

CALIFORNIA FARM LABOR CONTRACTOR ASSOCIATION



2021 IMPACT REPORT

www.calfca.org

916-389-1246

Messages From the CFLCA Leadership

Greetings CFLCA Members and FLC Community --

As a first-generation native Californian born of Mexican descent, I grew up in the San Joaquin Valley near Fresno. Growing up as the son of a farm working family, my parents taught me how to care for grapevines and the soil, so I developed a strong connection to the land which became my passion and life's pursuit.

So it was my great honor to begin a term as president of the Board of Directors of CFLCA in July. I have served on the Board for the past 11 years and in that time, I have watched, and hopefully helped with the amazing growth we have experienced since the organization's inception.

It is a very exciting time to be in a leadership role with CFLCA. Ideas imagined years ago have gained momentum, and there has been growth in every area of the organization: educational and training programs, staff, advocacy efforts, and most importantly, the benefits to members.

In January, the full CFLCA Board of Directors will set our strategic direction for the near future by defining our organizational objectives. We will explore innovative topics for programming and consider how to amplify our voice as valued stakeholders in the California agricultural arena. Ensuring the value of member benefits, enhancing member satisfaction, and increasing diversity in our membership base will continue to be the underlying goal of the organization.

I was taught that to achieve results, I must use all the available strengths, as these strengths are the true opportunities. The unique purpose of an organization is to make strength productive. CFLCA has the exceptional bounty of opportunities found in the strengths of our board, staff, and membership with a unified purpose to build results for our industry.

2022 will set forth with a new vision of what we can become as a membership organization. My goal as board president is to keep us loyal to that vision. Thank you for your participation in that vision and on behalf of California's farm labor contractors. I can't wait to see what we achieve together in 2022!

Oscar Ramos, CEO of OFR, Inc., President of Bravo Ag Group
CFLCA 2021 - 2023 President



Dear CFLCA Members and Friends --

2021 was a year filled with continued challenges and new opportunities stemming from COVID-19. We faced an ongoing pandemic, wildfires, and difficult response times from the Department of Industrial Relations. CFLCA has continued to flourish, despite these challenges, and is emerging from the pandemic even stronger than ever.

Membership has continued to grow at an exponential rate over the past year and we remain dedicated to ensuring that you see continued value from your dues dollars. Our organization's increasing reputation as an industry leader has allowed us new and enhanced opportunities to make positive strides on behalf of farm labor contractors.

This past year, we offered new benefits including free registration to the Ag Labor Forum, and launched programs such as the Ag Supervisor Development Program and the free annual consultation with a lawyer. The CFLCA staff continues to work diligently to make it easier for you to do what you do best -- running a safe and prosperous operation.

For 2022, the Association looks forward to building stronger bonds with industry allies and ensuring that FLC voices are heard on the issues that most affect you. We will also continue to develop and provide enhanced benefits and services for your benefit.

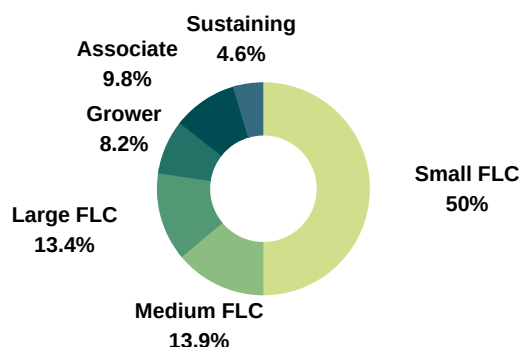
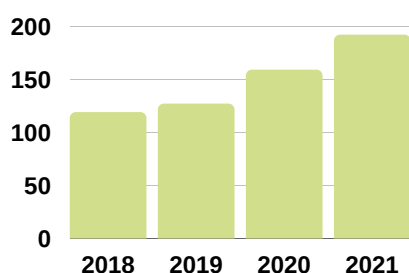
Our voice gets louder as our growing membership pushes for a fairer regulatory environment and an overall safer agriculture industry. CFLCA fights for you and represents you, so please let us know how we can help! We want your feedback, comments, questions, and suggestions. The better that we understand your needs, the better we can meet them. Thank you for your membership and continued support of CFLCA, we could not do this good work without your support.

