in the Senate-passed bill, which now goes to a Joint Senate-House Committee, would require each state to pay weekly benefits equal to 50 percent of unemployed workers' lost weekly wages, up to a level of 50 percent of each state's average weekly wage in covered employment. This standard, if enacted into federal law, would prevent the cut-throat competition that currently exists between the states that, through keeping unemployment insurance benefit standards at ridiculously low and unsatisfactory levels, tries to lure industry.

The second major requirement incorporated in the Senate-passed bill would require each state to pay at least 26-weeks of benefits to jobless workers who have credited to them 39 weeks of employment. This is particularly important for California workers in order to help protect them from unorganized low-wage states, particularly in the deep South.

Since the Senate enacted bill contains these federal standards and is hence much stronger than the bill passed earlier this year by the House of Representatives, opponents of this legislation, largely industrialists, are flooding members of the House of Representatives with wires and letters urging them to oppose the Senate adopted standards. Thus, in order to keep federal standards in the bill, which is now before the Senate-House Conference Committee, requires strong support by organized labor in California and its allies. What is needed are **letters, phone calls, and telegrams** to your local Congressmen supporting the retention of Senate approved federal standards in the bill now before the Senate-House Conference Committee.

State Industrial Welfare Commission Appoints All 14 Wage Boards

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employer representatives, with an impartial chairman selected by the Commission.

Named as chairman of each of the 14 Boards were: Order No. 1 — Howard E. Durham, Instructor, Economics and Labor Economics, College of San Mateo, San Mateo; Order No. 2 — Reverend Andrew C. Boss, S.J., Director, Labor Management School, University of San Francisco, San Francisco; Order No. 3 — Dr. Frederick A. Breier, Professor of Economics, University of San Francisco, San Francisco; Order No. 4 — Miss Virginia Smith, Assistant Vice President, University of California, Berkeley; Order No. 5 — Dr. Frederick Meyers, Chairman, Department of Business Administration, UCLA; Order No. 6 — Dr. Margaret S. Gordon, Associate Director, Institute of Industrial Relations, University of California, Berkeley; Order No. 7 — Adolph M. Koven, Attorney, San Francisco; Orders 8 and 13 — Dr. Joseph W. Garbarino, School of Business Administration, University of California, Berkeley; Order No. 9 — Robert E. Burns, Attorney, San Francisco; Order No. 10 — Dr. Carl G. Uhr, Department of Economics, University of California, Riverside; Order No. 11 — Dr. Ned C. Pearlstein, Laney College, Oakland; Order No. 12 — Dr. Irving Bernstein, Acting Director, Institute of Industrial Relations, UCLA; Order No. 14 — Dr. Varden Fuller, Professor of Agricultural Economics, University of California, Berkeley.

The following are the employee members and alternates named to the 14 Wage Boards:

Manufacturing Industry — Al J. Baffone, Machinists, San Diego; Clinton Brame, Electrical Workers, Santa Ana; Ruth Miller, Amalgamated Clothing Workers, Los Angeles; Herman Pelz, Bakers, San Francisco; Edmund J. Wiannecki, Auto Workers, Long Beach; Harold Woodard, Meat Cutters, Apple Valley. **Alternates** — Miss Penny Cabello, Brick and Clay Workers, Glendale; Floyd Gartrell, Rubber Workers, Long Beach; John Ulene, ILGWU, Los Angeles.

Public Service Industry — Dean Hillam, Barbers, San Francisco; Alvin L. Holt, Barbers, Los Angeles; Frances Markley,

Beauticians, Los Angeles. **Alternates** — Esther A. Bills, Beauticians, Southgate; Frances Carney, Beauticians, San Francisco.

Canning, Freezing and Preserving Industry — Paul Weborg, Butchers, Modesto; Mrs. Mathilda Whetstone, United Industrial Workers, SIU, San Francisco; Manuel R. Castro, Cannery Workers, Hayward; Mike R. Elorduy, Cannery Workers, Sacramento. **Alternates** — Walter L. Jones, Cannery Workers, San Jose; Mayrose Snyder, Occupational Health Nurse, Vernon.

