

**CALIFORNIA FARM LABOR
CONTRACTOR ASSOCIATION**



**2023
IMPACT
REPORT**

www.calflca.org

916-389-1246

Messages From the CFLCA Leadership

Greetings CFLCA Members and FLC Community –

Ever since its foundation in 2009, the California Farm Labor Contractor Association has been determined to have a positive impact on the farm labor contractor and greater agriculture industries. All our different activities and programs share one common goal – to provide the best resources to FLCs and their employees to ensure a safe, healthy, and productive workforce.

CFLCA is a vibrant, future-oriented organization. The programs and services that we provide are reflective of the trends and issues affecting the FLC industry and have the full support of our entire team – staff and board of directors. They are all well-organized, qualified, and dedicated to the needs of our members.

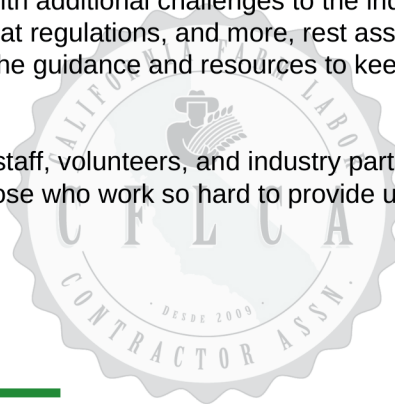
As I read through this annual report, I am struck by what has been achieved in the past year. However, it is not our accomplishment alone – we thank all who have contributed to our success, especially in the midst of a particularly difficult landscape.

Notably, CFLCA has forged a strong partnership with the DLSE and played an integral role in working to address concerns relating to FLC licensing and testing, we revamped our scholarship program to make an even bigger impact in the lives of recipients, we welcomed two new incredible staff members, Miranda Jachens and Jajaira Lermas, we moved venues and held our first Ag Labor Forum in San Luis Obispo, and most importantly we reached a record number of FLCs and provided invaluable training to their employees.

While 2024 and beyond is looking to come with additional challenges to the industry as we face increased unionization pressures, workplace violence and indoor heat regulations, and more, rest assured that the dedicated staff and board of directors at CFLCA are here to provide you the guidance and resources to keep your business not only surviving but thriving into the future.

Thank you to all of our members, sponsors, staff, volunteers, and industry partners for working alongside us and promoting our critical efforts in supporting those who work so hard to provide us with food and fiber.

Jeff Wenger, AgIS Capital
CFLCA 2023 - 2025 President



Dear CFLCA Members and Friends --

As we approach the end of another transformative year, I want to sincerely thank you for your membership and commitment to CFLCA. Your participation in the Association has been instrumental in shaping the successes we've achieved together.

We have worked diligently to ensure that CFLCA is the premier organization supporting farm labor contractors. In 2023, we provided 9-hour continuing education seminars for significantly more industry professionals than last year. We offered new virtual trainings like the Hand Harvest Safety Training and the Protecting the Company & Workforce in a New Union Climate Supervisor Training. We sold more than 80 Ag Compliance Postings Binders and have sold more than 1,000 copies of the FLC License Practice Exam. In the coming year, we will offer new resources, like guides on applying for new or renewing FLC licenses, to better support you and your business.

Late 2022, we formed a working group with the Napa County Farm Bureau, State Legislative Offices, and the Division of Labor Standards Enforcement to address critical issues with the state FLC license renewal process. Through this working group, we have dramatically reduced processing delays and response times, and eliminated the exam backlog. I believe these successes demonstrate our united strength and are an example of what the FLC community can achieve when working together.

Your continued support of CFLCA is the driving force behind our collective success. I am grateful for your participation and look forward to again serving your interests over the next year.

Nigel Bocanegra,
CFLCA Executive Director

This year, the CFCLA Board of Directors gathered to review and revise the Association’s Mission Statement, Vision Statement, and Core Values for the first time since CFCLA’s founding in 2009. When developed in a thoughtful and deliberate manner, these statements and values can provide meaningful guidance.

VALUES

Integrity

- We are honest, ethical, and responsible in our words and actions.

Respect for People

- All people are treated fairly, equitably, and provided safe working conditions.

Making a Difference

- Changing people’s lives through leadership, education, and support.

Stewardship

- Elevating the standard for the health, welfare, and operational excellence of the FLC industry.

MISSION

Enhancing the Farm Labor Contracting community through engagement, education, and advocacy.

