

## A G R E E M E N T

This Agreement is between the E. & J. GALLO WINERY (Hereinafter referred to as the "Company") and the WESTERN CONFERENCE OF TEAMSTERS affiliated with the INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA (hereinafter referred to as the "Union").

### SECTION 1 - PREAMBLE

The Union, having demonstrated that it is the collective bargaining representative of the employees of the Company in the bargaining unit described in Section 2, and the Company and the Union having negotiated in good faith, have come to the following understanding covering wages, hours, conditions of employment, and other benefits for the grape and apple crop agricultural employees of the Company. The parties agree that it is their intent and the spirit of this Agreement to benefit all phases of such agricultural employment, the employees as well as the industry. Both the Company and the Union hereby pledge that they will cooperate with each other in good faith for the best interest of all concerned. The Union agrees to use all proper means to recommend the products of the Company.

### SECTION 2 - COVERAGE

A. The Company agrees that this Agreement covers all field agricultural employees employed by the Company in its grape and apple crops (hereinafter referred to as "employee"). Any employee