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20 STATE OF CALIFORNIA

21 AGRICULTURAL LABOR RELATIONS BOARD

22 In the Matter of:

23 MAURITSON FARMS, INC.,

24 Respondent,

25 and

26 DAVIN CARDENAS,

27 Charging Party.

28 Case No.: 2022-CE-009-SAL

COMPLAINT

1 The General Counsel of the Agricultural Labor Relations Board (“ALRB”), pursuant to  
2 Section 1160.2 of the Agricultural Labor Relations Act of 1975, California Labor Code section  
3 1140 *et seq.* (the “Act”) and California Code of Regulations, title 8, section 20220, hereby issues  
4 this Complaint against Respondent Mauritson Farms, Inc. ((hereinafter referred to as “Mauritson  
5 Farms” or “Respondent”). This Complaint alleges that Respondent committed an unfair labor  
6 practice, as described below.

7 **JURISDICTION AND PARTIES**

8 1. On March 7, 2022, Davin Cardenas (“Mr. Cardenas”) properly and timely filed  
9 unfair labor practice charge 2022-CE-009-SAL (“Charge”) alleging that on or about January  
10 2022 and continuing, Mauritson Farms, Inc., through its agents including but not limited to  
11 General Manager Cameron Mauritson, Foreman Juan Lopez, Supervisor David Smith, retaliated  
12 and discriminated against agricultural workers in Foreman Lopez’s crew, by refusing to rehire  
13 them because they engaged in protected concerted activity. The workers’ activity included but  
14 is not limited to raising concerns in October 2021 about transportation, bathrooms, shade, breaks,  
15 work hours, discrimination and the manner in which Foreman Lopez treated them.

16 2. On March 7, 2022, the Salinas Regional Office served Respondent, with the  
17 Charge via certified mail.

18 3. At all material times, Respondent grew and harvested grapes in Sonoma County  
19 and thus was an agricultural employer within the meaning of Section 1140.4(a) and (c) of the  
20 Act.<sup>1</sup> Respondent is a corporation duly organized and existing under the laws of the State of  
21 California.

22 4. At all material times, General Manager Cameron Mauritson (“GM Mauritson”)   
23 oversaw Respondent’s operations in Healdsburg and thus was a statutory supervisor for  
24 Respondent within the meaning of Section 1140.4(j). GM Mauritson has the authority to  
25 discipline, hire, fire and direct the work of agricultural workers and all supervisors report to him.

26 5. At all material times, Supervisor David Smith (“Supervisor Smith”) supervised  
27 the growing and harvesting of grapes and thus was a statutory supervisor for Respondent within

28 <sup>1</sup> All further references are the California Labor Code unless otherwise indicated.

1 the meaning of Section 1140.4(j). Supervisor Smith had the authority to discipline, hire, fire and  
2 direct the work of agricultural workers.

3 6. At all material times, Foreman Juan Lopez ("Foreman Lopez") had the authority  
4 to discipline and direct the work of agricultural workers and thus was a statutory supervisor for  
5 Respondent within the meaning of Section 1140.4(j).

6 7. At all material times, the discriminatees harvested grapes under the supervision  
7 of Foreman Lopez, and thus were agricultural workers, as defined in Section 1140.4(b),  
8 employed by Respondent.

9 **FACTS**

10 8. From 2019 through 2021, Respondent recruited H-2A workers from Oaxaca,  
11 Mexico to harvest grapes from about April through October. Respondent recruited the workers  
12 through word of mouth and by rehiring the previous year's workers.

13 9. Respondent obtained H-2A work visas for the workers it recruited from 2019-  
14 2021 (hereinafter referred to as "H-2A workers" or "discriminatees"). Respondent also arranged  
15 for the discriminatees' travel from Mexico to the United States, and provided housing,  
16 transportation and meals to the H-2A workers once they arrived to work.

17 10. In or about September 2021, six of the H-2A workers who had also worked for  
18 Respondent during the previous two seasons met with local non-profit organization North Bay  
19 Jobs with Justice's ("NBJWJ") Executive Director Max Alper ("ED Alper") and Director of  
20 Organizing Mr. Cardenas to seek information about their rights and discuss concerns regarding  
21 their working conditions at Mauritson Farms.

22 11. That day the six H-2A workers ("the six discriminatees") told ED Alper that  
23 employees purchased work supplies, one day no shade was provided, another day employees  
24 were denied their break and lunch period, bathrooms were not properly cleaned, employees were  
25 denied transportation to grocery store, Foreman Diaz yelled at employees and Foreman Diaz  
26 exercised favoritism.

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1           12.     NBJWJ is a growing, grassroots coalition of more than 30 labor and community  
2 organizations in Sonoma, Napa and Marin Counties. NBJWJ's work is primarily organizing with  
3 working families to obtain economic, racial and climate justice.

4           13.     On September 21, 2021, ED Alper met with GM Mauritson to share the six  
5 discriminatees' concerns.

