

State of California  
Agricultural Labor Relations Board  
Charge Against Employer

Instructions: File an original and 2 copies of this charge with the ALRB regional director or sub-regional director for the region or sub-region in which the alleged unfair labor practice occurred or is occurring. However, if you elect the option to have the regional director serve the charge on the charged party, file an additional copy of the charge for each organization, each local, and each individual named in Item 1 below. The charge must be accompanied by declarations as provided in regulation 20213. There is no obligation to serve the declaration on the charged party.

Do not write in this space

Case No. 2014-CE-013-VIS

Date Filed: 07-15-14



Check one:

- I will serve the charge on the charged party.
- I request that the regional director serve the charge on the charged party.

Name of Employer Against Whom Charge is Brought

Name Gerawan Farming, Inc.

Address(es) of Employer's Operation(s) Involved (street and number, city, state, and zip code)

Addr 7108 N. Fresno Street, Suite 460 Addr

City Fresno State CA Zip 93720 City State Zip

Employer Representative to Contact

Name Dan Gerawan, Mike Gerawan, or Ray Gerawan

Phone 559-787-8780 Fax 559-787-8797

Email dan@gerawan.com

Basis of the Charge (be specific as to facts, names, addresses, locations involved, dates, places, etc.)

Charge Basis On or about July 1, 2014 and continuing to date, the employer, Gerawan Farming, Inc., has unlawfully discriminated against Farm Labor Contractor employees working on its farms by refusing to negotiate wage rates over FLC employees, and/or refusing to apply negotiated wage rates to FLC employees, and/or only negotiating wage increases for direct hire employees. Currently, FLC employees are paid at the wage rate of \$9 per hour. Meanwhile, direct hire employees receive a wage starting at \$11 per hour, creating a wage disparity of \$2 between FLC and direct hire employees. This exclusion of FLC employees is discriminatory, arbitrary and contrary to the clear language of the Act which requires that the company bargain over all its employees, including FLC employees.

Name of Party Filing Charge (if labor organization, give full name of the National or International organization and the local name and number)

Name UNITED FARM WORKERS OF AMERICA (UFW)

**Declaration**

I declare under penalty of perjury that I have read the above charge and that the statements herein are true to the best of my knowledge and belief.

By: 

Date: 7/15/14

Signature of Representative or Person Filing Charge

Name	Brenda Rizo		
Title	Paralegal		
Addr	1227 California Ave	Phone	(861) 324-8100
City	Bakersfield	State	CA Zip 93304 Fax (861) 324-8100
Email	legaldept@ufw.org		



State of California



Agricultural Labor Relations Board

Proof of Service of Unfair Labor Practice Charge

Instructions: N/A

Do not write in this space

Case No. 2014-CE-013-VIS

Date Filed: 07-15-14

I served a completed and signed copy of the Unfair Labor Practice Charge upon

Name Dan Gerawan

Title Owner

at:

Addr 7108 N. Fresno Street, Suite 450

City Fresno State CA Zip 93720

by personally delivering the charge to the named person at the address specified above on

Date: Time:

or alternatively,

by mailing said documents, by a method that includes a return receipt, to the named person at the following address:

Addr 7108 N. Fresno Street, Suite 450

City Fresno State CA Zip 93720

The return receipt is (check one):

Attached

Will be provided upon receipt RETURN RECEIPT NO: 7013-1710-0000-2058-7406

Declaration

I declare under penalty of perjury that the foregoing is true and correct.

By: Laura Camero Signature of Representative Filing Proof of Service

Date: 7-15-14

Name Laura Camero

Title Legal Secretary

Addr 1642 W. Walnut Avenue Phone 559-627-0995

City Visalia State CA Zip 93277 Fax 559-627-0985

Email

