



NEWS RELEASE

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West Coast Berry Farms, LLC Pays Nearly \$60,000 in Lost Wages and Offers Reinstatement to 18 Farmworkers to Settle Unfair Labor Practice Charges

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SANTA MARIA, Calif. – West Coast Berry Farms, LLC, located in Santa Maria, California, has agreed to pay nearly \$60,000 in lost wages and offer reinstatement to 18 agricultural workers to resolve unfair labor practice charges filed with the California Agricultural Labor Relations Board (ALRB). The charges claimed that the company refused to rehire the workers in retaliation for their participation in a work stoppage the prior season.

The charges in this case alleged that the workers engaged in a work stoppage and signed a petition seeking an increase to their per-box wage and hourly wage. The workers engaged in the strike for two days and submitted the signed petition to West Coast Berry Farms. Following the strike, the company increased the per-box wage by 15 cents. When the workers sought rehire at West Coast Berry the following season, they claimed that the company refused to hire them because of their participation in the work stoppage.

In its settlement agreement with the ALRB finalized on January 31, 2024, West Coast Berry Farms agreed to reinstate the 18 workers and pay them \$58,607.13 in lost wages. The Company also agreed to respect the right of farmworkers to join together and seek improvements to working conditions without retaliation. As agreed, ALRB agents will visit West Coast Berry Farms' worksites to read a Notice to agricultural workers about their rights under the Agricultural Labor Relations Act ("ALRA"). This Notice will be posted at three ranches for 60 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."

Office of the
General Counsel



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The ALRB is headquartered in Sacramento and maintains field offices in Oxnard, Salinas, Santa Rosa, 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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