

**Agricultural Labor Relations Board**  
**Report to the Legislature and to the Governor**



**ALRB**  
AGRICULTURAL LABOR  
RELATIONS BOARD

**Fiscal Year 2021-22**

**Members of the Board**

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**Julia L. Montgomery, General Counsel**

**Date Submitted May 20, 2024**

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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 (ULPs). A groundbreaking law, the essential Act continues to serve California with its unique vision of agricultural labor peace.

This report is submitted by the ALRB pursuant to Labor Code section 1143. The report covers ALRB activities for fiscal year 2021-22, starting on July 1, 2021, and ending on June 30, 2022.<sup>1</sup> The following is a summary of activities covered in this report:

	50	Unfair Labor Practice Charges Filed
	17	Complaints Filed
	8	Board Decisions and Administrative Orders
	75	Partnerships
	2,079	Workers received Notice Readings
	1	Election

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<sup>1</sup> All information in this report is as of June 30, 2022.

- The Board continued to serve as a forum to discuss important issues impacting California's farmworker population including hosting a panel on extreme heat.
- The Board issued one decision and seven 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 2021-22 fiscal year, the General Counsel's (GC) office had 108 pending ULP charges.<sup>2</sup>
- Throughout fiscal year 2021-22, the GC's office received an additional 50 ULP charges filed, for a total of 158 ULP charges that were active at some point during this fiscal year.
- The GC issued 17 ULP complaints encompassing 19 charges and settled 46 charges.
- Monetary remedies to farmworkers in the amount of \$326,588.10 were collected from 31 cases.
- In non-monetary remedies, regional office staff completed:
  - A notice reading for 33 cases involving 2,070 farmworkers.
  - A notice mailing for 35 cases involving 8,898 farmworkers.
  - A notice posting for 34 cases.
  - Supervisor training for 12 cases involving 103 supervisors.
- In election activity, the Board, through its regional offices:
  - Processed one petition for certification.
  - Conducted one election.
- The ALRB conducted extensive outreach activities to both workers and employers. This includes:
  - Partnering with over 75 organizations to provide trainings, in person events, distribute pamphlets and collaborate on public awareness campaigns.
  - Holding 43 trainings.
  - Conducting 77 in-person events.<sup>3</sup>

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

<sup>3</sup> These events were held during the calendar year of 2021.

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.

A handwritten signature in black ink that reads "Victoria Hassid". The script is fluid and cursive, with the first letter of each word being capitalized and larger than the others.

Victoria Hassid

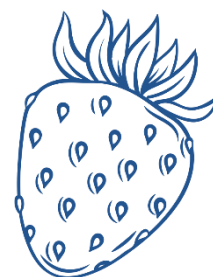
Chair, Agricultural Labor Relations Board

## II. Election Activity

Farmworkers have the right to choose whether a labor organization represents them and can express that choice by requesting a representative election where they vote to either select or terminate a union to serve as their representative. Farmworkers can also choose to represent themselves without a union by engaging in collective action.

If farmworkers request a representation election, the ALRB is the state department charged with administering, reviewing, and conducting all aspects of the elective process, including the receipt and review of notices of intent to take access (commonly abbreviated as NA) and notices of intent to organize (commonly abbreviated as NO).

With respect to notices of intent to take access, prior to June 2021, 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. That right was qualified on June 23, 2021, by the United States Supreme Court when it issued its 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. Thus, during the 2021-22 fiscal year, the ability to file notices of intent to take access was foreclosed where compensation was not provided, and none were filed.

While a labor organization may no longer file a notice of intent to take access, it can still file a notice of intent to organize, accompanied by confidential signature cards signed by at least ten percent of the farmworkers, which allows it to obtain a list of presently employed farmworkers and their home addresses. During the 2021-22 fiscal year no notices of intent to organize were filed.



When farmworkers request an election, they can seek to determine (1) whether a majority of employees in a bargaining unit support the certification of a labor organization as the exclusive representative of the employees in that bargaining unit; or (2) 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.

Farmworkers or a labor organization acting on their behalf can formally request a certification election by filing a petition for certification of representative (commonly referred to as an RC petition) with the ALRB. Farmworkers but not labor organizations can file a petition for decertification of representative (commonly referred to as an RD petition). An RC petition must be filed with proof of support from a majority of the currently employed workers in the bargaining unit, while an RD petition must be filed with proof of support from a specified percentage of workers in the bargaining unit.

During fiscal year 2021-22, one RC petition was filed with the ALRB (Table 1, RC appears as part of the case number), and no RD petitions were filed.

**Table 1: List of RC Petitions**

Number	Case Number	Employer Name	Filed by	Filing Date
1.	2022-RC-001-SAL	Sonoma Cho LLC dba Flora Terra	International Brotherhood of Teamsters Local 665	1/14/2022

## **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 2021-22, the ALRB conducted one election.
- There were no decertification elections during fiscal year 2021-22.

After an election concludes and all related actions are resolved, a certification of results of election is issued. When a labor organization prevails, it becomes the employees' exclusive bargaining representative.

During fiscal year 2021-22, the ALRB issued one certification of results of an election.

**Table 2: List of Election Certifications**

Number	Labor Organization	Employer Name	Certification Date
1.	International Brotherhood of Teamsters Local 665	Sonoma Cho LLC dba Flora Terra	6/10/2022 <sup>4</sup>

### 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,

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<sup>4</sup> Teamsters Local 665 did not become the exclusive bargaining representative on 6/10/2022 when the election results were certified; instead, it became the exclusive bargaining representative after the Board approved a formal bilateral settlement agreement involving the union and employer in *Sonoma Cho, LLC* (October 19, 2022) ALRB Admin. Order No. 2022-07.

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 one decision in fiscal year 2021-22. Table 3 lists the decision, followed by a brief summary. The full text of the decision is on the [Board Case Decisions page of the ALRB website](#), under the Volume/Year [48-2022](#).

**Table 3: List of Board Decisions Issued**

Number	Issuance Date	Board Decision Number	Case Name
1.	2/25/2022	48 ALRB No. 1	Sonoma Cho LLC dba Flora Terra

### **Descriptions of Board Decisions Issued:**

#### ***1. Sonoma Cho, LLC dba Flora Terra (2022) 48 ALRB No. 1, February 25, 2022***

##### **Background**

On January 14, 2022, the International Brotherhood of Teamsters Local 665 (Union) filed a petition for certification to represent workers at Sonoma Cho LLC dba Flora Terra (Employer). The Employer is a cannabis producer located in Santa Rosa. The election was held on January 21, 2022, and the tally of the ballots was as follows: seven votes for the Union; six votes for “No Union;” and four unresolved challenged ballots.



Four voters were challenged at the time of the election by ALRB regional staff because their names did not appear on the list of eligible voters. The challenged ballots are sufficient in number to determine the outcome of the election; therefore, the Board considered the evidence and arguments submitted by the parties regarding their positions on the eligibility of the challenged voters. The Board concluded that two of the challenges can be resolved based on the current record, and two must be set for an evidentiary hearing to resolve material factual disputes.

The Board ordered that an investigative hearing be set, and that an investigative hearing examiner (IHE) take evidence on the issue of whether the challenges to the ballots of two workers should be sustained or overruled on the basis of whether or not they are supervisors as defined in Labor Code section 1140, subdivision (j). In addition, the Board ordered the IHE to take evidence on the issue of whether the ballots one of the two workers should be sustained or overruled on the basis of whether she is an agricultural employee within the jurisdiction of the ALRB.

