

STATE OF CALIFORNIA

AGRICULTURAL LABOR RELATIONS BOARD

TRIPLE E PRODUCE CORPORATION,)	
)	Case No. 89-RC-3-VI
Employer,)	
and)	
)	16 ALRB No. 5
UNITED FARM WORKERS)	
OF AMERICA, AFL-CIO,)	
)	
Petitioner.)	
)	

DECISION AND ORDER ON CHALLENGED BALLOTS

Following the filing of a petition for certification by the United Farm Workers of America, AFL-CIO (UFW), on July 31, 1989, the Visalia Regional Director conducted a secret ballot election among the agricultural employees of Triple E Produce Corporation (Employer) on August 4, 1989, at three locations in San Joaquin County. The Official Tally of Ballots showed the following results:

UFW	173
No Union	59
Unresolved Challenges	268
Totals Including Unresolved Challenged Ballots	500
Void Ballots	2

As the challenged ballots were sufficient in number to affect the outcome of the election, the Regional Director (RD) conducted an investigation into the eligibility of the challenged voters, pursuant to Title 8, California Code of Regulations (Regulations), section 20363(a). On September 15, 1989, the RD issued his Report on Challenged Ballots (CBR) in which he recommended that 132 of the challenges, directed at "economic strikers"

listed in Appendix A of the CBR, be overruled and that those ballots be counted. The RD further recommended that the remaining challenged ballots be held in abeyance until such time as they may prove to be outcome determinative.^{1/} Thereafter, the Employer and the UFW timely filed with the Board exceptions to the RD's report.

On consideration of the entire record, the Board has decided, for the reasons stated below, to affirm the findings and recommendations of the RD.

Background

The UFW alleged in its petition for certification that a strike was in progress and that virtually all (400) employees were engaged in the strike.^{2/} The record contains no evidence that the Employer timely challenged the accuracy of the strike allegation in the petition. (Labor Code section 1156.3,^{3/} Regulations section 20310.) Of the 268 individuals who sought to vote in the certification election and were challenged by Board agents, 132 were challenged by Board agents because their names did not appear

^{1/} Both the UFW and the Employer have taken exception to the RD's recommendation that the challenged ballots not addressed in the CBR be held in abeyance. We find no merit in these exceptions, however, Members Ellis and Shell believe that in every election each ballot cast, if found valid, deserves to be counted, and would have preferred that the RD resolve all challenged ballots during his initial investigation conducted immediately after the election.

^{2/} The petition for certification form in questions 9 and 13b seeks the approximate number of employees and the approximate number on strike. The UFW responded with "400" and "All employees approx. 400" respectively.

^{3/} All section references are to the California Labor Code unless otherwise specified.

on the applicable pre-petition eligibility list. (Regulations section 20355(a)(8).) The individuals all signed declarations on the day of the election stating they were on strike and had not returned to work.

The 132 challenges were investigated by the RD pursuant to the mandate in Regulations section 20363(a). He found all of these individuals on the Employer's payroll records for periods ending immediately before the strike. Applying Labor Code section 1157, Regulations section 20352(a)(4), and this Board's decisions in George Lucas and Sons (1977) 3 ALRB No. 5, and Valdora Produce Company (1977) 3 ALRB No. 8, the RD concluded that the individuals were eligible to vote as economic strikers.^{4/}

Since the investigation revealed no evidence that any of the 132 employees had accepted other employment, the RD applied the standards established in Pacific Tile and Porcelain Co. (1962) 137 NLRB 1358 [50 LRRM 1394] to conclude that none of the individuals had forfeited their status as eligible economic strikers due to activity inconsistent with a continuing interest in the struck job.

The Employer contends that there were no economic strikers because the employees did not go on strike, they withheld their labor solely due to fear. Numerous declarations were

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^{4/} Both Lucas and Valdora, supra, involve economic strikes which began before the adoption of the Agricultural Labor Relations Act (Act). The effect of using this authority is discussed infra at page 7.

submitted by the Employer with regard to this contention.^{5/} However, the declarations fail to establish that any of the alleged economic strikers withheld their labor because of fear of the alleged violence.

In responding to this argument by the Employer the RD relied on Coors Container Company (1978) 238 NLRB 1312 [99 LRRM 1680], Ashtabula Forge (1984) 269 NLRB 774 [115 LRRM 1295], and Limpert Brothers, Inc. (1985) 276 NLRB 1263 [120 LRRM 1263]. He concluded that a "strike is the withholding of labor and that anyone who withholds labor regardless of motive, is a striker." Based on the foregoing, the RD recommended the granting of eligibility to the Appendix A voters.

