

Agricultural Labor Relations Board

Report to the Legislature and to the Governor



Fiscal Year 2020-21

Members of the Board

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Barry Broad, Member
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Date Submitted June 14, 2022

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I. Introduction

More than 45 years ago, the California State Legislature enacted the Agricultural Labor Relations Act (ALRA or Act), a law granting certain rights to California farmworkers in order to "... ensure peace in the agricultural fields by guaranteeing justice for all agricultural workers and stability in labor relations."

The Act's purpose is simple: Guarantee farmworkers full freedom of choice, and prevent and redress unfair labor practices (ULP's). A groundbreaking law, the essential Act continues to serve California with its unique vision of agricultural labor peace.

During fiscal year 2020-21 the Agricultural Labor Relations Board (ALRB or Board) continued to find ways to serve the public and California farmworkers during the unprecedented and changing nature of the COVID-19 pandemic. The Board established a dedicated outreach unit to provide education and outreach. The new outreach team aided the ALRB in developing new and innovative ways to serve farmworkers, employers and unions while ensuring the health and safety of the public as well as ALRB staff.

The Board also faced the first challenge in its history before the United States Supreme Court. In 1975 the Board established the 'access regulation', which allowed union representatives limited and brief access to farms during nonwork hours to meet with workers and inform them of their workplace rights, including the right to organize. Two California agricultural employers challenged the regulation, alleging that it takes their property without just compensation in violation of the Fifth Amendment. In June 2021 the United States Supreme Court issued a decision in *Cedar Point Nursery, et. al. v. Hassid* (2021) 141 S.Ct. 2063 holding that the Board's access regulation effects a taking of the growers' property and remanding the case for further proceedings.

As the pandemic has demonstrated, there is a critical need to ensure farmworkers are apprised of their labor rights, including their rights

under the Act. The Board is committed to developing new ways to ensure farmworkers are aware of their right to choose to organize in compliance with the Court's decision.

This report is submitted by the ALRB pursuant to Labor Code section 1143. The report covers ALRB activities for fiscal year 2020-21, starting on July 1, 2020, and ending on June 30, 2021.¹ The following is a summary of activities covered in this report:

- The Board issued three decisions and 13 administrative orders.
- As a result of legal challenges, the Board saw two new state court legal filings, and a continuation of five cases in state and federal courts.
- At the beginning of the 2020-21 fiscal year, the General Counsel's (GC) office had 95 pending ULP charges.²
- Throughout fiscal year 2020-21, the GC's office received an additional 67 ULP charges filed, for a total of 162 ULP charges that were active at some point during this fiscal year.
- The GC issued 13 ULP complaints encompassing 17 charges, and settled 42 charges.
- Monetary remedies to farmworkers in the amount of \$1,473,173.18 were collected from 32 cases.

- In non-monetary remedies, regional office staff completed:
 - A notice reading for 29 cases involving 1,553 farmworkers.
 - A notice mailing for 32 cases involving 5,233 farmworkers.
 - A notice posting for 26 cases.
 - Supervisor training for 7 cases involving 45 supervisors.
- In election activity, the Board, through its regional offices:
 - Processed one petition for certification and one for decertification.
 - Conducted one election.
 - Issued one certification of representation.

¹ All information in this report is as of June 30, 2021.

² Pending ULP Charges are defined here as charges that have not been either issued as complaints, dismissed, settled, or withdrawn.

- Received three Notices of Intent to Take Access filings.
- Received one Notice of Intent to Organize filings.
- The ALRB conducted extensive outreach activities to both workers and employers. This includes:
 - Partnering with over 50 organizations to provide trainings, in person events, distribute pamphlets and collaborate on public awareness campaigns.
 - Holding 18 trainings.
 - Conducting 77 in-person events.³

This report reflects the hard work, commitment, and accomplishments of the staff and members of the ALRB in administering and implementing the Act. I am inspired and thankful for my colleagues' and staff's ongoing dedication to serving California farmworkers during this challenging time. The ALRB remains firm in its commitment to enforce the Act.

Victoria Hassid

Victoria Hassid

Chair, Agricultural Labor Relations Board

³ These events were held during the calendar year of 2021.

II. Election Activity

Farmworkers have the right to choose whether or not they want a union to represent them. Elections are held to allow farmworkers to select or terminate representation by a labor organization. The ALRB is the state department charged with administering and conducting all aspects of farmworker representation elections.

One of the important historical protections afforded farmworkers under the Act was the right to be contacted at their workplace by a labor organization about the benefits of unionization. A labor organization could file with the Board a notice of intent to take access to the property of a particular employer, and the employer would be required to allow organizers to meet directly with its employees during limited periods. While the California Supreme Court upheld this access right against an early constitutional challenge,[fn] on June 23, 2021, the United States Supreme Court issued an opinion in *Cedar Point Nursery v. Hassid* (2021) 141 S.Ct. 2063, holding that the Board's access rule effected an unconstitutional taking of private property without just compensation in violation of the Fifth Amendment to the United States Constitution.

During fiscal year 2020-21, and before the Supreme Court's opinion in *Cedar Point Nursery*, three notices of intent to take access were filed with the Board. In Table 1, NA appears as part of each case number.

Table 1: List of Notices of Intent to Take Access

Number	Case Number	Employer Name	Filed by	Filing Date
1.	2021-NA-001-VIS	Tikun Olam California	Teamsters Local 1932	04/12/2021
2.	2020-NA-001-SAL	Seven Points Management, Inc. dba Walnut LLC	United Food and Commercial Workers Local 324	07/20/2020

Number	Case Number	Employer Name	Filed by	Filing Date
3.	2021-NA-002-VIS	Tikun Olam	Teamsters Local 1932	06/03/2021

When a labor organization files a notice of intent to organize, accompanied by confidential signature cards signed by at least ten percent of the farmworkers, it may obtain a list of presently employed farmworkers and their home addresses. A notice of intent to organize is commonly abbreviated as NO.

During fiscal year 2020-21, one notice of intent to organize was filed. In Table 2, NO appears as part of the case number.

Table 2: List of Notices of Intent to Organize

Number	Case Number	Employer Name	Filed by	Filing Date
1.	2021-NO-001-VIS	Tikun Olam Adelanto, LLC	Teamsters Local 1932	04/15/2021
2.	2021-NO-002-VIS	Tikun Olam Adelanto, LLC	Teamsters Local 1932	06/03/2021

A certification election determines whether a majority of employees in a bargaining unit supports the certification of a labor organization, as the exclusive representative of the employees in that bargaining unit. This election is triggered by the filing of a petition for certification of representative (commonly referred to as an RC petition) with the ALRB.

Along with the petition, the petitioner must provide proof of support from a majority of the currently employed workers in the bargaining unit.

The RC petition may be filed by an employee, a group of employees, or a labor organization.

During fiscal year 2020-21, one RC petition was filed with the ALRB. In Table 3, RC appears as part of each case number.

Table 3: List of RC Petitions

Number	Case Number	Employer Name	Filed by	Filing Date
1.	2021-RC-001-VIS	Tikun Olam Adelanto, LLC	Teamsters Local 1932	06/07/2021

A decertification election determines whether a majority of employees in a bargaining unit supports the decertification of a labor organization that is currently certified as the exclusive representative of the employees in that bargaining unit. Decertification includes replacement either with no union, or with a different labor organization as the certified representative.

A decertification election is triggered by the filing of a petition for decertification of representative (commonly referred to as an RD petition), along with proof of support from the requisite percentage of workers in the bargaining unit.

During fiscal year 2020-21, one RD petition was filed with the ALRB. In Table 4, RD appears as part of each case number.

Table 4: List of RD Petitions

Number	Case Number	Employer Name	Filed by	Filing Date
1.	2020-RD-001-VIS	John Degroot & Son Dairy	Israel A. Cuevas	09/25/2020

Elections Conducted

Following the filing of an RC or RD petition, the ALRB conducts an investigation to determine if the statutory prerequisites for holding an election have been met. Where these prerequisites are met, the ALRB

is required to conduct an election within the time specified under the Act.

- During fiscal year 2020-21, the ALRB conducted one election.
- There were no decertification elections during fiscal year 2020-21. The ALRB did not conduct an election pursuant to the RD petition filed on September 25, 2020, because the labor organization disclaimed its interest as the exclusive representative of employees.

If a labor organization prevailed in the election, a representative certification is issued, certifying that organization as the employees' exclusive bargaining representative.

During fiscal year 2020-21, the ALRB issued one certification.

Table 5: List of Election Certifications

Number	Labor Organization	Employer Name	Certification Date
1.	Teamsters Local 1932	Tikun Olam Adelanto, LLC	06/28/2021

III. Decisions and Orders Issued by the Board

The Board hears a variety of different types of cases. The most common type of case is a ULP case.

ULP cases typically involve alleged violations of a farmworker's rights under the Act by an employer or a union, such as retaliation for engaging in the type of concerted activity protected under the Act, or allegations of bad faith bargaining between a union and employer.

A critical Board function is hearing all challenges and objections related to a representation election.

The Board may also hear appeals of rulings issued by mediators in mandatory mediation and conciliation (MMC) proceedings, and petitions seeking to clarify the scope of union representation.

A. Board Decisions

The Board issued three decisions in fiscal year 2020-21. Table 6 lists these decisions, followed by brief summaries of each. The full text of each decision is on the [Board Case Decisions page of the ALRB website](#), under the Volume/Year [46-2020](#).

Table 6: List of Board Decisions Issued

Number	Issuance Date	Board Decision Number	Case Name
1.	09/15/2020	46 ALRB No. 3	Smith Packing, Inc.
2.	10/07/2020	46 ALRB No. 4	Rincon Pacific Co., LLC
3.	12/30/2020	46 ALRB No. 5	Ocean Mist Farms

Descriptions of Board Decisions Issued:

1. *Smith Packing, Inc. (2020) 46 ALRB No. 3, September 15, 2020*

Background

In late August 2018, a group of lettuce workers engaged in a work stoppage due to broken equipment on the tractor that was causing lettuce to fall, reducing the amount of lettuce being packed and, consequently, reducing the workers' piece-rate wages. The foreman alerted the supervisor, who met with the workers and reached an agreement to compensate them for the lost lettuce. The owner of respondent Smith Packing, Inc. (Smith Packing), Vernon (Sonny) Smith, also was scheduled to meet with the workers the next workday. However, Sonny's brother, General Manager Anthony Smith (Anthony), arrived in his place to meet with the workers. During this

meeting between Anthony and the workers, Anthony informed the workers there would be no further extra pay to compensate for the falling lettuce and told the workers they could return to work or go work for another company. One worker, Jose Benedicto Dias, asked whether Anthony was firing them and demanded the workers' checks. Anthony agreed to arrange for their checks, and the workers went to the office building wanting to speak with Sonny. Sonny eventually arrived at the site and met with the workers, but the meeting ended with the workers collecting their checks and believing they had been fired. One of the workers, Jose Vasquez, filed an unfair labor practice charge with the Agricultural Labor Relations Board (ALRB or Board), alleging Smith Packing unlawfully terminated the workers. Smith Packing offered the workers reinstatement about a week later.