6           14.     Shortly after, Respondent hired Raul Calvo ("Mr. Calvo") to assess the working  
7 conditions at Mauritson Farms and Supervisor Smith.

8           15.     Mr. Calvo owns Employer Services Consulting LLC, a consulting company  
9 which advises employers on sexual harassment problems, wage and hour complaints and union  
10 issues.

11          16.     On October 7, 2021, ED Alper, Mr. Cardenas, GM Mauritson and Supervisor  
12 Smith met with the six discriminatees to discuss their concerns about working conditions.

13          17.     During the meeting, the six discriminatees told GM Mauritson that they feared  
14 Respondent would not call them back to work in 2022 because they spoke up about their work  
15 conditions.

16          18.     GM Mauritson assured them, directly in Spanish, that they would not be retaliated  
17 against and promised that they would be back to work at Mauritson Farms in 2022.

18          19.     On October 31, 2021, the discriminatees completed the 2021 season and returned  
19 to Mexico.

20          20.     As in the previous year, some of the discriminatees left some of their personal  
21 belongings in their living quarters at Mauritson Farms because they expected to return to work  
22 there the next year.

23          21.     In late 2021, Respondent engaged in conversations with CIERTO, an  
24 international farm labor recruiting organization that recruits and places H-2A and H-2B workers  
25 about recruiting H-2A workers to harvest grapes the following season.

26          22.     CIERTO H-2A Program Director Norma Alicia Encinas informed GM Mauritson  
27 that CIERTO used a closed recruiting process, and that for harvesting of grapes, CIERTO  
28 recruits workers exclusively from Baja California, Mexico.

1           23.     CIERTO uses a closed recruiting process to find workers which means that they  
2 do not accept applications from the general public.

3           24.     CIERTO does not recruit workers in Oaxaca, Mexico.

4           25.     CIERTO limited its pool of applicants for Respondent's positions to applicants  
5 from Camalu and San Vicente, Baja California, Mexico.

6           26.     Mr. Calvo endorsed CIERTO and informed GM Mauritson that CIERTO had  
7 very strict recruitment policies.

8           27.     Respondent knew at the time it hired CIERTO that CIERTO did not recruit  
9 workers from Oaxaca, Mexico for grape clients and that therefore none of the H-2A workers  
10 Respondent had hired in previous years would be eligible to return for the 2022 season.

11           28.     In or about January 2022, Supervisor Smith sent a message to the discriminatees  
12 through a Facebook group to let them know that Respondent hired CIERTO to recruit H-2A  
13 workers for the next season. Supervisor Smith encouraged the discriminatees to apply to work  
14 at Mauritson Farms.

15           29.     Supervisor Smith told the discriminates that using CIERTO would ensure fairness  
16 for all who go through the H-2A hiring process and directed workers to send their information  
17 and applications directly to CIERTO.

18           30.     Supervisor Smith instructed the discriminatees to apply for work through  
19 CIERTO's website by clicking on the "Contact" menu option on its website and filling in the  
20 information in the "Reach Out to CIERTO" section. The information to fill out includes name,  
21 email, phone number and message.

22           31.     The six discriminatees contacted NBJWJ for assistance with completing these  
23 steps.

24           32.     Mr. Cardenas communicated with the six discriminatees through WhatsApp and  
25 helped them contact CIERTO as instructed through the CIERTO website.

26           33.     None of the six discriminatees received any response from CIERTO.

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1 34. The six discriminatees and Mr. Cardenas left phone messages for Supervisor  
2 Smith to inquire about their applications and the 2022 season. Supervisor Smith did not respond  
3 to them.

4 35. On February 22, 2022, ED Alper emailed GM Mauritson to advise him that the  
5 six discriminatees had not received any contact from Respondent or CIERTO regarding their  
6 employment for 2022.

7 36. GM Mauritson did not respond to ED Alper's email.

8 37. In or about early to mid-March 2022, CIERTO staff and Supervisor Smith  
9 interviewed about 35 potential workers.

10 38. Supervisor Smith did not ask anyone at CIERTO why none of the previous H-2A  
11 workers were included in the application pool.

12 39. Respondent hired 18 applicants and the workers worked from April 18, 2022  
13 through October 31, 2022.

14 40. Respondent did not rehire any of the discriminatees for the 2022 season.  
15

16 **FIRST CAUSE OF ACTION**  
17 **California Labor Code § 1153 (c)**

18 *(Unlawful Retaliatory Failure to Rehire the Discriminatees)*

19 41. By the acts set forth in paragraphs 8 through 40 above, Respondent, by and  
20 through GM Mauritson and Supervisor Smith, committed an unfair labor practice in violation of  
21 Section 1153(a) of the Act when it retaliated against the discriminatees because they engaged in  
22 protected concerted activity for the purpose of mutual aid or protection under Section 1152.

