

Agricultural Labor Relations Board

Report to the Legislature and to the Governor



ALRB
AGRICULTURAL LABOR
RELATIONS BOARD

Fiscal Year 2023-24

Members of the Board

Victoria Hassid, Chair
Barry Broad, Member
Cinthia Flores, Member
Isadore Hall III, Member
Ralph Lightstone, Member

Santiago Avila-Gomez, Executive Secretary
Julia L. Montgomery, General Counsel

Date Submitted October 15, 2025

(This page left blank intentionally.)

Table of Contents

Report to the Legislature and to the Governor	1
Table of Contents	ii
List of Tables	iii
I. Introduction	1
II. Decisions and Orders Issued by the Board.....	4
III. Board Litigation	16
IV. Election Activity	18
V. Majority Support Petitions	20
VI. Labor Peace Agreements.....	21
VII. Unfair Labor Practice Charges	21
VIII. Remedies and Disbursements.....	30
IX. Outreach Activities.....	42
X. Employee and Salary Information.....	45



List of Tables

Table 1: List of Board Decisions Issued	4
Table 2: List of Administrative Orders	8
Table 3: New Litigation Matters	17
Table 4: Pending Litigation Matter.....	18
Table 5: Notices of Intent to Organize	19
Table 6: Petitions for Decertification.....	19
Table 7: Majority Support Petitions.....	20
Table 8: Labor Peace Agreement Decisions.....	21
Table 9: ULP Charges by Office	23
Table 10: ULP Complaints by Office	24
Table 11: List of ULP Complaints	25
Table 12: List of Pre-Complaint Settlement	27
Table 13: List of Post-Complaint Settlements.....	28
Table 14: List of Hearings	29
Table 15: Monies Collected	31
Table 16: Payments Ordered.....	33
Table 17: Checks Issued	35
Table 18: List of Notice Readings	36
Table 19: List of Notice Mailings.....	37
Table 20: List of Notice Postings.....	39
Table 21: List of Supervisor Trainings.....	41
Table 22: Position Titles and Salaries	46



I. Introduction

As we approach 50 years since the passage of the Agricultural Labor Relations Act (ALRA or Act), the Agricultural Labor Relations Board (ALRB) remains committed to the Act's mandate to "... ensure peace in the agricultural fields by guaranteeing justice for all agricultural workers and stability in labor relations."

In recent years, the ALRB has been vested with additional authority and the Act has experienced significant statutory changes. In 2022, the state legislature vested the ALRB with additional authority to examine the "bona fide" status of labor organizations seeking to enter into Labor Peace Agreements in the cannabis industry. In 2023, Governor Newsom signed a bill that introduced a different process to achieve representation by a union, known as the Majority Support Petition process.

This report is submitted by the ALRB pursuant to Labor Code section 1143. The report covers ALRB activities for fiscal year 2023-24, starting on July 1, 2023, and ending on June 30, 2024.¹ The following is a summary of activities covered in this report:



¹ All information in this report is as of June 30, 2024.

- The Board issued 2 decisions and 34 administrative orders.
- As a result of legal challenges, the Board saw 1 new state court legal filing, and a continuation of 1 case in state court.
- There were 5 Majority Support Petitions filed by unions.
- At the beginning of the 2023-24 fiscal year, the General Counsel's (GC) office had 78 pending ULP charges.²
- Throughout fiscal year 2023-24, the GC's office received an additional 110 ULP charges filed, for a total of 188 ULP charges that were active at some point during this fiscal year.
- The GC issued 8 new complaints encompassing 21 ULP charges.
- The GC executed 24 settlement agreements which resolved 27 ULP charges.
- Monetary remedies to farmworkers totaling \$513,699.91 were collected from 20 cases.
- In non-monetary remedies, regional office staff completed:
 - A notice reading for 20 cases involving 1,343 farmworkers.
 - A notice mailing for 25 cases involving 4,067 farmworkers.
 - A notice posting for 19 cases.
 - Supervisor training for 7 cases involving 26 supervisors.
- The ALRB conducted extensive outreach activities to both workers and employers. This included:
 - Partnering with organizations to provide trainings, in person events, distribute pamphlets and collaborate on public awareness campaigns.
 - Holding 50 trainings.
 - Conducting 295 in-person events.

This report reflects the continued commitment and dedication of ALRB staff and members to administer and implement the Act. I am encouraged and moved by the unwavering commitment of ALRB staff and members to serve California farmworkers.

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

Cinthia N. Flores

Cinthia N. Flores

Acting Chair, Agricultural Labor Relations Board



II. Decisions and Orders Issued by the Board

The Board hears different types of cases. The most common type of case is an Unfair Labor Practice (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 Decision

The Board issued two decisions in fiscal year 2023-24. Table 1 lists the decisions, followed by brief summaries. The full text of the decisions is available on the Board Case Decisions page of the ALRB website, under the [Volumes/Years 49-2023](#).

Table 1: List of Board Decisions Issued

Number	Issuance Date	Board Decision Number	Case Name
1.	7/6/2023	49 ALRB No. 3	Professional Technical Union, Local 33
2.	10/25/2023	49 ALRB No. 4	National Agricultural Workers Union

Descriptions of Board Decisions Issued:

1. Professional Technical Union, Local 33 (2023) 49 ALRB No. 3, July 6, 2023

Background

This case arose from a complaint filed by the International Brotherhood of Teamsters (Teamsters) with the Board pursuant to Business and Professions Code section 26051.5, subdivision (a)(5)(D). The complaint alleged that Three Habitat Consulting Palm Springs LLC dba One Plant Palm Springs (Three Habitat) was licensed to conduct commercial cannabis activity, or had applied for a license to conduct commercial cannabis activity, and had entered into a labor peace agreement (LPA) with Professional Technical Union, Local 33 (Pro-Tech 33), an organization the Teamsters alleged was not a bona fide labor organization for the purposes of the Medicinal and Adult-Use Cannabis Regulations and Safety Act (MAUCRSA.).

The Board ordered that the General Counsel investigate the Teamsters' complaint and file a report with the Board stating its findings and recommendations with respect to whether Pro-Tech 33 was a bona fide labor organization. (*Professional Technical Union, Local 33 (Mar. 30, 2023) ALRB Admin. Order No. 2023-02-P.*)

The General Counsel filed its report and recommendations with the Board on June 7, 2023. The General Counsel recommended in its report the Board find Pro-Tech 33 was not a bona fide labor organization as contemplated by MAUCRSA. Pro-Tech 33 timely filed a response to the report on June 16, 2023.

Board Decision

This was the Board's first labor peace agreement complaint under Business and Professions Code section 26051.5, subdivision (a)(5)(D). The Board concluded the Legislature's use of the term "bona fide labor organization" in the MAUCRSA was intended to refer to labor organizations demonstrating a sincere and good faith intent to

organize and represent employees as a collective bargaining representative, including the capacity or ability to do so.