The General Counsel issued an unfair labor practice complaint, and the matter proceeded to a one-day hearing before an administrative law judge (ALJ). The ALJ found Smith Packing terminated the workers, or at least created an ambiguity in their employment status, and failed to carry its burden of clarifying to the employees they were not terminated. The ALJ further concluded Smith Packing violated Labor Code section 1153, subdivision (a) by terminating the workers in response to their protected concerted work stoppage relating to the broken equipment and lost wages.

Board Decision

Smith Packing filed exceptions with the Board, and the Board affirmed the ALJ's decision. The Board additionally denied an exception by Smith Packing alleging the ALJ should have drawn an adverse inference against the General Counsel due to the failure of the charging party to testify at hearing, finding Smith Packing waived this defense due to its failure to assert it before the ALJ.

2. Rincon Pacific, LLC (2020) 46 ALRB No. 4, October 7, 2020

ALJ Decision

On December 9, 2019, the ALJ issued a decision finding that Rincon Pacific, LLC (Rincon) violated section 1153, subdivisions (a), and (d) of the ALRA by failing to rehire 12 laid-off agricultural employees because they had engaged in a work stoppage several months earlier. As a remedy for the violation, in addition to the standard cease and desist and noticing remedies, the ALJ recommended that Rincon offer immediate reinstatement to each discriminatee, and that each discriminatee receive back pay for the period beginning December 1, 2014.

Board Decision

The Board affirmed the ALJ's factual findings and legal conclusions consistent with its own decision, and adopted his recommended remedy as modified. With respect to Rincon's assertion that the General Counsel's delay in issuing the unfair labor practice complaint unfairly prejudiced its ability to defend itself in this proceeding, the Board concluded that laches is not available as defense in unfair labor practice proceedings and further that the General Counsel's delay did not prejudice Rincon or deny it procedural due process. The Board concluded that personnel at Rincon's other raspberry ranches were given instructions not to rehire individuals from its Limoneira Ranch after the ranch was shut down because crews from Limoneira had been involved in protected concerted activity several months earlier. Thus, the Board affirmed the ALJ's conclusion that Rincon violated section 1153, subdivision (a) of the Act. However, the Board found that the record did not support finding that Rincon violated section 1153(d) of the Act. The Board explained that a violation of ALRA section 1153, subdivision (d) is not derivative in nature, but rather requires an independent and separate analysis, and there was no evidence presented in this case that employees were retaliated

against for filing a charge or otherwise participating in an ALRB proceeding.

Concurrence

Board Member Broad concurred with the Board's decision. He wrote separately to state that while he agrees that the defense of laches is inapplicable to ULP cases under the ALRA, he believes that the Board should promulgate a regulation establishing a reasonable time limit for the issuance of complaints.

3. *Ocean Mist Farms (2020) 46 ALRB No. 5, December 30, 2020*

ALJ Decision

On August 25, 2020, the ALJ issued a decision finding that Ocean Mist Farms (Ocean Mist), through its farm labor contractor Valley Pride, Inc., violated section 1153, subdivision (a) of the Act by suspending workers Juan Antonio Ortiz, Fabian Ruiz, and Esau Flores on February 18, 2017, after they engaged in a protected, concerted work stoppage because they perceived working conditions were unsafe. As a remedy for the violation, in addition to the standard cease and desist and noticing remedies, the ALJ recommended that Ocean Mist make the agricultural employees whole for the economic losses they suffered as a result of their suspension. A backpay specification was consolidated with the complaint in this matter, and the ALJ approved the specification.

Board Decision

The Board affirmed the ALJ's factual findings and legal conclusions in full and adopted her recommended remedy.

B. Board Administrative Orders

The Board, in addition to issuing decisions, also issues administrative orders, or interlocutory rulings, in response to motions filed by parties. These motions and orders regard procedural issues in connection with investigations, hearings, elections, or mandatory mediation and conciliation proceedings.

Many of the motions filed by parties are appeals of rulings rendered by either an ALJ or the Executive Secretary.

In fiscal year 2020-21, the Board issued 13 administrative orders. Of these 13 orders, the Board designated three as precedential, due to the significance of the issues involved and to provide guidance to parties in future cases. Administrative orders designated by the Board as precedential are indicated by "-P" following the order number.

The full text of each administrative order listed in Table 7, are on the [Board Administrative Orders page on the ALRB website](#), under the Years [2020](#) and [2021](#).

Table 7: List of Administrative Orders

Number	Administrative Order Number	Case Name	Case Number	Issue Date	Description
1.	2020-15	Coast King Packing, LLC	2020-CE-016-SAL	8/19/2020	Order to Show Cause Why the General Counsel's Request for Subpoena Enforcement Should Not be Granted
2.	2020-16-P	Coast King Packing, LLC	2020-CE-016-SAL	9/2/2020	Order Granting General Counsel's Request for Subpoena Enforcement

Number	Administrative Order Number	Case Name	Case Number	Issue Date	Description
3.	2020-17	John DeGroot and Son Dairy	2020-RD-001-VIS	10/20/2020	Order Remanding Decertification Petition to Regional Director
4.	2020-18-P	Premiere Raspberries, LLC	2018-CE-004-SAL (44 ALRB No. 9)	11/9/2020	Order Denying Regional Director's Request for an Order Sealing Statement in Support of Formal Bilateral Settlement Agreement
5.	2020-19	United Farmworkers of America	2019-CL-005-SAL 2019-CL-006-SAL 2019-CL-007-SAL 2019-CL-008-SAL 2020-CL-001-SAL	11/20/2020	Order Granting the UFW's Application for Special Permission to Appeal Administrative Law Judge's Order; Order Affirming Administrative Law Judge's Order Denying Petition to Revoke
6.	2020-20	Premiere Raspberries, LLC	(44 ALRB No. 9) (Admin. Order No. 2020-18-P) (Admin. Order No. 2020-13-P) (Admin. Order No. 2020-05-P)	12/2/2020	Order Directing Regional Director to Clarify Statement in Support of Formal Bilateral Settlement Agreement

Number	Administrative Order Number	Case Name	Case Number	Issue Date	Description
7.	2020-21	Premiere Raspberries, LLC	2018-CE-004-SAL (44 ALRB No. 9) (Admin. Order No. 2020-20) (Admin. Order No. 2020-18-P) (Admin. Order No. 2020-13-P) (Admin. Order No. 2020-05-P)	12/14/2020	Order Approving Formal Bilateral Settlement Agreement
8.	2021-01	Gerawan Farming, Inc.	2012-CE-041-VIS 2013-CE-007-VIS 2013-CE-010-VIS (44 ALRB No. 1)	1/7/2021	Order Granting Regional Director's Request for Leave to Reply to Respondent's Opposition to Motion to Amend Bargaining Makewhole Period
9.	2021-02	Gerawan Farming, Inc.	2012-CE-041-VIS 2013-CE-007-VIS 2013-CE-010-VIS (44 ALRB No. 1)	2/2/2021	Order Denying Regional Director's Motion to Amend the Bargaining Makewhole Period
10.	2021-03-P	United Farmworkers of America	2019-CL-005-SAL 2019-CL-006-SAL 2019-CL-007-SAL 2019-CL-008-SAL 2020-CL-001-SAL	2/18/2021	Order to Show Cause Why the General Counsel's Request for Subpoena Enforcement Should Not Be Granted

Number	Administrative Order Number	Case Name	Case Number	Issue Date	Description
11.	2021-04	Gerawan Farming, Inc.	2012-CE-041-VIS 2013-CE-007-VIS	2/25/2021	Order Directing Parties to Meet and Confer on Proposed Amendments to Notice to Agricultural Employees
12.	2021-05	Gerawan Farming, Inc.	2012-CE-041-VIS 2013-CE-007-VIS 2013-CE-010-VIS (44 ALRB No. 1)	3/12/2021	Order Approving Joint Proposed Amended Notice
13.	2021-06	United Farmworkers of America	2019-CL-006-SAL 2019-CL-007-SAL 2019-CL-008-SAL 2020-CL-001-SAL	3/16/2021	Order Granting the General Counsel's Request for Subpoena Enforcement

IV. Board and General Counsel Litigation

Board decisions generally are reviewable in the California courts of appeal. Reviews are triggered by the timely filing of a petition for review.

Litigation in California superior courts may include applications for injunctive relief, the enforcement of subpoenas issued in connection with an ALRB investigation or hearing, or petitions for writ of mandate asserting constitutional challenges to actions of the Board.

Cases in federal court typically involve constitutional challenges to the Act or its enforcement.

A. Board Litigation

Table 8 and Table 9 identify litigation matters involving the Board, including the judicial forum in which a matter was pending at the conclusion of the 2020-21 fiscal year.

Generally, the Board is a respondent or defendant in such litigation cases, which typically involve appeals of board decisions, actions under the California Public Records Act (PRA), or petitions for writ of mandate or complaints for declaratory relief and injunctive relief asserting constitutional challenges to actions taken by the Board.

For fiscal year 2020-21, two new litigation matters involving the Board were filed in state courts, as listed in Table 8.

Table 8: New Board Litigation Matters

No.	Filing Date	Case Name	Summary
1.	10/14/20	<i>Smith Packing, Inc. v. ALRB</i> <ul style="list-style-type: none"> • Second District Court of Appeal, Case No. B308102 	Petition for writ of review of the Board's decision (46 ALRB No. 3) finding employer unlawfully terminated employees for engaging in protected activity.
2.	1/28/21	<i>Cal. Artichoke and Vegetable Growers Corp. dba Ocean Mist Farms v. ALRB</i> <ul style="list-style-type: none"> • Sixth District Court of Appeal, Case No. H048797 	Petition for writ of review of the Board's decision (46 ALRB No. 5) finding employer unlawfully suspended employees for engaging in protected activity.