In addition, the Union submitted a letter styled as a post-election protest (which the Board treated as an election objection) on January 28, 2022. The Board found that the election objection failed to meet the basic filing and service requirements set forth in the Board's regulations, and dismissed the objection pursuant to Board regulation 20365, subdivision (d).

## **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 MMC proceedings.

Many of the motions filed by parties are appeals of rulings rendered by either an Administrative Law Judge (ALJ) or the Executive Secretary.

In fiscal year 2021-22, the Board issued seven administrative orders.

The full text of each administrative order listed in Table 4, is on the [Board Administrative Orders page on the ALRB website](#), under the years [2021](#) and [2022](#).

**Table 4: List of Administrative Orders**

Number	Admin. Order Number	Case Name	Case Number	Issue Date	Description
1.	2021-07	Lily's Green Garden, Inc.	2020-CE-025-SAL 2020-CE-037-SAL	Order to Show Cause Why General Counsel's Request for Subpoena Enforcement Should Not Be Granted	8/25/2021
2.	2021-08	Lily's Green Garden, Inc.	2020-CE-025-SAL 2020-CE-037-SAL	Order Directing General Counsel to Submit Documents in Support of Request for Subpoena Enforcement	8/31/2021
3.	2021-09	Lily's Green Garden, Inc.	2020-CE-025-SAL 2020-CE-037-SAL	Order Granting General Counsel's Request for Judicial Enforcement of Subpoena	10/26/2021
4.	2021-10	Gerawan Farming, Inc.	2012-CE-041-VIS 2013-CE-007-VIS 2013-CE-010-VIS (44 ALRB No. 1)	Order Certifying Good Cause Exists to Exceed Time Limit in ALRA Section 1149.3	10/29/2021

Number	Admin. Order Number	Case Name	Case Number	Issue Date	Description
5.	2021-11	Rincon Pacific, LLC	2014-CE-044-SAL (46 ALRB No. 4)	Order Certifying Good Cause Exists to Exceed Time Limit in Labor Code Section 1149.3	12/15/2021
6.	2022-01	Cinagro Farms, Inc.	2017-CE-008-SAL	Order Requesting Supplemental Briefing Re: Misclassification of Employees	3/28/2022
7.	2022-02	United Farm Workers of America	2018-CL-003-VIS	Order Denying Intervenor Gerawan Farming, Inc.'s Request for Appellate Costs	5/24/2022

## 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 5 identifies litigation matters involving the Board, including the judicial forum in which a matter was pending at the conclusion of the 2021-22 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 2021-22, no new litigation matters involving the Board were filed in state courts.

During at least some portion of fiscal year 2021-22, five litigation matters involving the Board remained pending from prior years, in state and federal courts, as listed in Table 5.

**Table 5: Pending Board Litigation Matters  
(Filed Pre-Fiscal Year 2021-22)**

No.	Filing Date	Case Name	Summary
1.	2/16/16	<p><i>Cedar Point Nursery and Fowler Packing Co. v. Hassid, et al.</i></p> <ul style="list-style-type: none"> <li>• U.S. Dist. Court, E.D. Cal., Case No. 1:16-cv-00185-LJO-BAM</li> <li>• On Appeal (filed 7/27/16): U.S. Court of Appeals, Ninth Circuit, Case No. 16-16321</li> <li>• On Petition for Writ of Certiorari (filed 7/29/20): U.S. Supreme Court, Case No. 20-107</li> </ul>	Constitutional challenge on Fourth and Fifth Amendment grounds to the Board's access regulation (Cal. Code Regs., tit. 8, § 20900). The U.S. Supreme Court issued an opinion on 6/23/21 holding the regulation violates the Fifth Amendment's Takings Clause. The Court entered judgment and remanded the case on 7/26/21. The district court entered a final stipulated judgment on 9/1/21. This litigation is now final.
2.	12/23/19	<p><i>United Farm Workers of America v. ALRB</i></p> <ul style="list-style-type: none"> <li>• Fifth District Court of Appeal, Case No. F080469</li> </ul>	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. The court issued an unpublished opinion affirming the Board's decisions on 2/18/22. The court issued its remittitur on 4/20/22. This litigation is now final.

No.	Filing Date	Case Name	Summary
3.	5/21/20	<i>Wonderful Orchards, LLC v. ALRB</i> <ul style="list-style-type: none"> <li>Fifth District Court of Appeal, Case No. F081172</li> </ul>	Petition for writ of review of the Board's decision (46 ALRB No. 2) finding employer unlawfully terminated employees for engaging in protected activity. The court issued an unpublished opinion affirming the Board's decision on 3/1/22. The court issued its remittitur on 5/2/22. This litigation is now final.
4.	10/14/20	<i>Smith Packing, Inc. v. ALRB</i> <ul style="list-style-type: none"> <li>Second District Court of Appeal, Case No. B308102</li> </ul>	Petition for writ of review of the Board's decision (46 ALRB No. 3) finding employer unlawfully terminated employees for engaging in protected activity.
5.	1/28/21	<i>Cal. Artichoke and Vegetable Growers Corp. dba Ocean Mist Farms v. ALRB</i> <ul style="list-style-type: none"> <li>Sixth District Court of Appeal, Case No. H048797</li> </ul>	Petition for writ of review of the Board's decision (46 ALRB No. 5) finding employer unlawfully suspended employees for engaging in protected activity. The court summarily denied the petition on 10/19/21. This litigation is now final.

## B. General Counsel Litigation

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

During fiscal year 2021-22, the GC sought enforcement of an administrative subpoena issued for five charges.



Charge Number	Case Name	Summary
2019-CL-005-SAL 2019-CL-006-SAL 2019-CL-007-SAL 2019-CL-008-SAL 2020-CL-001-SAL	United Farmworkers of America (Monterey Mushrooms)	Parties entered into a joint stipulation on 5/13/22; court entered a protective order and the action was dismissed with prejudice on 5/16/22

## V. Unfair Labor Practice Charges

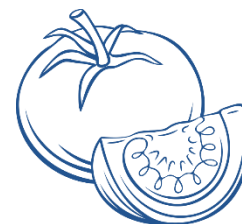
ULP charges, alleging violations of the Act, may be filed by agricultural employees against agricultural employers or labor organizations, or by agricultural employers or labor organizations against one another.

ULP charges are investigated by the GC's 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 2021-22 fiscal year, the GC's office had a total of 108 pending ULP charges that were filed prior to July 1, 2021. A ULP charge is considered pending if it is still under investigation. Throughout fiscal year 2021-22, an additional 50 ULP charges were filed that (when combined with the previous 108 pending charges) totaled to 158 pending ULP charges. Of the 158 ULP charges, 14 charges were withdrawn, 27 charges were dismissed, 46 charges were settled, and 19 charges went to complaint before June 30, 2022. By the end of fiscal year 2021-22, the GC's office had a total of 67 pending ULP charges.

Because the GC's office does not start with a "clean slate" at the beginning of every fiscal year, the totals listed in the table below will not add up to 158.

**Table 6: ULP Charges by Office<sup>5</sup>**

Charge Category	Salinas Regional Office	Visalia Regional Office	Total
Charges Filed	36	14	50
Withdrawn	8	6	14

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<sup>5</sup> Totals for withdrawn, dismissed, settled, and charges to complaints, each include charges filed prior to fiscal year 2021-22. Total for "charges filed" lists only charges filed during fiscal year 2021-22.