The Board found Pro-Tech 33 had no offices or any organizing presence in California. Nor did it have any meaningful online presence where individuals could easily identify it, learn about it or contact it. The Board concluded that Pro-Tech had not demonstrated any good faith or sincere intent to organize and represent workers in California's cannabis industry.

The Board concluded Pro-Tech 33 was not a bona fide labor organization for purposes of the LPA and licensing requirements under the MAUCRSA within the meaning of Business and Professions Code sections 26001, subdivision (aa), and 26051.5, subdivision (a)(5)(D).)

The Board transmitted its decision to the Department of Cannabis Control so that it could take action pursuant to Business and Professions Code section 26051.5, subdivision (a)(5)(D)(iii) with regard to all licensees that had signed labor peace agreements with Pro-Tech 33.

2. *National Agricultural Workers Union. (2023) 49 ALRB No. 4, October 25, 2023*

Background

This case arose from a complaint filed by the International Brotherhood of Teamsters (Teamsters) with the Board pursuant to Business and Professions Code section 26051.5, subdivision (a)(5)(D). The complaint alleged that the National Agricultural Workers Union (NAWU) was not a bona fide labor organization for the purposes of the Medicinal and Adult-Use Cannabis Regulations and Safety Act (MAUCRSA).) The complaint also alleged that NAWU had entered into labor peace agreements (LPAs) with multiple licensees.

The Board ordered that the General Counsel investigate the Teamsters' complaint and file a report with the Board stating its

findings and recommendations with respect to whether NAWU was a bona fide labor organization. (*National Agricultural Workers Union* (Aug. 23, 2023) ALRB Admin. Order No. 2023-07.)

The General Counsel filed its report and recommendations with the Board on September 7, 2023. The General Counsel recommended the Board find NAWU is not a bona fide labor organization under MAUCRSA. Neither NAWU nor any of the licensees filed a response to the General Counsel's report.

Board Decision

After reviewing the General Counsel's report, the Board found NAWU failed to provide information regarding its LPAs with the licensees and its organizing efforts. NAWU failed to provide evidence of any good faith or sincere intent to organize and represent workers in California's cannabis industry. There was no evidence of NAWU's representative functions and membership participation, and NAWU failed to provide evidence showing that it was accessible to workers or to the general public.

The Board concluded NAWU was not a bona fide labor organization for purposes of the LPA and licensing requirements under the MAUCRSA within the meaning of Business and Professions Code sections 26001, subdivision (aa), and 26051.5, subdivision (a)(5)(D).

The Board transmitted its decision to the Department of Cannabis Control so that it could take action pursuant to Business and Professions Code section 26051.5, subdivision (a)(5)(D)(iii) with regard to all licensees that had signed labor peace agreements with NAWU.

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 ALJ or the Executive Secretary.

In fiscal year 2023-24, the Board issued 34 administrative orders.

The full text of each administrative order listed in Table 2, is on the Board Administrative Orders page on the ALRB website, under the years 2023 and 2024.

Table 2: List of Administrative Orders

S.No	Admin. Order Number	Case Name	Case Number	Order Type	Issuance Date
1.	2023-06	Tri-Fanucchi Farms	2013-CE-008-VIS 2013-CE-014-VIS (40 ALRB No. 4)	Order Reversing Recommendation that the Board Seek Enforcement of Subpoena Duces Tecum	08/11/2023
2.	2023-07	National Agricultural Workers Union	2023-LPA-002	Order (1) Directing Licensees and Challenged Labor Organization to Answer Complaint; and (2) Directing General Counsel to Investigate and Report to the Board its Recommendation and Findings Re: Labor Peace Agreement Complaint	08/16/2023
3.	2023-08	Ocean Mist Farms	2017-CE-006-VIS	Order Denying General Counsel's Request for Enforcement of Subpoena Duce Tecum	08/28/2023

4.	2023-09	Ocean Mist Farms	2017-CE-006-VIS	Order Denying Respondents Motion to Reconsider and or Modify Order Denying GC Request of Subpoena Duce Tecum	09/11/2023
5.	2023-11	DMB Packing Corp. dba The DiMare Company	2023-RM-001-VIS	Order Directing Hearing on Objections to Certification and Dismissing Objections to Certification Order Denying Interim Appeal and Request for Stay	11/03/2023
6.	2023-10	Zabala Farms of Salinas, LLC	2021-CE-018-SAL	Order to Show Cause Why the Regional Director's Request to Seek Enforcement Pursuant to Labor Code Section 1160.8 Should Not be Granted	11/03/2023
7.	2023-12-P	Gerawan Farming, Inc.	2012-CE-041-VIS 2013-CE-007-VIS 2013-CE-010-VIS	Order (1) Finding Case Exempt from Automatic Bankruptcy Stay, and (2) Directing Regional Staff to Proceed with Compliance	11/14/2023
8.	2023-13	Gerawan Farming, Inc.	2013-CE-011-VIS 2014-CE-023-VIS 2014-CE-024-VIS 2015-CE-003-VIS	Order (1) Finding Case Exempt from Automatic Bankruptcy Stay, and (2) Directing	11/14/2023

			2015-CE-022-VIS 2015-CE-024-VIS	Regional Staff to Proceed with Compliance	
9.	2023-14	Gerawan Farming, Inc.	2013-CE-064-VIS 2015-CE-007-VIS 2015-CE-008-VIS 2015-CE-014-VIS	Order (1) Finding Case Exempt from Automatic Bankruptcy Stay, and (2) Directing Regional Staff to Proceed with Compliance	11/14/2023
10.	2023-15	United Farm Workers of America	2018-CL-003-VIS	Order (1) Finding Case Exempt from Automatic Bankruptcy Stay, and (2) Denying Regional Director's Request to Modify Order	11/14/2023
11.	2023-16	United Farm Workers of America	2015-CL-006-VIS	Order Denying Regional Director's Request to Modify Order	11/14/2023
12.	2023-17	Zabala Farms of Salinas, LLC	2021-CE-018-SAL	Order Granting Regional Director's Request to Seek Enforcement Pursuant to Labor Code Section 1160.8	11/16/2023
13.	2023-18	Norman's Nursery, Inc.	2022-CE-010-VIS	Order Denying General Counsel's Request for Enforcement of Subpoena Duces Tecum	11/27/2023
14.	2024-01	Terranova Farms	2023-CE-019-VIS	Order Granting General Counsel's Request	1/17/2024

				for Subpoena Enforcement	
15.	2024-02	Wonderful Nurseries, LLC	2024-RM-002	Order Denying Employer's Motion for Immediate Stay of Certification	3/6/2024
16.	2024-03	Edwin Brasil Dairy	2023-CE-013-VIS	Order Granting General Counsel's Request for Subpoena Enforcement	3/12/2024
17.	2024-04	Wonderful Nurseries, LLC	2024-RM-002	Order (1) Denying Wonderful Nurseries, LLC's Renewed Motion to Stay Certification; (2) Setting for Hearing Objections Nos. 1, 2, 3, 7, 8, and 13; and (3) Dismissing Objection Nos. 4, 5, 6, 9, 10, 11, 12, 14, and 16	3/18/2024
18.	2024-05	Wonderful Nurseries, LLC	2024-RM-002	Order Denying Petitioner Labor Organization United Farm Workers of America's Request for Decision	3/22/2024
19.	2024-06	Wonderful Nurseries, LLC	2024-RM-002	Order Denying Without Prejudice Petitioner Labor Organization United Farm Workers of America's Motion for Ordering Requiring	3/22/2024

