

A summary of the FUJ/Sakuma contract:

Union Recognition - FUJ will represent all berry pickers at Sakuma Brothers Farm.

Wages - The test pick process that the union developed in 2013 will be used with a mathematical formula that ensures that the average wage for all workers in each field will be at least \$15 per hour for work in all crops and the Union will have control of the process. There will be no limit on how much workers can earn. For all crops, there will be a minimum wage of \$12 per hour. The per tray price paid for blackberries will be \$4.25. The price for blackberries for juice will be \$.50 per pound. Clean up picks for blackberries will be paid at \$15 per hour.

Grievance Procedure - There will be a fair process for resolving disputes under the contract. The final step of the grievance process is binding arbitration, which means that disputes that go to arbitration will be decided by a neutral third-party, not the company.

Just Cause - The contract will ensure that workers facing discipline will be treated fairly. The company will be required to complete fair and objective investigations before issuing discipline and the rules will be applied to workers equally.

Union Representatives - There will be up to 8 union representatives in the fields that are available to assist members with their issues and to represent members in disciplinary meetings.

Labor Management Communications Committee - The company will meet regularly with the union to informally resolve issues as they come up. The Union will use these meetings to work with the company to develop a retirement plan for members, with a goal of developing a plan by the end of the contract in 2019.

Non-Discrimination - The contract states that there shall be no discrimination by the company. If any discrimination occurs, the union can use the grievance procedure to resolve the issue.

No Strikes/Lock Outs - There will be no strikes and the company will not lock out employees during the term of the contract.

Seniority - When decisions are made regarding hiring, layoffs, or bringing employees back to work, seniority will be followed.

Duration - The contract will be in effect for two years, from June 16, 2017 - June 15, 2019.

Summary provided by Familias Unidas por la Justicia