Charge Category	Salinas Regional Office	Visalia Regional Office	Total
Dismissed	17	10	27
Settled	24	23	47
Charges to Complaint*	13	6	19

\*Encompasses charges filed prior to fiscal year 2021-22.

## B. ULP Investigation-Subpoena Enforcement

Sometimes during the investigation process, the GC might need to request a subpoena from the Board in order to effect production of critical investigative documents from the charged parties in ULP cases. In fiscal year 2021-22, the GC sought subpoena enforcement from the Board in one case, in relation to ULP charges.

Charge Number	Case Name	Admin Order/Date
2020-CE-025-SAL 2020-CE-037-SAL	Lily's Green Garden, Inc.	Granted by the Board 10/26/2021

## C. ULP Complaints

After an investigation has concluded, the GC may opt to file a complaint with the Board if a violation of the Act has been found to have occurred. Often times, multiple ULP charges will be consolidated into a single complaint, specifically when each ULP charge arises out of the same set of facts or occurrences. During fiscal year 2021-22, the GC issued 17 new complaints, encompassing 19 individual ULP charges.

**Table 7: ULP Complaints by Office**

Complaint Category	Salinas Regional Office	Visalia Regional Office	Total
New Complaints Issued	11	6	17
Complaints Withdrawn	2	0	2
Complaints Dismissed	0	0	0
Complaints Settled	8	8	16
Complaints to Compliance*	0	2	2

\*Encompasses complaints filed before fiscal year 2021-22.

**Table 8: List of ULP Complaints**

Number	Case Number	Respondent	Complaint Date	Status as of June 30, 2022 <sup>6</sup>
1.	2020-CE-009-VIS	Sweetwood Farm, Inc dba Red Rooster	7/6/2021	Settled 10/26/2021

<sup>6</sup> 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 2021-22 for complaints issued between July 1, 2021, and June 30, 2022. As of June 30, 2022, some complaints issued between July 1, 2021, and June 30, 2022, were scheduled for hearings to be held during fiscal year 2021-22. Hearings were also held during fiscal year 2021-22, 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 2021-22.

Number	Case Number	Respondent	Complaint Date	Status as of June 30, 2022 <sup>6</sup>
2.	2020-CE-008-VIS	Guess Cattle Co., LLC	9/27/2021	Settled 02/01/2022
3.	2020-CE-016-SAL	Coast King Packing, LLC	10/28/2021	Settled 02/07/2022
4.	2020-CE-047-SAL	Tanimura & Antle Fresh Foods, Inc.	12/16/2021	Settled 02/12/2022
5.	2019-CE-017-VIS	Prime Time Packing, LLC d/b/a/ Prime Time International	12/17/2021	Settled 03/07/2022
6.	2020-CE-001-SAL	Caymus Vineyards	12/20/2021	Settled 05/13/2022
7.	2021-CE-022-VIS	Everde Growers	2/11/2022	Hearing scheduled for 08/23/2022
8.	2021-CE-010-VIS	Robert Stretch Ranch; Norma Stretch dba Dixieland Orchards	2/11/2022	Settled 05/06/2022
9.	2022-CE-003-SAL	Sonoma Cho LLC dba Flora Terra	2/25/2022	Hearing scheduled for 07/26/2022; Amended complaint filed 05/13/2022
10.	2020-CE-021-SAL	Seven Points Management, Inc. dba Walnut LLC	2/28/2022	Settled 04/25/2022
11.	2019-CE-048-SAL	Premiere Raspberries, LLC	3/22/2022	Settled 04/15/2022
12.	2018-CE-015-VIS	Valley Ag Holdings, LLC	4/5/2022	Hearing date

Number	Case Number	Respondent	Complaint Date	Status as of June 30, 2022 <sup>6</sup>
				scheduled for 11/08/2022
13.	2020-CE-049-SAL	Laubacher Farms, Inc.; Chuy & Sons Labor, Inc.	4/22/2022	Hearing date scheduled for 09/19/2022
14.	2020-CE-025-SAL 2020-CE-037-SAL	Lily's Green Garden, Inc.	5/19/2022	Hearing scheduled for 10/4/2022
15.	2021-CE-014-SAL 2021-CE-016-SAL	Hill top Produce, Inc.	6/14/2022	Settled 06/23/2022; ES holding case in abeyance until further notice from GC
16.	2021-CE-018-SAL	Zabala Farms	6/21/2022	Complaint filed
17.	2020-CE-050-SAL	Norman's Nursery, Inc.	6/30/2022	Complaint filed

## D. Injunctive Relief

In some cases, exigent circumstances require the use of an injunction. An injunction is a legal remedy that either restrains a party from committing certain acts or requires a party to act in a certain way. Generally, an injunction is only allowed where irreparable harm would result if not granted. During the fiscal year 2021-22, the GC did not seek injunctive relief in relation to any ULP charges.

## E. ULP Settlements

During the fiscal year 2021-22, the GC achieved 38 settlement agreements, which resolved 46 ULP charges. Of these settlement agreements, 22 were achieved pre-complaint and 16 were achieved post-complaint.

### Pre-Complaint Settlements

During the fiscal year 2021-22, the GC reached 22 pre-complaint settlements encompassing 30 charges, listed in the table below.

**Table 9: List of Pre-Complaint Settlements**

Number	Case Number	Respondent	Settlement Type <sup>7</sup>	Settlement Date
1.	2021-CE-007-VIS	Bel R Martin & Louie B Martin Dairy	Informal Bilateral	7/6/2021
2.	2020-CE-006-VIS	Gless Ranch, LLC	Informal Bilateral	7/14/2021
3.	2020-CE-025-VIS	Wonderful Nurseries, LLC	Informal Bilateral	8/3/2021
4.	2021-CE-001-SAL	FMG Farm Contractor, Inc. and Merrill Farm, LLC	Informal Bilateral	8/9/2021
5.	2021-CE-003-VIS	Giumarra Vineyards	Informal Bilateral	8/30/2021
6.	2020-CE-036-SAL	Betteravia Farms, LLC, and Alco Harvesting, LLC	Informal Bilateral	9/8/2021
7.	2020-CE-035-SAL	Betteravia Farms, LLC, and Alco Harvesting, LLC	Informal Bilateral	9/8/2021

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<sup>7</sup> 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 <sup>7</sup>	Settlement Date
8.	2021-CE-003-SAL	Marz Farms, Inc.	Informal Bilateral	9/9/2021
9.	2019-CE-010-VIS	Sunview Vineyards	Informal Bilateral	12/22/2021
10.	2021-CE-011-VIS 2021-CE-012-VIS 2021-CE-013-VIS 2021-CE-014-VIS 2021-CE-015-VIS 2021-CE-016-VIS	Campesinos Farm Labor Contracting, Inc., Parson Farms, Tulaani Farms	Informal Bilateral	1/14/2022
11.	2018-CE-009-VIS	Grapeman Labor, Inc.	Informal Bilateral	2/11/2022
12.	2020-CE-019-SAL 2021-CE-008-SAL	Etchandy Farms, LLC	Informal Bilateral	2/11/2022
13.	2021-CE-005-VIS	DCR Farm Management	Informal Bilateral	2/17/2022
14.	2020-CE-013-SAL	Ragusci Winery Incorporated, et al	Informal Unilateral	3/10/2022
15.	2020-CE-033-SAL	Ragusci Winery Incorporated, et al	Informal Bilateral	3/15/2022
16.	2020-CE-032-SAL	Colorado Farms, LLC	Informal Bilateral	4/11/2022
17.	2019-CE-014-VIS	Grimmway Enterprises, Inc.	Informal Unilateral	4/27/2022
18.	2021-CE-019-VIS	Par La Vina LLC	Informal Bilateral	5/2/2022
19.	2020-CE-041-SAL 2020-CE-044-SAL 2021-CE-010-SAL	Reiter Brothers, Inc.	Informal Bilateral	5/3/2022
20.	2022-CE-004-SAL	West Coast Berry Farms	Informal Bilateral	5/5/2022
21.	2021-CE-011-SAL	Taylor Farms Retail, Inc., RAMCO Enterprises LP, Triangle Farms, Inc.	Informal Bilateral	5/18/2022
22.	2020-CE-053-SAL	Saticoy Berry Farms, Inc.	Informal Bilateral	5/26/2022



## Post-Complaint Settlements

During the fiscal year 2021-22, the GC reached 16 post-complaint settlements encompassing 17 charges, listed in the table below.

