

# Strengthening FLC-Grower Relationships



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Building and maintaining strong relationships with growers and farm labor contractors (FLCs) is essential for successful agricultural operations.

- ▶ How many of you are growers
- ▶ How many of you are FLC's

► Our thoughts on **practical strategies** and **best practices** for fostering these relationships:

1. **Communication**
2. **Trust and Respect**
3. **Compliance and Fairness**
4. **Training and Support**
5. **Problem-Solving**
6. **Boundaries**

# 1. Establish Clear Communication

- Establish open and transparent channels for regular updates and feedback.  
Are you doing check in's, how often?
- Be clear about expectations, timelines, and deliverables.  
Contracts, Agreements, Payments
- Issues that come up. Who is the primary contact?

**Regular Meetings:** Hold periodic check-ins to address issues, review performance, and ensure alignment.

## 2. Trust and Respect

- Treat growers and FLCs as partners, not just service providers.
- Respect their expertise and cultural practices.
- Honor commitments and agreements.
- Transparency: Share information openly about labor needs, wages, schedules, and compliance with laws.

### Demonstrate Reliability

- **Timely Delivery:** The FLC should consistently provide the required workforce on time, and the grower should meet agreed-upon payment terms.
- **Quality Assurance:** Deliver high-quality work and address issues promptly.

### Mutual Respect and Understanding

- **Acknowledge Challenges:** Both parties should recognize each other's challenges—e.g., labor shortages or market pressures—and work collaboratively.
- **Value Contributions:** Growers should appreciate the FLC's role in managing labor, and FLCs should respect the grower's operational needs.

### 3. Compliance and Fairness

- Stay informed about labor laws, wage standards, and safety regulations.

**Adhere to Regulations:** Ensure compliance with labor laws, including worker safety, wages, and proper documentation.

- Ensure fair pay and working conditions for laborers.
- Promote ethical practices in line with state and federal laws
- Validate licenses, handbook, IIPP, etc. if the state or federal government is checking so should you. Who is responsible? Designate a person and make sure your contractor knows who they are.

## 4. Training and Support

- Ensure FLC is training on safety, compliance, and best practices.
- Certification and Training: Encourage FLCs to obtain proper licensing and participate in training programs to demonstrate commitment.
  - Is your FLC in this room?

### **Leverage Technology**

- Use workforce management tools to track compliance, hours, and productivity, ensuring transparency and reducing potential conflicts. Have the information ready and available when asked.

## 5. Problem-Solving

- Establish a process for resolving disputes fairly and promptly, which demonstrates goodwill and a commitment to partnership.
- Did you have a regulatory agency audit you, do an inspection, are you communicating, is there joint liability?
- Communication - Meet Regularly, don't let things go.
- If you know about it say something and be proactive.



# 6. Maintaining Boundaries

## Grower

- ▶ Set up / attend and memorialize first meeting with expectation
- ▶ Notify your FLC to address & discipline
- ▶ Set the demands on agreement early
- ▶ Ultimately responsible to ensure your FLC is compliance
- ▶ Manage your FLC at a respectful distance to ensure legal separation

## Farm labor Contractor

- ▶ Set up / attend and memorialize first meeting to understand expectation
- ▶ Responsible for the management and discipline of your employees
- ▶ Meet the demands of the original agreement with grower/customer
- ▶ Train employees
- ▶ Maintaining compliance
- ▶ Resolving complains and issues that arise

# Farm Labor Contractor Checklist

email to:  
stella.flores@bragaranch.com

- 1) W9 (currently dated)
- 2) US Department of Labor Registration
- 3) State of California Department of Industrial Relations Registration
- 4) County Registrations
- 5) Sample Wage Statement (pay stub)
- 6) IIPP
- 7) Certificate of Liability Insurance to include additional insured on the General Liability policy
- 8) Farm Labor Contractor Services Agreement