Employees Not on the Eligibility List (Appendix A)

The primary purpose of the Board's challenged ballot procedures is to provide a method by which the parties or a Board agent may challenge a prospective voter's eligibility while still permitting the voter to cast a ballot, all without disrupting the normal voting process. (Capco Management Group, Inc. (1989) 15 ALRB No. 13.) The eligibility issue in the instant case involves "economic strikers" and is governed by Section 1157.

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^{5/} The Employer also submitted declarations questioning the RD's determination of the average number of employees employed in the weekly payroll periods ending before the start of the strike, and his determination of peak agricultural employment. Since issues involving peak employment are not subject to review in challenged ballot proceedings, the Employer's exception on the basis of peak is deferred to the election objection process pursuant to section 1156.3(c).

This section provides:

§ 1157. Eligibility to vote in election

All agricultural employees of the employer whose names appear on the payroll applicable to the payroll period immediately preceding the filing of the petition of such an election shall be eligible to vote. An economic striker shall be eligible to vote under such regulations as the board shall find are consistent with the purposes and provisions of this part in any election, provided that the striker who has been permanently replaced shall not be eligible to vote in any election conducted more than 12 months after the commencement of the strike.

In the case of elections conducted within 18 months of the effective date of this part which involve labor disputes which commenced prior to such effective date, the board shall have the jurisdiction to adopt fair, equitable, and appropriate eligibility rules, which shall effectuate the policies of this part, with respect to the eligibility of economic strikers who were paid for work performed or for paid vacation during the payroll period immediately preceding the expiration of a collective-bargaining agreement or the commencement of a strike; provided, however, that in no event shall the board afford eligibility to any such striker who has not performed any services for the employer during the 36-month period immediately preceding the effective date of this part.

Applicable regulations are found in Regulations sections 20352 and 20355. The former includes as persons eligible to vote, "(4) Eligible economic strikers." The latter contemplates that a ballot challenge is specific to an individual, not a class, e.g. all economic strikers. This is evidenced by the permissible grounds for raising the challenges set forth in Regulations section 20355(a)(1)-(8). The challenges here in dispute were raised under Regulations section 20355(a)(8), which provides that eligibility will be denied where "The prospective voter's name does not appear on the eligibility list."

Exceptions which raise broader issues, such as strike

violence, and rely on the incorporation by reference of materials intended to support election objections, must be tied to the individual challenges if they are to be considered at the challenged ballot stage. Absent this nexus, they will fail to raise relevant and material issues in the challenged ballot context. The inclusion of such issues does not expand the nature of the challenged ballot proceeding.

The RD found that a strike was in progress at Triple E.^{6/} There was no evidence that the Employer timely challenged the accuracy of the strike allegation in the Petition for Certification. (Section 1156.3, Regulation section 20310.) The Employer has not submitted any authority to the effect that: (1) violence during the course of a strike rendered the strike void ab initio^{7/} or (2) strike violence in general had any bearing on the eligibility of specific economic strikers.^{8/} There is no

^{6/} An economic strike is a withholding of services by employees to induce their employer to effect a change in their wages, hours, or working conditions. (Royal Packing Company (1982) 8 ALRB No 16.) The Board has taken the position that the distinctive feature of a strike is the "withholding of labor from the employer." (D'Arrigo Bros, of California (1977) 3 ALRB No. 34.)

^{7/} While the Board has concluded that a sufficiently aggravated level of violence will justify setting aside an election, Ace Tomato Company, Inc./George B. Lagorio Farms (1989) 15 ALRB No. 7, and T. Ito and Sons Farms (1985) 11 ALRB No. 36, those cases do not support the conclusion that a strike marred by violence is invalid and thus disenfranchises economic strikers as a class. (Cf. Servomation of Columbus (1975) 219 NLRB 504, [89 LRRM 1688].)

^{8/} There exists a line of unprotected activities cases, no longer utilized by the NLRB, which holds that strikers remain "employees" only so long as a strike is legal and is not characterized by the use of illegal force. The issue has usually come up in injunction

(fn. 8 cont. on p. 7)

basis in fact or in law to reverse the RD's strike finding.

