



Employer Services

Human Resources, Employee & Labor Management
Consulting and Training for your Company

Presented by
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CARD CHECK UPDATE

A Timeline & Other Labor Law Updates

California Union Updates

SB 399

"Worker Freedom from Employer Intimidation Act," prohibits employers from mandating employee attendance at meetings intended to convey the employer's views on religious or political matters, including unionization.

Employers found in violation may face civil penalties of \$500 per employee per violation, enforceable by the Labor Commissioner or through private civil actions.

California Union Updates

Deferred Action for Labor Enforcement (DALE)

- 4 Year Work Permit
- 4 Year SS#
- Work/Labor Violations
 - Safety
 - Wage and Hour
 - Any Non-Complaint with Fed, State, County or City Regulations.

Did you know you could potentially be eligible for a work permit?

Have you been a victim or a witness to a labor violation?

You will be protected for four years:

- 4-Year Work Permit
- 4-Year SS #

DALE orientations every Thursday in Fresno & Bakersfield at 5:00 PM

UFW FOUNDATION

¿Usted sabía que posiblemente puede ser elegible para un permiso de trabajo?

¿Ha sido víctima o testigo de una violación laboral?

- ¿No le proveen sombra, agua o descanso para refrescarse?
- ¿Tienen baños sucios en el trabajo?
- ¿Lo han amenazado en el trabajo?

¡Es posible que usted sea elegible para el programa DALE (Acción diferida para trabajadores en un conflicto laboral)! ¡

Beneficios de DALE

- Protección contra deportación por 4 años
- Permiso de trabajo y número de seguro social por 4 años

¡Llámenos hoy y inscribese para una orientación!

(661) 546-9020

Centro de llamadas de derechos laborales
Lunes a viernes de 9 AM a 5 PM
Cerrado de 1:30 a 2:30 PM

Orientaciones de DALE

Día y hora	Todos los jueves a las 5 PM en nuestras oficinas en Fresno y Bakersfield
Jueves a las 5 PM	

Card Check in California Ag

Why do unions want to represent our employees?

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UFW charges 3% of employee wages

- 500 Employee Company
- 3% will = \$38,000 to 45,000 per month

Card Check in California Ag

Became effective in Jan 1 of 2023

!!!Major Change!!!

5 ALRB Rules which can't be violated
Now, \$10,000 to \$25,000 Fine per Incident per Violation



Time-Line of Card Check

1. Wish Farms – 400 Employees
August 2023 – Santa Maria
UFW **Failed**
2. DeMare Fresh – 400 Employees
October 2023 – Newman
UFW **Victory**
3. Olive Hill N. – 100 Employees
January 2024 – Fallbrook
UFW **Victory**
4. Wonderful N. – 650 Employees
February 2024 – Wasco
UFW **Victory**
5. Ho Si Gai Farms – 100 Employees
April 2024 – Bakersfield
UFW **Victory**
6. Altman S. Crops – 300 Employees
May 2024 – Salinas
UFW **Failed**
7. A. V. Thomas – 1,200 Employees
June 2024 – Atwater
UFW **Victory**
8. W. N. Citrus – 50 Employees
August 2024 – Bakersfield
UFW **Failed**

How to Protect Ourselves

Be Alert to Union Activity in the Fields - If you see/hear the following activities, please call your manager or HR immediately.

- An employee asking another employee to sign something.
- An employee passing out papers or written material to co-workers.
- Employees gathering and talking with different groups while on Company property, having potlucks, donuts, snacks, when they did not do this before.
- Employees asking you questions about unions.
- Changes in the negative comments about the company: Me to Us.
- Employees wearing union buttons, shirts, or driving vehicles with union flags and stickers.
- Employees making comments about the union.
- Change in employees attitudes, questioning job assignments or supervisory authority.
- One or a few employees going from crew to crew to speak with employees or going from one group of employees to another during the breaks and lunch.
- Use of union buzzwords: Seniority, bumping, grievances, job security. “We need a voice,” and “Dignity and respect.”
- **Non-employees walking into work areas or the fields without permission. HOW TO DEAL WITH THEM.**

Problem for the State

2024 UFW Job Postings

- Delano: 2 Positions
- Santa Maria: 7 Positions
- Fresno: 7 Positions
- Salinas: 4 Positions
- Sana Rosa: 3 Positions
- Bakersfield: 3 Positions

- Total of 26 New Positions
- 24 Positions for Organizers and 2 for Clerical