During at least some portion of fiscal year 2020-21, five litigation matters involving the Board remained pending from prior years, in state and federal courts, as listed in Table 9.

**Table 9: Pending Board Litigation Matters
(Filed Pre-Fiscal Year 2020-21)**

No.	Filing Date	Case Name	Summary
1.	02/16/16	<p><i>Cedar Point Nursery and Fowler Packing Co. v. Hassid, et al.</i></p> <ul style="list-style-type: none"> • U.S. Dist. Court, E.D. Cal., Case No. 1:16-cv-00185-LJO-BAM • On Appeal (filed 7/27/16): U.S. Court of Appeals, Ninth Circuit, Case No. 16-16321 • On Petition for Writ of Certiorari (filed 7/29/20): U.S. Supreme Court, Case No. 20-107 	<p>Constitutional challenge on Fourth and Fifth Amendment grounds to the Board's access regulation (Cal. Code Regs., tit. 8, § 20900). District court dismissed case, and Ninth Circuit affirmed. (<i>Cedar Point Nursery v. Shiroma</i> (9th Cir. 2019) 923 F.3d 524; see also <i>Cedar Point Nursery v. Shiroma</i> (9th Cir. 2020) 956 F.3d 1152 [order denying petition for rehearing en banc].) The Supreme Court granted certiorari on 11/13/20 and issued an opinion on 6/23/21 reversing the Ninth Circuit's opinion and remanding for further proceedings.</p>
2.	2/21/18	<p><i>Gerawan Farming, Inc. v. ALRB</i></p> <ul style="list-style-type: none"> • Fifth District Court of Appeal, Case No. F077033 • On Review (filed 8/24/20): Cal. Supreme Court, Case No. 264099 (dismissed 10/28/20) 	<p>Petition for writ of review of the Board's decision (44 ALRB No. 1) finding employer engaged in bad faith bargaining. Opinion issued 7/15/20 affirming Board's decision. (52 Cal.App.5th 141.) Remittitur issued 10/30/20 following California Supreme Court's denial of petition for review. This litigation now is final.</p>

No.	Filing Date	Case Name	Summary
3.	5/18/18	<i>P&M Vanderpoel Dairy v. ALRB</i> <ul style="list-style-type: none"> Fifth District Court of Appeal, Case No. F077513 	Petition for writ of review of Board's decision (44 ALRB No. 4) awarding backpay to an unlawfully terminated employee. Appellate unpublished opinion issued 5/8/20 affirming Board decision. Remittitur issued 7/8/20. This litigation now is final.
4.	12/23/19	<i>United Farm Workers of America v. ALRB</i> <ul style="list-style-type: none"> Fifth District Court of Appeal, Case No. F080469 	Petition for writ of review of the Board's decisions (45 ALRB Nos. 4 and 8 and 44 ALRB No. 10) finding union unlawfully threatened to picket employer.
5.	5/21/20	<i>Wonderful Orchards, LLC v. ALRB</i> <ul style="list-style-type: none"> Fifth District Court of Appeal, Case No. F081172 	Petition for writ of review of the Board's decision (46 ALRB No. 2) finding employer unlawfully terminated employees for engaging in protected activity.

B. General Counsel Litigation

Litigation matters handled by the General Counsel's office typically involve injunctive relief requests or enforcement of administrative subpoenas.

During fiscal year 2020-21, the General Counsel did not seek any injunctive relief in relation to ULP charges.

V. Unfair Labor Practice Charges

Unfair labor practice (ULP) charges, alleging violations of the Act, may be filed by agricultural employees against agricultural employers or

labor organizations, or by agricultural employers or labor organizations against one another.

ULP charges are investigated by the General Counsel's (GC) office. The GC program decides whether to dismiss the charge (if no merit) or to file a ULP complaint. Many charges are settled, both before and after the GC's filing of a ULP complaint.

ULP complaints are scheduled for a case management conference, a pre-hearing conference, and an evidentiary hearing before an ALRB ALJ. After the hearing, the ALJ issues a written ruling, which includes a remedial order when violations of the Act are found. The ALJ ruling can be appealed to the Board for *de novo* review. The subsequent Board decision, if any, can be appealed to a District Court of Appeal, and to the California Supreme Court.

Once all appeals have been exhausted, and if the Board's decision is upheld or if the ALJ's ruling is not appealed, it is released for compliance with the order of the decision. The Board relies on the Regional Office staff to effectuate compliance, which can include monetary remedies, as well as readings, noticing, and mailings to farmworkers regarding their rights.

In some instances, a separate compliance hearing occurs, to establish the amount of the monetary award to compensate farmworkers for lost wages and other economic losses resulting from a violation of the Act.

ULP charges are typically handled entirely within the ALRB's administrative framework. However, the GC occasionally utilizes the courts to enforce subpoenas, and to seek injunctive relief when the GC determines that an immediate court order is needed to remedy a ULP.

A. ULP Charges

At the beginning of the 2020-2021 fiscal year, the General Counsel's office had a total of 95 pending ULP charges. Throughout fiscal year 2020-2021, an additional 67 ULP charges were filed for a total of 162

pending ULP charges. Of the 162 ULP charges, five charges were withdrawn, 17 charges were dismissed, 42 charges were settled, and 16 charges went to complaint. By the end of fiscal year 2020-2021, the General Counsel's office had a total of 108 pending ULP charges.

Table 10 lists ULP charges by office where the charge was filed, and by disposition of each charge: withdrawn, dismissed, settled, or went to complaint. Some charges are counted more than once, because they went through more than one status (such as complaint and settled) during the fiscal year.

Table 10: ULP Charges by Office⁴

Charge Category	Salinas Regional Office	Visalia Regional Office	Total ⁵
Charges Filed	46	21	67
Withdrawn	4	1	5
Dismissed	13	4	17
Settled	30	12	42
Charges to Complaint ⁶	8	8	16

⁴ Totals for withdrawn, dismissed, settled, and charges to complaints, each include charges filed prior to fiscal year 2020-2021. Total for "charges filed" lists only charges filed during fiscal year 2020-2021.

B. ULP Investigation-Subpoena Enforcement

In fiscal year 2020-21, the General Counsel sought and received approval to seek subpoena enforcement in two cases:

Charge Number	Case Name	Admin Order/Date
2020-CE-016-SAL	Coast King Packing, LLC	2020-16; 09/02/2020
2019-CL-005-SAL 2019-CL-006-SAL 2019-CL-007-SAL 2019-CL-008-SAL 2020-CL-001-SAL	United Farmworkers of America	2021-06; 03/16/2021

C. ULP Complaints

During the fiscal year 2020-21, the General Counsel issued 12 new complaints and one amended complaint, encompassing 17 charges, as summarized in Table 11 and listed in

Table 12.

Table 11: ULP Complaints by Office

Complaint Category	Salinas Regional Office	Visalia Regional Office	Total
New Complaints Issued	7	6	13
Complaints Withdrawn	5	1	6
Complaints Dismissed	0	0	0

Complaint Category	Salinas Regional Office	Visalia Regional Office	Total
Complaints Settled ⁷	11	5	16
Complaints to Compliance ⁸	0	1	1

Table 12: List of ULP Complaints

Number	Case Number	Respondent	Complaint Date	Status as of June 30, 2020 ⁹
1.	2018-CE-049-SAL	Chapala Berry Farms, Inc.	07/02/2020	Complaint withdrawn on 05/14/2021
2.	2020-CE-004-VIS	Anthony Vineyards, Inc.	08/20/2020	Settled 03/29/2021
3.	2019-CE-031-SAL	Coast King Packing, LLC	09/04/2020	Settled 01/19/2021
4.	2019-CE-033-SAL	C & G Farms, Inc. & Angel Packing, LLC	10/26/2020	Settled 03/09/2021
5.	2019-CE-050-SAL	Santa Rosa Berry Farms, LLC	11/10/2020	Complaint withdrawn on 05/21/2021

⁷ Includes complaints filed before fiscal year 2020-21.

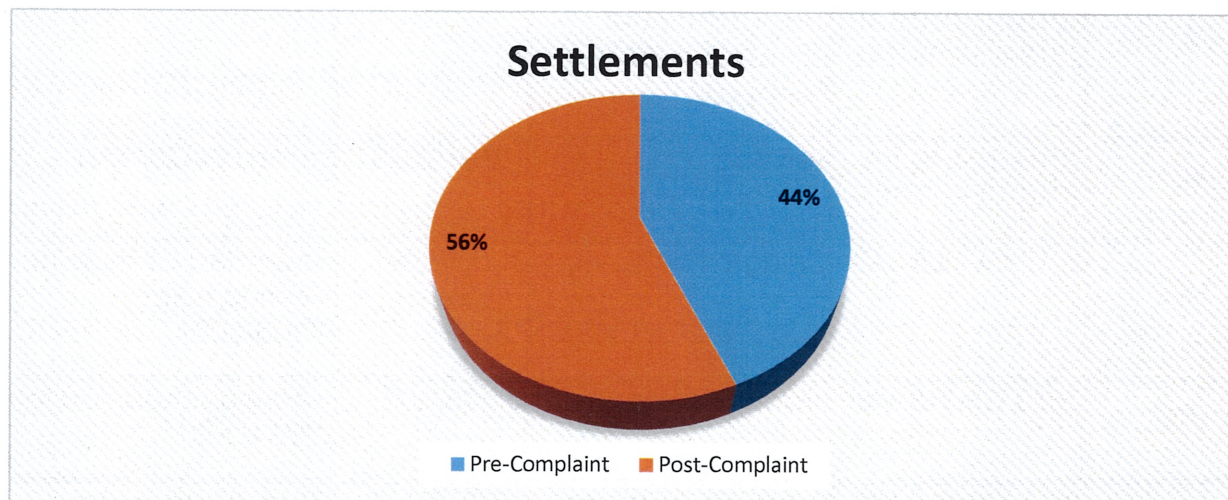
⁸ Includes complaints filed before fiscal year 2020-21.