				Employer to Produce Declaration	
20.	2024-07	Wonderful Nurseries, LLC	2024-RM-002	Order Denying Employer Wonderful Nurseries, LLC's Motion for Reconsideration	3/27/2024
21.	2024-8	Wonderful Nurseries, LLC	2024-RM-002	Order (1) Granting Employer Wonderful Nurseries, LLC Special Permission to Appeal; (2) Denying Renewed Request to Stay Certification; (3) Reversing Independent Hearing Examiner's Order Staying Objections Hearing; and (4) Placing Unfair Labor Practice Charges in Abeyance	4/12/2024
22.	2024-09	Ho Sai Gai Farms, Inc.	2024-RM-003	Setting for Hearing Objection Nos. 1, 2, and 4; and (2) Dismissing Objection Nos. 3, 5, and 6	4/18/2024
23.	2024-10	Wonderful Nurseries, LLC	2024-RM-002	Order (1) Denying Petitioner Labor Organization United Farm Workers of America's	4/18/2024

				Request to Stay Administrative Order to Consider Opposition; (2) Denying Petitioner's Motion for Reconsideration; (3) Denying General Counsel's Motion for Reconsideration; and (4) Granting Reconsideration Sua Sponte RE: Unfair Labor Practice Charges in Abeyance	
24.	2024-11	Wonderful Nurseries, LLC	2024-RM-002	Order Denying General Counsel's Motion to Consolidate Unfair Labor Practice Consolidated Complaint with Objections Hearing or to Participate at Hearing to Develop Record	4/30/2024
25.	2024-12	Wonderful Nurseries, LLC	2024-RM-002	Order Granting Proposed Intervenors' Application for Special Permission to Appeal; Denying Appeal from Order Denying Motion to Intervene	5/6/2024

26.	2024-13	Monterey Mushrooms, LLC	2019-CL-005-SAL	Order Granting Monterey Mushrooms, LLC's Application for Special Permission to Appeal ALJ's Order to Hold Hearing Virtually; Order Directing ALJ to Modify CMC Order	5/6/2024
27.	2024-14	Wonderful Nurseries, LLC	2024-RM-002	Order Denying Petitioner United Farm Workers of America's Request for Reconsideration	5/10/2024
28.	2024-15	Wonderful Nurseries, LLC	2024-RM-002	Order Dismissing, Without Prejudice, Employer Wonderful Nurseries LLC's Request for Review of Record of Regional Director's Determination of Proof of Majority Status	5/10/2024
29.	2024-16	Wonderful Nurseries, LLC	2024-RM-002	Order (1) Granting Regional Director's Application for Special Permission to Appeal Investigative Hearing Examiner's Order RE: Petition to Revoke Subpoena Duce Tecum; (2) Reversing, In Part, and Affirming, In Part, Investigative	5/24/2024

				Hearing Examiner's Order	
30.	2024-17	Wonderful Nurseries, LLC	2024-RM-002	Order Denying Petitioner United Farm workers of America's Application for Special Permission to Appeal Investigative Hearing Examiner's Order RE: Production of Employee Declarations or a Detailed Statement of Facts	5/24/2024
31.	2024-18-P	Wonderful Nurseries, LLC	2024-RM-002	Order (1) Granting Petitioner United Farm Workers of America's Application for Special Permission to Appeal Investigative Hearing Examiner's Order RE: Production of Authorization Cards; (2) Reversing, In Part, Investigative Hearing Examiner's Order	5/24/2024
32.	2024-19	Wonderful Nurseries, LLC	2024-RM-002	Order Denying Employer Wonderful Nurseries, LLC's "Renewed" Request for Review of Record of Regional Director's	5/28/2024

				Determination of Proof of Majority Status	
33.	2024-20	Ho Sai Gai Farms, Inc.	2024-CE-033	Order Denying Without Prejudice General Counsel's Request for Subpoena Enforcement	6/10/2024
34.	2024-21-P	Monterey Mushrooms, LLC	2019-CL-005-SAL	Order Denying Respondent United Farm Workers of America's Request for Special Permission to Appeal Administrative Law Judge's Order Re: Motion to Dismiss and Motion to Strike	6/18/2024

III. Board 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.

Table 3 identifies litigation matters involving the Board, including the judicial forum in which a matter was pending at the conclusion of the 2023-24 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 2023-24, one new litigation matter involving the Board was filed.

During at least some portion of fiscal year 2023-24, one litigation matter in state court involving the Board remained pending from prior years as listed in Table 4.

Table 3: New Litigation Matters

One (1) New Litigation Matter Filed or Initiated During FY23/24:

No.	Filing Date	Case Name	Summary
1.	5/13/24	<i>Wonderful Nurseries, LLC v. ALRB</i> <ul style="list-style-type: none"> • Kern County Superior Court, Case No. BCV-24-101649 	Petition for writ of mandate and complaint for declaratory/ injunctive relief challenging the constitutionality of Labor Code section 1156.37 regarding majority support petitions. On May 16, the employer filed a motion for preliminary injunction. The court heard the motion on June 12 and took it under submission.



Table 4: Pending Litigation Matter

(Filed Pre-FY23/24 But Remained Pending During At Least Some Portion of FY23/24):

No.	Filing Date	Case Name	Summary
1.	8/24/22	<i>Cinagro Farms, Inc. v. ALRB</i> <ul style="list-style-type: none">• Second District Court of Appeal, Case No. B322632	Petition for writ of review of the Board's decision (48 ALRB No. 2) finding employer unlawfully terminated employees for engaging in protected activity and misclassified employees as independent contractors, and ordering civil penalties pursuant to Labor Code section 226.8, among other things.

IV. 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 entity charged with administering, reviewing, and conducting all aspects of the elective process, including the receipt and review of notices of intent to organize (commonly abbreviated as NO).

A labor organization may 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 2023-24 fiscal year two notices of intent to organize were filed.

Table 5: Notices of Intent to Organize

Number	Notice Number	Union	Employer	Filing Date
1.	2023-NO-001-VIS	United Farmworkers of America	DiMare Fresh	09/12/2023
2.	2024-NO-001	United Farmworkers of America	Vieira Agricultural Enterprises, LLC	06/12/2024

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 or employers, 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 2023-24, one RD petition was filed.