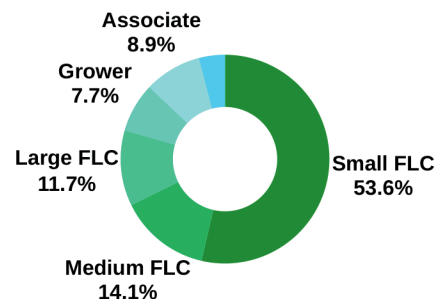
VISION

Creating a safe and productive workforce that delivers food to the world.

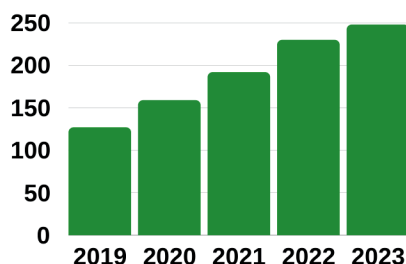
MEMBERSHIP IN REVIEW

248

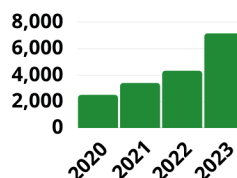
MEMBERS IN 2023



8% Membership Growth in 2023



Outreach: E-mail Distribution



48%

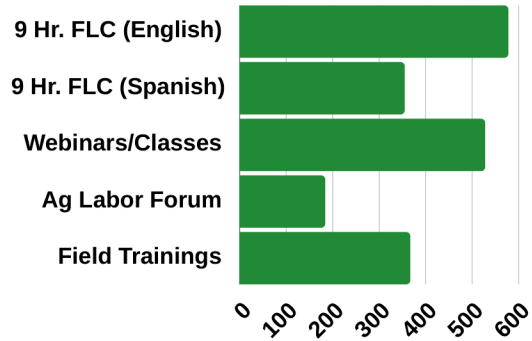
OPEN RATE IN 2023
INDUSTRY STANDARD
IS ONLY 23%

CFLCA PROGRAMS

2,012

ATTENDANCES AT TRAININGS & WEBINARS

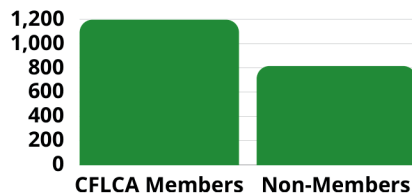
2023 Program Attendees



57

TRAININGS AND WEBINARS

Member and Non-member Attendees



933

ATTENDEES AT 9-HOUR FLC LICENSING SEMINARS

RAISING OUR VOICE & FOOTPRINT

This spring, CFLCA partnered with the Bravo Ag Group to represent California's FLCs in our nation's capital. Participants met with the Wage & Hour Division to discuss new initiatives and enforcement priorities. Congressman Newhouse (R-WA) joined for an extended discussion on the Farm Workforce Modernization Act & other opportunities to support the agricultural industry.

Over the two-day event, CFLCA and Bravo attendees met with more than 20 Congressional Committees, House of Representatives offices, and Senate offices to advocate for the farm labor contracting community. The trip concluded with a networking reception in the U.S. Capitol Building and comments from Congressmen Duarte (R-CA) and McClintock (R-CA).

18

ATTENDEES IN WASHINGTON DC



20+

MEETINGS WITH LEGISLATIVE LEADERS

GABRIEL GOMEZ-SANDOVAL MEMORIAL FARMWORKER SCHOLARSHIP FUND

20

SCHOLARSHIPS PROVIDED IN 2023

\$55,718

RAISED IN 2023



This year, CFLCA's Scholarship Committee restructured the scholarship fund to increase our impact. To accommodate the rising cost of tuition and fees, CFLCA will now award scholarships ranging from \$1,000 to \$10,000!

Applicants pursuing a career in agriculture will be eligible for the largest award amounts, and preference will be given to their applications. Applicants who work for, or have a parent who works for, a CFLCA farm labor contractor member will continue to receive additional preference.

Keep your eyes out for the scholarship application next year and be sure to share it with your employees! Learn more at calflca.org/Scholarships.

My gratitude towards the CFLCA scholarship committee is immeasurable and eternal. I am very fortunate to have received this honor and to continue my education at Berkeley with support from the community. I am a second-year student at Cal, double-majoring in Philosophy and Legal Studies as an aspiring immigration lawyer. These funds will be applied toward my tuition and housing to



alleviate some of the financial costs of being a student so I can focus on my academics and remove some financial barriers. This scholarship represents sacrifice and demonstrates that people who share a similar background to my own belong at these institutions and deserve to accomplish their goals. I am thankful to everyone who has supported me and especially appreciative to CFLCA for believing in my potential. Thank you.