The RD's determination of economic striker eligibility was based on cases arising out of strikes initiated prior to the effective date of the Agricultural Labor Relations Act (Act). (See fn. 4.) These cases rely on the second paragraph of section 1157 which authorized the Board to adopt regulations governing the eligibility of economic strikers who were paid for work performed during the payroll period immediately preceding commencement of a strike. The Board did not adopt such regulations. Instead, in Lawrence Vineyards Farming Corporation (1977) 3 ALRB No. 9, the Board held, in the context of a challenged ballot decision involving a strike arising before enactment of the Act, that, while it could make regulations governing the eligibility of economic strikers, it could also decide issues raised by the case at hand and lay out rules of prospective application, stating, ". . . This is precisely the role of common law in our system of laws. . ." ^{9/}

The statutory authority under which the pre-Act eligibility issues were resolved only applied to elections

(fn. 8 cont.)

proceedings, or unfair labor practice proceedings concerning termination for misconduct, not in challenged ballot proceedings involving eligibility determinations. Even today, the resolution is in terms of protected or unprotected activity. (See German, Basic Text on Labor Law, Chapter 16, Protected and Unprotected Concerted Activity, Section 7, Methods Forbidden by State Law, pp. 311-312.)

^{9/} The Board has not adopted regulations addressing economic striker eligibility in post-Act strike cases (those covered by the first paragraph of section 1157), but reaffirms its ability to establish rules of general application through case decision as discussed in Lawrence, supra.

conducted within 18 months of the effective date of the Act (1975). Because of this, the precedential value of cases based upon the provision might be called into question. The Board finds that even absent such authority, the RD's conclusions are consistent with applicable National Labor Relations Act (NLRA) precedent, and therefore valid under this Act. (Section 1148.)

In Gulf States Paper Corporation (1975) 219 NLRB 806, [90 LRRM 1049], the eligibility of economic strikers, both replaced and unreplaced, was discussed. Under the National Labor Relations Act (29 U.S.C. §152(3)) an "employee" includes any employee "whose work has ceased as a consequence of, or in connection with, any current labor dispute, . . . and who has not obtained other regular and substantially equivalent employment, . . ."^{10/} The decision also noted that under 29 U.S.C §159(c)(3) there are no restrictions on the voting eligibility of strikers who have not been replaced. Unlike strikers who have been replaced, unreplaced economic strikers not only retain their voting eligibility in elections held within 12 months after the commencement of the strike but also in elections 12 months or more after the commencement of the strike. Unreplaced strikers also remain employees absent some affirmative action which severs that relationship.

In this case the RD found the Appendix A balloters were

^{10/}Section 1140.4(h) defines the term "labor dispute" to include any controversy concerning terms of employment or concerning the association or representation of persons in negotiating terms of employment regardless of whether the disputants stand in the proximate relation of employer and employee.

on the prestrike payroll. They were thus qualified as employees whose work had ceased as a consequence of a current labor dispute. At the election, they signed declarations that they were on strike and had not returned to work. There is no evidence that the challenged balloters as individuals were coerced into making the decision to go on strike. Therefore, the facts necessary to the economic striker determinations were not controverted and we need not reach the issue of what motivated employees to vote or not vote. Finally, the Employer failed to introduce evidence showing that the strikers had obtained employment elsewhere or had abandoned interest in the job. Absent such a showing, the economic strikers remained eligible under the test set out in Pacific Tile and Gulf States Paper, supra.

The Employer argues that it has been denied due process because there has not been a hearing and an opportunity to cross-examine the challenged voters. A hearing, including direct and cross-examination of witnesses, is not required on whether economic strikers are eligible to vote unless there are material issues in dispute. (Capco Management Group, Inc., supra; Franzia Bros. Winery (1978) 4 ALRB No. 100; Lawrence Vineyards Farming Corporation (1977) 3 ALRB No. 9.)

The Board is entitled to rely on the adequacy of the RD's investigation absent specific assertions substantiated by documentary evidence. (Farmer John Egg Enterprises, Inc., (1984) 10 ALRB No. 15 and Mayfair Packing Company (1983) 9 ALRB No. 66.) An employer's conclusory statements in its brief are insufficient, absent germane declaratory support, to question the RD's

recommendations. (Sequoia Orange Co., et al. (1987) 13 ALRB No. 9.)

ORDER

The challenges to the ballots of alleged economic strikers appearing in Appendix A are hereby overruled in accordance with the recommendation of the Regional Director.