⁹ The purpose of this table is to list *complaints* issued during the fiscal year. The *status* column is for information only, and is not meant to document the total number of hearings held. This column lists only the hearings held during fiscal year 2020-21 for complaints issued between July 1, 2020, and June 30, 2021. As of June 30, 2021, some complaints issued between July 1, 2020, and June 30, 2021, were scheduled for hearings to be held during fiscal year 2020-21. Hearings were also held during fiscal year 2020-21, for complaints issued in previous fiscal years. See Section E, *Unfair Labor Practice and Compliance Hearings*, on page 23 for a complete list of ULP complaint hearings held during fiscal year 2020-21.

Number	Case Number	Respondent	Complaint Date	Status as of June 30, 2020 ⁹
6.	2019-CE-009-SAL	Pacific Reserve Nursery, LLC. and Fuji Flowers, LLC	11/24/2020	Settled 04/22/2021
7.	2017-CE-033-SAL 2018-CE-030-SAL 2018-CE-008-SAL	Mann Packing Co. Inc., Dominguez Farms, and G&H Farms LLC	11/24/2020	Settled 03/22/2021
8.	2018-CE-010-VIS 2018-CE-019-VIS	San Jac Management, LLC	12/08/2020	Settled 04/20/2021
9.	2017-CE-008-SAL	Cinagro Farms, Inc.	02/11/2021	Amended Complaint; Hearing held 02/23/2021
10.	2020-CE-018-VIS	Braden Farms	04/28/2021	Hearing scheduled for 09/14/2021
11.	2018-CE-002-VIS	Benjamin Reitz and Stephen Reitz, dba Reitz Ranches	05/03/2021	Default Judgment entered 06/22/2021
12.	2020-CE-010-VIS	Sun Pacific Farming Cooperative, Inc.	05/05/2021	Hearing scheduled for 08/24/2021
13.	2019-CE-012-VIS 2020-CE-005-VIS	Mark Bettinsoli	05/07/2021	Hearing scheduled for 10/04/2021

D. ULP Complaints Settled

During fiscal year 2020-21, the General Counsel achieved 32 settlement agreements, which resolved 42 ULP charges. Of the 32 settlement agreements, 14 were achieved pre-complaint, and 18 were achieved post-complaint.



Pre-Complaint Settlements

During fiscal year 2020-21, the General Counsel reached 14 pre-complaint settlements encompassing 16 charges, as listed in Table 13.

Table 13: List of Pre-Complaint Settlements

Number	Case Number	Respondent	Settlement Type ¹⁰	Settlement Date
1.	2020-CE-016-VIS	Materra Farming Company	Informal Bilateral	08/10/2020

¹⁰ Informal settlements are those that occur prior to hearing, as opposed to formal settlements that occur after hearing. A bilateral settlement is one in which both the charging party and the respondent are parties to a settlement with the ALRB. A Unilateral Settlement is one in which only the respondent is a party to the settlement with the ALRB and not the charging party.

Number	Case Number	Respondent	Settlement Type ¹⁰	Settlement Date
2.	2020-CE-005-SAL	Scarborough Farms Inc.	Informal Bilateral	09/16/2020
3.	2020-CE-029-SAL 2020-CE-030-SAL 2020-CE-031-SAL	GroLink Plant Company, Inc.	Informal Bilateral	09/29/2020
4.	2020-CE-018-SAL	Rancho Laguna Farms, LLC	Informal Bilateral	10/12/2020
5.	2020-CE-040-SAL	FMG Farm Contractor and Merrill Farm, LLC	Informal Bilateral	10/19/2020
6.	2018-CE-057-SAL	CB Harvesting/ Church Brothers Farms	Informal Bilateral	10/20/2020
7.	2020-CE-024-SAL	MM Vineyard Management, Inc.	Informal Bilateral	10/27/2020
8.	2020-CE-023-VIS	Dulcinea Farms, a subsidiary of Pacific Trellis Fruit, LLC	Informal Bilateral	11/02/2020
9.	2020-CE-021-VIS	Ford Spraying Inc.	Informal Bilateral	11/05/2020
10.	2020-CE-027-SAL	Saticoy Berry Farms, Inc.	Informal Bilateral	11/07/2020
11.	2020-CE-014-SAL,	Ojai Farms, Inc., and Gourmet Specialties, Inc.	Informal Bilateral	3/29/2021
12.	2020-CE-011-VIS	Gallo Vineyards, Inc.	Informal Bilateral	04/19/2021
13.	2020-CE-045-SAL	Classico Design and Marketing, LLC	Informal Bilateral	04/22/2021
14.	2021-CE-002-VIS	Philip Verwey Farms	Informal Bilateral	06/11/2021

Post-Complaint Settlements

During fiscal year 2020-21, the General Counsel reached 18 post-complaint settlements encompassing 26 charges, as listed in Table 14.

Table 14: List of Post-Complaint Settlements

Number	Case Number	Respondent	Settlement Type	Settlement Date
1.	018-CE-009-SAL	Pacific Fresh Produce, Inc.	Informal Bilateral	07/28/2020
2.	2019-CE-005-VIS	Philip Verwey Farms	Informal Bilateral	08/11/2020
3.	2018-CE-027-SAL	Eat Sweet Farms, LLC	Informal Unilateral	08/28/2020
4.	2018-CE-062-SAL	San Miguel Produce, Inc.	Informal Bilateral	09/14/2020
5.	2019-CE-013-SAL	B&H Flowers, Inc.	Informal Bilateral	09/22/2020
6.	2018-CE-049-SAL	Chapala Berry Farms, Inc.	Informal Bilateral	09/22/2020
7.	2019-CE-015-VIS 2020-CE-017-VIS	Yergat Packing	Informal Bilateral	10/13/2020
8.	2018-CE-004-SAL 2018-CE-012-SAL 2018-CE-035-SAL 2018-CE-050-SAL 2020-CE-004-SAL 2020-CE-012-SAL	Premiere Raspberries, LLC	Formal Bilateral	10/28/2020
9.	2019-CE-018-VIS	Terra Linda Dairy, a California Limited Partnership	Informal Bilateral	12/21/2020
10.	2019-CE-042-SAL	Satellite Farms, LLC	Informal Bilateral	01/04/2021
11.	2019-CE-031-SAL	Coast King Packing, LLC	Informal Bilateral	01/19/2021

Number	Case Number	Respondent	Settlement Type	Settlement Date
12.	2017-CE-033-SAL 2018-CE-008-SAL 2018-CE-030-SAL	Dominguez Farms and Mann Packing Co. LLC	Informal Bilateral	03/22/2021
13.	2020-CE-004-VIS	Anthony Vineyards, Inc	Informal Bilateral	03/29/2021
14.	2019-CE-050-SAL	Santa Rosa Berry Farms, LLC	Informal Bilateral	04/07/2021
15.	2018-CE-010-VIS	San Jac Management	Informal Bilateral	04/21/2021
16.	2018-CE-019-VIS	San Jac Management	Informal Bilateral	04/21/2021
17.	2019-CE-009-SAL	Pacific Reserve Nursery, LLC	Informal Bilateral	04/22/2021
18.	2019-CE-033-SAL	C & G Farms, Inc.	Informal Bilateral	04/16/2021

E. Unfair Labor Practice and Compliance Hearings

During fiscal year 2020-21, the Board held one hearing before an ALJ in ULP cases, and no hearings on compliance. Table 15 lists the one ULP hearing.

Table 15: List of ULP and Compliance Hearings

Number	Case Number	Respondent	Hearing Opened	Hearing Closed	Number of Hearing Days
1.	2017-CE-008-SAL	Cinagro Farms, Inc.	02/23/2021	03/03/2021	7
Total					7

VI. Remedies and Disbursements

The Board is empowered to order a wide range of remedies to effectuate the purposes of the Act and to make whole the victims of ULP's. These remedies may include reinstatement of an unlawfully discharged employee, an award of lost wages and benefits, various non-monetary remedies – including orders to cease and desist from engaging in similar conduct that violates the Act – and the issuance of notices to employees.

Once a Board decision awarding backpay (the lost earnings resulting from an unlawful discharge) and/or other remedies is final (appeals have been exhausted and the decisions have been upheld), the Board releases the case back to the applicable region to effectuate the remedies of that decision. Amounts received from parties ordered to provide backpay are transmitted by the ALRB to the farmworkers.

The General Counsel staff expends significant effort to locate all farmworkers who are entitled to backpay. If the ALRB is unable to locate a farmworker entitled to backpay for a period of two years following the collection of the amount owed, this amount may be deposited into the Agricultural Employee Relief Fund (AERF). The ALRB uses monies in the AERF to pay farmworkers the unpaid balance of any monetary relief ordered by the Board in other matters that cannot be collected from the violator. Thus, there is usually a disparity between the amounts collected and amounts disbursed as monetary remedies in a given year.

A. Remedies

In fiscal year 2020-21, the Board released three cases for compliance, as listed in Table 16.

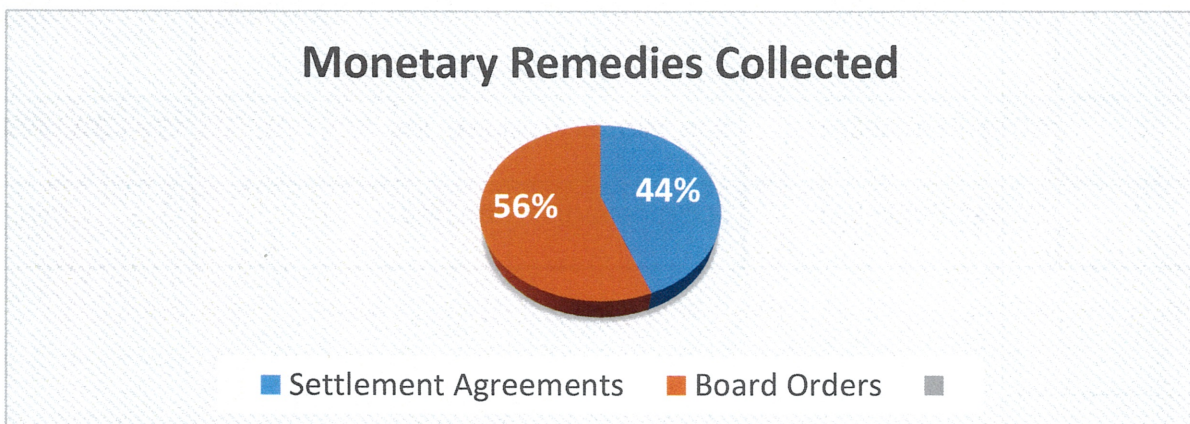
Table 16: List of Cases Released for Compliance

Number	Case Number	Respondent Name	Date Released
1.	2013-CE-016-VIS	P & M Vanderpoel Dairy	07/09/2020
2.	2012-CE-041-VIS 2013-CE-007-VIS 2013-CE-010-VIS	Gerawan Farming, Inc	10/30/2020
3.	2014-CE-044-SAL	Rincon Pacific, LLC	11/12/2020

Monetary Remedies

In fiscal year 2020-21, the ALRB obtained payments in 32 cases encompassing 44 charges for a total of \$1,473,173.18. Of that total:

- \$354,917.31 was collected pursuant to settlement agreements that were achieved during current and prior fiscal years.
- \$1,118,255.87 was collected pursuant to a Board Order.



