

STATE OF CALIFORNIA
AGRICULTURAL LABOR RELATIONS BOARD

PAPPAS AND COMPANY,)	
)	Case No. 83-RC-16-F
Employer,)	
)	
and)	
)	
UNITED FARM WORKERS OF)	10 ALRB No. 27
AMERICA, AFL-CIO,)	
)	
Petitioner.)	

DECISION ON CHALLENGED BALLOTS

On September 2, 1983, a Petition for Certification was filed by the United Farm Workers of America, AFL-CIO (UFW) to represent the agricultural employees of Pappas and Company (Employer).

On September 9, 1983, a representation election was conducted among the agricultural employees of the Employer. The Tally of Ballots revealed the following results:

UFW.	72
No Union	67
Unresolved Challenged Ballots.	<u>103</u>
Total	242

As the challenged ballots were sufficient in number to affect the outcome of the election, the Regional Director conducted an investigation and issued his Report on Challenged Ballots (Report) on April 19, 1984. The Employer timely filed exceptions to the Regional Director's Report and an accompanying brief.

Pursuant to the provisions of Labor Code section 1146, the Agricultural Labor Relations Board (Board) has delegated its authority in this matter to a three-member panel. The Board has considered the Regional Director's Report in light of the Employer's exceptions and brief, and has decided to adopt the Regional Director's Report and his recommendations contained therein.

ORDER

The Regional Director is hereby directed to open and count the ballots of the 76 employees challenged as employees of Pappas Enterprises, to open and count the ballots of the sixteen (16) individuals working as "Reinas" and challenged as supervisors, and to open and count the ballots of Alfredo Zamudio, Jose Luis Meza, William Velasco Morales, Luis Alonzo Alfaro, and Alonzo Ramirez. The Regional Director shall thereafter prepare and serve upon the parties a new tally of ballots. The challenges to the remaining six ballots shall be deferred pending the issuance of the revised tally of ballots, and further

^{1/}The Employer challenges the accuracy of some of the factual statements contained in the Regional Director's Report. We find that none of the facts as proposed by the Employer present any material factual disputes which would alter our ultimate finding herein that Pappas and Company and Pappas Enterprises constitute an integrated enterprise, and hence a single employer. (See Louis. Pelfino Co. (1977) 3 ALRB No. 2, Abatti Farms, Inc. and Abatti Produce, Inc. (1977) 3 ALRB No. 83, and Rivcom Corp./Riverbend Farms, Inc. (1979) 5 ALRB No. 55.)

investigation of these six ballots shall continue only if they are sufficient in number to affect the outcome of the election.

Dated: June 11, 1984

ALFRED H. SONG, Chairman

JORGE CARRILLO, Member

PATRICK W. HENNING, Member

CASE SUMMARY

PAPPAS AND COMPANY

10 ALRB No. 27

Case No. 83-RC-16-F

REGIONAL DIRECTOR'S REPORT

The Regional Director conducted an investigation into the challenges of 103 ballots in the election held among the agricultural employees of Pappas and Company. Of these 103 ballots, 76 belonged to employees of Pappas Enterprises. The Regional Director concluded that Pappas and Company and Pappas Enterprises are an integrated enterprise and, hence, constitute a single employer for purposes of bargaining. He therefore recommended that the challenges to the 76 ballots be overruled. In reaching this conclusion, the Regional Director relied, among other things, upon the fact that Pappas Enterprises handles the growing while Pappas and Company handles the harvesting, packing and selling end of the melon operations, Pappas Enterprises owns Pappas and Company, and Phi Ion Pappas and his son George play a major role in the management and decision-making of both companies. The Regional Director also investigated the job duties of 17 workers challenged as supervisors, concluded that they were not supervisors, and recommended that the challenges to their ballots be overruled. Finally, the Regional Director recommended overruling the challenges to five other workers as the investigation revealed that they worked during the eligibility period and were eligible to vote.