Professional, Technical, Clerical, Mechanical, and Similar Occupations — Catherine Breen, Operating Engineers, Los Angeles; Edward J. Collins, Hospital and Institutional Workers, San Francisco; C. B. Hughes, Typographical Union, Los Angeles; Phyllis Mitchell, Office and Professional Employees, San Francisco; Gwen Newton, Office and Professional Employees, Los Angeles; Helen S. Palter, San Francisco-Oakland Newspaper Guild, San Francisco; Merton A. Walters, IBEW, Oakland. **Alternates** — W. Allen Baker, Communications Workers, San Francisco; Robert B. White, Allied Printing Trades Council, Los Angeles; Ann Willis, Office and Technical Employees, Oakland.

Public Housekeeping Industry — John A. Casey, Hotel and Motel Service Workers, Los Angeles; Loralee Gabel, Waitresses & Cafeteria Workers, Los Angeles; Michael McDermott, Service & Maintenance Employees, Los Angeles; Bertha Metro, Hotel, Motel and Club Service Workers, San Francisco; Loretta Proctor, Culinary Alliance and Hotel Service Employees, San Diego; James T. Stevens, Culinary Alliance, Long Beach; Timothy J. Twomey, Hospital & Institutional Workers, San Francisco; Jackie Walsh, Waitresses, San Francisco. **Alternates** — Vada Perrigo, Hotel & Restaurant Employees, Riverside; Clarice Rabe, Culinary Workers, Redding.

Laundry, Linen Supply, Dry Cleaning, and Dyeing Industry — Ruth Bradley, Laundry and Dry Cleaning Workers, San Mateo; Henry M. Romiguere, Laundry & Dry Cleaning Workers, San Francisco; Joseph Caramagno, Laundry, Linen Supply and Dry

Cleaning Drivers, Los Angeles. **Alternates** — Mrs. Evelyn Hamilton, Laundry and Dry Cleaning Workers, San Jose; Mrs. Mary Medina, Laundry Workers, San Francisco.

Mercantile Industry — James F. Alexander, Retail Clerks, Sacramento; Russel L. Mathiesen, Retail Clerks, Oakland; Harry Warren, Retail Clerks, Goleta; Hartley L. Weingartner, Retail Clerks, Redding; Genevieve Reade, Department Store Employees, San Francisco; Arthur Meyer, Meat Cutters, San Diego. **Alternates** — Phil Scott, Retail Clerks, San Diego; Leona Graves, Retail Clerks, Redwood City; Marilyn H. Grace, Retail Clerks, Los Angeles.

Industries Handling Products After Harvest and Preparing Agricultural Products for Market, On the Farm — Jerry Breshers, Packinghouse Workers, El Centro; W. Edward Maples, Packinghouse Workers, Salinas; Everett A. Matzen, Meat Cutters, Petaluma; Kenneth A. Elrod, Sugar Workers, Crockett; Roy L. Ross, Cannery, Dried Fruit & Nut Workers, Oroville; Dr. Ernesto Galarza, San Jose; Oscar Gonzalez, United Farm Workers, San Jose; Pat Freeland, United Farm Workers, San Jose; Chris Paige, Alliance of Farm Workers, San Jose; Cliff H. Jameson, Teamsters, Santa Barbara. **Alternate** — Mrs. Dorothy Kauffman, Citizens for Farm Labor, Berkeley.

Transportation Industry — Barbara Roads, Air Line Stewardesses, Redondo Beach; Donna J. Carpmail, Stewardesses' Association, San Francisco; John B. Kinnick, Office and Professional Employees, Oakland. **Alternates** — D. S. Fugit, Brotherhood of Railroad Trainmen, Los Angeles; Bernard W. Volkoff, Freight Handlers, Los Angeles.