Sincerely,
Nigel Bocanegra, CFLCA Executive Director



Since 2009, CFLCA has served a vital role in navigating complex labor laws. We promote best management practices and strive to provide educational and legislative opportunities to ensure safe and professional environments for grower clients and the farm labor workforce.

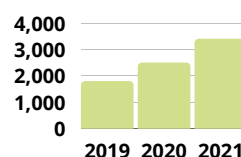
26% Membership Growth in 2021



193

MEMBERS IN 2021

Outreach: E-mail Distribution



- Received grant funding from UC Davis and WA State University/USDA
- Solidified financial systems
- Distributed free educational training materials from UC Davis
- Revised and updated CFLCA Bylaws (original version created in 2009)
- Hired full-time CFLCA administrative assistant
- Hired executive director with federal and state legislative experience
- Launched "Call with an Attorney" member benefit
- Increased Board of Directors by one representative
- One-on-one engagements with members in various regions
- Renamed scholarship program to the Lupe Sandoval Children of Farm Workers Scholarship

2,918

ATTENDANCES AT TRAININGS &
WEBINARS

69

TRAININGS AND WEBINARS

630

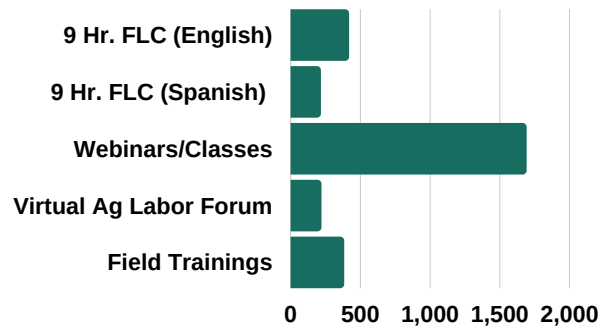
ATTENDEES AT 9-HOUR FLC
LICENSING SEMINARS

\$160,000

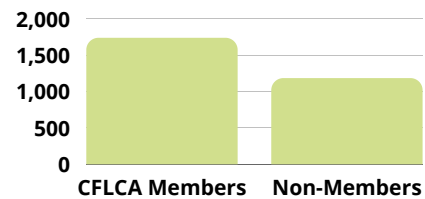
GRANT FUNDING

CFLCA PROGRAMS

2021 Program Attendees



Member and Non-member Attendees



"I just want to take this opportunity to thank you all for being the great kind persons you all are! Thank you for all the great and hard work that you do to help provide continuous education, and for keeping us up-to-date on all laws and issues affecting our job responsibilities. What you do is invaluable. I am very impressed that every one of you is so nice and polite and patient and helpful—do not lose that." - I.R. -- CFLCA Member

- Launched Ag Supervisor Development Program
 - Free Virtual Ag Labor Forum registration for members
 - Free COVID and other timely webinars for members
 - Development of agriculture-specific sexual harassment videos
 - Hosted in-person and virtual 9-hour licensing seminars
 - Assisted with licensing issues and intervention between state and federal licensing agencies
 - Expanded low-cost training resources through third-party relationships
-

RAISING OUR VOICE & FOOTPRINT

- Submitted comments to DOL Wage and Hour on new FLC and FLCE forms
- Supported veto letter on AB 616, the process for ag employees to elect labor representatives
- Supported Chamber of Commerce Coalition on unemployment insurance
- Supported Coalition letter on ETS amendments
- Supported Ag Coalition letter to CA Standards Board on COVID prevention regulations
- Supported Ag Coalition letter opposing AB 1465, a worker injury claims deterrent

"In my opinion, CFLCA is the only association that really understands FLC hardships. The newsletters provide great insight into current laws and regulations and are very helpful. In addition to the webinars, I'm glad we are members because of all the detailed information we receive and the education you provide." -- S.R., CFLCA Member

