



AGRICULTURAL LABOR RELATIONS BOARD
"La Ley Laboral"
(800) 449-3699

Worker Testimonial:

How the ALRB helped Juan get his job back and recover his lost wages.

Juan worked harvesting cantaloupe in Fresno County. After he stood up for a coworker whose paycheck was missing money, Juan's employer told him he was suspended for three days because he was not allowed to speak up for others. Shortly thereafter, he was fired. Juan came to ALRB for help. ALRB staff helped him recover his lost wages and required his employer to extend a job offer for his return.

*"Many times we workers do not say anything out of fear despite the fact that there are laws that protect us. If we constantly live with that fear, we will never get the help we want. I would recommend people who have a problem at work to talk to a state agency, be it ALRB, Labor Commissioner, or CalOSHA. **Enough of so many humiliations.**"*

-Juan Jimenez

Contact Us!

Primary Number:

1-800-449-3699

Our services are free, initial consultations are confidential, and your immigration status does not matter.

Office Information:

Santa Rosa

(707) 867-2828

Healdsburg Avenue, Santa Rosa, CA, 95401

Salinas

(831) 769-8031

342 Pajaro Street, Salinas CA, 93901

Visalia

(559) 627-0995

1642 West Walnut Avenue, Visalia, CA, 93277

Santa Maria

(916) 206-6634

1410 S. Broadway, Suite E, Santa Maria, CA 93455

Oxnard

(805) 973-5062

1901 N. Solar Drive, Suite 240, Oxnard, CA, 93036

Indio

(760) 342-9633

81713 Highway 111, Suite A, Indio CA, 92201

www.alrb.ca.gov

Connect with us for your outreach events or to schedule a training!



California Agricultural Labor Relations Board



@alrb_ca



alrb.ca



ALRB
AGRICULTURAL LABOR
RELATIONS BOARD

FAIRNESS
IN THE FIELD



All farmworkers have the right to ask for better working conditions without retaliation.

Who does ALRB serve?

- Farmworkers working in California interested in asserting their rights or receiving help if their rights were violated.
- Unions that represent farmworkers in California.
- Agricultural employers in California involved in ALRB processes.

Farmworkers include:

- Workers who work in fields, orchards, nurseries or greenhouses (including marijuana cultivation).
- Dairy workers, sheepherders, beekeepers and more.
- Workers with an H-2A visa.

How do I file a claim with ALRB?

- Call us for a free consultation.
- Fill out the "Unfair Labor Practice Charge" form on our website under Forms or contact us for assistance.



What rights does ALRB protect?

ALRB is a state agency that:

- Protects the right of farmworkers to come together and request changes or complain about their working conditions without retaliation.
- Protects workers' rights to organize to belong to a union.
- Enforces an employer's obligation to bargain with a certified farmworker union that represents its workforce.
- Ensures that unions and employers are respecting workers' rights.



What are some examples of what ALRB can do when workers' rights are violated?

- Require an employer to offer reinstatement to workers who were wrongfully fired.
- Recover lost wages caused by reduced hours, loss of job or failure to rehire the following season.
- Require an employer to pay a penalty for violating the law.
- ALRB will notify all workers in the workplace and by mail of their rights under the law and explain what rights were violated.

Examples of rights ALRB helps protect

Examples of rights the ALRB has helped workers collectively assert include:

- Asking for higher wages.
- Asking for clean water or restrooms, shade and other issues related to health and safety.
- Reporting harassment or other mistreatment by a supervisor or crew leader.
- Raising concerns about overtime, breaks or work hours.
- Supporting or opposing a union.
- Discussing or reporting other issues related to working conditions.

Right to choose a union:

- Workers have the right to campaign for a union. The ALRB oversees elections and authorization cards for workers to decide if they want a union to represent them.

Retaliation may include actions such as:

- Not being rehired.
- Layoffs or firings.
- Assignment of less desirable work tasks.
- Reduction of work hours.
- Threats to call immigration or law enforcement authorities.

Each case is unique; call us to find out more. We can give you information about your options and will help you file a claim or find a referral to other services as needed.