**Table 10: List of Post-Complaint Settlements**

Number	Case Number	Respondent	Settlement Type	Settlement Date
1.	2020-CE-018-VIS	Braden Farms	Informal Bilateral	8/6/2021
2.	2020-CE-010-VIS	Sun Pacific Farming Cooperative, Inc.	Informal Bilateral	8/13/2021
3.	2019-CE-012-VIS	Mark Bettinsoli	Informal Unilateral	10/1/2021
4.	2020-CE-009-VIS	Sweetwood Farm, Inc. dba Red Rooster	Informal Bilateral	10/26/2021
5.	2021-CE-006-SAL	Sutter Home Winery, Inc. & Jaguar Farm Labor Contracting, Inc.	Informal Bilateral	11/12/2021
6.	2014-CE-044-SAL	Rincon Pacific, LLC	Formal Bilateral	12/31/2021
7.	2020-CE-008-VIS	Guess Cattle Co., LLC	Informal Bilateral	1/31/2022
8.	2020-CE-016-SAL	Coast King Packing, LLC	Informal Bilateral	2/9/2022
9.	2020-CE-047-SAL	Tanimura & Antle Fresh Foods, Inc.	Informal Bilateral	2/18/2022
10.	2019-CE-017-VIS	Prime Time Packing, LLC dba Prime Time International	Informal Bilateral	3/7/2022
11.	2019-CE-048-SAL	Premiere Raspberries, LLC	Informal Bilateral	4/5/2022
12.	2020-CE-021-SAL	Seven Points Management, dba Walnut LLC	Informal Bilateral	4/25/2022

Number	Case Number	Respondent	Settlement Type	Settlement Date
13.	2021-CE-010-VIS	Robert Stretch Ranch; Norma Stretch dba Dixieland Orchards	Informal Bilateral	5/6/2022
14.	2020-CE-001-SAL	Caymus Vineyards	Informal Bilateral	5/12/2022
15.	2018-CE-002-VIS	Reitz Ranches	Formal Bilateral	5/25/2022
16.	2021-CE-014-SAL 2021-CE-016-SAL	Hilltop Produce, Inc.	Informal Bilateral	06/23/2022

## F. Unfair Labor Practice and Compliance Hearings

During fiscal year 2021-22, the Board held no hearings before an ALJ on a ULP or on a compliance matter.

## 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 ULPs. 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 as discussed below. Our staff may also provide trainings for supervisors to prevent any future Act violations.

Once a Board decision is final and the decision awards backpay (the lost earnings resulting from an unlawful discharge) and/or other remedies (appeals have been exhausted and the



decisions have been upheld), the Board releases the case back to the applicable region for compliance to effectuate the remedies of that decision. Amounts received from parties who have been ordered to make backpay payments are transmitted by the ALRB to the farmworkers in the amounts awarded to them. Efforts

are made 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 is deposited into the Agricultural Employee Relief Fund (AERF). Monies in the AERF fund are used by the ALRB 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, on a year-to-year basis, there may not be a direct comparison between the amounts collected and amounts disbursed as monetary remedies.

## A. Remedies

In fiscal year 2021-22, the Board released four cases for compliance.

**Table 11: List of Cases Released for Compliance**

Number	Case Number	Respondent Name	Date Released
1.	2018-CE-002-VIS	Reitz Ranches	7/21/2021
2.	2017-CE-006-VIS	California Artichoke and Vegetable Growers Corporation dba Ocean Mist Farms	11/18/2021
3.	2018-CL-003-VIS	United Farm Workers of America	4/21/2022
4.	2016-CE-023-VIS	Wonderful Orchards, LLC & Family Ranch, Inc.	5/3/2022

## Monetary Remedies

In fiscal year 2021-22, the ALRB received payments in 31 cases encompassing 39 charges for a total of \$326,588.10. Of that total, \$210,915.87 was collected pursuant to settlement agreements that were achieved during fiscal year 2021-22 and prior fiscal years. Of

the original total, \$115,672.23 was collected pursuant to a Board Order.

## Monies Collected During Fiscal Year 2021-22

**Table 12: Monies Collected**

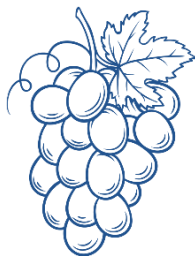
Number	Case Number	Respondent Name	Amount Collected
1.	2019-CE-009-SAL	Pacific Reserve Nursery, LLC & Fuji Flowers, LLC	\$10,139.72*
2.	2014-CE-044-SAL	Rincon Pacific Co. LLC	\$115,672.23
3.	2021-CE-007-VIS	Bel R Martin & Louie B Martin Dairy	\$2,512.04
4.	2020-CE-006-VIS	Gless Ranch, LLC	\$466.16
5.	2020-CE-025-VIS	Wonderful Nurseries, LLC	\$9,056.91
6.	2020-CE-018-VIS	Braden Farms	\$7,631.20
7.	2020-CE-010-VIS	Sun Pacific Farming Cooperative, Inc.	\$10,560.00
8.	2021-CE-003-VIS	Giumarra Vineyards	\$749.45
9.	2020-CE-036-SAL	Betteravia Farms, LLC, and Alco Harvesting, LLC	\$3,458.00
10.	2020-CE-035-SAL	Betteravia Farms, LLC, and Alco Harvesting, LLC	\$19,513.82
11.	2019-CE-012-VIS	Mark Bettinsoli	\$15,495.50
12.	2020-CE-009-VIS	Sweetwood Farm, Inc. dba Red Rooster	\$3,156.03

Number	Case Number	Respondent Name	Amount Collected
13.	2021-CE-006-SAL	Sutter Home Winery, Inc. & Jaguar Farm Labor Contracting, Inc.	\$1,261.31
14.	2019-CE-010-VIS	Sunview Vineyards	\$1,142.87
15.	2021-CE-011-VIS 2021-CE-012-VIS 2021-CE-013-VIS 2021-CE-014-VIS 2021-CE-015-VIS 2021-CE-016-VIS	Campesinos Farm Labor Contracting, Inc., Parson Farms, Tulaani Farms	\$7,083.19
16.	2020-CE-008-VIS	Guess Cattle Co., LLC	\$7,500.00
17.	2020-CE-016-SAL	Coast King Packing, LLC	\$11,531.81
18.	2018-CE-009-VIS	Scott Raven Farming, Inc./Grapeman Labor	\$1,280.00
19.	2020-CE-019-SAL 2021-CE-008-SAL	Etchandy Farms, LLC	\$1,422.99
20.	2021-CE-019-VIS	Par La Vina LLC	\$779.28
21.	2021-CE-005-VIS	DCR Farm Management	\$1,269.07
22.	2019-CE-017-VIS	Prime Time Packing, LLC dba Prime Time International	\$10,748.40
23.	2020-CE-033-SAL	Ragusci Winery Incorporated, et al	\$5,294.28
24.	2019-CE-048-SAL	Premiere Raspberries, LLC	\$906.24
25.	2020-CE-032-SAL	Colorado Farms, LLC	\$10,393.59

