



CALIFORNIA FARM LABOR CONTRACTOR ASSOCIATION



2020 IMPACT REPORT

www.calflca.org

916-389-1246

Messages From the CFLCA Leadership

Hello to our members and the FLC Community --

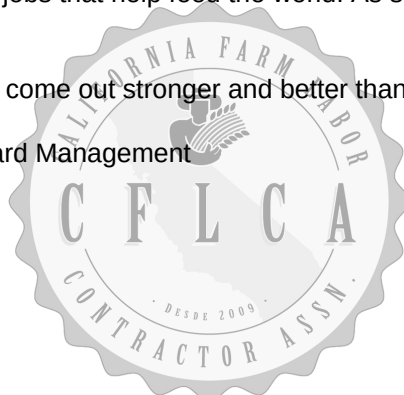
For most of us, 2020 has been a year we are happy to put behind us. Here in the Napa Valley, we have struggled with more challenges than ever before. However, as members of the ag industry, we must always remain resilient. As we prepare for pruning season and the end of the old, we get a fresh opportunity to grow anew. We trim away the old vines and set the stage for what we hope will be a good year and vintage. In some cases, we will pull out fire-damaged vines and replant. We rebuild and will come out stronger.

Serving as CFLCA's president for the past couple of years, it has been beyond rewarding to see our organization not just survive but thrive. In 2020, our staff has grown and more able than ever to help support our business efforts. It has been a pleasure for the CFLCA Board of Directors to provide guidance and support for Lupe, Jan, and Kimberly as they find new ways to meet the many needs of the FLC community. This pandemic certainly created new opportunities and is now more able to expand our organization's programs, services, and benefits.

We could not do this good work without the support of many players, including our dedicated board members and sponsors. I especially applaud you, our members and supporters, for entrusting CFLCA with your financial investment so we can continue to be there for you and our industry. Thank you for being an integral part of our vibrant agricultural labor environment. FLCs provide those jobs that help feed the world. As survivors in the most challenging of times, we have done this together.

Wishing you all a new year in which we come out stronger and better than ever!

Blanca Wright, COO – Renteria Vineyard Management
CFLCA 2019 - 2021 President



Dear CFLCA Members and Friends --

2020 has been an incredibly challenging year for all of us. We struggled through with COVID-19, wildfire smoke issues, a series of major heat waves, and a state legislature and regulatory agencies seemingly determined to drive employers out of business. CFLCA is proud to have withstood these challenges and has come out stronger, better, AND with more work ahead of us than ever.

The CFLCA membership continues to grow as more industry leaders are becoming familiar with our mission and benefits that continue to create a more cohesive and safe agricultural industry. More members mean a louder voice plus additional opportunities to develop critical services to help your business. Thank you for your faith and contributions to CFLCA! You make all this good work possible.

We have continued to fight for your interests on everything from wage and hour rules to ridiculous Cal/OSHA COVID-19 regulations to legal status rights for our valued immigrant workers. CFLCA stands committed to and united with numerous industry allies, in support of your business interests and to help keep FLCs viable and profitable.

In 2021, additional services and benefits will become available. Your challenges are our challenges so we will continue to grow and advocate specifically for you. Let me know how we can help – I would love to hear directly from you. Thank you for your membership and support of CFLCA. We are grateful for your contribution to the industry and look forward to serving you for the years to come!

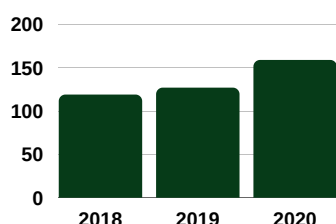
Sincerely,

Guadalupe (Lupe) Sandoval
CFLCA Executive Director & Founder



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.

