

A black and white photograph of a man wearing a straw hat and a plaid shirt, looking down at a tablet device in his hands. He is standing in a field of low-lying plants. The image is the background for the entire page.

CALIFORNIA FARM LABOR CONTRACTOR ASSOCIATION



2022 IMPACT REPORT

www.calflca.org

916-389-1246

Messages From the CFLCA Leadership

Greetings CFLCA Members and FLC Community --

As we draw to the year 's end and look towards 2023, I'm thrilled to report that CLFCA has once again had another great year serving the FLC community within our organization and beyond. I am into the last portion of my term as president and can't even begin to share how excited I am for the future of CFLCA. As I reflect on my tenure, many great things come to mind but mostly how proud I am to be serving as president under new leadership at CFLCA. Aside from welcoming Nigel to the association and seeing how our excellent team of staff members has continued to evolve, our board of directors are also one of our other great assets. They are all extremely committed professionals and have provided great insight and expertise to help our organization thrive.

The year started with some uncertainty due to COVID restrictions and all of us must still maintain cautious. CFLCA put in major efforts on behalf of our FLC industry for a strong voice in dealing with big disruptions to the licensing processes. Our industry had been dealing with exam issues and a back log of licenses, so we took our concerns to the state labor commissioner and have seen much traction in response.

The Ag Labor Forum was a sold-out success! FLC members took advantage of the latest updates for our industry including membership reports and legal and regulatory issues that will affect FLCs in the coming years. The labor contractors that I had the pleasure of welcoming at the event expressed their sentiment for the hard work that our team has been doing and are excited for what the future might hold for our industry.

What is certain is that we are growing and FLC's are our number priority. We are eager for the new year and our strategic plan is aggressive and well defined -- to continue to be the number one FLC organization in the country. It is a great pleasure to be a part of CLFCA and lend my energy for a collaborative direction and vision for a better farm labor industry for our growers and our farm workers. Happy New Year!

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

Dear CFLCA Members and Friends --

As 2022 comes to a close, I sincerely thank you for your membership in CFLCA. Over the last year, ongoing challenges such as fluid COVID-19 regulations and Department of Industrial Relations' mismanagement of the state FLC licensing process have continued to vex the California ag employer community. We have also seen new opportunities for the industry to adjust and improve. CFLCA has been here for all of it.

In response to the abnormally high failure rates on the state FLC licensing exam, CFLCA hosted exam preparation webinars and launched our in-house FLC licensing practice exam. These new resources had an immediate, positive impact on success rates; exam failure rates were shown to be significantly reduced, and CFLCA set a record for membership growth in a single quarter following the release of these tools.

Also in 2022, we returned to hosting in-person programs. Our Ag Supervisor Development Program, 9-hour FLC continuing education seminars, Ag Labor Forum, and other trainings provided opportunities for members to reconnect with long-time colleagues and make new connections and opportunities for operational success.

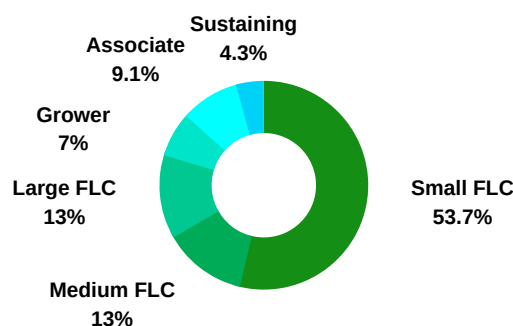
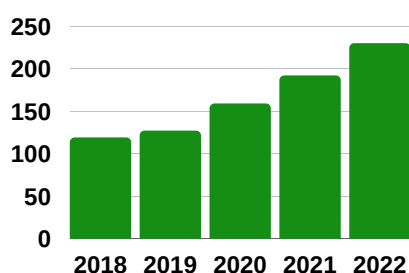
In the coming year, to best meet your needs, CFLCA will still offer our high-quality and industry revered FLC-specific programming. We will be releasing new resources such as CFLCA produced ag-specific sexual harassment training videos in both English and Spanish. We will remain proactive on advocacy efforts to keep you protected as issues present themselves. Your continued support of CFLCA strengthens our voice and positive impact in the agricultural industry. I am beyond grateful for your participation and look forward to again serving your interests over the next year.