Sincerely, Naydin Beltran Garcia

PARTNERSHIP WITH DLSE YIELDS RESULTS

While farm labor contractors have dealt with significant challenges with state FLC license processing for years, the COVID-19 pandemic significantly disrupted the Department of Industrial Relations' Division of Labor Standards Enforcement's (DLSE) ability to administer this program. These challenges included:

- Short-term temporary extensions exacerbated processing delays.
- Continued delays in scheduling license exams.
- Abnormally high exam failure rates.
- DLSE's failure to respond to phone calls or email inquiries.
- First time applicants were unable to acquire a license.
- Technical issues with the licensing database.

CFLCA formed a working group in late 2022 with the Napa County Farm Bureau, State Legislative Offices, and DLSE to address these issues. We are proud to share the progress that has been made:

- The new and renewing application backlog has been eliminated.
- Average processing times for renewals, from submission to approval, is down to 16 days.
- The license exam backlog has been eliminated.
- The license exam pass rate has increased to 70% per attempt.
- DLSE's average response time to email or phone inquiries is 24 -48 hours.
- Updates to DLSE's online system have fixed glitches, improving ease of use.

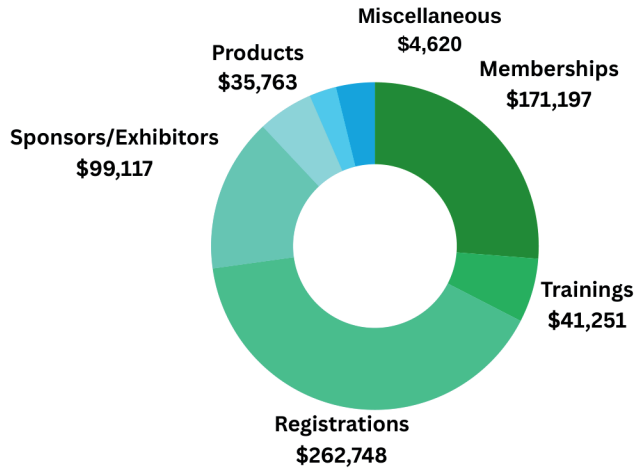


We thank DLSE staff, State Senator Dodd's Office, Assemblymember Aguiar-Curry's Office, and Ryan Klobas with Napa County Farm Bureau for their continued partnership and attention to these issues.

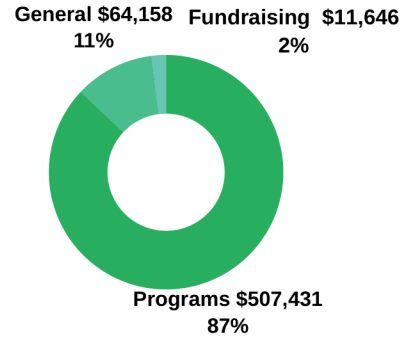
Join our membership base to make a united voice for higher impact as we face daily challenges and advocate for a better future.

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

2022-23 Fiscal Year Income



2022-23 Fiscal Year Expenses



2022-23 Fiscal Year Financial Statement

Assets

Cash & Cash Equivalent	\$634,909
Other Assets	\$279,827
Total Assets	\$926,209

Liabilities & Equity

Total Liabilities	\$116,211
Equity	\$809,998
Total Liabilities & Equity	\$926,209

2023/2024 CFLCA Board of Directors & Staff

President -- Jeff Wenger, Agis Capital
 Vice President -- Goretti Calvo, AGSocio
 Treasurer -- Blanca Wright, Wright Consulting
 Secretary -- Salvador Dominguez, Total Labor Force
 Immediate Past President -- Oscar Ramos, OFR, Inc.

Directors

Greg Anderson, DLL Insurance Agency
 Julia Belliard, Ag Personnel Management Association
 Dax Deason, Deason Law
 Javier Hernandez, Relation Insurance, Inc.
 Chuck Herrin, Sunrise Farm Labor, Inc.
 Bill Krycia, Zenith Insurance Company
 Peter Nissen, Nissen Vineyard Services
 Erica Rosasco, McKague-Rosasco, LLP
 Jesse Sandoval, AG1 Packing and Harvest
 Kevin Steward, Sutter Home Vineyards

Staff

Executive Director -- Nigel Bocanegra
 Programs Manager -- Jajaira Lermas
 Membership & Marketing Manager -- Miranda Jachens
 Administrative Assistant -- Miriam Krejci

**Thank you to our 2023 annual sponsors
who help make CFLCA possible.**

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

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