The Regional Director is directed to open and count the 132 ballots subject to the challenges which we have overruled, and thereafter to prepare and serve upon the parties a revised Tally of Ballots. If the ballots do not resolve the election, the Regional Director shall proceed in accordance with Regulations section 20363.

Dated: May 30, 1990

BRUCE J. JANIGIAN, Chairman^{11/}

GREGORY L. GONOT, Member

IVONNE RAMOS RICHARDSON, Member

JIM ELLIS, Member

JOSEPH C. SHELL, Member

^{11/}The signatures of Board Members in all Board decisions appear with the signature of the Chairman first (if participating), followed by the signatures of the participating Board members in order of their seniority.

CASE SUMMARY

Triple E Produce Corporation
(UFW)

16 ALRB No. 5
Case No. 89-RC-3-VI

Background

On July 31, 1989, pursuant to a Petition for Certification filed by the United Farm Workers of America, AFL-CIO (UFW or Union), the Agricultural Labor Relations Board (ALRB or Board) conducted a representation election among all agricultural employees of Triple E Produce Corporation (Employer) in San Joaquin County, California. The petition alleged that a strike was in progress. The initial Tally of Ballots revealed 173 votes for the UFW, 59 votes for no union, and 268 Challenged Ballots. As the latter were sufficient in number to determine the outcome of the election, the Regional Director (RD) of the Board's Visalia Regional Office conducted an administrative investigation. The RD determined that 132 of the challenged ballots were cast by economic strikers. The RD recommended that the 132 challenges be overruled and that those ballots be counted. Further, he recommended that the remaining challenged ballots be held in abeyance. Thereafter, the Employer and the UFW timely filed challenged ballot exceptions.

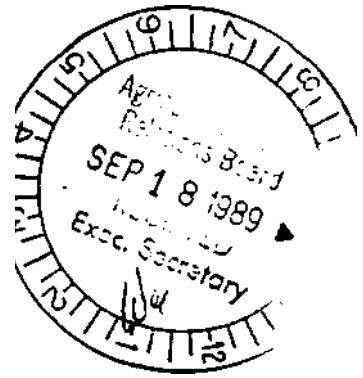
Board Decision

The Board adopted the RD's recommendation that the challenges to the 132 ballots cast by economic strikers be overruled. The Employer contended that the employees withheld their labor solely due to fear and that therefore there were no legitimate "strikers". The Employer submitted no authority for the proposition that violence rendered the strike void ab initio. The Board concluded that this case involved challenged ballot procedures rather than election objections. The issue for determination was one of eligibility. The Board found that the eligibility of "economic strikers" as determined by the RD under Board cases relating to pre-Act strikers was consistent with applicable NLRA precedent. The strikers were therefore eligible under this Act. In response to the Employer's argument that it had been denied due process because there had not been a hearing and opportunity to cross-examine the challenged voters, the Board concluded that no hearing was required absent material issues in dispute. The assertions of the Employer regarding the impact of the alleged violence on the individual challenged balloters were unsubstantiated. The Board consequently relied on the adequacy of the RD's investigation. The Board directed the RD to open and count the 132 "economic striker" ballots. The Board decided to hold in abeyance the remaining ballots and to consider them only if they proved outcome determinative following the issuance of a revised tally of ballots. Two Board members objected to holding the remaining ballots based on the belief that all challenged ballots should be investigated immediately following the election.

* * *

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

BEFORE THE
STATE OF CALIFORNIA
AGRICULTURAL LABOR RELATIONS BOARD



TRIPLE E PRODUCE CORP.,)
)
 EMPLOYER,)
)
 and)
)
 UNITED FARM WORKERS OF)
 AMERICA. AFL-CIO.)
)
 PETITIONER.)

CASE NO. 89-RC-3-VI

REGIONAL DIRECTOR'S
CHALLENGED BALLOT REPORT

On July 31, 1989, a Petition for Certification was filed by the United Farm Workers of America, AFL-CIO, (herein "UFW") to represent the agricultural employees of Triple E Produce Corp (herein "Triple E").

On August 4, 1989, a representation election was held for the agricultural employees of Triple E and the tally of ballots showed the following results:

UFW	173
No Union	59
Unresolved Challenged Ballots	268
Total including unresolved challenged ballots	500
Void ballots	2

As the challenged ballots were sufficient in number to determine the outcome of the election, the regional director, pursuant to Title 8, California Code of Regulations, section 203363(a), conducted an investigation of the eligibility of the following challenged voters listed in Appendices A through F.

