

Randy Reyes

Forklift Driver/Relief Scale Operator
Blue Diamond Growers
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I have been working with Blue Diamond Growers since September 1997, and I currently work as a forklift driver/relief scale operator. In my job, I do inventory, handle by-product, make almond containers, load/unload trucks, and work as scale/relief operator.

I got involved with the International Longshore and Warehouse Union organizing drive in about August 2004. A lot of employees around me were complaining like my friends and I, every day, everyone telling me all these stories—we weren't getting wage increases, our pensions were bad, our health care was expensive and there was lots of discrimination and favoritism. Some supervisors treated us like we were just subhuman. It was going beyond the realm of what we could put up with.

I felt I had to do something, so I called a union rep. It was scary because I had seen people fired for no reason who were hard-working people. They had no say-so, they were just escorted out.

Since that time, I have gone to many union meetings. In addition, I was involved in the Union's Cesar Chavez rallies last year and this year.

I was also present when the Union and several of my co-workers got together and formed a rally in front of the Employer's premises on April 15, 2005. We tried to deliver a letter to Blue Diamond that included the names of the organizing committee members. My name was on that letter. On that day, several of us wore a yellow t-shirt that had the Union's logo on the front. I began wearing my yellow union t-shirt to work then and wore it every Friday to show my support for the ILWU.

For more than a year my supervisors have pulled me in to one-on-one and group meetings where they spread misinformation about the union. I've also talked with co-workers about these meetings. In general, they spread a lot of fear and hostility in the plant. I want to give you details of just a few.

1) In about mid-January 2005, I was running the scale working as relief, and Matt –my immediate supervisor—came up to me. I was alone. He asked me how things were going. He said, Have you heard about all the union stuff that's going on? I said, Yup. He asked me, "So what do you think about the Union coming in?" I said, "I think it's great. I think we need a union in here; we need a raise." He said, "Okay, thanks," and he walked away.

2) About three weeks later in February 2005, I was on the by-products side on my lift. Matt came up to me and asked, Can I have a word with you? I said sure. He just initiated the conversation

and asked, "You know, Mr. Reyes, if the Union comes in, you know the company will shut down?"

I told him, "No, we won't shut down, because we're under contract with the city until 2010." (I heard this information from our Union meetings).

Then he asked, "Well, you know with the Union coming in, your wages could go lower?" I said, "Well, under negotiations, we're not gonna start off from lower, we're gonna start off from what we have now and make it better." He said okay, and sort of walked off. Matt was going from employee to employee and having one-on-one conversations. I did not necessarily hear what he was saying, but he was basically making the rounds. Other employees had told me that they had talked to them.

When Matt came and spoke to me that day I felt nervous and kind of intimidated. I felt this way because Matt is management and I was getting a vibe that he was getting more aggressive towards me.

3) I work around 6 employees on a daily basis, and two of those employees have expressed to me concerns about the Union coming. One of those employees expressed to me that he felt that the company would leave if the Union came in. This conversation was in February 2005 at work. He said to me, If the Union comes in, the company's gonna leave like Del Monte (Foods) did. (That company used to work across the street from us). The other employee I spoke to also said that she was afraid that if the Union ever came in she was sure the company was going to move out. She said that she was scared to get involved with the Union, and she said that Peggy Graham, the lead person, had told her that the company might leave if the Union came in.

In a group meeting several months later, in mid-May last year, Ginger Tanaka from the personnel department and another woman spoke to about 60 people from day shift and perhaps graveyard shift as well. They did this during work time at 7:00 a.m. Tanaka said, "If the Union comes in, the pension is going to stop, and these women with a lot of seniority will have to work 5 years more if they want to vest their pension."

Getting the decision from the NLRB has helped the vibe in the plant, but people are still scared. Lots of people are for the union, but they're just scared.