BOARD DECISION

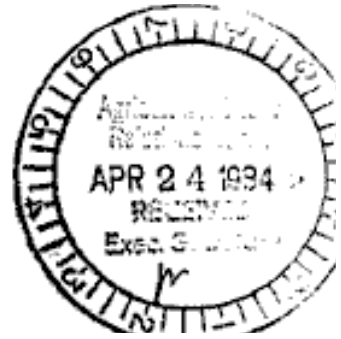
The Board adopted the Regional Director's Report and his recommendations to open and count the 98 ballots described above. The Board noted that, although the Employer challenged the accuracy of some of the factual statements contained in the Regional Director's Report, none of the Employer's asserted facts would alter the Board's finding that both Pappas Enterprises and Pappas and Company are an integrated enterprise and, hence, a single employer for purposes of bargaining under the Agricultural Labor Relations Act.

* * *

This Case Summary is furnished for information only and is not an official statement of the case, of the ALRB.

* * *

BEFORE THE
AGRICULTURAL LABOR RELATIONS BOARD



PAPPAS AND COMPANY,)
)
Employer,) Case No. 83-RC-16-F
)
and)
)
UNITED FARM WORKERS OF AMERICA,) REGIONAL DIRECTOR'S
AFL-CIO,) CHALLENGED BALLOT REPORT
)
Petitioner.)

On September 2, 1983, a Petition for Certification was filed by the United Farm Workers of America, AFL-CIO, (herein "UFW") to represent the agricultural employees of Pappas and Company.

On September 9, 1983, a representation election was held for the agricultural employees of Pappas and Company. The tally of ballots served upon the parties on September 10, 1983, showed the following results:

UFW	72
No Union	67
Unresolved Challenged Ballots	103
Total including unresolved Challenge ballots	242
Void ballots	3

A breakdown of the 103 challenged ballots is as follows

Pappas Enterprise, Inc. employees
challenged by the Board for not being
on the list 1/ 76

1. The issue raised by the Board challenge to the Enterprise employees is whether Pappas and Company and Pappas Enterprises, Inc constitute a single employer and if so, whether the agricultural employees of Enterprises should be included in the bargaining unit.

Individuals challenged by the UFW for supervisorial status.	17
Individuals challenged by the Board for not being on the list.	8
Individuals challenged by the employer and/or UFW for not having identifica tion.	2

Inasmuch as the challenged ballots are determinative of the results of the election and in accordance with section 20363 of the Board's Regulations (8 Cal. Admin. Code), the Regional Director conducted an investigation into the challenges.

1. The challenges to the ballots cast by Enterprise employees are dependent upon a finding that Pappas and Company and Pappas Enterprises, Inc., constitute a single employer.

The investigation revealed the following information regarding Pappas and Company and Pappas Enterprises.

Pappas and Company, which was incorporated in California in 1950, is in the business of picking, packing and selling melons. Its agricultural employees are seasonal in nature, working either as melon pickers or as packing shed employees. 2/ The company also employs two brokers to sell the melons.

Mr. Philon Pappas is the President of the company while his son Mr. George Pappas serves as the Vice-President. Mrs. Stabroula Verges serves as the Secretary-Treasurer and Mr. William C. Crossland serves as the Assistant Secretary.

Pappas and Company is owned by Pappas Enterprises, which until her death in 1982, was solely owned by Mrs.

2. The company in 1983 used the services of Zamundio Agricultural Services, a labor contractor, to provide the harvest crews. The packing shed employees are hired directly by the company and carried on its payroll. The packing shed employees are covered under the National Labor Relations Act and are represented by the Fresh Fruit and Vegetable Workers Union #78-B.

Demetrias Pappas.

Except for the office building from which it runs its office, Pappas and Company owns very little property, real or personal. Pappas and Company does own the commandos and truck beds used to haul the melons from the field to the edge of the fields.

Pappas Enterprises, Inc., became a California Corporation in 1973. From 1973 to 1982 Pappas Enterprises was solely owned by the late Mrs. Demetrias Pappas. According to company attorney, Mr. Howard Silver, the will of Mrs. Pappas is in probate but ownership of Pappas Enterprises passed to the above mentioned officers of Pappas and Company who also serve as co-executors of the estate.

