

# STATE OF CALIFORNIA

## AGRICULTURAL LABOR RELATIONS BOARD

### OFFICIAL NOTICE

All farmworkers, unions and agricultural employers are covered by the Agricultural Labor Relations Act, a farm labor law enacted in 1975, which describes and protects the rights of farmworkers to make their own decisions about unionization without interference by growers or unions. As a farmworker, these are your rights and protections:

- ★ YOU HAVE THE RIGHT TO SIGN AUTHORIZATION CARDS FOR ANY UNION.
- ★ YOU HAVE THE RIGHT TO PUBLICLY EXPRESS YOUR OPINION FOR OR AGAINST ANY UNION OR COMPANY.
- ★ YOU HAVE THE RIGHT TO WEAR BUTTONS, PASS OUT LEAFLETS, AND TRY TO PERSUADE YOUR CO-WORKERS HOW TO VOTE.
- ★ YOU HAVE THE RIGHT TO SPEAK TO ORGANIZERS FROM ANY UNION.
- ★ YOU HAVE THE RIGHT TO REFRAIN FROM DOING ANY OF THE ABOVE.
- ★ YOU AND YOUR CO-WORKERS HAVE THE RIGHT TO PROTEST TO YOUR EMPLOYER ABOUT SUCH THINGS AS LOW WAGES OR POOR WORKING CONDITIONS.
- ★ NO EMPLOYER OR UNION CAN COERCE OR THREATEN YOU IN THE EXERCISE OF THESE RIGHTS.
- ★ YOU CANNOT BE FIRED, DISCRIMINATED AGAINST, OR HAVE THE CONDITIONS OF YOUR JOB CHANGED FOR ENGAGING IN UNION ACTIVITIES, OR EXERCISING ANY OF YOUR RIGHTS.
- ★ YOU HAVE THE RIGHT TO VOTE IN SECRET FOR THE UNION OF YOUR CHOICE OR FOR NO UNION.
- ★ YOUR EMPLOYER OR FOREMAN CANNOT QUESTION YOU IN REGARD TO UNION ACTIVITIES OR THE EXERCISE OF YOUR RIGHTS.
- ★ YOU CANNOT BE DISCRIMINATED AGAINST FOR TESTIFYING AT AN ALRB HEARING OR FOR GIVING A STATEMENT OR DECLARATION TO AN ALRB AGENT.
- ★ ONLY A UNION CERTIFIED BY THE ALRB MAY SIGN AND ENFORCE A COLLECTIVE BARGAINING AGREEMENT WITH AN EMPLOYER.

The ALRB is the State agency established to assure that this law is enforced. The law applies to all employees regardless of immigration status. If you believe your rights have been violated, you can file a charge. The ALRB will investigate the charge.

To file a charge or if you have any questions regarding your rights, call the nearest ALRB office listed below.

#### ALRB OFFICES

VISALIA (559) 627-0995

**TOLL FREE (800) 449-3699**

SALINAS (831) 769-8031

EL CENTRO (760) 353-2130

**Web Site: [www.alrb.ca.gov](http://www.alrb.ca.gov)**

OXNARD (805) 988-3850