The challenges are grouped as follows:

Appendix A, Strikers Who Appeared on Payrolls Ending
Immediately Preceding July 24, 1989

Appendix B, Voters Who Started After Eligibility Period;

Appendix C, Challenged Voters Who Worked in Eligibility
Period Not Appearing On List;

Appendix D, Voters Challenged as Supervisors or Foremen;

Appendix E, Voters Challenged as Not on
List Who Had Not Worked During the 1989
Season.

Appendix F, Strikers Not on List and Payroll Records.

The employer is a harvester of tomatoes with its operations located primarily in San Joaquin County, California. It employs a number of labor contractors to provide harvest employees. On July 24, 1989, its employees began a strike.^{2/} In the weekly payroll periods ending before the start of the strike, it employed 529 employees on a daily average. On Monday, July 24, the total number of employees working at any time during the day was 131.

Strikers Who Appeared
On Payrolls Ending Immediately
Preceding July 24, 1989

All employees named in Appendix A identified themselves as strikers when they appeared at the election. None were listed on the eligibility list provided by the employer, but all of them

1. A discrepancy of 1 ballot between the 268 challenges shown on the tally and the 267 ballot listed in this report will be resolved at a later stage of the investigation.

2. Triple E's contention that there was no strike or that the individuals withholding their labor were not strikers, is addressed below.

appear on the payroll records provided by the employer for the payroll periods ending immediately before the start of the strike on July 24, 1989. All signed declarations on the date of the election, August 4, 1989, stating that they were on strike and had not returned to work.

The statute and board regulations provide that economic strikers, whether replaced or not, are eligible voters in any election conducted within 12 months of the start of the strike. Labor Code Section. 1157; California Code of Regulations Section. 20852 (a)(4).

Under George A. Lucas & Sons (1977) 3 ALRB No. 5, employees who cease work on the date that a strike begins, who have been employed up to that time, are presumed to be strikers. In the case of the employees listed in Appendix A, all have declared themselves to be on strike at the date of the election. Under Valdora Produce Company (1977) 3 ALRB No. 8, it is presumed that a striker who was employed in the unit in the payroll period preceding the start of the strike continues to be on strike and has a continuing interest in the struck job.

Once the status of an economic striker attaches to an employee, it continues until it is affirmatively shown that the striker has abandoned interest in the struck job. Valdora Produce, supra; Pacific Tile and Porcelain, Inc. (1962) 137 NLRB 1358. Under Pacific Tile, acceptance of another job, even where

the employee, filled out forms describing himself as a permanent employee, does not establish abandonment of interest in the struck job or the strike.

The investigation of challenged ballots disclosed no evidence that any of the employees had accepted other employment. No evidence that any of the employees listed in Appendix A had accepted other employment or otherwise abandoned interest in the struck job was offered by any party. Under Pacific Tile, once it has been established that a challenged voter is an economic striker any party contesting the voter's eligibility has the burden of coming forward with evidence sufficient to establish that the striker has abandoned interest in the strike. Mere failure to participate actively in picketing, or acceptance of another job paying higher wages, does not meet this burden.

The employer contends in its only submission to the region that none of the employees were on strike, in that their absence from work may have been motivated by fear of violence in connection with the strike and that therefore, either none of its employees voluntarily went on strike or each individual alleged striker withheld labor only because they feared violence from nonemployees and employees supporting the strike. National Labor Relations Board precedent is clear that a strike is the withholding of labor, and that anyone who withholds labor regardless of motive, is a striker. Coors Container Company (1978) 238 NLRB 1312, 1318; Ashtabula Forge (1985) 269

NLRB 774. In Limpert Brothers, Inc. (1986) 276 NLRB 364, the individuals at issue testified that they stayed away because they were afraid of vandalism and confrontations with strikers. The national board found that they were strikers with all the incidents of such status. Clearly, subject to a demonstration that they have abandoned interest in the struck job, voting is one of these incidents.

RECOMMENDATION

It is hereby recommended that the challenges to the 132 ballots of the individuals listed in Appendix A be overruled and the ballots counted. The regional director further recommends that the remaining challenged ballots be placed in abeyance pending further investigation if they are outcome determinative.