Table 6: Petitions for Decertification

Number	Petition Number	Union	Employer	Filing Date
1.	2024-RD-001	International Brotherhood of Teamsters Local 665	Sonoma Cho, LLC of dba Flora Terra	03/06/2024

V. Majority Support Petitions

On May 15, 2023, Governor Newsom signed Assembly Bill No. 113 (AB 113), which adopted a “majority support petition” process. This process allows certain labor unions the ability to become certified as the exclusive collective bargaining representative of an employer’s agricultural employees upon demonstrating proof of support from a majority of the employees.

During fiscal year 2023-24, there were five Majority Support Petitions filed by unions:

Table 7: Majority Support Petitions

Number	Petition Number	Union	Employer	Filing Date
1.	2023-RM-001-VIS	United Farmworkers of America	DiMare Fresh	09/12/2023
2.	2024-RM-001	United Farmworkers of America	Olive Hill Greenhouses, Inc.	01/10/2024
3.	2024-RM-002	United Farmworkers of America	Wonderful Nurseries	02/20/2024
4.	2024-RM-003	United Farmworkers of America	Ho Sai Gai Farms, Inc.	03/27/2024
5.	2024-RM-004	United Farmworkers of America	Vieira Agricultural Enterprises, LLC	06/12/2024

VI. Labor Peace Agreements

To maintain a valid license to do business in the state of California, commercial cannabis licensees with a specified minimum number of employees are required to enter what is known as a labor peace agreement (LPA) with a “bona fide” labor organization.

In 2022 the Legislature authorized the ALRB to review and investigate complaints alleging that a labor organization that is a party to a labor peace agreement is not a “bona fide” labor organization.

During fiscal year 2023-24, the ALRB issued two decisions regarding whether a labor organization is “bona fide” for purposes of cannabis licensure. These matters were then referred to the Department of Cannabis Control for further action.

Table 8: Labor Peace Agreement Decisions

Number	Case Number	Labor Organization	Decision	Decision Date
1.	2023-LPA-001	Professional Technical Union, Local 33	Not a bona fide labor organization	07/06/2023
2.	2023-LPA-002	National Agricultural Workers Union	Not a bona fide labor organization	10/25/2023

VII. 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 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. This establishes 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.Unfair Labor Practice Charges

At the beginning of the 2023-2024 fiscal year, the GC's office had a total of 78 pending ULP charges that were filed prior to July 1, 2023. A ULP charge is considered pending if it is still under investigation. Throughout fiscal year 2023-2024, an additional 110 ULP charges were filed that (when combined with the previous 78 pending charges) totaled 188 pending ULP charges. Of the 188 ULP charges, 0 charges were withdrawn, 24 charges were dismissed, 27 charges were settled, and 21 charges went to complaint by June 30, 2024. By the end of

fiscal year 2023-2024, the GC's office had a total of 127 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 188.

Table 9: ULP Charges by Office

Charge Category	Salinas Regional Office	Visalia Regional Office	Total
Charges Filed	57	53	110
Withdrawn	0	0	0
Dismissed	12	12	24
Settled	22	5	27
Charges to Complaint*	18	3	21

*Encompasses charges filed prior to fiscal year 2023-2024.

B. ULP Investigation-Subpoena Enforcement

Sometimes during the investigation process, the GC might need to request a subpoena from the Board to effect production of critical investigative documents from the charged parties in ULP cases. In fiscal year 2023-2024, the General Counsel sought subpoena enforcement from the Board in one case.

Charge Number	Case Name	Admin Order/Date
2024-CE-033	Ho Sai Gai Farms	06/10/2024
2024-CE-034		
2024-CE-036		
2024-CE-039		

C. ULP Complaints

After an investigation has concluded, the GC may file a complaint with the Board if she finds that a violation of the Act occurred. Multiple ULP charges are often consolidated into a single complaint, specifically when each ULP charge arises out of the same set of facts or occurrences. During fiscal year 2023-2024, the GC issued new complaints, encompassing 21 individual ULP charges.

Table 10: ULP Complaints by Office

Complaint Category	Salinas Regional Office	Visalia Regional Office	Total
New Complaints Issued	7	1	8
Complaints Withdrawn*	2	0	2
Complaints Dismissed*	0	0	0
Complaints Settled	9	0	9
Complaints to Compliance*	0	0	0

*Encompasses complaints filed before fiscal year 2023-2024.



Table 11: List of ULP Complaints

Number	Case Number	Respondent	Complaint Date	Status as of June 30, 2023 ³
1.	2019-CL-005-SAL 2019-CL-006-SAL 2019-CL-007-SAL 2019-CL-008-SAL 2020-CL-001-SAL 2019-CL-044-SAL 2019-CL-045-SAL 2019-CL-047-SAL 2020-CL-002-SAL	Monterey Mushrooms, Inc., United Farm Workers	08/10/2023	Hearing date 02/27/2024
2.	2022-CE-040-SAL 2022-CL-003-SAL	Monterey Mushrooms, Inc.	12/28/2023	Hearing date 02/27/2024
3.	2022-CE-042-SAL	True North Farming Company, LLC	12/28/2023	Settled 05/06/2024
4.	2022-CE-044-SAL	Bianchi Partnership	12/29/2023	Settled 04/15/2024
5.	2021-CE-002-SAL	Durant Harvesting, Inc., Destiny Farms, LLC, Fraitas Brothers, Inc., Byrd Farming Partners, OSR Enterprises, and Duda Farm Fresh Produce, Inc.	12/29/2023	Settled 03/24/2024
6.	2022-CE-021-SAL	Bud Antle, Inc. (Dole Fresh Vegetables)	12/29/2023	Settled 03/19/2024

³ 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 2023-24 for complaints issued between July 1, 2023, and June 30, 2024. As of June 30, 2024, some complaints issued between July 1, 2023, and June 30, 2024, were scheduled for hearings to be held during fiscal year 2023-24. Hearings were also held during fiscal year 2023-24, 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 2023-24.

Number	Case Number	Respondent	Complaint Date	Status as of June 30, 2023 ³
7.	2022-CE-018-SAL 2022-CE-019-SAL 2022-CE-025-SAL	J&G Berry Farms, LLC and California Giant, Inc.	03/12/2024	Complaint filed; hearing date pending
8.	2024-CE-013 2024-CE-014 2024-CE-015	Wonderful Nurseries, LLC	04/22/2024	Complaint filed; hearing date pending

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 2023-2024, the GC did not seek injunctive relief for any ULP charges.

E. ULP Settlements

During fiscal year 2023-2024, the GC executed 24 settlement agreements, which resolved 27 ULP charges. Of these settlement agreements, 15 were achieved pre-complaint and 9 were achieved post-complaint.

Pre-Complaint Settlements

During fiscal year 2023-2024, the GC reached 15 pre-complaint settlements encompassing 17 charges, listed in the table below.