23 42. By prohibiting discriminatees from qualifying for rehire and failing to rehire the  
24 discriminatees for employment because they reported concerns about working conditions,  
25 Respondent unlawfully retaliated against the discriminatees due to their protected concerted  
26 activity.  
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**SECOND CAUSE OF ACTION**

**California Labor Code § 1153 (a)**

*(Unlawful Coercion of Agricultural Employees' ALRA Rights)*

43. By the acts set forth in paragraphs 8 through 40 above, Respondent committed an unfair labor practice in violation of Section 1153(a) of the Act when it coerced discriminatees in the exercise of their 1152 rights.

44. The discriminatees complained about terms and conditions of employment in 2021, when they complained to GM Mauritson about buying work supplies, lack of shade, denial of break and lunch period, unclean bathrooms, denial of transportation to grocery store, harassment and favoritism.

45. By prohibiting the discriminatees from qualifying from rehire and failing to rehire the discriminatees for employment, Respondent unlawfully coerced agricultural employees in the exercise of their rights under the Act.

**REQUEST FOR RELIEF**

As the remedy for the unfair labor practices set forth above, the General Counsel seeks an order requiring Respondent, its officers, agents, successors and assigns to:

- A. Immediately cease and desist from discriminating or retaliating against any agricultural worker because the worker has engaged in protected concerted activity under Labor Code section 1152;
- B. Immediately cease and desist from interfering with agricultural employees' rights and/or coercing them in the exercise of their rights under the Act;
- C. Provide ALRB agents access to all Respondent's agricultural workers in Sonoma County, California during paid time, for a reading of the Notice, informing them of Respondent's violation of the Act and the workers' rights under the Act;
- D. Provide for ALRB agents to post the Notice on all company bulletin boards and break rooms or rest areas used by Respondent's agricultural workers in Sonoma County, California for ninety (90) days;
- E. Provide stamped, addressed envelopes for all agricultural workers that worked for Respondent in Sonoma County, California at any time from October 2021 through

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1 the date the Order is issued to the Santa Rosa ALRB office with a copy of the Notice  
2 in Spanish and English inside. Respondent shall also provide the ALRB a list of all  
3 the workers and their contact information so that the ALRB can verify compliance;

4 F. Include a copy of the Notice, in all appropriate languages, in all H-2A recruitment  
5 materials issued to workers by or on behalf of Respondent during the one-year period  
6 following the date the Order is issued;

7 G. Make discriminatees whole for any economic losses incurred as a result of  
8 Respondent's violations of the Act. The award shall include compounded daily  
9 interest consistent with the National Labor Relations Board's decision in *Kentucky*  
10 *River Medical Center* (2010) 356 NLRB No. 8 and excess tax liability for a backpay  
11 amount to be paid in a lump sum, if applicable;


12 H. Offer the discriminatees reinstatement at Mauritson Farms including securing H-2A  
13 visas for discriminatees as necessary; and

14 I. Provide ALRB agents access to ensure compliance with the Order.

15  
16 FURTHER, the General Counsel requests all such other relief available under the Act that  
17 may be just and proper to remedy the unfair labor practices alleged herein.

18  
19 Dated this 22<sup>nd</sup> day of March 2023, at Oxnard, California.

20  
21 AGRICULTURAL LABOR RELATIONS BOARD  
22 JULIA L. MONTGOMERY  
23 General Counsel

24   
25 JESSICA ARCINIEGA  
26 Regional Director  
27 Salinas Regional Office  
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**EXCERPTS FROM ALRB REGULATIONS**

**WHAT TO INCLUDE IN AN ANSWER**

**Section 20230 – Answer; Time for Filing**

The respondent shall file an answer within 10 days of the service of the complaint or any amendment to the complaint. If a hearing is set sooner than 10 days after the service of the complaint, the answer shall be filed no later than the day of the hearing. All allegations in amended complaints served after an answer is filed are deemed denied except for those matters which were admitted in the answer and which have not been changed in the amended complaint.

**Section 20232 – Contents of Answer**

The answer shall state which facts in the complaint are admitted, which are denied, and which are outside the knowledge of the respondent or any of its agents. The answer may make any appropriate explanation of the circumstances surrounding the facts set forth in the complaint. Any allegation not denied shall be considered admitted.

**Section 20234 – Filing**

The answer shall be filed with the Executive Secretary and the regional office that issued the complaint. The answer shall be filed and served as required by sections 20160 and 20166. Any requests to extend the time for filing an answer shall be filed with the Executive Secretary pursuant to section 20240.

**MANNER IN WHICH PAPERS ARE TO BE FILED AND SERVED**

**Section 20164 – Service of Papers by the Board or on the Board**

All papers filed by the Board or any of its agents shall be served, together with a copy of a proof of service, on the attorney or representative of each party and on each unrepresented party either (i) personally, by leaving a copy at the principal office, place of business, or, if none, at the residence of the person(s) required to be served, or (ii) by registered or certified mail, with return receipt requested, addressed to the principal office, place of business or, if none, to the residence of the person(s) required to be served, together with an appropriate proof of service. All papers filed by a party with the Board, the executive secretary, an administrative law judge, an investigative hearing examiner, any regional office of the Board, or the general counsel, may be filed in accordance with any of the methods prescribed above with a certificate of mailing, or by deposit with a common carrier promising overnight delivery.