CONCLUSION

Pursuant to Title 8, California Code of Regulations, Section 20363, the conclusions and recommendations of the undersigned regional director, set forth in the report herein shall be final unless exceptions to the conclusions and recommendations are filed with the executive secretary by personal service within five (5) days or by deposit in registered mail postmarked within five (5) days following service upon the parties of the Regional Director's Report. An original and six (6) copies of the exceptions shall be filed and shall be accompanied by seven (7) copies of declarations and other documentary evidence in support of the exceptions. Copies of any exceptions and supporting documents

shall be served pursuant to Section 20430 on all other parties to the proceeding and on the regional director and proof of service shall be filed with the executive secretary along with the exceptions.

Dated: September 15, 1989

Respectfully submitted,

Lawrence Alderete
by CRD

Lawrence Alderete
Visalia Regional Director
Agricultural Labor Relations Board
711 N. Court Street, Suite A
Visalia, California 93291

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APPENDIX A

Jesus Padilla Acevedo	Jesus Ceja Diaz
Simon Valencia Albarca	Jesus Serano Espinoza
Salvador F. Alcazar	Ofelia V. Esquivel
Pablo Figueroa Alcazar	Bertha Castaneda Estrada
Rosalva V. Alcazar	Adam H. Estrada
Lorena Lua Alderete	Benjamin Figueroa Estrada
Antonio Andrade	Ramon M. Estrada
Graciela Andrade	Miguel Angel Gamino
Javier Valencia Andrade	Antonio Garcia
Maria T. Andrade	Jesus Garcia
Salvador Andrade	Maria Y Garcia
David Esparza Araiza	Alfonso Gonzales
Clara L. Arceo	Jose Arturo Gonzalez
Maria V. Arceo	Maria Lourdes Gonzalez
Norma S. Arceo	Serafin Gonzalez
Eva Martinez Ayala	Soledad Gonzalez
Francisco M. Ayala	Jose Grimaldo
Jaime Maravilla Ayala	Jose M. Garcia Gutierrez
Miguel Ayala	Regalo Guzman
Virginia Ayala	Delia P. Hurtado
Antonia Lua Barajas	Alejandro Lopez
Juan Francisco Barajas	Alfredo Ceja Lopez, Jr.
Miguel Barajas	Elivira M. Lopez
Roberto Villa Bautista	Maria Lopez
Agustin Cardena	Socorro Lopez
Maria Elena Ruiz Cardenas	Manuel Lua
Griselda Carrillo	Rodolfo Lua
Angela Carrillo	Estela Ceja Lupien
J. Cruz Diaz Carrillo	Arturo Magana
Jesus Carrillo	Carlos Magana
Marisela Carrillo	Jesus A. Magana
Luis Castaneda	Maria De Lourdes Magana
Jose Lopez Ceja	Martha Magana
Andres Cervantes	Martha L. Magana
Jose Luis Cervantes	Salvador Magana
Martin Cervantes	Teresa Magana
Urbano Cervantes Gricelda	Alicia Muguia Magana
Cervantez	Gabriel Manzo
Maria J. Cervantez	Francisco Maravilla
Sara Cervantez	Jesus Maravilla
Mauricio Chavez	Margarita Meza
Cecilio Corona	Jose Mirando
Consuelo Cortez	Francisco Enriques Mora
Rafael Diaz Cortez	Jesus J. Mora
Raul De La Rosa	Jorge Mora
Salvador De La Rosa	Silvia Mora
Jose H. De La Rosa	

Sandra Munguia
Nunez Ezequiel Diaz
Enrique Ochoa
Jose Fulido Ochoa
Bernabe Perez
Celedonio Perez Perez
Delia Perez
Jesus J. Rodriguez
Luis Rodriguez
Profirio Prado Rodriguez
Carmen Figueroa Romero
Jose Luis Avalos Romero
Demetrio O. Ruiz
Antonio Salcedo
Jesus Salcedo
Rosa M. Salcedo
Ignacio Sanchez
Jose Pulido Sanchez
Marco Antionio Sanchez
Jose Luis Sandoval
Ernesto Serrano
Francisco Estrada Serrano
Arturo Torres
Martin Torrez
Abraham Valencia Valencia
Alfonso Valencia
Bertha Valencia
Fidel Andrade Valencia
Filiberto O. Valencia
Hugo Valencia
Jose Salcedo Andrade Valencia
Juan Manuel Valencia
Maria Valencia
Socorro Valencia
Teresa Valencia
Roberto Vargas
Martin Vega
Damien Zuniga
Luz Zuniga