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.

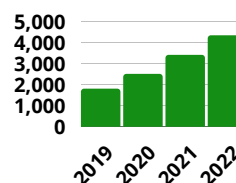
18% Membership Growth in 2022



228

MEMBERS IN 2022

Outreach: E-mail Distribution



- Expanded our partnership with DIR's Division of Labor Standards Enforcement
- Supported advocacy efforts and alliances with like-minded agricultural organizations
- Launched the very successful FLC license practice exam
- Received grant funding from UC Davis and Washington State University/USDA
- Provided hands-on support to FLCs needing assistance with FLC license renewals
- Expanded training offerings through new partnerships with third-party trainers
- Board of Directors drafted a multi-year organizational strategic plan
- Revamped CFLCA website including Spanish-language pages
- Presented on the topic of drought impacts to FLCs to the California Department of Food and Agriculture

2022 CFLCA PROGRAMS

2,236

ATTENDANCES AT TRAININGS &
WEBINARS

55

TRAININGS AND WEBINARS

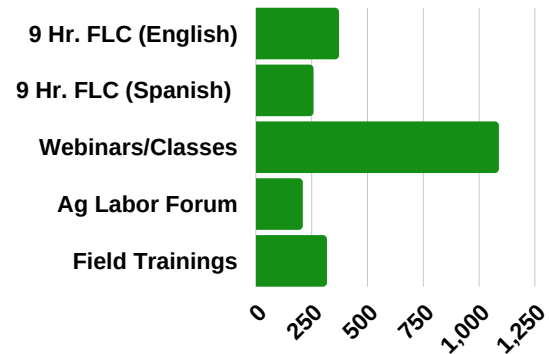
626

ATTENDEES AT 9-HOUR FLC
LICENSING SEMINARS

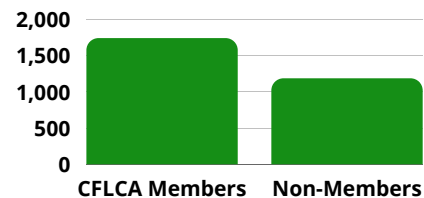
\$52,000

GRANT FUNDING

2022 Program Attendees



Member and Non-member Attendees



“That was one of the best professional development conferences that I have ever attended. I learned so much and made a lot of important contacts.

Kudos to CFLCA and all the staff. -- 2022 Ag Labor Forum attendee

- Hosted six 12-hour Agricultural Supervisor Development Program trainings
 - Hosted the Ag Labor Forum in-person for the first time since the onset of COVID-19
 - Hosted several FLC exam prep webinars to prepare FLCs for changes to the exam process
 - Raised more than \$55,000 for the Gabriel Gomez-Sandoval Memorial Farmworker Scholarship
 - Expanded offerings of in-person 9-hour continuing education seminars
 - Hosted 14 educational webinars (free to members)
 - Expanded public and private-employer training services
-

RAISING OUR VOICE & FOOTPRINT

- Submitted letter and engaged in continued collaboration with the California Labor Commissioner to call attention to and address FLC licensing issues
 - Submitted comments to DOL on H-2A Round 17 FAQ guidance
 - Supported veto letter on AB 2183, the bill reforming ag employee union election processes
 - Submitted comments to DOL on proposed rule regarding the adverse effect wage rate under the H-2A visa program
 - Supported Chamber of Commerce coalition letter on AB 2570, addressing California's unemployment insurance fund insolvency
 - Supported Ag Workforce Coalition letter to the U.S. Senate calling for ag labor reform
-