Amusement and Recreation Industry — John H. Axtell, Sacramento Central Labor Council, Sacramento; Dodson Bennett, Building Service Employees, San Francisco; William Healy, Bay District Council Building Service Employees, San Francisco. **Alternate** — Rex Owen, Theatrical Stage Employees, Los Angeles.

Broadcasting Industry — Norbert J. Greene, Broadcast Employees and Technicians, San

Francisco; Claude L. McCue, Television and Radio Artists, Hollywood; Thelma Preece, Script Supervisors, Los Angeles. **Alternate** — Dale Brown, Jr., Musicians Union, Hollywood.

Motion Picture Industry — Donald P. Haggerty, Film Technicians, Los Angeles; William K. Howard, Motion Picture Costumers, Los Angeles; Larry Kilty, Motion Picture Screen Cartoonists, Hollywood; Max J. Krug, Office and Professional Employees, Los Angeles; H. O'Neill Shanks, Screen Extras Guild, Los Angeles. **Alternates** — Robert W. Gilbert, Screen Extras Guild, Beverly Hills; Anne Buckley, Waitresses, Los Angeles.

Agricultural Occupations — Raul M. Aguilar, United Farm Workers Organizing Committee, Stockton; Larry Itliong, United Farm Workers Organizing Committee, Delano; Dolores Huerta, United Farm Workers Organizing Committee, Delano; Tony Mendez, United Farm Workers Organizing Committee, Delano; Gilbert Simonson, Packinghouse Workers, Huntington Park; Bruce Poyer, Teamsters, Burlingame; Lester Grube, Interfaith Committee for Social Justice, San Jose. **Alternate** — Guadalupe Olivares, Porterville.

The Wage Boards are expected to meet in the fall. Their primary function will be to review existing IWC orders and recommend revisions to the Industrial Welfare Commission. The Commission alone has the final authority to change the minimum wage and working conditions of each of the Orders.

Sky Full of Storm

California's labor history is vividly recounted in "Sky Full of Storm," a book written by David F. Selvin, editor of San Francisco Labor, the monthly publication of the San Francisco Labor Council.

Sixteen chapters give the highlights of the labor movement in California from the days of the Gold Rush to the passing of the Braceros. Copies may be obtained from the Center for Labor Research and Education, University of California, Berkeley, for \$1 each.

Delegates Spell Out Goals To Strengthen Labor Laws

Congressional action to repeal Section 14(b) of the Taft-Hartley Act and restore to building tradesmen their right to picket peacefully at construction sites, and state action to provide bargaining rights for farm workers, ban professional strikebreakers and enact a State Fair Labor Standards Act are among the principal objectives spelled out in a comprehensive policy statement on labor legislation approved at the California Labor Convention in San Diego.

The statement noted that while most of the social legislation enacted during the 1930's has since been improved, the National Labor Relations Act has taken "an opposite course" and suffered a number of "crippling amendments" that have provided "special interest groups with the ammunition they need in their battle to weaken and ultimately destroy collective bargaining."

In declaring that these "employer biases" must be removed in the interest of protecting free collective bargaining as "the cornerstone of our free society," the delegates termed the repeal of 14(b) and enactment of situs picketing legislation "particularly essential."

But they also called for extension of the Fair Labor Standards Act to all non-covered workers, a \$2.00 minimum wage, double time for overtime, a cut in the standard work week to not more than 35 hours, and improvements in both the Davis-Bacon and Walsh-Healey Acts.

In the latter connection, the statement reaffirmed the State AFL-CIO's opposition to the cumbersome, time-consuming judicial review features of wage determinations under the Davis-Bacon Act and urged that fringe benefits be included in figuring prevailing wages in connection with Government contracts under the Walsh-Healey Act.

On the state level, it was pointed out that California's labor legislation, despite many

Fed Supports DI Improvements

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commend that your Committee seek to keep a reserve of between 25 and 33 percent, which, of course, is only a three or four month reserve for benefit payments, rather than the more recent recommendation of the consulting actuaries of 15 to 20 percent."