Table 12: List of Pre-Complaint Settlement

Number	Case Number	Respondent	Settlement Type ⁴	Settlement Date
1	2022-CE-004-VIS	Sun Pacific Farming Cooperative, Inc.	Informal Bilateral	08/23/2023
2	2022-CE-011-VIS	Sun Pacific Farming Cooperative, Inc.	Informal Bilateral	08/24/2023
3.	2022-CE-041-SAL	Fanciful Company, Inc., and D'Arrigo Brothers	Informal Bilateral	10/24/2023
4.	2023-CE-022-SAL	Boskovich Farms, Inc./Southern Farmland Cultivation, Inc.	Informal Bilateral	11/27/2023
5.	2023-CE-006-SAL	Saticoy Berry Farms, Inc.	Informal Bilateral	12/18/2023
6.	2023-CE-019-SAL	Chenoweth Vineyards, Inc. dba Chenoweth Wines	Informal Bilateral	12/20/2023
7.	2022-CE-029-SAL 2022-CE-055-SAL	West Coast Berry Farms, LLC	Informal Bilateral	01/31/2024
8.	2023-CE-025-VIS	V&V Farms	Informal Bilateral	02/06/2024
9.	2023-CE-025-SAL	Betteravia Farms, LLC; Labastida Brothers	Informal Bilateral	02/16/2024
10.	2022-CE-052-SAL 2023-CE-032-SAL	Gull Island Farms, LLC and Etchandy Farms, LLC	Informal Bilateral	02/28/2024
11.	2023-CE-040-SAL	Sanchietti Farming, Inc.	Informal Bilateral	03/07/2024
12.	2023-CE-026-SAL	Guadagni Bros., Inc., Guagdani Family Wines, LLC	Informal Bilateral	03/21/2024

⁴ 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 ⁴	Settlement Date
13.	2023-CE-028-SAL	Aquistapace Harvesting, Inc., and Lopai Cellars, LLC	Informal Bilateral	03/24/2024
14.	2023-CE-030-VIS	Stizy LLC, dba IGS Solutions, LLC	Informal Bilateral	04/02/2024
15.	2023-CE-011-VIS	Daniel C. Salas Harvesting, Inc./Cotton West, LLC	Informal Unilateral	06/26/2024

Post-Complaint Settlements

During the fiscal year 2023-2024, the GC reached 9 post-complaint settlements encompassing 10 charges, listed in the table below.

Table 13: List of Post-Complaint Settlements

Number	Case Number	Respondent	Settlement Type	Settlement Date
1.	2022-CE-015-SAL	ST. Supery, Inc. dba ST. Supery Vineyards and Winery	Informal Bilateral	08/01/2023
2.	2022-CE-031-SAL	Acquistapace Harvesting, Inc.	Informal Bilateral	09/01/2023
3.	2022-CE-050-SAL	Linda Christie dba Sunny Knoll Vineyards and Christie Vineyards	Informal Bilateral	09/06/2023
4.	2021-CE-017-SAL	3H Custom Farming, Inc.	Informal Bilateral	09/22/2023
5.	2022-CE-049-SAL 2023-CE-003-SAL	Sonoma Cho, LLC dba Flora Terra	Informal Bilateral	09/23/2023
6.	2022-CE-021-SAL	Bud Antle, Inc. (Dole Fresh Vegetables)	Informal Bilateral	03/19/2024

Number	Case Number	Respondent	Settlement Type	Settlement Date
7.	2021-CE-002-SAL	Durant Harvesting, Inc., Destiny Farms, LLC, Fraitas Brothers, Inc., Byrd Farming Partners, OSR Enterprises, and Duda Farm Fresh Produce, Inc.	Informal Bilateral	03/24/2024
8.	2022-CE-044-SAL	Bianchi Partnership	Informal Bilateral	04/15/2024
9.	2022-CE-042-SAL	True North Farming Company, LLC	Informal Bilateral	05/06/2024

F. Administrative Hearings

During fiscal year 2023-2024, the Board held 3 hearings before an ALJ.

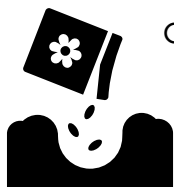
Table 14: List of Hearings

Number	Case Number	Respondent Name	Hearing Dates
1.	2023-RM-001- VIS	DMB Packing Corp. dba The DiMare Company	11/28/2023-12/08/2023
2.	2024-RM-002	Wonderful Nurseries, LLC	03/25/2024; 04/23/2024-04/26/2024; 04/30/2024-05/03/2024; 05/07/2024- 05/10/2024; 05/13/2024-05/17/2024; 05/28/2024-05/30/2024; 06/03/2024- 06/06/2024; 06/10/2024
3.	2024-RM-003	Ho Sai Gai Farms	04/22/2024-04/25/2024; 05/07/2024; 05/15/2024

VIII. 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 violations of the Act.

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 2023-2024, no cases were released for compliance.

Monetary Remedies

In fiscal year 2023-2024, the ALRB received payments in 20 cases encompassing 23 charges for a total of \$513,699.91. All monies were

collected pursuant to settlement agreements that were achieved during fiscal year 2023-2024 and prior fiscal years.

Monies Collected During Fiscal Year 2023-24

Table 15: Monies Collected

Number	Case Number	Respondent Name	Amount Collected
1.	2022-CE-009-SAL	Mauritson Farms, Inc.	\$325,275.83
2.	2022-CE-004-VIS	Sun Pacific Farming Cooperative, LLC	\$27,441.00
3.	2022-CE-011-VIS	Sun Pacific Farming Cooperative, LLC	\$162.00
4.	2022-CE-031-SAL	Acquistapace Harvesting, Inc.	\$18,160.21
5.	2021-CE-017-SAL	3H Custom Farming, Inc.	\$11,090.98
6.	2022-CE-049-SAL 2023-CE-003-SAL	Sonoma Cho, LLC dba Flora Terra	\$8,156.26
7.	2022-CE-041-SAL	Fanciful Company, Inc., and D'Arrigo Brothers	\$5,460.64
8.	2023-CE-022-SAL	Boskovich Farms, Inc./Southern Farmland Cultivation, Inc.	\$3,441.96
9.	2023-CE-006-SAL	Saticoy Berry Farms, Inc.	\$1,379.92
10.	2022-CE-029-SAL 2022-CE-055-SAL	West Coast Berry Farms, LLC	\$52,931.82
11.	2023-CE-025-VIS	V&V Farms	\$3,456.87
12.	2022-CE-052-SAL 2023-CE-032-SAL	Gull Island Farms, LLC and Etchandy Farms, LLC	\$2,485.47