COVERAGES		CERTIFICATE NUMBER: 1253683125				INSURER F:		REVISION NUMBER:		
THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.										
INSR LTR	TYPE OF INSURANCE			ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS	
B	<input checked="" type="checkbox"/>	COMMERCIAL GENERAL LIABILITY			Y		CFP 00002749	10/1/2023	10/1/2024	EACH OCCURRENCE \$ 1,000,000
		<input type="checkbox"/>	CLAIMS-MADE	<input checked="" type="checkbox"/>	OCCUR					DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 1,000,000
										MED EXP (Any one person) \$ 10,000
										PERSONAL & ADV INJURY \$ 1,000,000
										GENERAL AGGREGATE \$ 2,000,000
										PRODUCTS - COMP/OP AGG \$ 2,000,000
										\$
		GEN'L AGGREGATE LIMIT APPLIES PER:								
		<input checked="" type="checkbox"/>	POLICY	<input type="checkbox"/>	PRO-JECT	<input type="checkbox"/>	LOC			
			OTHER:							
A		AUTOMOBILE LIABILITY					MWTB 313162 24	5/1/2024	5/1/2025	COMBINED SINGLE LIMIT (Ea accident) \$ 2,000,000
		<input checked="" type="checkbox"/>	ANY AUTO							BODILY INJURY (Per person) \$
		<input type="checkbox"/>	OWNED AUTOS ONLY	<input type="checkbox"/>	SCHEDULED AUTOS					BODILY INJURY (Per accident) \$
		<input type="checkbox"/>	HIRED AUTOS ONLY	<input type="checkbox"/>	NON-OWNED AUTOS ONLY					PROPERTY DAMAGE (Per accident) \$
										COMP & COLL DED: \$ 1,000/\$1,000
			UMBRELLA LIAB							EACH OCCURRENCE \$
			EXCESS LIAB	<input type="checkbox"/>	OCCUR					AGGREGATE \$
										\$
			DED		RETENTION \$					
A		WORKERS COMPENSATION AND EMPLOYERS' LIABILITY					MWC 313161 24	5/1/2024	5/1/2025	<input checked="" type="checkbox"/> PER STATUTE <input type="checkbox"/> OTHER
			ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH)		<input type="checkbox"/>	N/A				E.L. EACH ACCIDENT \$ 1,000,000
			If yes, describe under DESCRIPTION OF OPERATIONS below							E.L. DISEASE - EA EMPLOYEE \$ 1,000,000
										E.L. DISEASE - POLICY LIMIT \$ 1,000,000
DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)										
Re: Harvesting. Certificate holder is included as additional insured on the General Liability policy, as per attached.										
CERTIFICATE HOLDER							CANCELLATION			

## FLC Required Documents and Expiration Dates

11/21/2024

Red =	EXPIRED
Yellow=	30 days of Expiring Date
Green =	Beyond 30 days of Expiring Date

Desert 2024 - 2025 Season				
FLC				
Contact Contact Email	gbtharvest88@gmail.com	Sammchavezwestcoast@yahoo.com	isaac@sierravistarentals.io	ssharvesting@yahoo.com
State of CA	7/3/2025	10/8/2025	8/12/2025	12/17/2024
US Dept of Labor Registration	7/6/2026	11/9/2026	5/12/2025	1/2/2025
US Dept of Labor - Housing Units	11/8/2024	Not Authorized	n/a	n/a
US Dept of Labor-Vehicles	9/25/2024	Not Authorized	n/a	1/2/2025
COI - General Liability		4/1/2025	9/27/2025	11/1/2025
COI- Workers Comp	9/25/2025	4/1/2025	11/4/2025	5/1/2025
COI-FLC Bond		4/1/2025	6/25/2025	2/27/2025
Imperial County	12/31/2024	12/31/2024	12/31/2024	12/31/2024
County of San Benito	n/a	12/31/2024	n/a	n/a
Monterey County	n/a	12/31/2024	n/a	n/a
W9	Yes	Yes	Yes	Yes
Sample Wage Statement (pay stub)	Yes	Yes	YES	Yes
IIPP	Yes		YES	Yes
Contract	Yes		Yes	Yes
	Authority to operate on file for housing and vehicles.	IIPP sent via mail due to size- pending receipt	No pending items	No pending items

**Thank you!**

The background features abstract, overlapping geometric shapes in various shades of green, ranging from light lime to dark forest green. These shapes are primarily located on the right side of the frame, creating a modern, layered effect against the white background.