Number	Case Number	Respondent Name	Amount Collected
26.	2020-CE-021-SAL	Seven Points Management, dba Walnut LLC	\$4,313.42
27.	2020-CE-041-SAL 2020-CE-044-SAL 2021-CE-010-SAL	Reiter Brothers, Inc.	\$2,603.48
28.	2022-CE-004-SAL	West Coast Berry Farms	\$2,572.47
29.	2021-CE-010-VIS	Robert Stretch Ranch; Norma Stretch dba Dixieland Orchards	\$14,687.50
30.	2020-CE-001-SAL	Caymus Vineyards	\$39,351.18
31.	2020-CE-053-SAL	Saticoy Berry Farms	\$4,035.96
<b>Total</b>			<b>\$326,588.10</b>

\*Payments for this case are to be made in installments spanning nine total payments. Amount shown here reflects the amount received in FY 2021-22

Payments were ordered in 30 cases encompassing 38 charges as a result of an Informal Settlement Agreement or Board Order.<sup>8</sup>




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<sup>8</sup> The number of payments ordered during fiscal year 2021-22 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, the fact that some payments are paid directly to the charging party and not the ALRB.

## Payments Ordered

**Table 13: Payments Ordered**

Number	Case Number	Respondent Name	Amount Ordered
1.	2014-CE-044-SAL	Rincon Pacific Co. LLC	\$123,585.00
2.	2021-CE-007-VIS	Bel R Martin & Louie B Martin Dairy	\$3,700.00
3.	2020-CE-006-VIS	Gless Ranch, LLC	\$511.43
4.	2020-CE-025-VIS	Wonderful Nurseries, LLC	\$11,015.10
5.	2020-CE-018-VIS	Braden Farms	\$11,500.00
6.	2020-CE-010-VIS	Sun Pacific Farming Cooperative, Inc.	\$12,000.00
7.	2021-CE-003-VIS	Giumarra Vineyards	\$819.00
8.	2020-CE-036-SAL	Betteravia Farms, LLC, and Alco Harvesting, LLC	\$3,500.00
9.	2020-CE-035-SAL	Betteravia Farms, LLC, and Alco Harvesting, LLC	\$23,145.00
10.	2019-CE-012-VIS	Mark Bettinsoli	\$17,000.00
11.	2020-CE-009-VIS	Sweetwood Farm, Inc. dba Red Rooster	\$3,596.27
12.	2021-CE-006-SAL	Sutter Home Winery, Inc. & Jaguar Farm Labor Contracting, Inc.	\$1,751.00
13.	2019-CE-010-VIS	Sunview Vineyards	\$1,336.00

Number	Case Number	Respondent Name	Amount Ordered
14.	2021-CE-011-VIS 2021-CE-012-VIS 2021-CE-013-VIS 2021-CE-014-VIS 2021-CE-015-VIS 2021-CE-016-VIS	Campesinos Farm Labor Contracting, Inc., Parson Farms, Tulaani Farms	\$7,410.78
15.	2020-CE-008-VIS	Guess Cattle Co., LLC	\$7,500.00
16.	2020-CE-016-SAL	Coast King Packing, LLC	\$17,950.00
17.	2018-CE-009-VIS	Grapeman Labor, Inc.	\$1,280.00
18.	2020-CE-019-SAL 2021-CE-008-SAL	Etchandy Farms, LLC	\$1,422.56
19.	2021-CE-005-VIS	DCR Farm Management	\$1,294.87
20.	2019-CE-017-VIS	Prime Time Packing, LLC dba Prime Time International	\$12,383.00
21.	2020-CE-033-SAL	Ragusci Winery Incorporated, et al	\$7,000.00
22.	2019-CE-048-SAL	Premiere Raspberries, LLC	\$906.24
23.	2020-CE-032-SAL	Colorado Farms, LLC	\$13,107.00
24.	2020-CE-021-SAL	Seven Points Management, dba Walnut LLC	\$4,654.00
25.	2021-CE-019-VIS	Par La Vina, LLC	\$854.00
26.	2020-CE-041-SAL 2020-CE-044-SAL	Reiter Brothers, Inc.	\$2,805.00



Number	Case Number	Respondent Name	Amount Ordered
	2021-CE-010-SAL		
27.	2022-CE-004-SAL	West Coast Berry Farms	\$3,800.00
28.	2021-CE-010-VIS	Robert Stretch Ranch; Norma Stretch dba Dixieland Orchards	\$16,000.00
29.	2020-CE-001-SAL	Caymus Vineyards	\$53,000.00
30.	2020-CE-053-SAL	Saticoy Berry Farms	\$6,062.00
<b>TOTAL</b>			<b>\$370,888.25</b>

In fiscal year 2021-22, the ALRB issued 165 checks from four cases to farmworkers as a result of findings of liability in ULP cases or as a result of settlement agreements.

## Checks Issued by ALRB to Farmworkers

**Table 14: Checks Issued**

Number	Respondent Name	Case Number	Number of Checks Issued	Total Net Amount Issued
1.	Arnaudo Brothers, Inc.	2012-CE-030-VIS	101	\$82,280.19
2.	Premiere Raspberries, LLC	2018-CE-004-SAL 2018-CE-012-SAL 2018-CE-035-SAL 2018-CE-050-SAL 2020-CE-004-SAL 2020-CE-012-SAL	64	\$15,113.12

Number	Respondent Name	Case Number	Number of Checks Issued	Total Net Amount Issued
3.	Grapeman Labor, Inc./Scott Raven Farming	2018-CE-009-VIS	2	\$1,280.00
4.	Dole Berry North	2018-CE-021-SAL	12	\$12,000.00
<b>TOTAL</b>			<b>179</b>	<b>\$110,673.31</b>

## Non-Monetary Remedies

In cases where a violation is found, the Board 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.

In fiscal year 2021-22, the ALRB conducted a notice reading to 2,070 agricultural employees in 33 cases encompassing 45 charges listed in the table below.