Service need only be made at one address of a party, or attorney or representative of a party and only to one attorney or representative of each party. Service shall be established by a written declaration under penalty of perjury, setting forth the

name and address of each party, attorney or representative served and the date and manner of their service. The Board or the party shall retain the original proof of service.

**Section 20166 – Service on Others of Papers Filed with the Board**

Whenever a party files papers with the Board, the executive secretary, an administrative law judge, an investigative hearing examiner, any regional office of the Board, or the general counsel, it shall serve the same, together with a copy of a proof of service, on the attorney or representative of each party and on each unrepresented party in the same manner as set forth in section 20164, with the exception of an unfair labor practice charge, which, in accordance with section 20206, must be served personally or by a method that includes a return receipt. Service need only be made at one address of an unrepresented party or an attorney or representative of a party and to only one attorney or representative of each party.

(a) Service on other parties shall be made prior to, or simultaneously with, the filing with the Board, and proof of such service shall be attached to the papers when filed with the Board. Service shall be proven by means of written declaration signed under penalty of perjury, setting forth the name and address of each unrepresented party, attorney or representative of a party served and the date and manner of service.

(b) No proof of service will be required when papers are served by one party on another at the hearing when the fact of such service is stated on the record and in the presence of the party being served, or his or her attorney or representative of record.

**RIGHTS OF THE PARTIES TO A HEARING**

**Section 20269 – Rights of Parties to a Hearing**

Any necessary party and any person granted party status pursuant to section 20268 shall have the right to appear at the hearing in person, or by counsel or other representative; to call, examine, and cross-examine witnesses; to introduce all relevant and material evidence, except that the participation of any intervening party may be limited by the administrative law judge.

**HOW HEARINGS ARE SET**

**Section 20224 – Notice of Hearing**

(a) When a case is ready to proceed to hearing, the general counsel will notify the chief administrative law judge, who will cause a notice of hearing to issue, specifying the time and place of hearing. In the alternative, the general

counsel may arrange with the chief administrative law judge to include the time and place of hearing in the complaint.

(b) Except where circumstances warrant an expedited hearing, no hearing shall be scheduled to commence less than fifteen (15) days after the issuance of the complaint, and no prehearing conference shall be scheduled to commence less than ten (10) days after the issuance of the complaint.

#### DISCOVERY RIGHTS

##### **Section 20235 – Request for Particulars.**

Where a complaint lacks specificity as to the time, place or nature of the alleged conduct, or the identity of the persons who engaged in it, or fails sufficiently to identify the individual or group against whom the conduct was specifically directed, a written request for particulars may be made by the respondent in accordance with section 20237 to obtain such information; provided, however, that in responding the general counsel need not disclose the identity of any potential witness whose primary source of income is non-supervisory employment in agriculture.

##### **Section 20236 – Matters Discoverable**

(a) Upon written request, a party to a hearing is entitled to obtain from any other party to the hearing the names, addresses and any statements (as defined in section 20274(b)) of all witnesses, other than those whose primary source of income is non-supervisory employment in agriculture; provided, however, that any portion of a statement likely to identify a potential witness whose primary source of income is non-supervisory employment in agriculture shall be excised.

(b) Upon written request, a party to a hearing is entitled to obtain from any other party to the hearing the name, address, field of expertise, qualifications, and a brief description of expected testimony of any expert whom it intends to call as a witness. The responding party shall also make available any report prepared for it by such expert concerning the subject matter of the testimony to be given. The failure, without good cause, to comply with the requirements of this subsection shall be grounds for excluding such expert testimony.

(c) Upon written request, a party to a hearing shall be afforded a reasonable opportunity to examine, inspect and copy, and, where appropriate, to photograph and/or test, any writing or physical evidence in the possession or control of the party to the hearing to whom the request is directed which that party intends to introduce into evidence at hearing; provided, however, that any portion of a writing which identifies a potential witness whose primary source of income is non-supervisory employment in agriculture shall be excised, except that this proviso shall not apply to otherwise unprotected or unprivileged business records. Where the writing or physical evidence to be introduced is not yet in the

possession or control of the responding party, it shall be identified with reasonable specificity.

(d) Upon written request, general counsel shall disclose to respondent any evidence which is purely and clearly exculpatory.

(e) In compliance proceedings, the general counsel shall, upon written request, make available to the requesting party to the hearing all information in its files, which tends to verify, clarify or contradict the items and amounts alleged in the backup or bargaining makewhole specification unless the information is absolutely privileged, e.g., income tax returns, form W-2 (wage and tax statement), . . . etc.

##### **Section 20237 – Requests for Discovery**

(a) Requests pursuant to sections 20235 and 20236 shall be in writing and directed to the party from whom the information is sought. Copies need not be served on the Board.