GABRIEL GOMEZ-SANDOVAL MEMORIAL FARMWORKER SCHOLARSHIP FUND

31

SCHOLARSHIPS PROVIDED

\$56,252

RAISED IN 2022



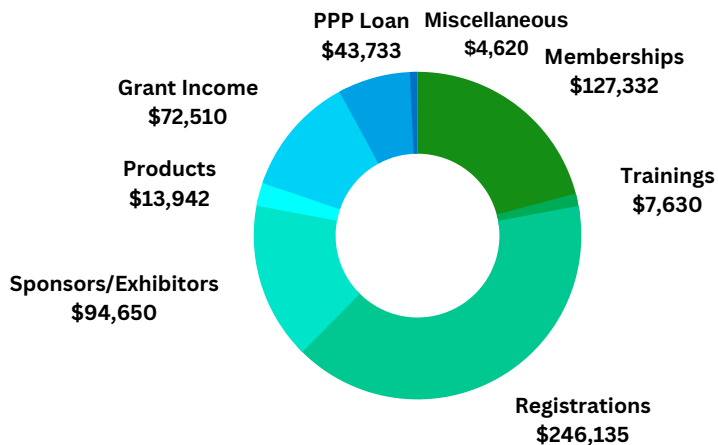
Dear CFLCA -- I was thrilled to learn of my selection of the honor to receive your scholarship. I am a first-generation student in a four-year university coming from a family of migrant workers. The fact that I'm receiving your scholarship encourages me to work even harder in college to attain my dreams. The funds will help me



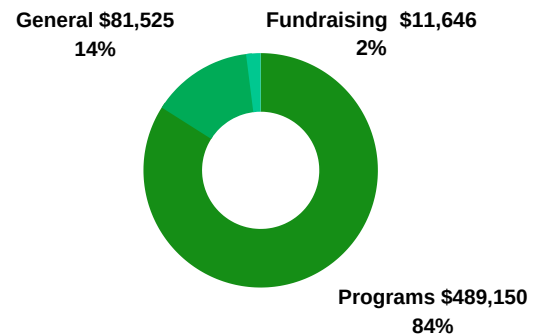
pay for the tuition and textbooks that I need to complete my studies and achieve my educational and professional goals. My ambition is to become a nurse since I am enthusiastic about helping those in need. Many student are willing to continue their education because of people like you. Thanks again!

Jessica Monroy

2021-22 Fiscal Year Income



2021-22 Fiscal Year Expenses



2021-22 Fiscal Year Financial Statement

Assets

Cash & Cash Equivalent	\$555,647
Other Assets	\$229,012
Total Assets	\$824,332

Liabilities & Equity

Total Liabilities	\$122,283
Equity	\$702,049
Total Liabilities & Equity	\$824,332

2022/2023 CFLCA Board of Directors & Staff

President -- Oscar Ramos, Bravo Ag Group
 Vice President -- Jeff Wenger, Agis Capital
 Treasurer -- Peter Nissen, Nissen Vineyard Services
 Secretary -- Goretti Calvo, AGSOCIO
 Immediate Past President -- Blanca Wright, Renteria Vineyard Management

Directors

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

Staff

Executive Director -- Nigel Bocanegra
 Programs Manager -- Kimberly Clark
 Administrative Assistant -- Miriam Krejci

THANK YOU FOR YOUR SUPPORT OF CFLCA!

What's ahead in 2023?

- Continued in-person and online 9-hour FLC licensing seminars and in-person Ag Labor Forum
- Monthly webinars (free to members)
- Three in-person Ag Supervisor Development Programs trainings
- Ag-specific sexual harassment training videos for supervisors and non-supervisors (English & Spanish)
- Reevaluation of CFLCA's vision, mission, and value statements
- Advocacy initiatives to ensure FLC's voices are considered in California policymaking decisions
- New resources and tools to help you and your business succeed
- Washington, DC lobbying trip with the Bravo Ag Group
- Employee trainings and train the trainer offerings
- Fundraising efforts to support the Gabriel Gomez-Sandoval Memorial Farmworker Scholarship program
- Launch of new member affinity program
- And more!

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 2022 annual sponsors
who help make CFLCA possible

Gold Sponsors



Silver Sponsors



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