

FARM LABOR AND THE ALRA AT 40

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THE ALRA & ALRB SINCE 1975

**Ronald H. Barsamian, Esq.
BARSAMIAN & MOODY**

THE FIRST 20 YEARS

- **Elections**
 - **Hundreds of elections within the first five years.**
 - **Strike (48 hour) elections in the beginning and the garlic elections in the 1980s.**
 - **Unions in all industries suffer declining membership.**
- **Negotiations**
 - **Multi-employer bargaining...a level playing field in agricultural sectors under both the ALRB's and NLRB's jurisdictions.**
 - **Bad faith bargaining cases...*make-whole* awards.**
- **Strikes and Boycotts**
 - **Single employer and entire industries/seasons.**
 - **Violence.**

1995-2010

- **Organizing and Elections**
 - UFW goes for the big plays with mixed results (strawberries and table grapes).
 - *Coastal Berry*...reinventing the wheel.
 - *Gallo*...reinventing the wheel 2.
 - UFCW reinvents itself (dairy and wine industries).
 - Organized labor at a crossroads.
 - Card Check.
- **Negotiations**
 - Mixed results.
 - Mandatory Mediation and Conciliation.
- **ALRB Enforcement**
 - Fewer unfair labor practice charges filed.

THE LAST FIVE YEARS

- **SB 126 Amendments**
 - **2003 MMC Amendments barely used, but let's “fix” them anyway.**
 - ***Gallo* supercharged.**
- **Old Certifications**
 - **Mining the past when the present isn't working out.**
- **A New Team in the General Counsel's Office**



ADMINISTRATIVE HEARINGS

Then...

- **Testimony recorded:**
 - Takes time to go back and review testimony, but easy to find using cassette recorder.
- **ALJs have typewriters:**
 - Real-time printing.
- **Quick communication:**
 - Facsimile or overnight shipping.

Now...

- **Testimony recorded:**
 - Takes time to go back and review testimony on laptop, and not easy to find.
- **ALJs have laptops:**
 - But no printers.
- **Quick communication:**
 - Facsimile or overnight shipping.

SERVICE OF UNFAIR LABOR PRACTICE CHARGES

Then...

- **Left under the windshield wiper in morning.**

Now...

- **E-mailed by General Counsel with request for documents.**

COMPUTING TIME PERIODS

Then...

- **Read Regulations:**
 - “...if delivered on the third day of the new moon when Venus shines brightly, add 3 days, unless it is leap year...”
- **Call Executive Secretary.**

Now...

- **Read Regulations:**
 - “...if delivered on the third day of the new moon when Venus shines brightly, add 3 days, unless it is leap year...”
- **Call Executive Secretary.**

FILING ONLINE

Then...

• Huh?

Now...

• Huh?

THE NEXT 40 YEARS?

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