APPENDIX B

Joaquin Linares Perez
Alberto Cortez Barriga
Mario Valencia Ochoa
Leopoldo Gonzales

APPENDIX C

Manual Valdez Rivera
Rogelio Sanabria Velasquez
Guadalupe Lopez Perez
Salvador Castro Salazar
Elias Bustamante Gallardo
Jose Alfredo Villa Villa
Virgilio Borga
Jose Antonio Flores
Petra Briones
Martin de Jesus Cerda
Serafina A. Andrade
Jose Luis Aguilar
Jesus Zamora
Jose Lopez Garcia
Maria de Jimenez Gonzales
Sandra Castro
Rafael Jimenez Hernandez
Apolinar Sanchez-Castillo
Hildo Estrada Ocampo
Prisiliano Guevara Vargas
Clemente Salcedo Andrade
Jesus Mendoza
Virginia Raya
Maria D. Mendoza

APPENDIX D

Mauricio N. Bonjoc Jr.
Luis Munoz
Marco Antonio Madrigal-Alderete

APPENDIX E

Guadalupe A. Figueroa
Antonio Valencia Valencia
Gerardo Figueroa
Teresa Figueroa
Martha Elena, Cardenas
Alicia Cardenas
Mariane Cardenas

APPENDIX F

Alfonso Salcedo Alcazar
Javier Anaya
Emelia Andrade
Enrique Ayala Andrade
Leonardo Gonzalez Andrade, Jr
Leticia Andrade
Olivia Garcia Andrade
Hipolito Granados Arceo
Benjamin Ayala
Jose manzo ayala
Juan Ochoa Ayala
Alejandra Barajas
Victor Hernandez Campos
Dalia Cardenas
Juan Carlos
Juan Diaz Carrillo
Rigoberto Casarez
Arcelia Figueroa Ceja
Santos Salcedo Ceja
Eulalia Andrade Cervantes
Leonides Andrade Cervantes
Angelia Alfaro Chavez
Guillermo Corona
Maria De Carrillo
Alicia O. De Lua
Zalatiel Araiza Esparza
Benjamin Alcazar Espinoza
Rebeca Gonzalez Esquivel
Jesus Estrada
Raquel M. Estrada
Alicia Figueroa
Francisco Garcia
Antonio Gonzales
Juan Manuel Gonzales

Lionel Gonzales
Rodolfo V. Gonzales
Guillermo Cazarez Gonzalez
Rebeca.Grimaldo
Angelica Guzman
Camelia H. Perez
Maria Luisa Hernandez
Enrique Estrada Hernandez
Ignacio Cervantes Lapiano
Alicia Andrade Lua
Antonia Luz
Juan Andrade Lua
Rafael Lua
Pedro Cervantes Madrigal
Jesus J. Magana
Alfonso Magana Manzo
Carlos Gonzales Manzo
Enrique Gonzales Manzo
Javier Magana Manzo
Joaquin Magana Manzo
Jose Magana Manzo
Roberto Magana Manzo
Samuel Magana Manzo
Benjamin Estrada Maravilla
Mario Melchor Perez
Maria Mendoza
Raul Mendoza
Sipriana Carvajal Mendoza
Gumersindo Morales
Enrique Ochoa
Francisco Maravilla Ochoa
Rosa Ochoa Ortiz
Salvador Garcias Ochoa
Alicia Anaya Perez
Bernabe Perez
Caritina Perez
Juan Pulido
Pedro Pulido
Casimiro Ramos. Jr.

Enrique Quijas Rios
Raul Quijas Rios
Juana T. Rodriguez
Miguel Cardenas Ruiz
Ignacio Salcedo
Teresa Salcedo
Seferino Morales Sanchez
Tiodelo Valencia Sandoval
Raul Espinoza Serrano
Raul Salcedo Serrano
Indalecio Sierra
Alfonso Soto
Jose Juan Martinez Tapia
Enrique Hernandez Torres
Jesus Gonzalo Morfin Torres
Rodriguez Torres
Fernando Romero Valencia
Gonzalo Andrade Valencia
Jesus Romero Valencia
Juan Ceja Valencia
Manuel Andrade Valencia
Martin Valencia
Alfonso Villanueva
Julissa Villanueva