Number	Case Number	Respondent Name	Amount Collected
13.	2023-CE-040-SAL	Sanchietti Farming, Inc.	\$1,502.59
14.	2022-CE-021-SAL	Bud Antle, Inc. (Dole Fresh Vegetables)	\$15,633.41
15.	2023-CE-026-SAL	Guadagni Bros., Inc., Guagdani Family Wines, LLC	\$400.76
16.	2021-CE-002-SAL	Durant Harvesting, Inc., Destiny Farms, LLC, Fraitas Brothers, Inc., Byrd Farming Partners, OSR Enterprises, and Duda Farm Fresh Produce, Inc.	\$9,437.00
17.	2023-CE-028-SAL	Aquistapace Harvesting, Inc., and Lopai Cellars, LLC	\$1,955.62
18.	2022-CE-044-SAL	Bianchi Partnership	\$3,314.54
19.	2022-CE-042-SAL	True North Farming Company, LLC	\$19,813.25
20.	2023-CE-011-VIS	Daniel C. Salas Harvesting, Inc./Cotton West, LLC	\$2,199.78
Total			\$513,699.91

Payments were ordered in 19 cases encompassing 22 charges as the result of an Informal Settlement Agreement or Board Order.⁵

⁵ The number of payments ordered during fiscal year 2023-2024 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 16: Payments Ordered

Number	Case Number	Respondent Name	Amount Ordered
1.	2022-CE-004-VIS	Sun Pacific Farming Cooperative, LLC	\$27,441.00
2.	2022-CE-011-VIS	Sun Pacific Farming Cooperative, LLC	\$162.00
3.	2022-CE-031-SAL	Acquistapace Harvesting, Inc.	\$31,123.00
4.	2021-CE-017-SAL	3H Custom Farming, Inc.	\$17,505.00
5.	2022-CE-049-SAL 2023-CE-003-SAL	Sonoma Cho, LLC dba Flora Terra	\$11,900.00
6.	2022-CE-041-SAL	Fanciful Company, Inc., and D'Arrigo Brothers	\$6,635.00
7.	2023-CE-022-SAL	Boskovich Farms, Inc./Southern Farmland Cultivation, Inc.	\$4,231.55
8.	2023-CE-006-SAL	Saticoy Berry Farms, Inc.	\$1,783.00
9.	2022-CE-029-SAL 2022-CE-055-SAL	West Coast Berry Farms, LLC	\$58,607.36
10.	2023-CE-025-VIS	V&V Farms	\$3,798.00

Number	Case Number	Respondent Name	Amount Ordered
11.	2022-CE-052-SAL 2023-CE-032-SAL	Gull Island Farms, LLC and Etchandy Farms, LLC	\$3,941.00
12.	2023-CE-040-SAL	Sanchietti Farming, Inc.	\$1,818.00
13.	2022-CE-021-SAL	Bud Antle, Inc. (Dole Fresh Vegetables)	\$20,000.00
14.	2023-CE-026-SAL	Guadagni Bros., Inc., Guagdani Family Wines, LLC	\$440.00
15.	2021-CE-002-SAL	Durant Harvesting, Inc., Destiny Farms, LLC, Fraitas Brothers, Inc., Byrd Farming Partners, OSR Enterprises, and Duda Farm Fresh Produce, Inc.	\$9,737.00
16.	2023-CE-028-SAL	Aquistapace Harvesting, Inc., and Lopai Cellars, LLC	\$2,086.74
17.	2022-CE-044-SAL	Bianchi Partnership	\$4,000.00
18.	2022-CE-042-SAL	True North Farming Company, LLC	\$22,000.00
19.	2023-CE-011-VIS	Daniel C. Salas Harvesting, Inc./Cotton West, LLC	\$2,655.00
TOTAL			\$229,863.65

In fiscal year 2023-2024, the ALRB issued 35 checks from 5 cases to farmworkers as a result of liability findings in ULP cases or as a result of settlement agreements.

Checks Issued by ALRB to Farmworkers

Table 17: Checks Issued

Number	Respondent Name	Case Number	Number of Checks Issued	Total Net Amount Issued
1.	Sun Pacific Farming Cooperative, Inc.	2022-CE-004-VIS	12	\$13,446.00
2.	Mauritson Farms, Inc.	2022-CE-009-SAL	21	\$325,275.83
3.	Smith Packing, Inc.	2018-CE-048-SAL	1	\$1,290.04
4.	Dole Berry North	2018-CE-021-SAL	1	\$1,000.00
5.	Premiere Raspberries, LLC	2018-CE-004-SAL	1	\$36.92
TOTAL			35	\$341,048.79

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 about the outcome of the case.

In fiscal year 2023-2024, the ALRB conducted notice readings to 1,343 agricultural employees in 20 cases encompassing 24 charges listed in the table below.

Table 18: List of Notice Readings

Number	Case Number	Respondent Name	Date of Notice Reading	No. of Employees at Reading
1.	2022-CE-009-SAL	Mauritson Farms	07/20/2023	43
2.	2020-CE-042-SAL 2021-CE-007-SAL	Monterey Mushrooms	08/16/2023	121
3.	2022-CE-001-VIS 2022-CE-003-VIS	Fruity Ag and Great American Harvesting	08/22/2023	19
4.	2022-CE-028-SAL	Chalky Ridge Vineyard Management; Kiani Preserve, LLC	08/24/2023	29
5.	2018-CE-002-VIS	Reitz Ranches	08/30/2023	260
6.	2022-CE-050-SAL	Christie Vineyards	09/26/2023	15
7.	2022-CE-011-VIS	Sun Pacific Farming Cooperative	09/28/2023	23
8.	2022-CE-015-SAL	ST. Supery Vineyards and Winery	10/04/2023	35
9.	2022-CE-031-SAL	Acquistapace Harvesting, Inc.	10/10/2023	55
10.	2022-CE-049-SAL 2023-CE-003-SAL	Sonoma Cho, dba Flora Terra	10/26/2023	25
11.	2022-CE-041-SAL	Fanciful Co. and D'Arrigo Bros.	10/26/2023	54
12.	2023-CE-022-SAL	Boskovich Farms, Inc./Southern Farmland Cultivation, Inc.	11/08/2023	64
13.	2022-CE-004-VIS	Sun Pacific Farming Cooperative	12/12/2023	296
14.	2023-CE-006-SAL	Saticoy Berry Farms	01/12/2024	71

Number	Case Number	Respondent Name	Date of Notice Reading	No. of Employees at Reading
15.	2021-CE-017-SAL	3H Custom Farming	04/12/2024	14
16.	2022-CE-044-SAL	Bianchi Partnership	05/08/2024	8
17.	2023-CE-026-SAL	Guadagni Bros., Inc.	05/09/2024	4
18.	2022-CE-029-SAL 2022-CE-055-SAL	West Coast Berry Farms	05/21/2024	153
19.	2022-CE-021-SAL	Bud Antle	06/18/2024	34
20.	2023-CE-030-VIS	Stiizy LLC, dba IGS Solutions, LLC	06/19/2024	20
TOTAL				1,343

The ALRB issued a notice mailing to 4,067 agricultural employees in 25 cases encompassing 30 charges

