



NEWS RELEASE

FOR IMMEDIATE RELEASE

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3H Custom Farming, Inc. Pays \$17,505 and Offers Reinstatement to Farmworkers to Settle Unfair Labor Practice Complaint

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OXNARD, Calif. – 3H Custom Farming, Inc., located in Oxnard, California, has paid \$17,505 in lost wages and agreed to reinstate two agricultural workers to resolve a Complaint filed by the California Agricultural Labor Relations Board (“ALRB”) that the workers lost their jobs because they complained to their foreman about unsafe working conditions.

The Mixteco Indigenous Community Organizing Project (MICOP), a Central Coast non-profit with offices in Oxnard, Santa Maria and Paso Robles, filed the charge on behalf of the workers. The ALRB investigated the claim and filed a complaint against 3H Custom Farming, Inc. on June 30, 2023.

The ALRB’s complaint alleged that the workers complained to their foreman that they did not have access to restrooms, as they were at times located too far away from the worksite and other times were dirty. The workers claimed their foreman responded by telling them to urinate at the edge of a hill. The complaint also alleged that the workers complained about not having access to drinking water or shade and having to lift too many boxes at once. The workers claimed the foreman made derogatory comments about Indigenous workers from Oaxaca, Mexico and called workers “dogs,” “lazy” and “whiners” in response to their complaints. The Complaint claims the workers’ employment ended after they objected to driving a tractor and trailer loaded with boxes without receiving training and were told they should leave the worksite if they did not want to comply with the instruction.

In its September 6, 2023 settlement agreement with the ALRB, 3H Custom Farming agreed to reinstate the workers and compensate them for \$17,505 in lost wages, which it has since paid. The Company also agreed to respect the right of farmworkers to join together and speak up to seek improvements to working conditions without retaliation.

As agreed, ALRB agents will go to 3H Custom Farming’s worksites to read a Notice to all agricultural workers about their rights under the Agricultural Labor Relations Act (“ALRA”). This Notice will be posted at the ranches for 90 days and mailed to current and former employees.

The ALRB enforces the ALRA, which states that “it is the policy of the State of California to encourage and protect the right of agricultural employees to full freedom of association, self-organization, and designation of representatives of their own choosing, to negotiate the terms and conditions of their employment, and to be free from the interference, restraint, or coercion of employers of labor, or their agents, in the designation of such representatives of in self-organization or in other concerted activities for the purpose of collective bargaining or other mutual aid or protection.” The ALRB is headquartered in Sacramento and maintains field offices in Santa Rosa, Salinas, Oxnard, Visalia, and Indio. Those wishing to access ALRB services may call any ALRB office including the Oxnard Office at (805) 973-5062, or a statewide toll-free phone number, (800) 449-3699. More information is available at www.alrb.ca.gov.

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