

## HUMAN RESOURCES - EMPLOYEE RELATIONS MANAGER

Our client has been farming land in the Salinas Valley for over 20 years. Today they farm more than 25,000 acres of fresh specialty vegetables throughout California's central coast and the Southwestern US. This company has grown substantially, exceeding \$500MM, over the past several years and is constantly innovating to expand and improve their business. They aren't afraid to try new things and continue to evolve. Our client prides themselves on maintaining a family-oriented culture where every employee is treated with respect, listened to and encouraged to give their best every day.

Our talented team at the plant syncs the efforts of farming, harvesting, food safety, quality assurance and sales to produce hundreds of triple washed SKUs daily. Our workers in the field and in the plant are trained and dedicated, preparing each bag and box to meet rigorous safety and quality criteria.

The Employee Relations Manager's functions include managing the employee relations activities according to established guidelines and sound administrative practices and in accordance with the company's mission, values and goals. This bilingual position reports directly to the Human Resources Director.

### Responsibilities

- Engage with employees in both the Yuma and San Juan Bautista locations throughout their respective seasons
- Manage grievance procedures including oversight of dispute resolution involving employees, management, unions, government agencies, other firms, etc.
- Provide advice, counsel and guidance to all company management personnel on contract interpretation, enforcement of work rules, terms and conditions of employment, and just cause disciplinary actions and terminations
- Answer any questions and/or requests by governmental agencies, including employee complaints.
- Provide advice and counsel to management and employees on terms and conditions of employment, including issues arising under the American with Disabilities Act (ADA), California's Fair Employment and Housing Act (FEHA), and their corresponding federal and state rules and regulations, etc.
- Investigate problems such as working conditions, disciplinary actions, and employee and applicant appeals and grievances. Provides guidance and recommendations for problem resolution to departmental officials and individuals. Assure timeliness and accuracy of required filings.
- Schedule sexual harassment training for all personnel including training on bullying and hostile work environment.

### Education

BA/BS in Ag Econ, Ag Business Management, Business Administration, Human Resources.

## Qualifications

- Minimum 5-7 years of experience working in an employee relations and/or human resources environment with proven management experience - preferably in an agricultural environment (harvesting and field operations), or a related industry
- An effective hands-on manager capable of identifying and resolving organizational, training, communication, and interpersonal problems that may arise in a timely manner.
- Possess solid knowledge of employee rights and employer responsibilities arising under federal and state laws, including the National Labor Relations Act, the California Agricultural Labor Relations Act, California and Arizona Wage and Hour Law, and any other laws that regulate or affect employers in the Agricultural industry.
- Competencies include business acumen, communication, consultation, critical evaluation, ethical practice, cultural awareness and leadership.
- Excellent verbal and written communication skills in English and Spanish including the ability to effectively present facts and recommendations in oral and written form.
- Thrive in a fast-paced environment and handle pressure while managing multiple tasks.
- Strong analytical skills with the ability to understand, evaluate and make judgment on proposals.
- Knowledge of Microsoft desktop products including strong knowledge and experience with Excel and Word.
- Valid driver license and clean record.
- Seasonal overnight travel required between Yuma, AZ and San Juan Batista, CA.