Monies Collected During Fiscal Year 2020-21

Table 17 is listed in chronological order of when each settlement agreement was reached. Although some of these settlement agreements were reached in prior fiscal years, all money listed in this table was collected during fiscal year 2020-21.

Sometimes there is a time lapse between accomplishing the settlement and receiving the actual check. As a result, money collected near the end of a fiscal year is sometimes deposited during the subsequent fiscal year. Additionally, not all monies collected are deposited into an ALRB account but are instead paid directly to farmworkers.¹¹

Table 17: Monies Collected

Number	Case Number	Respondent Name	Amount Collected
1.	2013-CE-016-VIS	P&M Vanderpoel Dairy	\$ 26,187.80
2.	2018-CE-009-SAL	Pacific Fresh Produce, Inc.	\$ 19,821.53
3.	2020-CE-016-VIS	Materra Farming	\$ 12,279.46
4.	2019-CE-005-VIS	Philip Verway Farms	\$ 77,139.70
5.	2016-CE-027-SAL	Eat Sweet Farms, LLC, and Durant Harvesting Inc.	\$ 3,128.62
6.	2018-CE-062-SAL	San Miguel Produce, Inc.	\$ 33,149.00
7.	2020-CE-005-SAL	Scarborough Farms, Inc.	\$ 1,056.33

¹¹ For these reasons, the amount of money collected does not match the amounts deposited for fiscal year 2020-21.

Number	Case Number	Respondent Name	Amount Collected
8.	2019-CE-013-SAL	B&H Flowers, Inc.	\$ 22,245.68
9.	2018-CE-049-SAL	Chapala Berry Farms, Inc.	\$ 3,432.41
10.	2020-CE-029-SAL 2020-CE-030-SAL 2020-CE-031-SAL	GroLink Plant Company, Inc.	\$ 1,925.45
11.	2020-CE-018-SAL	Rancho Laguna Farms, LLC	\$ 29,661.53
12.	2019-CE-015-VIS 2020-CE-017-VIS	Yergat Packing Company, Inc.	\$ 11,016.09
13.	2020-CE-040-SAL	FMG Farm Contractor, Inc.	\$ 123.75
14.	2020-CE-024-SAL	Mesa Vineyard Management, Inc.	\$ 5,531.12
15.	2018-CE-004-SAL 2018-CE-012-SAL 2018-CE-035-SAL 2018-CE-050-SAL 2020-CE-004-SAL 2020-CE-012-SAL	Premiere Raspberries	\$ 800,000.00
16.	2020-CE-023-VIS	Dulcinea Farms & Pacific Trellis Fruit LLC	\$ 2,823.46
17.	2020-CE-021-VIS	Ford Spraying, Inc.	\$ 4,222.15
18.	2019-CE-018-VIS	Terra Linda Dairy	\$ 16,238.70
19.	2019-CE-042-SAL	Satellite Farms LLC	\$ 4,264.80
20.	2017-CE-033-SAL 2018-CE-008-SAL 2018-CE-030-SAL	Mann Packing Co. LLC, Dominguez Farms, G&H Farms LLC	\$ 26,350.00

Number	Case Number	Respondent Name	Amount Collected
21.	2020-CE-004-VIS	Anthony Vineyards, Inc.	\$ 11,080.69
22.	2019-CE-050-SAL	Santa Rosa Berry Farms, LLC	\$ 5,682.21
23.	2020-CE-011-VIS	Gallo Vineyards, Inc.	\$ 1,386.34
24.	2018-CE-010-VIS	San Jac Management, LLC	\$ 5,232.75
25.	2018-CE-019-VIS	San Jac Management, LLC	\$ 21,870.85 ¹²
26.	2020-CE-045-SAL	Classico Design and Marketing, LLC	\$ 4,465.93
27.	2019-CE-009-SAL	Pacific Reserve Nursery, LLC & Fuji Flowers, LLC	\$ 14,105.95 ¹³
28.	2019-CE-033-SAL	C&G Farms, Inc. & Angel Packing, LLC	\$ 10,748.81
29.	2021-CE-002-VIS	Philip Verwey Farms	\$ 4,829.00
30.	2018-CE-068-SAL	Candes Farms Inc.	\$ 1,105.00
31.	2012-CE-030-VIS 2015-CE-006-VIS 2017-CE-003-VIS	Arnaudo Brothers, Inc.	\$ 245,000.00
32.	2017-CE-024-SAL	David Abreu Vineyard Management, Inc.	\$ 47,068.07
Total			\$ 1,473,173.18

¹² Payments for this case are to be made in installments spanning nine total payments. Amount shown here reflects the amount received in FY 2020-2021.

¹³ Two checks remain to be issued on this case. Amount shown here reflects the amount received in FY 2020-2021

Payments Ordered

Payments were ordered in 29 cases encompassing 39 charges as a result of an Informal Settlement Agreement or Board Order, as listed in Table 18.¹⁴

Table 18: Payments Ordered

Number	Case Number	Respondent Name	Amount Ordered
1.	2018-CE-009-SAL	Pacific Fresh Produce, Inc.	\$ 27,000.00
2.	2020-CE-016-VIS	Mattera Farming Company	\$ 20,930.00
3.	2019-CE-005-VIS	Philip Verway Farms	\$ 77,139.70
4.	2016-CE-027-SAL	Eat Sweet Farms, LLC, and Durant Harvesting Inc.	\$ 3,500.00
5.	2018-CE-062-SAL	San Miguel Produce, Inc.	\$ 33,000.00
6.	2020-CE-005-SAL	Scarborough Farms, Inc.	\$ 1,154.00
7.	2019-CE-013-SAL	B&H Flowers, Inc.	\$ 32,804.00
8.	2018-CE-049-SAL	Chapala Berry Farms, Inc.	\$ 4,172.58
9.	2020-CE-029-SAL 2020-CE-030-SAL 2020-CE-031-SAL	GroLink Plant Company, Inc.	\$ 2,075.00
10.	2020-CE-018-SAL	Rancho Laguna Farms, LLC	\$ 29,661.53

¹⁴ The number of payments ordered during fiscal year 2020-21 is not necessarily the same as the number of payments collected by ALRB during the fiscal year. These figures differ for various reasons, including the lag in time between when an order is obtained to when payment is actually collected, and the fact that some payments are paid directly to the charging party and not the ALRB.

Number	Case Number	Respondent Name	Amount Ordered
11.	2019-CE-015-VIS 2020-CE-017-VIS	Yergat Packing Company, Inc.	\$ 13,838.00
12.	2020-CE-040-SAL	FMG Farm Contractor, Inc.	\$ 123.75
13.	2020-CE-024-SAL	Mesa Vineyard Management, Inc.	\$ 6,270.00
14.	2018-CE-004-SAL 2018-CE-012-SAL 2018-CE-035-SAL 2018-CE-050-SAL 2020-CE-004-SAL 2020-CE-012-SAL	Premiere Raspberries	\$ 800,000.00
15.	2020-CE-023-VIS	Dulcinea Farms & Pacific Trellis Fruit LLC	\$ 3,605.66
16.	2020-CE-021-VIS	Ford Spraying, Inc.	\$ 5,160.00
17.	2019-CE-018-VIS	Terra Linda Dairy	\$ 33,000.00
18.	2019-CE-042-SAL	Satellite Farms LLC	\$ 6,369.00
19.	2017-CE-033-SAL 2018-CE-008-SAL 2018-CE-030-SAL	Mann Packing Co. LLC, Dominguez Farms, G&H Farms LLC	\$ 26,350.00
20.	2020-CE-004-VIS	Anthony Vineyards	\$ 11,080.69
21.	2019-CE-050-SAL	Santa Rosa Berry Farms	\$ 8,876.00
22.	2020-CE-011-VIS	Gallo Vineyards	\$ 2,000.00
23.	2018-CE-010-VIS	San Jac Management, LLC	\$ 8,932.00
24.	2018-CE-019-VIS	San Jac Management, LLC	\$ 58,000.00

Number	Case Number	Respondent Name	Amount Ordered
25.	2020-CE-045-SAL	Classico Design and Marketing, LLC	\$ 5,207.80
26.	2019-CE-009-SAL	Pacific Reserve Nursery, LLC & Fuji Flowers, LLC	\$ 49,000.00
27.	2019-CE-033-SAL	C&G Farms	\$ 12,368.39
28.	2021-CE-002-VIS	Philip Verwey Farms	\$ 4,829.00
29.	2013-CE-016-VIS	P&M Vanderpoel	\$ 28,079.00
TOTAL			\$ 1,314,526.10

Checks Issued by ALRB to Farmworkers

In fiscal year 2020-21, the ALRB issued 159 checks from six cases to farmworkers as a result of findings of liability in ULP cases or as a result of settlement agreements. Table 19 lists the number and dollar amounts of checks issued for each of the six cases.

