

LABOR MANAGEMENT CONSULTANT (FRESNO/BAKERSFIELD, CA)

Overview:

A well-established subscriber organization affiliated with the California Farm Bureau Federation is looking for a Labor Management Consultant (LMC). The primary function of the LMC is to provide agricultural employers with personnel management and labor relations services that improve the efficiency of their operations. The LMC should have demonstrated abilities and expertise in various areas of California and Federal labor law and personnel management, possess a high degree of presentation and time-management skills and possess skills in client recruitment and retention.

Responsibilities include:

1. Assist farm employer clients in the following areas:
 - a. Avoid and resolve personnel-related problems.
 - b. Personnel management and administration (e.g., recruiting, interviewing, training, wage administration, personnel records, workers' compensation, employee benefit plans).
 - c. Resolution of issues related to labor relations under the California Agricultural Labor Relations Act and/or the National Labor Relations Act.
 - d. Provide foreman and crew-leader training.
 - e. Provide various safety training briefings and exercises for clients and non-clients on an as-needed basis.
2. Provide advice and services in person and otherwise as dictated by the client service agreement(s).
3. Advise and assist LMC clients' compliance with employment laws and regulations.
4. Regularly assess the needs of and suggest new services to LMC clients.
5. Provide assistance to LMC clients' employees with personal or job-related problems as requested by LMC client.
6. Ensure continuing client satisfaction and renewal of clients' annual service agreements.
7. Seek out and recruit new LMC clients.
8. Work in conjunction with management and legal counsel to develop training materials for use in supervisor/crew leader/foreman and safety training.
9. Monitor developments and legal updates in personnel management and labor relations to maintain current knowledgebase.
10. Help employers resolve labor disturbances and ALRB cases.
11. Maintain LMC client records.
12. Translate materials for LMC participants, as needed.

Requirements include:

1. Five plus years' experience managing agricultural labor and/or agricultural labor relations.
2. Speak, read, write and translate English and Spanish fluently.
3. Possess certifications necessary to furnish training for clients, supervisors and employees as required (i.e. CA DPR Pesticide T2, tractor and forklift safety and Global GAP food safety).
4. Confer with people in rural locations such as orchards, fields and greenhouses.
5. Ability to travel up to a week at a time with the capability of driving a vehicle for extended periods.
6. Expert knowledge of human resource practices, applicable local and federal laws and regulations.
7. Retain a good driving record and be insurable by the company's insurance carrier.
8. APMA Human Resource Professional Certification in Agriculture is preferred.

Compensation:

The position offers a competitive salary (including bonus) depending on experience and qualifications. A company vehicle, medical insurance, 401k with employer match, and other benefits are also provided.

Contact:

Send resume to [**HR@morrisonco.net**](mailto:HR@morrisonco.net). All offers of employment contingent on a background check. EOE.

Please note that Morrison & Company does not recruit from client personnel ([**click here for details**](#)).