In discussing provisions to raise additional revenue as may be needed to finance increases in the benefit structure under the state's disability insurance program, the Federation pointed out that the present inadequate temporary disability benefit under the state's workmen's compensation program has now created an unnecessary and unwarranted drain of approximately \$5 million annually upon the state's Disability Insurance Fund.

In response to a request by the Committee to discuss the relationship between the state's disability insurance program and the permanent disability provisions of the federal Old Age, Survivors' and Disability Insurance program (Social Security), the Federation noted that the state's disability insurance program is employee-financed, and thus does not dif-

"progressive features," is still "seriously deficient" in a number of key areas. Specifically, it urged the 1967 general session of the Legislature to:

- Enact legislation to determine representational and collective bargaining rights for workers in intrastate commerce.
- Ban professional strike breakers.
- Extend bargaining rights to public employees, hospital workers and others, including farm workers.
- Curb issuance of ex parte injunctions in labor disputes when irreparable damage cannot be shown.
- Enact a State Fair Labor Standards Act setting a \$2.00 an hour minimum wage, a standard work week of not more than 35 hours, and double time for overtime.

fer in basic concept from a personal, private insurance disability policy. Regarding the question of duplication of benefits, which has been raised by some groups opposed to both programs, the Federation pointed out that the federal disability program provides a waiting period which, under OASDI, means the earliest period of six consecutive calendar months the individual has been under a disability. Contrasting this with the state-run program in California, the Federation noted that:

"Under our disability insurance program the maximum benefit period cannot exceed 26 weeks. Our Act also provides for a one-week waiting period unless hospitalized."

The Federation thus concluded that "it is difficult to see how duplication can be more than minimal since OASDI benefits cannot begin before the 26th week."

The Federation also testified on the relationship of hospital benefits under the federal medicare program to the additional benefit provided when hospitalized under the state's disability program. The basic difference, as was pointed out, is that the federal medicare program is not a wage loss replacement program while the state's disability insurance program is. Moreover, the medicare program is really a hospital insurance program and applies only to those 65 and over. The purpose of the hospital benefits under the federal medicare program and the purpose of the additional benefit during hospitalization under the state's disability insurance program are not duplicating or at cross purposes.

In concluding, the Federation noted that the nation's many federal and state-run social insurance programs fit "a specific need bearing no overlapping relationship to the other . . . They are like the pieces to a picture puzzle. Each piece fits in only one place. The programs can be related only in that each piece fits in a particular slot in the total picture of insurance of replacement of lost wages and health care."

Agreement Ends Airline Strike

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living clause in the second year of the agreement—the first such clause negotiated in the industry; an additional paid holiday; and improvements in health and welfare benefits, vacations, wage progression schedules, and premium pay for workers on line aircraft maintenance.

The IAM, noting the terms of the new contract greatly exceeded the 3.2 percent wage guidepost figure set by the President's Council of Economic Advisors, stated that the contract "effectively and thoroughly shreds the so-called guidelines." The terms of the settlement poked another hole in the unfair and unworkable wage-price guidelines of the national Administration.

The agreement ended the strike which had begun on July 9, and came at a time when the Rules Committee of the U.S. House of Representatives was preparing to act on legislation to force the strikers back to work. The AFL-CIO strongly opposed any legislation which would have sent the striking machinists back to work for private employers against their will and instead had been urging the airlines to settle the dispute at the bargaining table.

The California Labor Federation, at its biennial convention in San Diego, on the first day adopted a resolution attacking the airlines for not negotiating "in good faith" and protesting the "current government intervention" in the strike.

Farm Workers

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uled representational election at the Di Giorgio properties there. Federation Secretary-Treasurer Thos. L. Pitts, in a letter to all affiliates August 22, urged the state's AFL-CIO unions to be well represented in Delano noting that, "The more impressive the turnout at this rally, the better is the chance for success in the Di Giorgio election . . . Through this demonstration of strong support from California's AFL-CIO unions, victory can be achieved."

The election at the Di Giorgio properties in Delano will occur on Tuesday, August 30.