Table 19: Checks Issued

Number	Respondent Name	Case Number	Number of Checks Issued	Total Net Amount Issued
1.	Ace Tomato Company, Inc.	93-CE-37-VI	9	\$ 1,822.52
2.	David Abreu Vineyard Management, Inc.	2017-CE-024-SAL	2	\$ 47,068.07

Number	Respondent Name	Case Number	Number of Checks Issued	Total Net Amount Issued
3.	Arnaudo Brothers, LP, & Arnaudo Brothers, Inc.	2012-CE-030-VIS 2015-CE-006-VIS	130	\$ 152,965.40
4.	Dole Berry North, LLC	2018-CE-021-SAL	5	\$ 5,000.00
5.	Philip Verwey Farms	2019-CE-005-VIS	12	\$ 77,139.70
6.	Duda Farm Fresh Produce	2019-CE-011-SAL	1	\$ 1,823.93
TOTAL			159	\$ 285,819.62

Non-Monetary Remedies

In cases where the Board finds a violation, it generally orders noticing remedies in addition to monetary awards. A negotiated settlement signed by the parties may also include noticing remedies in addition to monetary awards. A noticing remedy requires the employer to post, mail, and/or read a prepared notice to all agricultural employees, so they can become aware of the outcome of the case.

The ALRB conducted a **notice reading** to 1,553 agricultural employees in 29 cases encompassing 36 charges in fiscal year 2020-21. Table 20 lists these Notice Readings.

Table 20: List of Notice Readings

Number	Case Number	Respondent Name	Date of Notice Reading	No. of Employees at Reading
1.	2017-CE-066-SAL	Reveille Farms, LLC	07/20/2020	37

Number	Case Number	Respondent Name	Date of Notice Reading	No. of Employees at Reading
2.	2020-CE-003-SAL	Michael Wolf Vineyard Service, Inc.	07/23/2020	15
3.	2017-CE-026-SAL 2018-CE-069-SAL	Frog's Leap Winery	08/05/2020	21
4.	2018-CE-045-SAL	Lakeside Organic Gardens, LLC	08/07/2020	90
5.	2019-CE-039-SAL	J.E. Farms, Inc.	08/11/2020	288
6.	2018-CE-064-SAL	Ocean Hill Farms LLC	08/21/2020	32
7.	2020-CE-016-VIS	Mattera Farming Company	08/24/2020	14
8.	2020-CE-001-VIS 2019-CE-023-VIS	Gebhardt Farm Management, Inc.	09/03/2020	18
9.	2019-CE-005-VIS 2021-CE-002-VIS	Philip Verwey Farms	09/08/2020	56
10.	2018-CE-049-SAL	Chapala Berry Farms, Inc.	09/24/2020	42
11.	2019-CE-013-SAL	B&H Flowers, Inc.	10/15/2020	75
12.	2018-CE-066 SAL	VBF Brands, Inc. Von Baron Farms Ocean Grown Horticulture, Inc.	10/27/2020	40
13.	2018-CE-009-SAL	Pacific Fresh Produce, Inc.	11/04/2020	29
14.	2018-CE-063-SAL 2018-CE-065-SAL	North Coast Vineyard Management, Inc. et. al.	12/02/2020	6

Number	Case Number	Respondent Name	Date of Notice Reading	No. of Employees at Reading
15.	2019-CE-011-SAL	Duda Farm Fresh Foods, Inc.	12/10/2020	42
16.	2020-CE-021-VIS	Ford Spraying Inc.	12/15/2020	21
17.	2019-CE-018-VIS	Terra Linda Dairy	01/12/2021	8
18.	2020-CE-027-SAL	Saticoy Berry Farms, Inc.	03/23/2021	80
19.	2019-CE-042-SAL	Satellite Farms, LLC	04/13/2021	50
20.	2019-CE-033-SAL	C & G Farms, Inc. & Angel Packing, LLC	04/13/2021	25
21.	2019-CE-012-SAL	Etchandy Farms, LLC	04/22/2021	77
22.	2020-CE-011-VIS	Gallo Vineyards, Inc.	05/06/2021	17
23.	2020-CE-014-SAL	Ojai Farms, Inc., and Gourmet Specialties, Inc.	05/11/2021	16
24.	2019-CE-015-VIS 2020-CE-017-VIS	Yergat Packing	05/20/2021	101
25.	2019-CE-050-SAL	Santa Rosa Berry Farms	05/27/2021	21
26.	2019-CE-031-SAL	Coast King Packing, LLC	06/09/2021	18
27.	2020-CE-024-SAL	Mesa Vineyard Management, Inc.	06/10/2021	24
28.	2020-CE-018-SAL	Rancho Laguna Farms, LLC	06/11/2021	196

Number	Case Number	Respondent Name	Date of Notice Reading	No. of Employees at Reading
29.	2017-CE-033-SAL 2018-CE-008-SAL 2018-CE-030-SAL	Mann Packing Co. LLC, Dominguez Farms, G&H Farms LLC	06/15/2021	94
TOTAL				1,553

The ALRB issued a **notice mailing** to 5,233 agricultural employees in 32 cases encompassing 41 charges. Table 21 lists these Notice Mailings.

Table 21: List of Notice Mailings

Number	Case Number	Respondent Name	Date of Notice Mailing	Number of Employees Received Mailing
1.	2018-CE-042-SAL 2018-CE-059-SAL	Francisco Labor Service, Inc.; Queen Victoria Farms, LP	07/08/2020	116
2.	2012-CE-030-VIS 2015-CE-006-VIS 2017-CE-003-VIS	Arnaudo Brothers, Inc.	07/21/2020	233
3.	2020-CE-003-SAL	Michael Wolf Vineyards, Inc.	07/24/2020	85
4.	2019-CE-012-SAL	Etchandy Farms, LLC	08/11/2020	205
5.	2018-CE-009-SAL	Pacific Fresh Produce, Inc.	08/12/2020	42
6.	2017-CE-066-SAL	Reveille Farms, LLC	08/13/2020	155
7.	2018-CE-068-SAL	Candes Farms Inc.	09/01/2020	105

Number	Case Number	Respondent Name	Date of Notice Mailing	Number of Employees Received Mailing
8.	2019-CE-005-VIS 2021-CE-002-VIS	Philip Verwey Farms	09/08/2020	233
9.	2020-CE-029-SAL 2020-CE-030-SAL 2020-CE-031-SAL	GroLink Plant Company, Inc.	10/07/2020	79
10.	2018-CE-062-SAL	San Miguel Produce, Inc.	10/09/2020	167
11.	2020-CE-005-SAL	Scarborough Farms Inc.	10/16/2020	26
12.	2019-CE-013-SAL	B&H Flowers, Inc.	10/19/2020	143
13.	2018-CE-049-SAL	Chapala Berry Farms, Inc.	10/23/2020	66
14.	2018-CE-066-SAL	VBF Brands, Inc. and Ocean Grown Horticulture, Inc.	11/01/2020	10
15.	2019-CE-015-VIS 2020-CE-017-VIS	Yergat Packing Company, Inc.	11/05/2020	275
16.	2016-CE-027-SAL	Eat Sweet Farms, LLC, and Durant Harvesting Inc	11/17/2020	1,022
17.	2018-CE-057-SAL	CB Harvesting, LLC	11/20/2020	23
18.	2020-CE-024-SAL	Mesa Vineyard Management, Inc.	11/20/2020	55
19.	2020-CE-040-SAL	FMG Farm Contractor and Merrill Farm, LLC	11/20/2020	69
20.	2020-CE-023-VIS	Dulcinea Farms & Pacific Trellis Fruit LLC	11/24/2020	11

Number	Case Number	Respondent Name	Date of Notice Mailing	Number of Employees Received Mailing
21.	2020-CE-021-VIS	Ford Spraying Inc.	12/03/2020	31
22.	2019-CE-018-VIS	Terra Linda Dairy	01/12/2021	5
23.	2020-CE-027-SAL	Saticoy Berry Farms, Inc.	01/21/2021	81
24.	2020-CE-018-SAL	Rancho Laguna Farms, LLC	02/03/2021	600
25.	2019-CE-031-SAL	Coast King Packing, LLC	02/26/2021	211
26.	2019-CE-033-SAL	C & G Farms, Inc. & Angel Packing, LLC	04/12/2021	32
27.	2019-CE-042-SAL	Satellite Farms, LLC	04/19/2021	927
28.	2020-CE-045-SAL	Classico Design and Marketing, LLC	04/22/2021	41
29.	2020-CE-014-SAL	Ojai Farms, Inc., and Gourmet Specialties, Inc.	04/30/2021	59
30.	2020-CE-011-VIS	Gallo Vineyards, Inc.	05/03/2021	28
31.	2017-CE-033-SAL 2018-CE-008-SAL 2018-CE-030-SAL	Mann Packing Co. LLC, Dominguez Farms, G&H Farms LLC	05/12/2021	41
32.	2019-CE-050-SAL	Santa Rosa Berry Farms, LLC	05/27/2021	57
TOTAL				5,233

The ALRB completed a **notice posting** in 26 cases encompassing 34 charges. Table 22 lists these Notice Postings.

Table 22: List of Notice Postings

Number	Case Number	Respondent Name	Date of Notice Posting
1.	2020-CE-003-SAL	Michael Wolf Vineyard Service, Inc.	07/23/2020
2.	2017-CE-026-SAL 2018-CE-069-SAL	Frog's Leap Winery	08/05/2020
3.	2018-CE-045-SAL	Lakeside Organic Gardens, LLC	08/07/2020
4.	2019-CE-039-SAL	J.E. Farms, Inc.	08/11/2020
5.	2018-CE-064-SAL	Ocean Hill Farms LLC	08/21/2020
6.	2020-CE-016-VIS	Materra Farming Company	08/24/2020
7.	2019-CE-005-VIS 2021-CE-002-VIS	Philip Verwey Farms	09/08/2020
8.	2020-CE-029-SAL 2020-CE-030-SAL 2020-CE-031-SAL	GroLink Plant Company, Inc.	09/23/2020
9.	2018-CE-049-SAL	Chapala Berry Farms, Inc.	09/24/2020

Number	Case Number	Respondent Name	Date of Notice Posting
10.	2019-CE-013-SAL	B&H Flowers, Inc.	10/15/2020
11.	2019-CE-023-VIS 2020-CE-001-VIS	Gebhardt Farm Management, Inc.	11/03/2020
12.	2018-CE-009-SAL	Pacific Fresh Produce, Inc.	11/04/2020
13.	2019-CE-011-SAL	Duda Farm Fresh Foods, Inc.	12/10/2020
14.	2020-CE-021-VIS	Ford Spraying Inc.	12/15/2020
15.	2019-CE-018-VIS	Terra Linda Dairy	01/12/2021
16.	2020-CE-027-SAL	Saticoy Berry Farms, Inc.	03/23/2021
17.	2019-CE-042-SAL	Satellite Farms, LLC	04/13/2021
18.	2019-CE-033-SAL	C & G Farms, Inc. & Angel Packing, LLC	04/13/2021
19.	2019-CE-012-SAL	Etchandy Farms, LLC	04/21/2021
20.	2020-CE-014-SAL	Ojai Farms, Inc., and Gourmet Specialties, Inc.	05/11/2021
21.	2019-CE-015-VIS 2020-CE-017-VIS	Yergat Packing	05/20/2021
22.	2019-CE-050-SAL	Santa Rosa Berry Farms	05/27/2021

Number	Case Number	Respondent Name	Date of Notice Posting
23.	2019-CE-031-SAL	Coast King Packing, LLC	06/09/2021
24.	2020-CE-018-SAL	Rancho Laguna Farms, LLC	06/11/2021
25.	2017-CE-033-SAL 2018-CE-008-SAL 2018-CE-030-SAL	Mann Packing Co. LLC, Dominguez Farms, G&H Farms LLC	06/15/2021
26.	2020-CE-011-VIS	Gallo Vineyards, Inc.	06/21/2021

The ALRB trained 45 supervisors of farmworkers in seven cases encompassing 12 charges.

