

D'Arrigo Bros. Co., of California, a ninety-five year old, rapidly growing Salinas based agricultural company, is looking for a Labor Relations Manager to join an enthusiastic team. We are one of the largest vegetable grower, packer and shippers, and we offer opportunities with excellent benefits and compensation. Since we are a technologically aggressive organization, a strong knowledge of Excel, Word and Windows is required.

Andy Boy has a rich history as an industry trend-setter, not a follower. From the day the company was founded by Stephen and Andrew D'Arrigo, two immigrants from Messina, Sicily, innovation has been its hallmark. With third generation D'Arrigo family members at the helm of our West Coast operations, you can be sure that the traditions of being the very best in the business emanate from the top and are carried out by our dedicated family of almost 2000 employees. Would you like to join this team?

The Labor Relations Manager's functions include managing the employee relations activities according to established guidelines and sound administrative practices and in accordance with the organization's mission, values and goals. The work involves interpreting and administering employee contracts regarding employee grievances, wages, employee welfare and union practices. This bilingual position reports directly to the Human Resources Director.

Primary responsibilities include but are not limited to the following:

Labor Relations

- Participate in and advise management on negotiating collective bargaining agreements with the union including health insurance, assignment of duties, grievances, seniority, and enforcement of work, health and safety rules.
- Collaborate with outside counsel on any unfair labor practice charges or grievances referred to arbitration including providing factual research, documentation and testimony of witnesses.
- Ensure company's compliance with three collective bargaining agreements: United Farm Workers, United Food and Commercial Workers, and International Brotherhood of Teamsters.
- 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 to ensure compliance with union contracts.
- Answer any questions and/or requests by governmental agencies, including employee complaints. Represent the company at hearings.
- 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 D'Arrigo personnel including training on bullying and hostile work environment.
- Investigate any allegations of sexual harassment and any other form of harassment. Take immediate corrective action, as necessary.
- Prepare and distribute all annual federal, state and other required postings to all operations

within the company. Enforce retention and availability of postings for all employees.

Motor Vehicles Program

- Supervise the commercial and non-commercial driver program to ensure compliance with all state and federal laws, rules and regulations.
- Oversee the annual California Highway Patrol BIT terminal inspection and audit - providing officer any requested files of randomly selected commercial drivers, including documentation regarding the company's drug and alcohol testing programs.

Qualifications:

- BA/BS in Ag Econ, Ag Business Management, Business Administration, Human Resources.
- Minimum 5-7 years of experience working in a union environment with proven management experience in human resources, labor relations, employee relations - preferably in an agricultural environment (harvesting and field operations), or a related industry.
- Must be 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 Agricultural industry.
- Competencies include business acumen, communication, consultation, critical evaluation, ethical practice, cultural awareness and leadership.
- A strong foundation of knowledge in areas such as economics, labor law, and the collective bargaining process.
- Familiarity with contract language all pertinent federal and state regulations including DOL, OSHA, FLSA, etc.
- Excellent verbal and written communication skills in English and Spanish including the ability to effectively present facts and recommendations in oral and written form.
- Ability to keep skill set current.
- Organized team player who works well with a variety of people with a minimum of supervision.
- 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.
- Regular and consistent attendance mandatory.
- Work schedule may include OT and weekends.
- Seasonal overnight travel required to Yuma, AZ / Brawley, CA.

Send resume and cover letter to PersonnelRecruitment@darrigo.com.