(b) Requests shall be made no later than 15 days following service of the answer, and responses shall be due 15 days after receipt of the request; except that, for good cause shown, the chief administrative law judge or the executive secretary, as appropriate in accordance with sections 20240 and 20241, may extend or shorten the time to request or respond.

(c) Requests shall be deemed continuing. Any requested information which becomes available or is discovered after the initial response is to be provided as soon as reasonably possible.

##### **Section 20238 – Order Compelling Discovery Sanctions**

(a) A requesting party who believes that the responding party has failed, in whole or part, to comply with a proper request pursuant to sections 20235, 20236, or 20237 may apply in writing to the chief administrative law judge for an order requiring compliance. No application will be entertained unless the applying party establishes that it first made a reasonable effort to resolve the matter by contacting or attempting to contact the responding party. The application shall include copies of the request and any response received, and shall be served on the responding party. If the responding party desires to oppose the application, he or she shall immediately notify the office of the chief administrative law judge. Depending on the proximity to hearing, the chief administrative law judge shall determine whether the opposition will be written or oral, when it will be due, and whether to assign the matter to an administrative law judge. When the dispute concerns the propriety of excising or failing to turn over a statement containing the name of a potential witness whose primary income is from non-supervisory agricultural employment, the privilege created

by Evidence Code Section 1040(b)(2) is waived to the extent of allowing the chief administrative law judge or the assigned administrative law judge to examine the entire unexcised document in camera to determine what, if any, portions should be disclosed.

(b) If a party or its representative fails to comply with an order requiring compliance or otherwise fails to comply with the requirements of section 20235, 20236, or 20237, appropriate sanctions may be imposed either by the chief administrative law judge or, if the matter has been assigned for hearing, by the assigned administrative law judge. Sanctions may include refusing to receive testimony or exhibits, striking evidence received, dismissing claims or defenses, or such other action as may be appropriate, but shall not include imposition of financial penalties.

### EXTENSIONS OF TIME AND CONTINUANCES

#### **Section 20190 – Continuances of Hearing Dates**

(a) An initial hearing date will be scheduled as soon as a case is ready for presentation. Once that hearing date has been finalized as provided below, the case should proceed to hearing as scheduled. Hearing dates will be assigned so that all cases set for a particular date can proceed on that date. Finalized hearing dates should therefore be regarded by counsel as firm dates.

(b) When a notice of hearing issues for an unfair labor practice or representation case, the dates indicated in the notice of hearing and any scheduled prehearing conference will be finalized unless the executive secretary receives a written communication within ten (10) days of the issuance of the notice of hearing, indicating that the parties have mutually agreed to a new hearing and/or prehearing date. It is the responsibility of the party objecting to the initial date(s) to contact the other parties and obtain their agreement for a modification. The objecting party is also responsible for communicating the new, agreed upon date(s) to the executive secretary.

(1) If a new date for the hearing and/or prehearing is mutually agreed to and communicated to the executive secretary within the ten day period, that date will be finalized by the issuance of a confirming notice of hearing.

(2) If the parties are unable to agree on a new date for the hearing and/or prehearing, the objecting party may submit a written request to the executive secretary within the ten day period, with copies to the other parties, indicating the reasons the initial date(s) are objected to and requesting date(s) which are more convenient. The request will be treated as a motion to continue, and all parties will be contacted by telephone and given an opportunity to respond. No further pleading in support of or in opposition to the continuance shall be filed unless requested by the executive secretary. In ruling on the request, the executive secretary may grant the continuance to the date(s) requested, select

other date(s), or retain the initial date(s). The executive secretary's ruling will be finalized by issuance of a confirming notice of hearing.

(3) If the dates set for the hearing and/or prehearing in the initial notice of hearing are not objected to within the ten-day period, they will be finalized by the issuance of a confirming notice of hearing.

(4) In unusual situations where it is urgent that the hearing be held as soon as possible, (e.g., related court proceedings involving interlocutory relief), or when the agreed to dates would create scheduling conflicts, the executive secretary may decline to accept the dates mutually agreed to by the parties and instead select other dates.

(5) In computing the ten-day period, section 20170(b) allowing three additional days to respond to papers served by mail, shall not apply. The date(s) mutually agreed to must be communicated to the executive secretary within the ten-day period.

(e) Once the dates for the hearing and any scheduled prehearing conference have been finalized as provided in (b) above, the scheduled dates will not be subject to change unless extraordinary circumstances are established.

(1) The party seeking a continuance for extraordinary circumstances shall do so by written motion directed to the executive secretary with proof of service on all parties.

(2) The motion shall contain: (i) the dates presently assigned for hearing and prehearing and the dates to which continuance is sought; (ii) the facts on which the moving party relies, stated in sufficient detail to permit the executive secretary to determine whether the conditions set forth in the applicable guidelines have been met; and (iii) the positions of all other parties or an explanation of any unsuccessful attempt made to contact a party or the circumstances excusing such attempt.