Table 23: List of Supervisor Trainings

Number	Case Number	Respondent Name	Date Training Held	Number of Supervisors Received Training
1.	2017-CE-001-SAL 2016-CE-033-SAL 2019-CE-020-SAL 2019-CE-021-SAL	Nunes Vegetables, Inc., Camarillo Harvesting, LLP & Camarillo Berry Farms, LP	07/17/2020	16
2.	2017-CE-026-SAL 2018-CE-069-SAL	Frog's Leap Winery	08/05/2020	4

Number	Case Number	Respondent Name	Date Training Held	Number of Supervisors Received Training
3.	2020-CE-016-VIS	Materra Farming Company	08/24/2020	2
4.	2019-CE-005-VIS 2021-CE-002-VIS	Philip Verwey Farms	09/08/2020	8
5.	2019-CE-018-VIS	Terra Linda Dairy	01/12/2021	2
6.	2018-CE-049-SAL	Chapala Berry Farms, Inc.	03/05/2021	6
7.	2020-CE-014-SAL	Ojai Farms, Inc., and Gourmet Specialties, Inc.	05/25/2021	7
TOTAL				45

B. Deposits and Disbursements

Payments collected from settlements or Board-ordered monetary remedies are deposited into the ALRB trust fund before being distributed to the charging parties, unless the checks are made out directly in the name(s) of the charging parties.

Monies Deposited and Disbursed from the Agency Trust from July 1, 2020, to June 30, 2021

During fiscal year 2020-21, the ALRB deposited payments from five

cases, encompassing six separate charges, as listed in Table 24.

Table 24: Deposits

Number	Case Number	Respondent Name	Deposits
1.	2012-CE-30-VIS 2015-CE-006-VIS	Arnaudo Bros Inc	\$ 245,000.00
2.	2017-CE-024-SAL	David Abreu Vineyards Management	\$ 47,068.07
3.	2019-CE-005-VIS	Philip Verwey Farms	\$ 77,139.70
4.	2019-CE-011-SAL	Duda Farms Fresh Foods, Inc	\$ 1,823.93
5.	2019-CE-043-SAL	Dole Berry North	\$ 4,000.00
Total			\$ 375,031.70

During fiscal year 2020-21, the ALRB disbursed payments from six cases, encompassing eight separate charges, as listed in Table 25.

Table 25: Disbursements

Number	Case Number	Respondent Name	Amount of Net Payment Issued
1.	93-CE-37-VIS 2012-CE-024-VIS	Ace Tomato Growers	\$ 1,822.01
2.	2012-CE-030-VIS 2015-CE-006-VIS	Arnaudo Bros Inc.	\$ 152,965.14

Number	Case Number	Respondent Name	Amount of Net Payment Issued
3.	2017-CE-024-SAL	David Abreu Vineyard Management	\$ 47,068.07
4.	2018-CE-021-SAL	Dole Berry North	\$ 4,000.00
5.	2019-CE-011-SAL	Duda Farms Fresh Foods Inc	\$ 1,823.93
6.	2019-CE-005-VIS	Philip Verwey Farms	\$ 77,139.70
Total			\$ 284,818.85

C. Agricultural Employee Relief Fund

Effective January 1, 2002, pursuant to Labor Code section 1161, the Agricultural Employee Relief Fund (AERF or Fund), establishes a trust fund, administered by the Board, to pay agricultural employees entitled to monetary relief under the Act. California Code of Regulations, title 8, section 20299, governs the administration of the AERF.

In fiscal year 2020-21, three cases were referred to the Fund (Ace Tomato Growers, San Joaquin Tomato Growers, and Monterey Tilth in the amount of \$204,066.80), and there were no disbursements from the Fund. As of June 30, 2021, \$234,066.48 remains in the Fund for distribution.

VII. Mandatory Mediation and Conciliation

The Act authorizes certified labor organizations or employers to petition the Board for an order directing the parties to Mandatory Mediation and Conciliation (MMC) of disputed issues. When certain statutory prerequisites are met, the Board will order the parties to participate in the MMC process. A mediator is then appointed to assist

the parties in resolving their outstanding issues, and failing such resolution, to issue a determination as to how the issues should be resolved. The mediator's determination is reviewable by the Board, and the Board's decision is reviewable by the courts.

During fiscal year 2020-21, the ALRB did not receive any requests for referral to MMC and did not issue any MMC decisions.

VIII. Outreach Activities

The ALRB is actively engaged in ongoing outreach activities designed to educate farmworkers, labor organizations, and agricultural employers about their rights and obligations under the Agricultural Labor Relations Act (ALRA), as well as the ALRB's role in enforcing those rights. Although the COVID-19 pandemic altered the way we now conduct outreach, we are still actively engaged with our stakeholder communities. The ALRB continues to work towards strengthening its outreach delivery methods, increasing effectiveness in a remote setting, and tailoring presentations for our diverse audiences. The following are highlights of ALRB's outreach accomplishments during fiscal year 2020-2021:

- The ALRB hired three staff members who exclusively focus on outreach, based in three of ALRB's field offices. These staff members work in collaboration with regional office staff to coordinate and expand outreach in agricultural communities.
- Developed new print outreach materials, with information for farmworkers about their workplace rights relating to COVID-19 and rights under the ALRA. Materials include a tear-off wallet card with ALRB's 1-800 number hotline, which is a resource that farmworkers can call for assistance with workplace issues and referrals.
- Conducted in-person outreach to farmworkers at 77 community events. ALRB staff distributed over 20,000 printed materials to approximately 17,000 attendees by increasing our community partnerships. Events included food distributions, community

health fairs, vaccination clinics, employment fairs, town halls, and others.

- Increased collaboration with community-based organizations in agricultural regions, thus expanding ALRB's message to a broader range of farmworkers. Provided training to staff of community-based organizations regarding the rights the ALRB enforces, and how to access the services the ALRB provides.
- Expanded outreach to include many more presentations on social media such Facebook Live, together with community-based organizations to reach a broader audience. Conducted presentations in Spanish and Mixteco.
- Increased collaboration with other government partners, including Cal-OSHA, the Labor Commissioner, the Employment Development Department, the U.S. Department of Labor, and the Department of Fair Employment and Housing. This includes conducting joint outreach and information sharing about the needs in agricultural communities. In addition to covering workers' rights under the ALRA, topics included worker protections during wildfires, heat illness prevention, transportation, housing safety, H-2A worker rights, and child labor laws.
- Regularly appeared as guests on Spanish and Indigenous radio and television stations – such as Radio Indigena, Radio Lazer, Radio Bilingue, and Univision – to share information about the rights the ALRB enforces, results achieved in cases, and ALRB's 1-800 hotline, which is a resource that farmworkers can call for assistance with work-related issues, and to receive referrals.
- Conducted training to employer and farm labor contractor groups, regarding their obligations under the Agricultural Labor Relations Act, including through the organization AgSafe.

IX. Employee and Salary Information

Information from Fiscal Year 2020-21

A. ALRB Employees, Alphabetical by Last Name

Acevedo, Kenia	Hall III, Isadore
Ahmad, Aqsa	Hass, Edward
Arciniega, Jessica	Hassid, Victoria A.
Argumedo, Annamarie	Herrera, Franchesca
Avila-Gomez, Santiago	Heyck, Laura F.
Ball, Rebecca	Hsia, Audrey W.
Barba, Lumi D.	Inciardi, Scott P.
Barrera, Merced C.	Lane, Jenna C.
Bautista, Flavio	Lee, Michael G.
Blanco, Eduardo R.	Lightstone, Ralph E.
Broad, Barry D.	Luna, Maricela
Bueno, Sylvia	Mandarano, Christopher
Burton-Burch, Brandy	Marsh, Michael I.
Camero, Laura G.	Martinez, Delia
Cervantes, Veronica	Massie, Sharon M.
Chavez, Nelly N.	McCarrick III, John
Cracraft, Mary M.	Miller, Lori A.
Craig, Nancy J.	Miranda, Rosario
De La Hoya, Monica I.	Mondino, Monica
DeLuna, Yesnia	Montgomery, Julia L.
DeYoung-Dominguez, Amisha	Nielsen, Christina M.
Diaz, Rafael	Ochoa, Patricia
Dougherty, Brian M.	Ortiz, Monica
Esparza, Grace G.	Padilla, Margarita A.
Flores, Cinthia N.	Quiroz-Espinoza, Jeylee
Flores, Erika B.	Ramirez, Daniela D.
Fountain, Sheila L.	Ratshin, Todd M
Granda, Melosa	Sanchez, Xavier R.
Gunawardena, Devaka	Santana Ruiz, Karen
Gulchenko, Karina	Schneider, Chris A.