Pappas Enterprises is involved in the growing of various row crops on its two ranches located in Fresno County - the Mendota and the West Valley Ranch. The two farms are located about 50 miles *apart* from each other.

The Mendota Ranch, approximately 2,240 acres, is co-managed by Mr. Philon Pappas and Mr. George Pappas. These two gentlemen oversee all the cultural operations involved in the growing to harvesting of the cotton, barley and wheat grown on the ranch. Mr. Philon Pappas also oversees the growing and harvesting of approximately 880 acres of melons grown on the Mendota Ranch.

Pappas Enterprises does not own any of the land at the Mendota Ranch. Instead, all of it is leased from either the Pappas Land Company, the Mendota Land Company, or from one of

four other land owners.^{3/}

The West Valley operation is managed by Mr. Gus Kavalos. This 7,040 acre ranch produces the same type of crops that Mendota raises: cotton, barley, wheat and melons. As is the case at the Mendota Ranch, the ranch manager oversees all the cultural operations of the crops raised on the ranch. West Valley devoted approximately 2,200 acres to melons in 1983. All of the acreage is leased from Pappas Land Company, the Mendota Land Company or from other land owners.

Mr. Philon Pappas also serves as a salesman for Pappas Enterprises as he sells its cotton, barley and wheat. Each ranch operates on a year round basis and maintains its own workforce.

In 1983, West Valley had 6 mechanics, 25 to 30 tractor drivers and approximately 60 to 70 irrigators. Mendota had fewer employees: 3 mechanics, 15 tractor drivers and 15 to 18 irrigators. In 1983 Pappas Enterprises did contract with Zamudio Agricultural Services to perform the weeding and thinning operations at the Mendota and West Valley Ranches.

The various pieces of equipment, tools and tractors, etc., used by Pappas Enterprises at both ranches was leased by Pappas Enterprises from Pappas Farms.

The Operation of Pappas and Company.

As discussed above Pappas and Company harvests, packs and sells the melons which Pappas Enterprises grows. Mr. Philon Pappas plays a major role in the entire melon operation, from the

3. See ALO Decision in Pappas and Company, Inc., and Pappas Enterprises, Inc., 8 ALRB 97, F.N. 3, Page 3, for additional information regarding the relationship of various Pappas entities.

planting to the harvesting, etc. The work performed by Pappas and Company employees is seasonal in nature. During the "down" part of the year a few employees perform preventative maintenance on the packing shed machinery, etc., and are carried on the payroll.

For the last 4 to 5 years Pappas and Company has contracted with a labor contractor, Zamudio Agricultural Services, to provide the harvesting crews. The number of crews hired by the contractor varies from season to season.

The harvest crews are hired and supervised by Mr. Benny Zamudio, Mr. Zamudio has 4 or 5 others assist him with the supervision of the crews.

Each crew usually consists of 13 employees, 12 pickers and one "Reina" or "Queen".^{4/} In addition, there is normally one captain, who is also a picker, in each crew who serves as the contact between the pickers and the labor contractor and/or his representatives.

The captain is normally the one who puts the crew together and will contact the contractor for work for him and his crew. Also, when vacancies do occur in the crew the captain normally finds another person to complete the crew.

The "Reina", normally serves the function of a checker. The "Reina" rides on top of the flatbed truck while the rest of the crew dumps their melons into the truck. The Reina serves as a checker of the pick, reminding the crew not to pick green melons,

4. The UFW challenged the votes of the 17 Reinas as supervisors under the Act. See discussion below regarding Regional Director's recommendation.

etc., tossing out bad melons, and leveling the melons as the flatbed fills to the pre-determined level. Once the truck is filled to the proper height and length the truck is driven to the edge of the field and exchanged for an empty truck. At this point the ticket man, an employee of the contractor, writes up a ticket with information such as the crew number and truck number listed thereon. This ticket is given to the "Reina" to ensure that the crew receives the proper credit for their work. The ticket man also writes up a similar ticket which he gives to the trucker who will deliver the melons to the packing shed.