Table 19: List of Notice Mailings

Number	Case Number	Respondent Name	Date of Notice Mailing	Number of Employees Received Mailing
1.	2020-CE-042-SAL 2021-CE-007-SAL	Monterey Mushrooms	07/03/2023	326
2.	2022-CE-009-SAL	Mauritson Farms	08/04/2023	91
3.	2022-CE-001-VIS 2022-CE-003-VIS	Fruity Ag and Great American Harvesting	08/10/2023	280
4.	2022-CE-015-SAL	ST. Supery Vineyards and Winery	09/12/2023	420

Number	Case Number	Respondent Name	Date of Notice Mailing	Number of Employees Received Mailing
5.	2022-CE-004-VIS	Sun Pacific Farming Cooperative	09/14/2023	1402
6.	2022-CE-011-VIS	Sun Pacific Farming Cooperative	09/14/2023	40
7.	2022-CE-050-SAL	Christie Vineyards	10/06/2023	76
8.	2021-CE-017-SAL	3H Custom Farming	10/10/2023	76
9.	2022-CE-031-SAL	Acquistapace Harvesting, Inc.	10/12/2023	91
10.	2022-CE-049-SAL 2023-CE-003-SAL	Sonoma Cho, dba Flora Terra	10/17/2023	25
11.	2023-CE-022-SAL	Boskovich Farms, Inc./Southern Farmland Cultivation, Inc.	11/07/2023	77
12.	2022-CE-041-SAL	Fanciful Co. and D'Arrigo Bros.	11/14/2023	84
13.	2023-CE-006-SAL	Saticoy Berry Farms	01/18/2024	208
14.	2023-CE-019-SAL	Chenoweth Vineyards	02/02/2024	85
15.	2022-CE-029-SAL 2022-CE-055-SAL	West Coast Berry Farms	03/05/2024	209
16.	2023-CE-040-SAL	Sanchietti Farming, Inc.	03/27/2024	49
17.	2023-CE-025-VIS	V&V Farms	03/28/2024	3
18.	2023-CE-026-SAL	Guadagni Bros., Inc.	04/02/2024	18

Number	Case Number	Respondent Name	Date of Notice Mailing	Number of Employees Received Mailing
19.	2023-CE-028-SAL	Aquistapace and Lopai Cellars, LLC	04/12/2024	41
20.	2022-CE-021-SAL	Bud Antle	04/18/2024	33
21.	2022-CE-052-SAL 2023-CE-032-SAL	Gull Island Farms, LLC and Puro Vida Berries, LLC	04/30/2024	233
22.	2022-CE-044-SAL	Bianchi Partnership	05/07/2024	20
23.	2023-CE-025-SAL	Betteravia Farms, LLC; Labastida Brothers	05/15/2024	42
24.	2021-CE-002-SAL	Durant/Destiny Farms	05/17/2024	35
25.	2022-CE-042-SAL	True North Farming Company, LLC	06/13/2024	103
TOTAL				4,067

The ALRB completed a notice posting in 19 cases encompassing 23 charges.

Table 20: List of Notice Postings

Number	Case Number	Respondent Name	Date of Notice Posting
1.	2022-CE-009-SAL	Mauritson Farms	07/20/2023
2.	2020-CE-042-SAL 2021-CE-007-SAL	Monterey Mushrooms	08/16/2023

Number	Case Number	Respondent Name	Date of Notice Posting
3.	2022-CE-001-VIS 2022-CE-003-VIS	Fruity Ag and Great American Harvesting	08/22/2023
4.	2022-CE-028-SAL	Chalky Ridge Vineyard Management; Kiani Preserve, LLC	08/24/2023
5.	2018-CE-002-VIS	Reitz Ranches	08/30/2023
6.	2022-CE-050-SAL	Christie Vineyards	09/26/2023
7.	2022-CE-011-VIS	Sun Pacific Farming Cooperative	09/28/2023
8.	2022-CE-015-SAL	ST. Supery Vineyards and Winery	10/04/2023
9.	2022-CE-031-SAL	Acquistapace Harvesting, Inc.	10/10/2023
10.	2022-CE-049-SAL 2023-CE-003-SAL	Sonoma Cho, dba Flora Terra	10/26/2023
11.	2022-CE-041-SAL	Fanciful Co. and D'Arrigo Bros.	10/26/2023
12.	2023-CE-022-SAL	Boskovich Farms, Inc./Southern Farmland Cultivation, Inc.	11/08/2023
13.	2022-CE-004-VIS	Sun Pacific Farming Cooperative	12/12/2023
14.	2023-CE-006-SAL	Saticoy Berry Farms	01/12/2024
15.	2021-CE-017-SAL	3H Custom Farming, Inc.	04/12/2024
16.	2022-CE-044-SAL	Bianchi Partnership	05/08/2024

Number	Case Number	Respondent Name	Date of Notice Posting
17.	2023-CE-026-SAL	Guadagni Bros., Inc.	05/09/2024
18.	2022-CE-029-SAL 2022-CE-055-SAL	West Coast Berry Farms	05/21/2024
19.	2022-CE-021-SAL	Bud Antle	06/18/2024

The GC trained 26 supervisors of farmworkers in 7 cases encompassing 8 charges. Table 19 lists these Supervisor Trainings.



Table 21: List of Supervisor Trainings

Number	Case Number	Respondent Name	Date Training Held	Number of Supervisors Received Training
1.	2020-CE-042-SAL 2021-CE-007-SAL	Monterey Mushrooms	08/16/2023	10
2.	2022-CE-011-VIS	Sun Pacific Farming Cooperative	09/28/2023	3
3.	2022-CE-050-SAL	Christie Vineyards	10/04/2023	3
4.	2018-CE-002-VIS	Reitz Ranches	11/08/2023	2
5.	2023-CE-022-SAL	Boskovich Farms, Inc./Southern Farmland Cultivation, Inc.	12/15/2023	1

Number	Case Number	Respondent Name	Date Training Held	Number of Supervisors Received Training
6.	2023-CE-019-SAL	Chenoweth Vineyards	01/26/2024	3
7.	2023-CE-026-SAL	Guadagni Bros., Inc.	05/09/2024	4
TOTAL				26

IX. Outreach Activities

FISCAL YEAR 2023-24 OUTREACH STATISTICS:



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 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 2023-24.

- **Events and Materials:** ALRB staff connected with farmworkers at 295 in-person events across the state, which is a 59% increase from the past fiscal year. 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 134 times (86% increase) and distributed more than 23,000 printed materials (40% increase) to approximately 29,000 farmworkers and community members (23% increase).
- **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 2023-24, the ALRB conducted 50 trainings for audiences consisting of farmworkers, CBOs, government agencies, and employers.