Seifried, Michelle D.
Shawver, Silas M.
Shores, Janice K.
Soble, Mark R.
Takehana, Jennifer E.
Topete, Maydole
Vega, Gabriela
Venegas, Berenice

Ventura Morales, Santiago
Weber, Dalton B.
Yakar, Itir
Yasin, Ghada
Zaragoza, Leslie
Zesati, Yalitza

B. ALRB Positions

Table 26: Position Titles and Salaries

Classification	Salary¹⁵
Board Chair	\$ 12,415
Member	\$ 13,256
Member	\$ 12,032
Member	\$ 12,032
Member	\$ 12,032
Member	\$ 12,032
Associate General Counsel, Regional Director	\$ 11,233
Associate General Counsel, Regional Director	\$ 9,657
Associate Governmental Program Analyst (Admin)	\$ 5,681
Associate Governmental Program Analyst (Admin)	\$ 5,411
Associate Governmental Program Analyst (Board)	\$ 5,851
Associate Governmental Program Analyst (Board)	\$ 4,674
Associate Governmental Program Analyst (General Counsel)	\$ 5,681
Associate Governmental Program Analyst (General Counsel)	\$ 5,352
Associate Governmental Program Analyst (General Counsel)	\$ 4,874
Attorney	\$ 11,020
Attorney	\$ 11,020
Attorney	\$ 8,315
Attorney	\$ 8,315
Attorney	\$ 8,315

¹⁵ Salaries shown are monthly, unless otherwise indicated.

Classification	Salary
Attorney	\$ 8,054
Attorney	\$ 7,823
Attorney	\$ 7,551
Attorney	\$ 7,551
Attorney	\$ 7,196
Attorney	\$ 6,305
Attorney	\$ 6,305
Attorney	\$ 5,325
Attorney III	\$ 9,945
Attorney III	\$ 9,657
Attorney IV	\$ 12,282
Attorney IV	\$ 12,182
Attorney IV	\$ 11,689
Career Executive Assignment	\$ 10,697
Executive Secretary	\$ 11,285
Field Examiner I	\$ 4,924
Field Examiner I	\$ 4,699
Field Examiner I	\$ 4,280
Field Examiner I	\$ 4,280
Field Examiner I	\$ 4,280
Field Examiner II	\$ 6,051
Field Examiner II	\$ 6,051
Field Examiner II	\$ 5,881
Field Examiner II	\$ 5,611
Field Examiner II	\$ 5,107

Classification	Salary
Field Examiner II	\$ 5,107
Field Examiner II	\$ 4,874
Field Examiner III	\$ 6,627
Field Examiner III	\$ 5,591
General Counsel	\$ 14,516
Graduate Legal Analyst	\$ 4,239
Hearing Officer I	\$ 10,539
Hearing Officer II	\$ 12,260
Hearing Officer II	\$ 12,260
Information Technology Specialist II	\$ 8,007
Legal Analyst	\$ 4,496
Legal Secretary	\$ 4,444
Legal Secretary	\$ 4,244
Legal Secretary	\$ 3,926
Legal Secretary	\$ 3,227
Senior Legal Typist	\$ 4,045
Senior Legal Typist	\$ 4,045
Senior Legal Typist	\$ 3,845
Staff Services Analyst (Admin)	\$ 3,886
Staff Services Analyst (General Counsel)	\$ 5,065
Staff Services Analyst (General Counsel)	\$ 4,499
Staff Services Analyst (General Counsel)	\$ 4,499
Staff Services Analyst (General Counsel)	\$ 4,280
Staff Services Manager (Admin)	\$ 6,435
Staff Services Manager (Admin)	\$ 6,328

C. Description of Duties

CHAIR & BOARD MEMBERS

Delegate powers to the Office of the Executive Secretary and the field offices to administer, interpret, and enforce the Agricultural Labor Relations Act. The Office of the Board holds evidentiary hearings and adjudicates disputes in unfair labor practice (ULP) cases, as well as disputes arising out of representation elections. The Office of the Board also administers the mandatory mediation law, and is vested with the authority to promulgate regulations to implement the Act. The Office of the Board may initiate and oversee litigation before the Court of Appeal, and grants authority to the General Counsel to take action in Superior Court. The Board, where appropriate, conducts education and outreach activities.

GENERAL COUNSEL

The General Counsel (GC) is the chief prosecutor. The GC's Office enforces the Act in ULP proceedings before the Board, and the GC supervises and coordinates personnel in regional offices who are responsible for: conducting elections, investigating ULP charges, prosecuting ULP cases, settling or dismissing cases, and seeking compliance with final Board orders. The GC also supervises and oversees litigation before administrative law judges, the Board, and the Superior Courts. The GC's office also conducts education and outreach activities on behalf of the Board.

ASSOCIATE GENERAL COUNSEL, Regional Director

The Regional Director is responsible for the overall administration and operation of the regional field offices. This position directly supervises staff working in the regional offices. It also ensures compliance with the policies and procedures of the GC's Office, and with applicable provisions of the Act.

ASSOCIATE GOVERNMENTAL PROGRAM ANALYST (Board Chair)

Executive assistant to the Chair of the ALRB Board. Responsible for drafting Board related reports, correspondence, and keeping the Chair apprised of upcoming deadlines. Coordinates with the General Counsel, Executive Secretary, and Chief Administrative Officer to research, analyze, and report on various projects related to moves, budgets, hiring, legislation and regulations, requisitions and contracts, outreach events, and meetings with control agencies and other Board stakeholders.

ASSOCIATE GOVERNMENTAL PROGRAM ANALYST (Board)

Executive assistant to the Executive Secretary, providing technical and analytical staff services. This position works independently, and applies discretion and initiative in performing assigned duties, including compliance of Brown Act and Bagley-Keene Open Meeting Laws, reporting requirements of the Agricultural Labor Relations Act, departmental website maintenance, and development and maintenance of various departmental publications.

ASSOCIATE GOVERNMENTAL PROGRAM ANALYST STAFF SERVICES ANALYST (General Counsel)

Responsible for analytical staff work for the GC program or Regional Offices. Researches, reviews, and analyzes surveys, policy reports, analytical studies, legislation, and data, including demographic, economic, and population statistics. Creates spreadsheets and tracks workload data, composes reports and responses from stakeholders. Provides research and analytical support for projects, and handles confidential, sensitive assignments and inquiries with diplomacy and tact.

ASSOCIATE GOVERNMENTAL PROGRAM ANALYST (Admin)

Responsible for providing ALRB's annual budget updates and expenditure reports. Provides budget updates to Department of Finance and California Labor and Workforce Development Agency (LWDA) as needed.

ASSOCIATE GOVERNMENTAL PROGRAM ANALYST (Admin)

Provides business services functions for the ALRB. Independently performs a variety of technical and analytical business service tasks, which include procurement, fleet, facilities, telecommunications, records retention, and property control.

ATTORNEY GRADUATE LEGAL ANALYST

Responsible for investigating and prosecuting ULP charges under the Agricultural Labor Relations Act.

CHIEF BOARD COUNSEL ATTORNEY IV

Lead attorney in development of new regulations, revises existing regulations and rule-making initiatives. Provides expert advice to the Board on legal questions in ULP cases, representation cases, and jurisdictional disputes, as well as policy and legislative issues. The Attorney IV oversees all state and federal court litigation, conducts the most complex litigation, appears, and presents oral argument on behalf of the Office of the Board.

ATTORNEY IV (Board) Retired Annuitant

Lead attorney on advising the Board on the cannabis statute. Prepares and coordinates the strategic planning of the Board's outreach, including preparation of outreach materials, development of partnerships with members of the public, non-profit organizations, members of the State Bar of California, and other governmental entities.

ATTORNEY III/IV (General Counsel)

Provides broad program policy direction to the GC. Provides support, guidance, and training to field operations, ULP matters, and court litigation activities, including strategic and legal advice on the conduct of investigations. Also assists in the training and mentoring of regional staff.

CAREER EXECUTIVE ASSIGNMENT

As a member of the executive management team, and under the direction of the Agricultural Labor Relations Board and General Counsel, the Chief for the Division of Administrative Services is responsible for the development and implementation of departmental administrative policy and procedures. Also advises the Board, GC, and Executive Secretary on ways to maximize existing funding and operations to meet the ALRB's mission. Provides leadership and oversight to the statewide support services, including planning, organizing, and directing the functions of Fiscal Services, Business Services, Contracts, Human Resources, Information Technology, and Policy Development and Management.

EXECUTIVE SECRETARY (Board)

Executive Secretary of the Board is an attorney level position, providing professional consultation on major legal and policy matters in ULP cases, representation cases, and jurisdictional disputes. The Executive Secretary plans and directs the management of the Board's caseload incident to its statutory functions, which includes administrative and functional responsibility for all case processing activities before the Board. Also responsible for the decision-making authority of Regional Directors in representation cases delegated by the Board.

FIELD EXAMINER I/II/III (General Counsel)

Handles cases involving ULP investigations, representation matters, and compliance-related activities. Independently investigates ULP cases, interviews parties and witnesses, and takes declarations. Also prepares investigative reports, case status reports, and other case-related correspondence. Assists in representation elections, and participates in pre-election conferences and post-election challenge ballot investigations. Assists in preparing back pay calculations and

make whole specifications on compliance cases. Meets with the public, answers inquiries, makes appropriate referrals, conducts interviews, accepts charges, and docket ULP's and petitions.

HEARING OFFICER I/II

The Hearing Officer presides over quasi-judicial hearings concerning representation issues, ULP charges, representation matters, and other matters under the jurisdiction of the Act. The Hearing Officer also conducts legal research in preparation of hearing cases and issuing case decisions.

INFORMATION TECHNOLOGY SPECIALIST I

Provides a variety of information technology support to all of ALRB.

LEGAL ANALYST

Assists attorneys in case preparation.

LEGAL SECRETARY SENIOR LEGAL TYPIST (Board)

Assists the Board Members and Board Counsel in a variety of administrative, legal, and office functions. Types, formats, files, and serves legal pleadings in multiple jurisdictions, including State, Federal, and appellate courts. Performs complex clerical work, and coordinates and schedules court-related services.

LEGAL SECRETARY SENIOR LEGAL TYPIST (General Counsel)

Assists the GC program Regional Directors, attorneys, or Field Examiners in a variety of administrative, legal, and office functions. Types, formats, files, and serves legal documents in a variety of jurisdictions. Performs complex clerical work, and coordinates and schedules court-related services.

SENIOR BOARD COUNSEL ATTORNEY III

The senior board counsel is responsible for the most difficult and complicated legal issues arising in labor relations matters. The senior board counsel exercises broad discretion and independent legal judgment in conducting legal research and analysis.

STAFF SERVICES MANAGER I (Admin.)

Manages the accounting, business services, human resources, and budget functions under the direction of the Career Executive Assignment as the Chief, Division of Administration.