After the ticket process is completed, the driver drives an empty truck to the waiting crew to continue with the harvest.^{5/}

As mentioned the loaded trucks are delivered to the packing shed by drivers supplied by a trucking contractor. In 1983 Pappas and Company utilized the services of Trini Barbosa Trucking. About 15 drivers in 1983 were used to perform this job.

At the end of the work day each crew member, including the Captain, receives an equal share of the days' work - feet times rate per foot ÷ by the number in the crew. The "Reina" does not share in this equal distribution because he receives a set amount each day, whether the crew works a short or a long day.

5. These "commando" drivers are Pappas Enterprise employees who might be active Pappas Enterprise employees or on layoff status. About 12 such drivers are used on any given day at both ranches.

At the end of the melon harvest, according to Mr. Yule, Pappas and Company accounts for all the income derived from sales of the melons and then deducts all the costs attributed to the "pick, pack and sales" of the melons, ranging from the purchase of the melons from Pappas Enterprises to the labor contractor's fee. The balance, if any, is then credited to Pappas Enterprises.

The Operation of Pappas Enterprises.

As discussed above Pappas Enterprises operates on a year around basis. Its primary function is growing several crops, including melons on its two large ranches in Mendota and West Valley.

Each ranch has its own employee workforce and there is little, if any, interchange of employees between ranches.

Except for the harvest of the melons which is contracted out by Pappas and Company to a labor contractor, and weeding and thinning which is also contracted out, the work at Pappas Enterprises is done exclusively by its own employees.

The employees are paid on an hourly basis and paid once a week. Some employees live on company provided housing. One seeking employment with Pappas Enterprises must contact the manager of the ranch. Written applications are not utilized by either ranch. Supervision at each ranch is carried out by the ranch managers and one or two ranch supervisors.

ANALYSIS

The challenges to the ballots cast by otherwise eligible Pappas Enterprise, Inc., agricultural employees is conditioned upon whether Pappas and Company and Pappas Enterprises, Inc., constitute a single employer for purposes of the Agricultural Labor Relations Act (ALRB or Act). Under the Act the appropriate unit for collec-

tive bargaining "shall be all the agricultural employees of an agricultural employer". Section 1156.2. If the relationship between Pappas and Company and Pappas Enterprises, Inc., is such that the two companies together must be considered a single employer, Pappas Enterprises, Inc., agricultural employees must be included in the bargaining unit and the challenges to their challenged ballots should be overruled.

The Board in Louis Delfino, (1977) 3 ALRB No. 2, considered the issue of whether nominally distinct agricultural entities should be considered one employer for purposes of the Act. The Board announced in Delfino that because "patterns of ownership and management are so varied and fluid" a hard and fast rule would not be applied in cases wherein it was contended that two or more entities function as a single agricultural employer. In Delfino the Board stated that facts such as similarity of operations, interchange of employees, common management, common labor relations policy, and common ownership would be considered in determinations of single employer status.

And later in Abatti, Inc. and Abatti Produce, Inc., (1977) 3 ALRB No. 83, and Rivcom Corp. and Riverbend Farms, Inc., (1979) 5 ALRB No. 55, the Board examined operations which were not similar as in Delfino, supra, but which were functionally integrated.

The case at hand requires the application of the NLRB criteria to determine the degree of functional integration of nominally separate entities. Common ownership, common management, interrelationship of operations and common control of labor relations are among the factors the Board must examine.

Common Ownership.

Pappas and Company is owned by Pappas Enterprises, which is part of the estate of Mrs. Demetrias Pappas. Per her will Pappas Enterprises is now owned by four individuals who also serve as officers on the Board of Directors of Pappas and Company. The same four individuals also serve on the Board of Directors of Pappas Enterprises, Inc., in the same capacities as they do with Pappas and Company.

Common Management.