**Table 15: List of Notice Readings**

Number	Case Number	Respondent Name	Date of Notice Reading	No. of Employees at Reading
1.	2016-CE-027-SAL	Eat Sweet Farms, LLC and Durant Harvesting Inc.	7/13/2021	50
2.	2020-CE-004-VIS	Anthony Vineyards, Inc.	7/22/2021	198
3.	2020-CE-018-VIS	Braden Farms	8/11/2021	8

Number	Case Number	Respondent Name	Date of Notice Reading	No. of Employees at Reading
4.	2020-CE-025-VIS	Wonderful Nurseries, LLC	8/16/2021	43
5.	2020-CE-040-SAL 2021-CE-001-SAL	FMG Farm Contractor, Inc.	8/26/2021	87
6.	2018-CE-010-VIS 2018-CE-019-VIS	San Jac Mgmt. LLC	9/9/2021	60
7.	2021-CE-003-VIS	Giumarra Vineyards	9/17/2021	126
8.	2019-CE-009-SAL	Pacific Reserve Nursery, LLC & Fuji Flowers, LLC	9/30/2021	59
9.	2021-CE-003-SAL	Marz Farms, Inc.	10/7/2021	34
10.	2020-CE-045-SAL	Classico Design and Marketing, LLC	10/15/2021	8
11.	2020-CE-010-VIS	Sun Pacific Farming Cooperative	10/15/2021	213
12.	2020-CE-006-VIS	Gless Ranch, LLC	10/19/2021	62
13.	2020-CE-035-SAL	Betteravia Farms, LLC and Alco Harvesting, LLC	10/19/2021	27
14.	2021-CE-006-SAL	Sutter Home Winery, Inc. & Jaguar Farm Labor Contracting, Inc.	12/22/2021	26
15.	2021-CE-011-VIS 2021-CE-012-VIS 2021-CE-013-VIS 2021-CE-014-VIS 2021-CE-015-VIS 2021-CE-016-VIS	Campesinos Farm Labor Contracting, Inc., Parson Farms, Tulaani Farms	1/14/2022	26
16.	2019-CE-012-VIS	Mark Bettinsoli	2/8/2022	17

Number	Case Number	Respondent Name	Date of Notice Reading	No. of Employees at Reading
17.	2021-CE-005-VIS	DCR Farm Management	3/7/2022	10
18.	2020-CE-047-SAL	Tanimura & Antle Fresh Foods, Inc.	3/15/2022	43
19.	2020-CE-019-SAL 2021-CE-008-SAL	Etchandy Farms, LLC	3/25/2022	37
20.	2019-CE-017-VIS	Prime Time Packing, LLC dba Prime Time International	4/13/2022	25
21.	2019-CE-010-VIS	Sunview Vineyards	4/18/2022	18
22.	2014-CE-044-SAL	Rincon Pacific Co., LLC	4/21/2022	190
23.	2020-CE-008-VIS	Guess Cattle Co., LLC	4/27/2022	38
24.	2020-CE-041-SAL 2020-CE-044-SAL 2021-CE-010-SAL	Reiter Brothers, Inc.	5/11/2022	62
25.	2020-CE-032-SAL	Colorado Farms, LLC	5/19/2022	60
26.	2020-CE-053-SAL	Saticoy Berry Farms, Inc.	6/1/2022	45
27.	2021-CE-019-VIS	Par La Vina LLC	6/2/2022	13
28.	2019-CE-014-VIS	Grimmway Enterprises, Inc.	6/13/2022	27
29.	2020-CE-016-SAL	Coast King Packing, LLC	6/14/2022	161

Number	Case Number	Respondent Name	Date of Notice Reading	No. of Employees at Reading
30.	2021-CE-011-SAL	Taylor Farms Retail, Inc., RAMCO Enterprises LP, Triangle Farms, Inc.	6/15/2022	115
31.	2020-CE-009-VIS	Sweetwood Farm, Inc. dba Red Rooster	6/21/2022	22
32.	2020-CE-013-SAL 2020-CE-033-SAL	Ragusci Winery Incorporated, et al	6/23/2022	96
33.	2021-CE-014-SAL 2021-CE-016-SAL	Hilltop Produce, Inc.	6/30/2022	64
<b>TOTAL</b>				<b>2,070</b>

The ALRB issued a notice mailing to 8,898 agricultural employees in 35 cases encompassing 51 charges.

**Table 16: List of Notice Mailings**

Number	Case Number	Respondent Name	Date of Notice Mailing	Number of Employees Received Mailing
1.	2021-CE-007-VIS	Bel R Martin & Louie B Martin Dairy	7/14/2021	10
2.	2020-CE-004-VIS	Anthony Vineyards, Inc.	7/21/2021	1,300
3.	2020-CE-018-VIS	Braden Farms	8/27/2021	2
4.	2020-CE-025-VIS	Wonderful Nurseries, LLC	9/3/2021	146
5.	2021-CE-001-SAL	FMG Farm Contractor, Inc.	9/8/2021	56

Number	Case Number	Respondent Name	Date of Notice Mailing	Number of Employees Received Mailing
6.	2018-CE-010-VIS 2018-CE-019-VIS	San Jac Mgmt.	9/24/2021	62
7.	2020-CE-006-VIS	Gless Ranch, LLC	9/24/2021	370
8.	2021-CE-003-VIS	Giumarra Vineyards	9/29/2021	227
9.	2019-CE-009-SAL	Pacific Reserve Nursery, LLC & Fuji Flowers, LLC	9/30/2021	240
10.	2021-CE-003-SAL	Marz Farms, Inc.	10/6/2021	95
11.	2020-CE-036-SAL 2020-CE-035-SAL	Betteravia Farms, LLC and Alco Harvesting, LLC	10/25/2021	44
12.	2019-CE-012-VIS	Mark Bettinsoli	11/9/2021	45
13.	2014-CE-044-SAL	Rincon Pacific Co., LLC	11/10/2021 11/19/2021	1,096
14.	2021-CE-006-SAL	Sutter Home Winery, Inc. & Jaguar Farm Labor Contracting, Inc.	11/12/2021	66
15.	2018-CE-057-SAL	CB Harvesting, LLC	11/20/2021	23
16.	2020-CE-010-VIS	Sun Pacific Farming Cooperative	12/6/2021	2,000
17.	2019-CE-010-VIS	Sunview Vineyards	1/25/2022	20
18.	2018-CE-009-VIS	Grapeman Labor, Inc.	2/11/2022	49

Number	Case Number	Respondent Name	Date of Notice Mailing	Number of Employees Received Mailing
19.	2021-CE-011-VIS 2021-CE-012-VIS 2021-CE-013-VIS 2021-CE-014-VIS 2021-CE-015-VIS 2021-CE-016-VIS	Campesinos Farm Labor Contracting, Inc., Parson Farms, Tulaani Farms	2/22/2022	32
20.	2021-CE-005-VIS	DCR Farm Management	2/24/2022	24
21.	2020-CE-019-SAL 2021-CE-008-SAL	Etchandy Farms, LLC	3/13/2022	271
22.	2020-CE-047-SAL	Tanimura & Antle Fresh Foods, Inc.	3/15/2022	79
23.	2020-CE-016-SAL	Coast King Packing, LLC	3/24/2022	513
24.	2019-CE-017-VIS	Prime Time Packing, LLC dba Prime Time International	4/13/2022	135
25.	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 dba Dutra Farms	4/20/2022	730
26.	2020-CE-032-SAL	Colorado Farms, LLC	4/22/2022	138
27.	2020-CE-008-VIS	Guess Cattle Co., LLC	4/27/2022	35
28.	2020-CE-013-SAL 2020-CE-033-SAL	Regusci Winery Incorporated, et al	5/17/2022	97

Number	Case Number	Respondent Name	Date of Notice Mailing	Number of Employees Received Mailing
29.	2020-CE-041-SAL 2020-CE-044-SAL 2021-CE-010-SAL	Reiter Brothers, Inc.	5/17/2022	131
30.	2021-CE-010-VIS	Robert Stretch Ranch; Norma Stretch dba Dixieland Orchards	05/26/2022	54
31.	2022-CE-004-SAL	West Coast Berry Farms	06/08/2022	170
32.	2021-CE-019-VIS	Par La Vina LLC	06/10/2022	15
33.	2020-CE-001-SAL	Caymus Vineyards	06/14/2022	132
34.	2021-CE-011-SAL	Taylor Farms Retail, Inc., RAMCO Enterprises LP, Triangle Farms, Inc.	06/17/2022	274
35.	2020-CE-053-SAL	Saticoy Berry Farms, Inc.	06/30/2022	217
<b>TOTAL</b>				<b>8,898</b>

The ALRB completed a notice posting in 34 cases encompassing 48 charges.

