## STATE OF CALIFORNIA

## AGRICULTURAL LABOR RELATIONS BOARD

In the Matter of:	Case Nos. 2013-CE-028-VIS
ARNAUDO BROTHERS, LP, and	) 2014-CE-011-VIS ) 2014-CE-012-VIS
ARNAUDO BROTHERS, EF, and ARNAUDO BROTHERS, INC.,	) 2015-CE-004-VIS
	(41 ALRB No. 4)
Respondents,	
and	ORDER APPROVING FORMAL SETTLEMENT AGREEMENT
NOE MARTINEZ AND UNITED FARM WORKERS OF AMERICA,	Administrative Order 2017-04
Charging Parties.	
	)

On May 17, 2017, the Regional Director of the Agricultural Labor Relations Board (ALRB or Board) Visalia Regional Office submitted to the Board for approval a formal settlement agreement between respondents Arnaudo Brothers, LP, and Arnaudo Brothers, Inc., charging parties Noe Martinez and United Farm Workers of America, Visalia Regional Director, and General Counsel. The settlement agreement adjusts the Board order in *Arnaudo Brothers, LP and Arnaudo Brothers, Inc.* (2015) 41 ALRB No. 4 (case numbers 2013-CE-028-VIS, et al.). The Visalia Regional Director also submitted a full statement in support of the settlement agreement, as required by Board regulation 20298, subdivision (f)(1)(A).

<sup>&</sup>lt;sup>1</sup> The Board's regulations are codified at California Code of Regulations, title 8, section 20100 et seq.

In deciding whether it will effectuate the purposes and policies of the Agricultural Labor Relations Act to give effect to a settlement, the Board considers such factors as the risks involved in protracted litigation which may be lost in whole or in part, the early restoration of industrial harmony by making concessions, and the conservation of the Board's resources. The Board additionally considers whether the parties to the dispute and the employees affected by the dispute have agreed to the settlement, whether the settlement was the product of a grievance-arbitration mechanism, and whether the agreement was entered into voluntarily by the parties, without fraud or coercion. (*Independent Stave Co., Inc.* (1987) 287 NLRB 740.) The Regional Director's statement addresses how the *Independent Stave* criteria are met.

The Board has reviewed the formal settlement agreement and finds it comports with the Board's order and effectuates the purposes of the Agricultural Labor Relations Act.

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PLEASE TAKE NOTICE that the Board hereby approves the formal

settlement agreement in the above-captioned matter.

By Direction of the Board

Dated: June 2, 2017

GENEVIEVE A. SHIROMA, Chairwoman

CATHRYN RIVERA-HERNANDEZ, Member

ISADORE HALL, III, Member