Mr. Philon Pappas, president of both companies, plays a major role in the management and direction of both corporations. Moreover, it appears that Mr. Philon Pappas is actively involved in all major decisions concerning the agricultural operations of Pappas and Company and Pappas Enterprises. Indeed, he determines not only what should be planted, but also how much. He also determines how the melon harvest should progress.

Similarity and Interrelations of Operations.

Both Pappas and Company and Pappas Enterprises, Inc., share a single office, a single post office box, and telephone number. Both companies utilize the same bookkeeper, have the same insurance broker, and employ the same tax accountant.^{6/} Although the companies maintain separate banking accounts and a separate set of accounting books, Mr. Yule maintains responsibility for both accounts. Mr. Yule is responsible for both payroll accounts.

6. Though the income tax returns are prepared individually for Pappas and Company and Pappas Enterprises, the return is filed as 'Pappas Enterprises and its subsidiaries.'

While Pappas Farms pays the expenses incurred in maintaining the operation of the office building on Naples Street, Pappas Enterprises is responsible for all the expenses incurred in running the two ranches, e.g. the water bills and supplied. The Board of Directors for Pappas and Company and Pappas Enterprises usually meet once a year, often on the same date to conduct business related to the operation of the two companies.

In addition, both companies use the same labor contractor service, Zamudio Agricultural Services.

As was the case in Abatti where Abatti Farms grew the crops, and Abatti Produce harvested the crops, here we have Pappas Enterprises growing the melons and Pappas and Company harvesting the entire melon crop. Moreover, Pappas Enterprises enjoys a financial interest in the melon harvest as it receives income after the expenses are deducted from the income derived from melon sales. As noted earlier some of Pappas Enterprises, Inc. employees are involved in the picking of the melon in that they drive the trucks through the fields as they are loaded by the pickers and then deliver them to the edge of the fields for delivery to the packing sheds. These drivers are under the supervision of Mr. Zamudio.

Labor Relations Policy.

Though the hiring for the harvest employees is left to the charge of the labor contractor Mr. Ben Zamudio, Mr. Philon Pappas plays a significant role in establishing the wages to be paid the melon pickers. See also ALO Decision in 8 ALRB 97.

Mr. Philon Pappas plays a similar role in the wages paid to the employees of Pappas Enterprises, Inc.

Based on the foregoing it is submitted that Pappas and Company and Pappas Enterprises, Inc., constitute a single employer for purposes of the ALRA and that the challenges to the otherwise eligible votes by the following Pappas Enterprises employees be overruled:

- | | |
|---------------------------|-----------------------------|
| 1. Victoriano Aguilar | 42. Simon Cruz |
| 2. Fermin Diaz | 43. Luis Zuniga |
| 3. Francisco Placencia | 44. Vicente Ramirez |
| 4. Javier Ochoa Lopez | 45. Manuel Beltran, Jr. |
| 5. Javier Kerrera | 46. Lombardo Lopez |
| 6. Santana Diaz | 47. Hector Arvizu |
| 7. Solomon Vega | 48. Armando Arvizu Eslo |
| 8. Juan Luis Leon | 49. Jorge Balderama Perez |
| 9. Mario Annta | 50. Jose Luis Duran |
| 10. Enrique Loza | 51. Vilchiz Mendoza Curz |
| 11. Jose Lopez | 52. Miguel Guevarra |
| 12. Rigo Palomera | 53. Luis Solorio |
| 13. Gonzalo Covarrubias | 54. Bernardo Lopez |
| 14. Bautista Perez | 55. Tony Maldonado |
| 15. Ruben Zaragoza | 56. Ralph Cabrera Hurtado |
| 16. Juan Basillo | 57. Luis Magdaleno Duran |
| 17. Jose Lobio | 58. Arturo Lopez Saldana |
| 18. Federico Gonzalez | 59. Martin Sanchez |
| 19. Baltazar Diaz | 60. Jose Arturo Higuera |
| 20. Tomas Nunez | 61. Martin Sendejas |
| 21. Manuel Beltran | 62. Artur Eugene Deling |
| 22. Jose Luis Ybarra | 63. David Daniel Deling |
| 23. Heroculo Reyes Zepeda | 64. Marcelino Pionez |
| 24. Raymundo Mendoza | 65. Francisco Lopez Uroczo |
| 25. Arturo Prieto | 66. Javier Jose De Anda |
| 26. David Prieto | 67. Helidoro Ruiz Manzano |
| 27. Reynaldo Maxim | 68. Valentin Bravo, Jr. |
| 28. Juan Gonzalez | 69. Jesus Jiminez |
| 29. Ray Alien Prader | 70. Mario Lobio |
| 30. Isabel Barrietos | 71. Guadalupe Juaraque |
| 31. Steve Yanez | 72. Eulalio Ramirez |
| 32. Jimmy Felipe | 73. Angel Gonzalez |
| 33. Jose Castellano | 74. Ruben Dario |
| 34. Enrique Orozco | 75. Felipe or Felica Arzola |
| 35. Valentin Rizo Bravo | 76. Felipe M. Ramos |
| 36. Pablo Vilchez | |
| 37. Pedro Hernandez | |
| 38. Raul Bravo | |
| 39. Rafael Sereno | |
| 40. Pedro Vilches | |
| 41. Juan Bravo | |