(3) Where required by this regulation or where appropriate under the circumstances, supporting declarations shall accompany the motion.

(4) Motions for continuance shall be made as soon as possible after the moving party learns the facts necessitating the motion. Except in emergencies, motions shall be received no less than five (5) calendar days prior to the scheduled hearing.

(5) Once a motion for continuance has been ruled on by the executive secretary, a motion based on the same grounds shall not again be requested at the hearing.

(6) Any party opposing a motion for continuance shall notify the executive secretary as soon as possible. Depending on the proximity to the hearing, the opposing party will be allowed to respond in writing or orally as the executive secretary may determine. Written responses shall be served on the other parties.

(7) Where there is agreement on the terms of a settlement but there is insufficient time to file a written continuance motion, the moving party may present it orally by telephone to the executive secretary. The moving party shall thereafter

promptly reduce the motion to writing and serve it on the executive secretary and the other parties.

(d) After the opening of hearing, continuances of up to two working days may be granted by the assigned administrative law judge or investigative hearing examiner upon oral motion for good cause. The record of the hearing shall reflect the reasons given for the request, the agreement or absence of agreement of the other parties to the hearing, the reasons given for the granting or denial of the motion, and the date, time and location to which the hearing is continued.

Requests for continuances for periods longer than two working days shall be in writing directed to the executive secretary with proof of service on all parties.

The procedures set forth in subsection (c) above shall be followed and the guidelines set forth in subsection (e), (f) and (g) below, shall apply.

(e) In ruling on a motion for continuance, all matters relevant to a proper determination of the motions will be taken into consideration, including:

- (1) The official case file and any supporting declaration submitted with the motion.
  - (2) The diligence of counsel in bringing the extraordinary circumstances to the attention of the executive secretary and opposing counsel at the first available opportunity and in attempting otherwise to meet those circumstances.
  - (3) The extent of and reasons for any previous continuances, extensions of time or other delay attributable to any party.
  - (4) The proximity of the hearing date.
  - (5) The condition of the hearing calendar.
  - (6) Whether the continuance may properly be avoided by the substitution of attorneys or witnesses, or by some other method.
  - (7) Whether the interests of justice are best served by a continuance, by proceeding to hearing, or by imposing conditions on the continuance.
  - (8) Any other facts or circumstances relevant to a fair determination of the motion.
- (f) The following circumstances shall not constitute extraordinary circumstances warranting a continuance:
- (1) The fact that all parties have agreed to continue a hearing which has already been set pursuant to a notice of hearing.
  - (2) Scheduling conflicts which could have been avoided by prompt action either during or after the ten-day period, or which can still be avoided by rescheduling.
  - (3) Circumstances which would normally constitute good cause, as described below, but which were known or should have been known to the requesting party prior to the expiration of the ten-day period or prior to the granting of any previous continuance.
  - (4) The willingness of the parties to enter into settlement negotiations. Continuances for settlement will only be granted to consummate a settlement, the basic terms of which have already been agreed to.

(g) The following circumstances will normally be considered extraordinary circumstances warranting the granting of a continuance; provided, however, that the conditions specified for each have been met:

- (1) Unavailability of a witness only where: (i) the witness has been subpoenaed and will be absent due to an unavoidable emergency of which that counsel did not know, and could not reasonably have known, when the hearing date was finalized or any previous continuance was granted; (ii) the witness will present testimony essential to the case, and (iii) it is not possible to obtain a substitute witness.
- (2) Illness that is supported by an appropriate declaration of a medical doctor, or by bona fide representations of parties or their counsel or representative, stating the nature of the illness and the anticipated period of any incapacity under the following circumstances: (i) the illness of a party or of a witness who will present testimony essential to the case except that, when it is anticipated that the incapacity of such party or witness will continue for an extended period, the continuance should be granted on condition of taking the deposition of the party or witness in order that the hearing may proceed on the date set; with respect to such an essential witness, it must also be established that there is insufficient time to obtain a substitute witness; (ii) the illness of the hearing attorney or representative, except that the substitution of another attorney should be considered in lieu of a continuance depending on the proximity of the illness to the date of hearing, the anticipated duration of the incapacity, the complexity of the case, and the availability of a substitute attorney.
- (3) Death of the hearing attorney or representative where, because of the proximity of such death to the date of hearing, it is not feasible to substitute another attorney or representative. The death of a witness only where the witness will present testimony essential to the case and where, because of the proximity of death to the date of hearing, there has been no reasonable opportunity to obtain a substitute witness.
- (4) Unavailability of administrative law judge or investigative hearing examiner where there is no other available administrative law judge or investigative hearing examiner or where there is insufficient time for an otherwise available administrative law judge or investigative hearing examiner to become familiar with the case in time for the hearing. The executive secretary may act sua sponte in continuing a hearing pursuant to this subparagraph.
- (5) Substitution of trial counsel or representative only where there is an affirmative showing that the substitution is required in the interests of justice, and there is insufficient time for the new counsel or representative to become familiar with the case prior to the scheduled hearing date.
- (6) A significant change in the status of the case where, because of the addition of a named party or the need to amend the pleadings to add a new issue or allegation, a continuance is required in the interests of justice. The executive secretary may act sua sponte in continuing a hearing pursuant to this paragraph.