**Table 17: List of Notice Postings**

Number	Case Number	Respondent Name	Date of Notice Posting
1.	2020-CE-004-VIS	Anthony Vineyards, Inc.	7/22/2021
2.	2018-CE-057-SAL	CB Harvesting, LLC	7/23/2021



Number	Case Number	Respondent Name	Date of Notice Posting
3.	2020-CE-024-SAL	Mesa Vineyard Management, Inc.	7/23/2021
4.	2020-CE-023-VIS	Dulcinea Farms & Pacific Trellis Fruit LLC	7/27/2021
5.	2020-CE-018-VIS	Braden Farms	8/11/2021
6.	2020-CE-025-VIS	Wonderful Nurseries, LLC	8/16/2021
7.	2020-CE-040-SAL 2021-CE-001-SAL	FMG Farm Contractor, Inc.	8/26/2021
8.	2018-CE-010-VIS 2018-CE-019-VIS	San Jac Mgmt.	9/9/2021
9.	2021-CE-003-VIS	Giumarra Vineyards	9/17/2021
10.	2020-CE-036-SAL 2020-CE-035-SAL	Betteravia Farms, LLC and Alco Harvesting, LLC	9/22/2021
11.	2019-CE-009-SAL	Pacific Reserve Nursery, LLC & Fuji Flowers, LLC	9/30/2021
12.	2021-CE-003-SAL	Marz Farms, Inc.	10/7/2021
13.	2020-CE-045-SAL	Classico Design and Marketing, LLC	10/15/2021
14.	2020-CE-010-VIS	Sun Pacific Farming Cooperative	10/15/2021
15.	2020-CE-006-VIS	Gless Ranch, LLC	10/19/2021

Number	Case Number	Respondent Name	Date of Notice Posting
16.	2021-CE-006-SAL	Sutter Home Winery, Inc. & Jaguar Farm Labor Contracting, Inc.	12/22/2021
17.	2021-CE-011-VIS 2021-CE-012-VIS 2021-CE-013-VIS 2021-CE-014-VIS 2021-CE-015-VIS 2021-CE-016-VIS	Campesinos Farm Labor Contracting, Inc., Parson Farms, Tulaani Farms	1/14/2022
18.	2019-CE-012-VIS	Mark Bettinsoli	2/8/2022
19.	2021-CE-005-VIS	DCR Farm Management	3/7/2022
20.	2020-CE-047-SAL	Tanimura & Antle Fresh Foods, Inc.	3/15/2022
21.	2020-CE-019-SAL 2021-CE-008-SAL	Etchandy Farms, LLC	3/25/2022
22.	2019-CE-017-VIS	Prime Time Packing, LLC dba Prime Time International	4/13/2022
23.	2019-CE-010-VIS	Sunview Vineyards	4/14/2022
24.	2014-CE-044-SAL	Rincon Pacific Co., LLC	4/21/2022
25.	2020-CE-008-VIS	Guess Cattle Co., LLC	4/26/2022
26.	2020-CE-032-SAL	Colorado Farms, LLC	5/19/2022
27.	2020-CE-053-SAL	Saticoy Berry Farms, Inc.	6/1/2022

Number	Case Number	Respondent Name	Date of Notice Posting
28.	2021-CE-019-VIS	Par La Vina LLC	6/2/2022
29.	2019-CE-014-VIS	Grimmway Enterprises, Inc.	6/13/2022
30.	2020-CE-016-SAL	Coast King Packing, LLC	6/14/2022
31.	2021-CE-011-SAL	Taylor Farms Retail, Inc., RAMCO Enterprises LP, Triangle Farms, Inc.	6/15/2022
32.	2020-CE-009-VIS	Sweetwood Farm	6/21/2022
33.	2020-CE-013-SAL 2020-CE-033-SAL	Regusci Winery Incorporated, et al	6/23/2022
34.	2021-CE-014-SAL 2021-CE-016-SAL	Hilltop Produce, Inc.	6/30/2022

The GC trained 103 supervisors of farmworkers in 12 cases encompassing 17 charges. Table 18 lists these Supervisor Trainings.



**Table 18: List of Supervisor Trainings**

<b>Number</b>	<b>Case Number</b>	<b>Respondent Name</b>	<b>Date Training Held</b>	<b>Number of Supervisors Received Training</b>
1.	2020-CE-018-SAL	Rancho Laguna Farms, LLC	7/13/2021	17
2.	2020-CE-004-VIS	Anthony Vineyards, Inc.	7/21/2021	14
3.	2019-CE-009-SAL	Pacific Reserve Nursery, LLC & Fuji Flowers, LLC	10/7/2021	8
4.	2021-CE-003-SAL	Marz Farms, Inc.	10/7/2021	4
5.	2021-CE-006-SAL	Sutter Home Winery, Inc. & Jaguar Farm Labor Contracting, Inc.	12/22/2021	3
6.	2020-CE-019-SAL 2021-CE-008-SAL	Etchandy Farms, LLC	2/24/2022	2
7.	2019-CE-017-VIS	Prime Time Packing, LLC dba Prime Time International	4/13/2022	10
8.	2021-CE-005-VIS	DCR Farm Management	4/14/2022	1
9.	2020-CE-041-SAL 2020-CE-044-SAL 2021-CE-010-SAL	Reiter Brothers, Inc.	5/24/2022	2
10.	2021-CE-011-SAL	Taylor Farms Retail, Inc., RAMCO Enterprises LP, Triangle Farms, Inc.	6/15/2022	8

Number	Case Number	Respondent Name	Date Training Held	Number of Supervisors Received Training
11.	2020-CE-013-SAL 2020-CE-033-SAL	Regusci Winery Incorporated, et al	6/23/2022	29
12.	2021-CE-014-SAL 2021-CE-016-SAL	Hilltop Produce, Inc.	6/30/2022	5
<b>TOTAL</b>				<b>103</b>

## 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, 2021, to June 30, 2022**

During fiscal year 2021-22, the ALRB deposited payments from two cases, encompassing seven separate charges, as listed in Table 19.

**Table 19: Deposits**

Number	Case Number	Respondent Name	Deposits
1.	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	\$ 96,078.85

2.	2018-CE-009-VIS	Grapeman Labor/Scott Raven Farming Inc.	\$1,280.00
<b>Total</b>			<b>\$ 97,358.85</b>

During fiscal year 2021-22, the ALRB disbursed payments from four cases, encompassing nine separate charges, as listed in Table 20.

**Table 20: Disbursements**

Number	Case Number	Respondent Name	Amount of Net Payment Issued
1.	2012-CE-030-VIS	Arnaudo Bros Inc.	\$ 82,280.19
2.	2018-CE-021-SAL	Dole Berry North	\$ 12,000.00
3.	2018-CE-009-VIS	Grapeman Labor/ Scott Raven Farming Inc.	\$ 1,280.00
4.	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	\$ 15,113.12
<b>Total</b>			<b>\$ 110,673.31</b>

### **C. Agricultural Employee Relief Fund**

Effective January 1, 2002, pursuant to Labor Code section 1161, the AERF 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 2021-22, no cases were referred to the Fund and there were no disbursements from the Fund. As of June 30, 2022, \$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 an MMC process for 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.