Virtual and Social Media Outreach:

	121	Followers
	3,925	Visits to Social Media
	14,84	Individuals Reached
	743	Content Interactions

- **Interviews/Appeances:** The ALRB appeared in 25 virtual interviews and presentations that were broadcast on Facebook Live as well as different radio and podcast shows. Such platforms included Encuentro Latino, La Buena, Radio Luna, KBBF, KWMR, 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. We also increased our online presence through various social media platforms such as Facebook, Instagram, Twitter, and LinkedIn. We accumulated almost 4,000 visits to our pages and have had 743 interactions to our content. We have a total of 121 followers and our content has reached almost 15,000 individuals. 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.

X. Employee and Salary Information

Information from Fiscal Year 2023-24

A. ALRB Employees, Alphabetical by Last Name

ACEVEDO, KENIA	MILLER, ARACELI
ARCINIEGA, JESSICA	MILLER, LORI A
AVILA-GOMEZ, SANTIAGO	MIRANDA, ROSARIO
BARRERA, GLORIA A	MONTGOMERY, JULIA L
BAUTISTA, FLAVIO	OCHOA, PATRICIA
BROAD, BARRY D	PADILLA, MARGARITA A
BUENO, SYLVIA	PAUGH, MICHAELA
CERVANTES, VERONICA	PEREZ, MARY E
DE LA CRUZ, GUADALUPE	PULIDO, YESENIA
DE LUNA, YESENIA	QUEZADA, MARTHA
DIAZ, RAFAEL	RAMIREZ, DANIELA D
DOUGHERTY, BRIAN M	RATSHIN, TODD M
ESPARZA, GRACE G	REVELAS, ALEXANDRA
FELIX, GABRIELA	SANCHEZ, XAVIER R
FLORES, CINTHIA N	SANDOVAL, DAVID
FORTIN, ANGELICA	SANTANA RUIZ, KAREN
GARCIA, ROSALIA E	SEIFRIED, MICHELLE D
GASTELUM, OMAR	TOPETE, MAYDOLE
GRANDA, MELOSA	VENTURA MORALES, SANTIAGO
GREGORIO, NOEMI	WEBER, DALTON B
GUZMAN NIETO, FEDERICO	YASIN, GHADA
HALL III, ISADORE	VALDOVINOS, YAJAIRA
HASSID, VICTORIA A	VAZQUEZ, LUCIA
HERNANDEZ, TANNIA APODACA	VEGA, GABRIELA
HERRERA, FRANCESCA C	VENEGAS, BERENICE
HEYCK, LAURA F	VENTURA MORALES, SANTIAGO
HONARVAR RULE, HERMINE	WEBER, DALTON B
HSIA, AUDREY W	YASIN, GHADA
INCIARDI, SCOTT P	
LIGHTSTONE, RALPH E	
LOPEZ, ANIBAL	
LUNA, MARICELA	
MARSH, MICHAEL I	
MARTINEZ, DELIA	
MATHAN, SATYADARSHINI	
MEHR, SEHAR	
MICHAEL, YEIMI	

Table 22: Position Titles and Salaries

Classification	Salary⁶
ADMIN LAW JUDGE	\$ 14,889.00
ADMIN LAW JUDGE	\$ 11,887.05
AGPA	\$ 6,591.00
AGPA	\$ 6,591.00
AGPA	\$ 6,591.00
AS GEN C,ULP/ALRB	\$ 13,765.00
AS GEN C,ULP/ALRB	\$ 11,865.00
ASO GOVRL PROG ANL	\$ 7,114.00
ASO GOVRL PROG ANL	\$ 5,684.00
ASO GOVRL PROG ANL	\$ 6,168.00
ATTORNEY	\$ 9,707.00
ATTORNEY	\$ 9,707.00
ATTORNEY	\$ 9,709.00
ATTORNEY	\$ 9,709.00
ATTORNEY	\$ 9,611.00
ATTORNEY	\$ 11,373.00
ATTORNEY	\$ 8,908.00
ATTORNEY	\$ 8,908.00

⁶ Salaries shown are monthly, unless otherwise indicated.

Classification	Salary⁶
ATTORNEY	\$ 8,908.00
ATTORNEY	\$ 9,157.00
ATTORNEY	\$ 10,965.00
ATTORNEY	\$ 9,343.00
ATTORNEY	\$ 9,803.00
ATTORNEY	\$ 10,588.00
ATTORNEY III	\$ 11,932.00
ATTORNEY III	\$ 10,736.00
ATTORNEY III	\$ 13,526.00
ATTORNEY III	\$ 13,726.00
ATTORNEY III	\$ 10,536.00
ATTORNEY IV	\$ 14,954.00
ATTORNEY IV	\$ 14,954.00
C.E.A.	\$ 13,623.00
CHRPN/ALRB	\$ 15,096.36
EXEC SECRETARY	\$ 13,867.00
FIELD EXAM I ALRB	\$ 5,944.00
FIELD EXAM I ALRB	\$ 4,926.00
FIELD EXAM I ALRB	\$ 6,116.00
FIELD EXAM I ALRB	\$ 4,921.00
FIELD EXAM I ALRB	\$ 6,116.00

Classification	Salary⁶
FIELD EXAM II ALRB	\$ 7,108.00
FIELD EXAM II ALRB	\$ 7,314.00
FIELD EXAM II ALRB	\$ 7,314.00
FIELD EXAM II ALRB	\$ 6,412.00
FIELD EXAM II ALRB	\$ 5,944.00
FIELD EXAM II ALRB	\$ 7,108.00
FIELD EXAM II ALRB	\$ 6,591.00
FIELD EXAM II ALRB	\$ 6,591.00
FIELD EXAM II ALRB	\$ 7,314.00
FIELD EXAM II ALRB	\$ 6,778.00
FIELD EXM III ALRB	\$ 7,670.00
FIELD EXM III ALRB	\$ 8,015.00
GENERAL COUNSEL	\$ 17,531.00
INFO TECH SPEC II	\$ 10,893.00
IT SPEC I	\$ 8,277.00
LEGAL SECRETARY	\$ 3,924.00
LEGAL SECRETARY	\$ 4,527.00
LEGAL SECRETARY	\$ 5,418.00
LEGAL SECRETARY	\$ 5,306.00
MEMBER	\$ 14,631.51
MEMBER	\$ 14,631.51

Classification	Salary⁶
MEMBER	\$ 14,631.51
MEMBER	\$ 14,631.51
SENIOR LEGAL TYPIST	\$ 4,296.00
SR LEGAL TYPIST	\$ 4,419.00
SR LEGAL TYPIST	\$ 4,090.00
SSA	\$ 4,921.00
STAFF SER AN	\$ 5,162.00
STAFF SER AN	\$ 4,926.00
STAFF SER AN	\$ 6,116.00
STAFF SER AN	\$ 4,726.00
STAFF SER AN	\$ 4,726.00
STAFF SVS MANGER I	\$ 8,026.00
STAFF SVS MANGER I	\$ 8,398.00
STAFF SVS MANGER I	\$ 6,760.00
SUPERVISING ALJ	\$ 14,070.00

B. 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 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.

