

STATE OF CALIFORNIA

AGRICULTURAL LABOR RELATIONS BOARD

In the Matter of:)	Case No. 2012-CE-010-VIS
)	(40 ALRB No. 12)
GURINDER S. SANDHU dba SANDHU)	
BROTHERS POULTRY AND)	
FARMING, a sole proprietorship,)	ORDER APPROVING BILATERAL
)	FORMAL SETTLEMENT AGREEMENT
Respondent,)	
)	Admin. Order No. 2015-18
and)	(December 21, 2015)
)	
ELVIA HERNANDEZ,)	
)	
Charging Party.)	
_____)	

On December 11, 2015, the Acting Regional Director of the Agricultural Labor Relations Board (ALRB or Board) submitted to the Board for approval a bilateral formal settlement agreement adjusting the Board order in *Gurinder S. Sandhu dba Sandhu Brothers Poultry and Farming* (2014) 40 ALRB No. 12 (Case Number 2012-CE-010-VIS). The parties executed the agreement on December 8, 2015.¹ The Board has reviewed the bilateral formal settlement agreement and finds that it comports with the Board's order and effectuates the purposes of the Agricultural Labor Relations Act.

¹ Under Board regulation section 20298, subsection (f)(1)(A), the settlement agreement along with a statement in support of the settlement agreement made on behalf of the General Counsel should have been submitted to the Board for approval. In furtherance of the Board's policy favoring settlement of disputes, the Board will approve the settlement agreement despite the failure to adhere to the procedure set forth in the Board's regulations in this particular case.

PLEASE TAKE NOTICE that the Board hereby approves the bilateral formal settlement agreement in the above-captioned matter.

By Direction of the Board

Dated: December 21, 2015

William B. Gould, IV, Chairman

Genevieve A. Shiroma, Member

Cathryn Rivera-Hernandez, Member