### **Section 20192 – Extensions of Time**

- (a) Extraordinary circumstances do at times occur which prevent parties or their counsel or representative from complying with the time limits contained in the regulations or orders of the Board for the filing and service of papers. In those situations, parties, or their counsel or representatives, may apply for extensions of time by written motion directed to the executive secretary or assigned administrative law judge, as appropriate in accordance with sections 20240 and 20241, with service on all other parties.
- (b) Requests for extensions of time shall be filed or presented in the same manner as motions for continuances, except that, absent good cause shown, they are to be received at least three (3) calendar days before the due date of the papers to be filed. The request shall include the due date, the length of extension sought, the grounds for the extension, and the position of the other parties, in the same manner as required for continuances in subsection 20190(c)(2) above.
- (c) Requests for extensions of time will be processed and ruled on by the executive secretary or assigned administrative law judge, as appropriate in accordance with sections 20240 and 20241, based on considerations similar to those described in subsections 20190(e), (f), and (g).

### **RIGHT TO APPEAR**

#### **Section 20370 – Investigative Hearings--Types of Hearings and Disqualification of IHE's**

##### *Investigative Hearings--Powers of IHE's*

- (b) The parties shall have the right to participate in such investigative hearing as set forth in Labor Code Sections 1151, 1151.2, and 1151.3. Any party shall have the right to appear at such investigative hearing in person, by counsel, or by other representative, to call, examine, and cross-examine witnesses and to introduce into the record documentary evidence, except that participation of any party shall be limited to the extent permitted by the investigative hearing examiner, and provided further, that documentary evidence shall be submitted in duplicate. The investigative hearing examiner shall have the duty to inquire fully into all matters in issue and to obtain a full and complete record. In furtherance of this obligation, the investigative hearing examiner shall have all of the powers that an administrative law judge has in an unfair labor practice proceeding as enumerated in section 20262, where applicable.

#### **Section 20402 – Evaluation of the Declaration and Answer**

- (d) Where an evidentiary hearing is ordered by the Board pursuant to subdivision (c) above, the hearing shall be in accordance with the following procedures:
- (1) Notice of hearing shall be served in the manner required by Section 20164.

- (2) Parties shall have the right to appear in person at the hearing, or by counsel or other representative, to call, examine and cross-examine witnesses, and to introduce all relevant and material evidence. All testimony shall be given under oath.

- (3) The hearings shall be reported by any appropriate means designated by the Board.
- (4) The hearing shall be conducted by a member(s) of the Board, or by an assigned Administrative Law Judge, under the rules of evidence, so far as practicable; while conducting a hearing the Board member(s) or Administrative Law Judges shall have all pertinent powers specified in Section 20262.
- (5) Requests for discovery and the issuance and enforcement of subpoenas shall be governed by the provisions of section 20406 of these regulations, with the exception that references to "notice of mediation" shall mean notice of hearing, "mediator" shall mean the Board member(s) or assigned Administrative Law Judges who will conduct the hearing, references to "mediation" shall mean the expedited evidentiary hearing provided for in this section.
- (6) The assigned Administrative Law Judge or member(s) of Board who conducted the hearing shall file a decision with the Executive Secretary within ten (10) days from receipt of all the transcripts or records of the proceedings. The decision shall contain findings of fact adequate to support any conclusions of law necessary to decide the matter. If the hearing was conducted by the full Board, the decision shall constitute that of the Board.
- (A) Upon the filing of the decision, the Executive Secretary shall serve copies of the decision on all parties pursuant to section 20164.
- (B) Within ten (10) days after the service of the decision of the Administrative Law Judge, or of less than the full Board, any party may file with the Executive Secretary for submission to the Board the original and six (6) copies of exceptions to the decision or any part of the proceedings, with an original and six (6) copies of a brief in support of the exceptions, accompanied by proof of service, as provided in sections 20160 and 20168. The exceptions shall state the ground of each exception, identify by page number that part of the decision to which exception is taken, and cite to those portions of the record that support the exception. Briefs in support of exceptions shall conform in all ways to the requirements of sections 20282(a)(2). The Board shall issue its decision within 10 days of receipt of the exceptions.
- (7) Upon its resolution of the disputed facts, the Board either shall issue an order dismissing the declaration or an order directing the parties to mandatory mediation and conciliation and request a list of mediators from the California State Mediation and Conciliation Service, in accordance with Labor Code section 1164, subdivision (b)

# HEARING ACTION REQUEST FORM

1. Case Name: MAURITSON FARMS, INC.  
Case Numbers: 2022-CE-009-SAL

Region: Salinas Region  
Violations: 1153 (a) and (c)  
Priority (10=High, 1=Low): \_\_\_\_\_