The Challenges to the Ballots Cast by the Reinas
should be Overruled.

Listed on page 4 at #15 through page 5 #11,* inclusive, the UFW challenged the votes cast by the "Reinas" on the grounds that these individuals are supervisors under the ALRA.^{7/}

As noted above each crew is composed of thirteen individuals, including one individual who serves as the captain of the crew, and one individual who serves as the Reina of the crew. Past practice at Pappas and Company has been that the crews are generally put together by individuals in the crew, or by the captain of the crew. Members of the crew usually choose one person as the captain, and that individual is the one to whom the company and/or contractor usually communicates instructions.

The Reina of each crew can be selected by the captain of the crew or be selected by the crew members themselves, or by the contractor.

The Reina, a salaried employee, rides on top of the truck and serves as a checker of the melons harvested by the crew members. When necessary the Reina will instruct and remind the pickers not to pick too many green melons, toss out bad or broken melons and ensure that the trucks are loaded to the proper size requirements.

Interviews conducted with several of the Reinas did not reveal that in 1983 they had the "authority, in the interest of the employer, to either hire, transfer, suspend, lay-off, recall, promote, discharge, assign, reward or discipline other employees, or the responsibility to direct them. . . ."Section 1140.4(J)of the Act.

* Reference is made to the Challenged Ballot List.

7. Actually, one of the individuals challenged, Alfredo Zamundio, listed on page 5, #5, worked as a ticketman and not as a Reina. This challenge is discussed below.

Should a picker not heed the exhortations given by a Reina he, if the captain hasn't already noticed, will inform the captain that a particular employee isn't carrying his own weight. The captain will then determine how to proceed with the situation. The captain might take the problem up with the labor contractor or deal with the employee himself. However, the Reina does not make recommendations to the captain and plays no other role in this situation.^{8/}

Though the Reina would remind his crew not to pick green melons, etc, the Regional Director submits this on its own does not constitute sufficient grounds for finding of supervisorial status. Such reminders are similar to transmitting orders from management to its employees.

Based on the foregoing it is recommended that the ballots cast by the following individuals be opened:

Juvenal Maciel	Jesus C. Ayala
Jose Perez	Octavio L. Beltran
Joel Ayala	Dario Martinez
Agustin Lara	Alberto V. Llamas
Armando Lopez	Juan Sandoval Ruiz
Gildardo Vargas	Julian Antonio Rodriguez
Ruben Zamudio	Jose S. Santos
Jesus Garcia	
Bernadino Zamudio	

8. Though every crew had at least one captain sometimes the Reina also serves as the captain when the captain would be absent from work. Even in those circumstances when an individual wore both hats, the Board held in Pappas, et al., supra, that a captain wasn't a supervisor under the Act. Given that the job duties of a captain have remained the same as they were in 1979, even if the Reina did on occassion serve as a captain he would still not be a supervisor.

