

■ ARIZONA AGRICULTURAL EMPLOYMENT RELATIONS ACT

TERMS:

Worker Rights — Among other rights granted by the Agricultural Employment Relations Act, agricultural workers in Arizona are free to form, join or assist labor organizations, to bargain with their employers over the terms and conditions of the job through representatives of their own choosing, or to bargain directly for themselves. Farmworkers also have the right to choose, without interference, not to involve themselves in such activities.

Bargaining Issues — Wages, hours, working conditions, workplace safety, sanitation and health, and grievance procedures are all permissible areas of negotiation between employers and farmworkers or their representatives.

Representation Elections — Under rules prescribed in the Act, an agricultural worker, a group of agricultural workers, or a labor organization acting in their behalf may petition the state for an election to determine if the majority of the workers in a particular employment unit wish to be represented by a union, or to determine if the workers no longer want to be represented by a currently recognized union. A farm operator or other agricultural employer may also petition for such an election. In any representation election, the workers must be offered an opportunity to vote "no union."

Prohibited Acts by Employers — Agricultural employers may not interfere with their workers' rights under this law, may not discourage or encourage membership in any labor organization, and may not refuse to negotiate with certified representatives of their employees. Labor unions are subject to similar restrictions.

ENFORCEMENT: *Agricultural Employment Relations Board, Phoenix, Arizona 85007 (602-542-3262).*

SPECIAL NOTE: A person may not fire, discipline or discriminate against a worker because the worker has filed a complaint or made use of any other right granted by this law.