Complexity: \_\_\_\_\_  
Settlement Potential: \_\_\_\_\_

Prehearing Date Requested: 05/23/23  
Prehearing Location: Telephonic  
Hearing Estimate (Days): 4  
Hearing Dates Requested: 06/20/23 to 06/23/23  
Hearing Location: Santa Rosa, CA or Virtual  
Language Requested: English and Spanish  
G.C.'s Counsel: Jorge Lopez Espindola, Yesenia De Luna  
Field Examiner: Gabriela Vega  
Respondent's Counsel: Rebecca Hause-Schultz  
Charging Party's Counsel: N/A

2. ALJ – Prehearing: \_\_\_\_\_  
ALJ – Hearing: \_\_\_\_\_

3. Hearing Dates: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Hearing Time(s):  
First day only: 10:00 a.m. to 5:00 p.m. All other days 9:00 a.m. to 5:00 p.m.

4. Language Requested: Spanish (Yes or No)

Interpreter: \_\_\_\_\_

Telephone: \_\_\_\_\_

Confirmation Sent: \_\_\_\_\_

5. Reporter: \_\_\_\_\_

Confirmation Sent: \_\_\_\_\_

6. Pre-Hearing Conference: \_\_\_\_\_

Settlement Conference: \_\_\_\_\_

DATE: \_\_\_\_\_ TIME: \_\_\_\_\_

LOCATION: TELEPHONE CONFERENCE CALL  
(unless otherwise stated)

7. Hearing Location: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

8. Contact Person for Location:

Name: \_\_\_\_\_

Telephone & FAX: \_\_\_\_\_

Confirmation Sent: \_\_\_\_\_

## NOTES

DATE: March 21, 2023

### Complaint Summary Form

|                                 |                       |
|---------------------------------|-----------------------|
| <b>Date To Complaint</b>        | March 22, 2023        |
| <b>Case Number</b>              | 2022-CE-009-SAL       |
| <b>Case Name</b>                | Mauritson Farms, Inc. |
| <b>Number of Discriminatees</b> | 24                    |
| <b>Violation(s)</b>             | 1153(a) and (c)       |

Please include as part of the initial Hard Copy and Digital submission of the formal Complaint and any Amended Complaints.

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**State of California**  
**Agricultural Labor Relations Board**  
**PROOF OF SERVICE**  
(8 Cal. Code Regs. § 20164)

I am a citizen of the United States and a resident of the County of Santa Clara. I am over the age of eighteen years and not a party to the within entitled action. My business address is: ALRB, 342 Pajaro Street, Salinas California 93901.

On **March 22, 2023**, I served a copy of the following document:

1. **COMPLAINT**
2. **EXCERPTS FORM ALRB REGULATIONS**
3. **HEARING ACTION REQUEST FORM**
4. **COMPLAINT SUMMARY FORM**

Case Name: **Mauritson Farms, Inc.**, Case Number: 2022-CE-009-SAL, on the parties in said action, in the following manner:

**By Electronic File:** The above-referenced document was e-filed on the Agricultural Labor Relations Board; and

**By Electronic Mail:** The above-referenced document was e-mailed to the following parties at the listed e-mail addresses.

**By Certified Mail:** The above referenced document was mailed to the parties in said action, by placing a true copy thereof enclosed in a sealed envelope with postage thereon fully prepaid, in United States mail in Salinas, California.

**Via Electronic File**

Santiago Avila-Gomez  
Executive Secretary  
Agricultural Labor Relations Board  
1325 J Street, Suite 1900-B  
Sacramento CA 95814  
E-File: [Efile@ALRB.ca.gov](mailto:Efile@ALRB.ca.gov)

**Via Electronic Mail & Certified Mail:**

Rebecca House-Schultz  
Fisher & Phillips LLP  
621 Capitol Mall, Suite 1400  
Sacramento, CA 95814  
Email: [rhause-schultz@fisherphillips.com](mailto:rhause-schultz@fisherphillips.com)  
Email: [aparker@fisherphillips.com](mailto:aparker@fisherphillips.com)  
Email: [hdomingo@fisherphillips.com](mailto:hdomingo@fisherphillips.com)  
Certificate Mail No:7020064000021188981

**Via Electronic Mail:**

Julia Montgomery  
General Counsel  
Agricultural Labor Relations Board  
1325 J Street, Suite 1900A  
Sacramento, CA 95814  
E-mail: [julia.montgomery@alrb.ca.gov](mailto:julia.montgomery@alrb.ca.gov)

**Via Certified Mail & Certified Mail:**

David Cardenas  
600 B Street  
Santa Rosa, CA 95401  
Certificate Mail No:70200640000211188998



1 Executed on March 22, 2023, at Salinas, California. I declare under penalty of perjury that the  
2 foregoing is true and correct.

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Martha Quezada

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