The challenge to Alfredo Zamundio, the ticket man, should also be overruled.

Listed on page 5, #5, this individual was hired by the contractor to write tickets up for the Reinas of each crew, and a ticket which the drivers would deliver to the packing shed with each load.

The investigation of this individual's status does not indicate that he possessed any supervisory duties as a ticket man. It is recommended then that the challenge be overruled and his ballot counted.

Jose Luis Meza - Page 5, #13, challenged by the Board as not on the list. This individual appears in crew #19 as having worked during the pertinent pay period and the challenge should be overruled.

William Velasco Morales - Page 5, #15, challenged by the Board as not on the list. This individual appears in crew #15 during the pertinent pay period and the challenge should be overruled.

Luis Alonzo Alfaro - Page 5, #19, challenged by the Board as not on the list. Individual appears in crew #27 and the challenge should be overruled.

Alonzo Ramirez - Page 5, #19, challenged by the Board not on list, is on the list, Crew #25, and challenge should be overruled.

With respect to the following individuals the challenges should be deferred due to a lack of information. Should their ballots be outcome-determinative, further investigation will be conducted:

Pastor Martinel - Page 5, #12, challenged by the Company and Union for not having identification.

Kguinio Gonzalez - Page 5, #14, challenged by the company for not having identification.

Challenged Ballot Report - Pappas
Page #15

Juan Bustamente - Page 5, #16, challenged by the Board as not on list.

Jesus Aguirre - Page 5, #17, challenged by the Board as not on list.

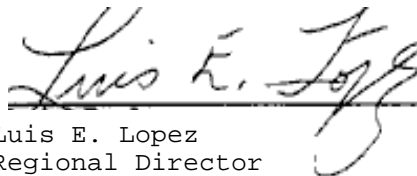
Roberto Morales - Page 5, #18, challenged by the Board as not on list.

Juan Arujeta - Page 5, #21, challenged by the Board as not on list.

Based on the foregoing discussion the Regional Director requests that the Board adopt this Challenged Ballot Report in its entirety.

Respectfully submitted,

April 19, 1984
Dated


Luis E. Lopez
Regional Director

STATE OF CALIFORNIA
AGRICULTURAL LABOR RELATIONS BOARD

PROOF OF SERVICE BY MAIL
(1013a, 2015.5 C.C.P.)

I am a citizen of the United States and a resident of the County
of Kern I am over the age of eighteen years and not a
party to the within entitled action. My business
address is: 627 Main Street, Delano, CA 93215

On April 19, 1984 I served the within _____

REGIONAL DIRECTORS CHALLENGE BALLOT REPORT, 83-RC-16-F

on the parties in said action, by placing a true copy thereof
enclosed in a sealed envelope with postage thereon fully prepaid, in
the United States mail at Delano, California
addressed as follows:

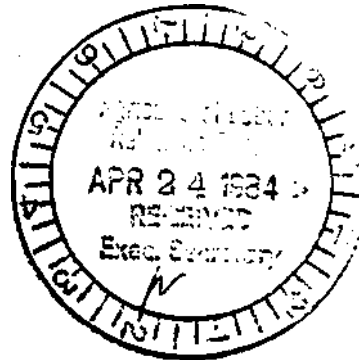
CERTIFIED MAIL

Dressier, Quesenbery, Laws
& Barsamian 911-B
Blanco Circle
Salinas, CA 93901
Certified # 1926

Pappas and Comnany
P. O. Box 477
Mendota, CA 93640

United Farm Workers
Legal Office
P. O. Box 30
Keene, CA 93531
Certified # 1927

Executive Secretary/ALRB
915 Capitol Hall, 3rd Fir
Sacramento, CA 95814



Executed on April 19, 1984 at Delano, California.

I certify (or declare), under penalty of perjury that the foregoing
is true and correct.

