

Martin, Philip L. *Promises to keep: collective bargaining in California agriculture*. Ames, IA.: Iowa State University Press. 1996. 416 pp. ISBN: 978-0-8138-2988-3

The author addresses the question of why California's Agricultural Labor Relations Act (ALRA) failed to support the state's 800,000 farm workers' ability to organize. His answer is that neither the United Farm Workers nor the ALRA could undo the effects of supply and demand in the labor market—the increasing supply of immigrant farm workers and the evolving structure of employment that burdened the workers with much of the employment risk inherent in seasonal agriculture. The first part of the book contrasts agriculture and farm-labor conditions in California with conditions elsewhere in the United States and traces the evolution of California's agriculture and farm-labor unions. Part 2 reviews how ALRA regulates union elections, the unfair labor practices committed by both employers and unions that violate ALRA, and permissible strike and boycott activities. In Part 3, Martin reviews federal immigration policies and examines the economic effects of immigrant workers in farm-labor markets. Appendices included selected sections of the ALRA, a table of ALRB supervised elections, including union name, election date, employer, certification or decertification, and the number of votes in the election, and a table of cases.