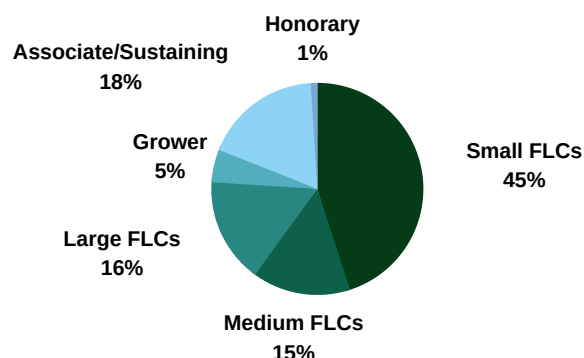
23% Membership Growth in 2020



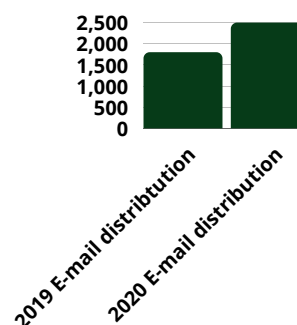
157

MEMBERS IN 2020

2020 Membership Stats



Outreach: E-mail Distribution



"Our industry can have a bad public perception which is frustrating because FLCs strive to operate professionally and with integrity. CFLCA's involvement in the policy process gives us an opportunity to be represented and recognized as the good operators that we truly are" -- Carlos, FLC

"The HR aspect of agriculture is increasingly challenging. Growers and FLCs alike can rely on CFLCA's awesome one-stop resources and friendly, knowledgeable staff to assist us in continuing to care for and manage our invaluable employees. They keep me thoroughly up-to-date on the latest rules and regulations through e-blasts, webinars and terrific seminars. Membership in CFLCA helps my company thrive in this ever-changing and challenging environment." -- Barb, Grower

1,273

PERSONS ATTENDED TRAININGS

64

TRAININGS AND WEBINARS

525

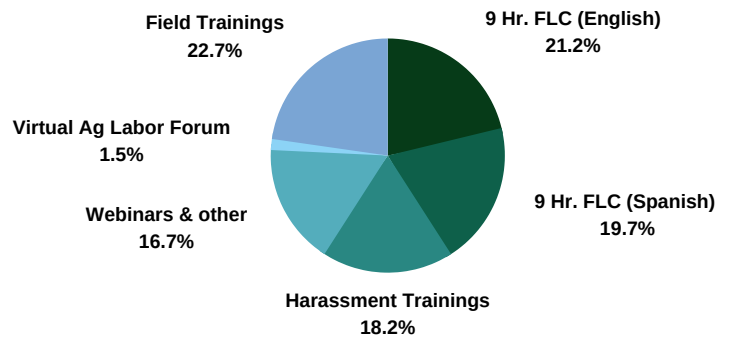
ATTENDEES TO THE 9-HOUR
FLC LICENSING SEMINARS

19

AFFILIATED COMPANIES FINANCIALLY
SUPPORTED CFLCA PROGRAMMING

CFLCA PROGRAMS

2020 Program Attendees



Successful Virtual Ag Labor Forum!

251

AG LABOR FORUM ATTENDEES

34

UNIQUE AG LABOR FORUM SESSIONS

"At first I was skeptical about this course being conducted online, as I feared it would be a dumbed down version of the quality program I have come to expect from CFLCA. I was amazed at the quality of the online course and actually enjoyed it more than the in person courses I have attended in the past. The groups are smaller and it allows more time for individuals to ask questions and get more direct answers to their individual questions" -- Brian

"Thank you! The class was very informative, the instructors, knowledgeable and very professional. I would highly recommend the course to all FLC's. Again, thank you." -- Guadalupe

- Hired full-time CFLCA program manager
 - Quickly transitioned to remote learning for COVID-19 compliance
 - CFLCA field trainings commenced
 - Harassment trainings and supervisor trainings offered
 - New and timely webinars launched (free to members)
 - 2021 grant funding awarded from UC Davis Western Center for Agricultural Health and Safety
 - Applied for federal funding to develop 12-hour Supervisor Certificate Program (launch Summer of 2021, if awarded)
-

RAISING OUR VOICE & FOOTPRINT

201

ADVOCACY E-MAILS SENT
TO LEGISLATORS

COVID-19

PREVAILING ISSUE
OF THE YEAR!

- Launched One-Click Politics – Legislator advocacy platform
- Contributed to Zepeda Amicus brief filing
- Collaborated with industry colleagues on numerous COVID and other issues
- Launched Bill Track – Monitoring FLC-related state and federal initiatives
- Hosted virtual meet n' greet with Assemblymember Jordan Cunningham

A special debt of gratitude to the California Farm Bureau Federation
and the California Association of Winegrape Growers
for their legislative collaboration on vital issues to us all.