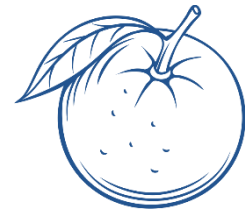
During fiscal year 2021-22, the ALRB did not receive any requests for referral to MMC and did not issue any MMC decisions.

## VIII. Outreach Activities

### FISCAL YEAR 2021-22 OUTREACH STATISTICS:

	87	In-Person Events
	21,000	Materials Distributed
	12,000	Workers Reached
	36	Materials Placement Events
	43	Trainings Conducted
	21	Radio/Social Media Appearances

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, as well as the ALRB's role in



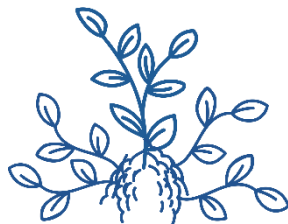
enforcing those rights. The ALRB continues to work towards strengthening its outreach delivery methods, collaborations, strategies, and communication channels with the specific goal to be more accessible to diverse audiences of farmworkers. The following are highlights of ALRB's outreach accomplishments during the fiscal year 2021-22.

- **Events and Materials:** ALRB staff connected with farmworkers at 87 in-person events across the state. We shared information and resources at different types of events, including food distributions, community health and resource fairs, vaccination clinics, employment fairs, town halls, and farmworker caravans. Many of these events were hosted by community-based organizations (CBOs), local government agencies and Mexican Consulate regional offices. Additionally, we canvassed at several apartment complexes and community locations such as churches, markets and laundromats where farmworkers gather. During this fiscal year, ALRB staff visited such locations at least 36 times and distributed over 21,000 printed materials to approximately 12,000 farmworkers and community members.
- **Partnerships:** The ALRB outreach team maintained working partnerships with CBOs in prevalent farming regions to reach farmworkers in their own communities. We also increased collaboration with other government partners, including Cal-OSHA, the Labor Commissioner, Labor and Workforce



Development Agency, the Employment Development Department, the U.S. Department of Labor, and the California Civil Rights Department. These collaborations included joint outreach, cross-training, and the creation of joint presentations in both the nonprofit and public sectors and inter-agency to help us all better understand the needs of agricultural communities.

- **Trainings:** Throughout the fiscal year 2021-22, the ALRB conducted 43 trainings for audiences consisting of farmworkers, CBOs, government agencies, and employers.
- **Interviews/Appearances:** The ALRB appeared in 21 virtual interviews and presentations that were broadcasted on Facebook Live as well as different radio and podcast shows. Such platforms included Podcast de Negocios, Radio Lazer, KBBF, Radio Bilingue, and Radio Indígena. Many included joint interviews with our sister agencies that focused on topics such as workers' rights under the ALRA, worker protections during wildfires, heat illness prevention, sexual harassment, and discrimination. When available, these interviews were conducted and/or translated into Spanish and Mixteco. Our primary message focused on the rights protected by the ALRA, settlements, and achievements of our caseload, and ALRB's toll-free hotline available to farmworkers seeking to report and resolve work-related issues.



## **IX. Employee and Salary Information**

Information from Fiscal Year 2021-22

### **A. ALRB Employees, Alphabetical by Last Name**

Acevedo, Kenia	Herrera, Franchesca
Ahmad, Aqsa	Heyck, Laura F.
Arciniega, Jessica	Hsia, Audrey W.
Avila-Gomez, Santiago	Inciardi, Scott P.
Ball, Rebecca	Lightstone, Ralph E.
Barba, Lumi D.	Luna, Maricela
Barrera, Merced C.	Mandarano, Christopher
Bautista, Flavio	Manguera, Rosauro
Blanco, Eduardo R.	Marsh, Michael I.
Broad, Barry D.	Martinez, Delia
Bueno, Sylvia	Massie, Sharon M.
Burton-Burch, Brandy	McCarrick III, John
Camero, Laura G.	Miller, Lori A.
Cervantes, Veronica	Miranda, Rosario
Correa, Gabriela	Mondino, Monica
Cracraft, Mary M.	Montgomery, Julia L.
Craig, Nancy J.	Nielsen, Christina M.
De La Hoya, Monica I.	Ochoa, Patricia
DeLuna, Yesnia	Ortiz, Monica
Diaz, Rafael	Padilla, Margarita A.
Dougherty, Brian M.	Pulido, Yesenia
Esparza, Grace G.	Quezada, Martha
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	Sandoval, David
Hall III, Isadore	Santana Ruiz, Karen
Hass, Edward	Schneider, Chris A.
Hassid, Victoria A.	Seifried, Michelle D.

Shawver, Silas M.  
Shores, Janice K.  
Soble, Mark R.  
Takehana, Jennifer E.  
Topete, Maydole  
Valdovinos, Yajaira  
Vega, Gabriela

Venegas, Berenice  
Ventura Morales, Santiago  
Weber, Dalton B.  
Whitted, Sharon  
Yakar, Itir  
Yasin, Ghada  
Zaragoza, Leslie



## B. ALRB Positions

**Table 21: Position Titles and Salaries**

Classification	Salary <sup>9</sup>
Board Chair	\$ 14,299
Member	\$ 13,859
Administrative Law Judge	\$ 12,853
Administrative Law Judge (Supervising)	\$ 14,866
Associate General Counsel, Regional Director	\$ 12,354
Associate General Counsel, Regional Director	\$ 11,855
Associate Governmental Program Analyst (Admin.)	\$ 6,739
Associate Governmental Program Analyst (Board)	\$ 6,739
Associate Governmental Program Analyst (Board)	\$ 5,652
Associate Governmental Program Analyst (General Counsel)	\$ 6,739
Associate Governmental Program Analyst (General Counsel)	\$ 5,383
Attorney	\$ 10,218
Attorney	\$ 9,900
Attorney	\$ 8,831
Attorney	\$ 8,449
Attorney	\$ 8,442
Attorney	\$ 7,596
Attorney	\$ 7,536
Attorney	\$ 7,528
Attorney	\$ 7,179

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<sup>9</sup> Salaries shown are monthly, unless otherwise indicated.

Attorney III	\$ 11,855
Attorney III/Senior Board Counsel	\$ 12,798
Attorney IV	\$ 14,149
Career Executive Assignment	\$ 12,903
Executive Secretary	\$ 12,998
Field Examiner I	\$ 5,640
Field Examiner I	\$ 5,382
Field Examiner I	\$ 5,135
Field Examiner II	\$ 6,939
Field Examiner II	\$ 6,744
Field Examiner II	\$ 6,135
Field Examiner II	\$ 5,852
Field Examiner III	\$ 7,602
Field Examiner III	\$ 6,719
General Counsel	\$ 16,705
Information Technology Specialist II	\$ 9,683
Legal Secretary	\$ 5,088
Legal Secretary	\$ 4,748
Legal Secretary	\$ 4,098
Legal Secretary	\$ 3,917
Senior Legal Typist	\$ 4,629
Staff Services Analyst (General Counsel)	\$ 5,740
Staff Services Analyst (Admin.)	\$ 4,700
Staff Services Manager (Admin.)	\$ 7,784

## 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 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.

## **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.