GUADALUPE SANDOVAL CHILDREN OF FARM WORKERS SCHOLARSHIP FUND

23

SCHOLARSHIPS PROVIDED

\$45,630

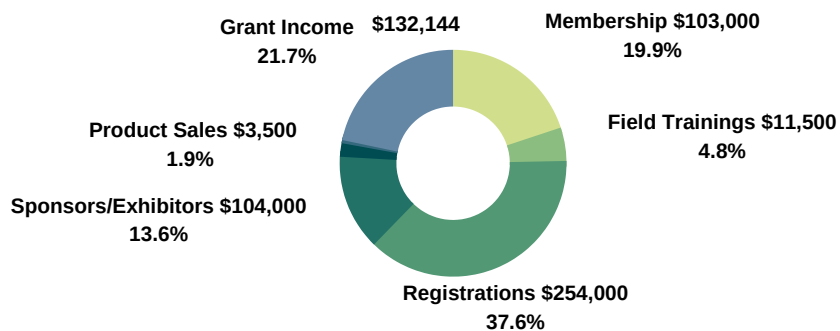
RAISED IN 2021



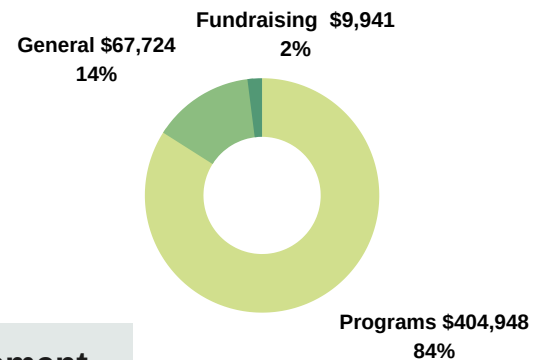
"Being the oldest of 5 children, college was always scary, because I had to pave the way for my siblings and because I was in doubt my parents would ever be able to pay my college fees and tuition. Scholarships like these are what keep me going and allow me to continue my studies. Entering my second year at UCLA, I can't thank the CFLCA donors enough. Because of you, I can prosper and take some weight off of my shoulders. Thank you all, once again, for the opportunity and privilege to be a recipient this year. --

Alize, UCLA

2020-21 Fiscal Year Income



2020-21 Fiscal Year Expenses



2020-21 Fiscal Year Financial Statement

Assets

Cash & Cash Equivalent	\$613,923
Other Assets	\$261,072
Total Assets	\$930,737

Liabilities & Equity

Total Liabilities	\$ 63,923
Equity	\$699,610
Total Liabilities & Equity	\$930,737

2021/2022 CFLCA Board of Directors & Staff

President -- Oscar Ramos, Bravo Ag Group
 Vice President -- Jeff Wenger, Manulife Investment Management Agricultural Services
 Treasurer -- Peter Nissen, Nissen Vineyard Services
 Secretary -- Laurie VanDyk, Cadena Ag Solutions
 Immediate Past President -- Blanca Wright, Renteria Vineyard Management

Directors

Greg Anderson, DLL Insurance Agency
 Julia Belliard, Ag Personnel Management Association
 Goretti Calvo, AGSOCIO
 Dax Deason, Deason Law
 Chuck Herrin, Sunrise Farm Labor, Inc.
 Javier Hernandez, Relation Insurance, Inc.
 Gonzalo Sapiz, Zenith Insurance Company
 Jesse Sandoval, AG1 Packing and Harvest
 Kevin Steward, Sutter Home Vineyards
 Erica Rosasco, McKague-Rosasco, LLP

Staff

Executive Director -- Nigel Bocanegra
 Director of Communications and Development -- Jan Whitney
 Programs Manager -- Kimberly Clark
 Administrative Assistant -- Miriam Krejci

THANK YOU FOR YOUR SUPPORT OF CFLCA!

What's ahead in 2022?

- Board of Directors strategic planning meeting
- New H-2A committee
- Ag Supervisor Development Programs
- Ag-specific sexual harassment prevention training videos
- Free monthly webinars
- In-person and virtual 9-hour FLC seminars
- In-person Ag Labor Forum
- Enhanced advocacy efforts on the state and federal levels
- Washington DC lobbying trip with Bravo Ag Group
- FLC public relations campaign
- Enhanced member benefits
- 9-hour FLC examination study guide

How Can You Strengthen the Voice of FLCs?

Volunteer on our Board of Directors or a Committee

Attend our classes/trainings

Help grow the CFLCA membership

Be a good steward of FLCs

Use your voice!

Contact us at info@calflca.org or 916-389-1246

**Thank you to our 2021 annual sponsors
who help make CFLCA possible**

Gold Sponsors



Silver Sponsors

MCKAGUE | ROSASCO LLP

PARAMOUNT
EXCLUSIVE INSURANCE SERVICES, INC.



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CFLCA is a 501(c)(6) non-profit corporation Tax ID # 26-4017806

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