Ag Compliance Postings Binders Now Available

29

AG COMPLIANCE BINDERS SOLD TO DATE

15

COLLEGE SCHOLARSHIPS
PROVIDED BY THE CFLCA
CHILDREN OF FARMWORKERS
SCHOLARSHIP FUND*

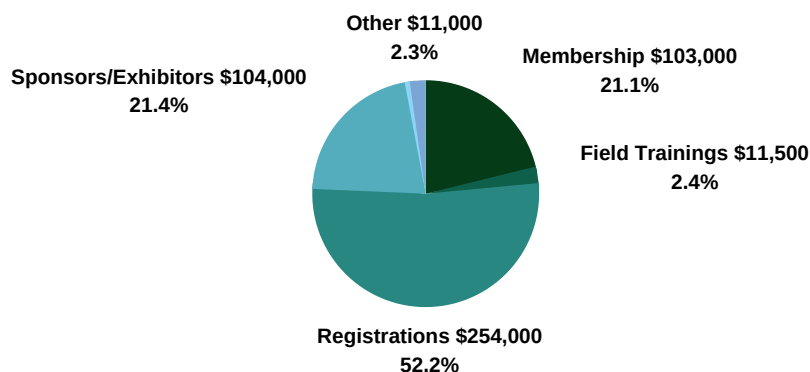
* \$2,000 and \$1,000 scholarships

33

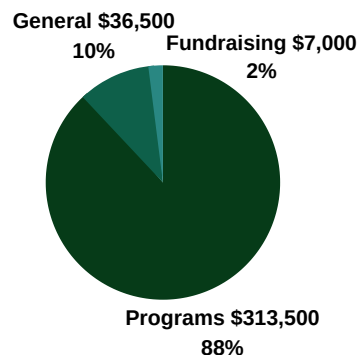
INDIVIDUALS AND
COMPANIES MADE
SCHOLARSHIP DONATIONS



2020 Income



2020 Expenses



2020 Financial Statement

Assets

Cash & Cash Equivalent	\$409,000
Other Assets	\$168,000
Total Assets	\$577,000

Liabilities & Equity

Total Liabilities	\$ 32,000
Equity	\$545,000
Total Liabilities & Equity	\$577,000

2020-2021 CFLCA Board of Directors & Staff

President -- Blanca Wright, Renteria Vineyard Management
Vice President -- Oscar Ramos, Bravo Ag Group
Treasurer -- Jesse Sandoval, AG1 Packing and Harvest
Secretary -- Jeff Wenger, Hancock Farmland Services
Immediate Past President -- Peter Nissen, Nissen Vineyard Services

Directors

Greg Anderson -- DLL Insurance Agency
Julia Belliard -- Ag Personnel Management Association
Keith Brandt -- Bella Vista Farming
Chuck Herrin -- Sunrise Farm Labor, Inc.
Javier Hernandez -- Relation Insurance, Inc.
Gonzalo Sapiz -- Zenith Insurance Company
Kevin Steward -- Sutter Home Vineyards
Erica Rosasco -- McKague-Rosasco, LLP
Laurie VanDyk -- Cadena Ag Solutions

Staff

Executive Director & Founder -- Guadalupe (Lupe) Sandoval
Director of Communications and Development -- Jan Whitney
Program Manager -- Kimberly Clark

The background of the entire page is a grayscale photograph of a farm field. In the foreground, a young child wearing a plaid shirt and a face mask is bent over, working in the plants. In the background, an adult wearing a face mask and a light-colored shirt is walking away, carrying a black crate filled with produce. The field is filled with rows of leafy plants, likely lettuce or similar crops.

THANK YOU FOR YOUR SUPPORT OF CFLCA

What's ahead in 2021?

- COVID-19 compliance training and resources
- Ag Supervisor risk management training
- Sexual harassment prevention training videos
- New timely webinars and programs
- Enhanced advocacy efforts
- Ag Supervisor Certificate program
- Washington DC lobbying trip with Bravo Ag Group
- Advanced FLC 9-hour programs
- Growing the CFLCA staff
- FLC licensing assistance
- Opportunities (job board) on website

How Can You Help?

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 2020 annual sponsors who help make CFLCA possible

Platinum



Gold



Silver

MCKAGUE | ROSASCO LLP

9-hour Seminars



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

www.calfca.org