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February 6, 2016

To: Interested Parties

From: MB Public Affairs, Inc.

Re: ALRB Budget Increases Related to Gerawan Farming Cases

This memo examines increases in the ALRB budget and staff positions since 2013, the year when workers at Gerawan Farming started to fight ALRB for the right to vote for decertification from UFW.

Section I: ALRB Costs of Gerawan Farming Cases

Summary

According to a review of ALRB's Budget Change Proposals (BCPs) submitted on March 27, 2014 and January 7, 2015 to the Department of Finance, and other official state budget documents, we estimate that ALRB will spend nearly \$10.8 million in taxpayer money on the Gerawan Farming cases from October 2013 through June 20176. This is shown in the table below and the methodology is discussed in the following sections. The March 2014 and January 2015 BCPs are attached to this memo as PDFs with points of interest highlighted in yellow.

Budget Year	Estimated ALRB Costs for Gerawan Cases	Total Cost
2013-14	\$1,086,500	\$1,086,500
2014-15	\$1,086,500 + \$1,993,000	\$3,079,500
2015-16	\$1,086,500 + \$1,448,000 + \$766,962	\$3,301,462
2016-17	\$1,086,500 + \$1,448,000 + \$766,962	\$3,301,462
TOTAL		\$10,768,924.00

As discussed more in Section II of this memo, ALRB estimates that 2,600 votes were cast by Gerawan Farming workers in the November 2013 decertification vote. Even if the entire ALRB budget is not devoted to the Gerawan Farming cases, just the required increase in spending to handle the Gerawan Farming cases is at least \$10,768,924, as shown in the chart above. This means ALRB will spend about \$4,141 per vote to deny farmworkers their right to be heard ($\$10,768,924 / 2,600 \text{ votes} = \$4,141.89 \text{ per vote}$).

Budget Year 2013-14

- The estimated spending for ALRB on the Gerawan Farming cases during the 2013-14 budget year can be calculated to equal \$1,086,500 as shown in the table on the first page of this memo.
- As of March 27, 2014, ALRB indicated on their BCP that they had already spent approximately 3,200 hours on the Gerawan Farming cases (see bottom of page 5) and indicated in Attachment F that during the 2013-14 budget year they anticipated spending a total of 6,687 hours on the case (4,765 attorney hours + 1,922 field examiner hours).
- According to page 6 of this same BCP, work on a previous case (D'Arrigo Bros.) took 2,883.5 hours and cost \$468,498, or approximately \$162.48 per hour.
- If we use the rate of \$162.48 per hour as the base, which means the 6,687 hours ALRB anticipates spending on the Gerawan Farming cases in 2013 – 2014 would cost about \$1,086,500 (6,687 hours x \$162.48/hour).
- This number can also be used as the benchmark of the minimum anticipated amount ALRB will spend on the case each year going forward.

Budget Year 2014-15

- The estimated spending for ALRB during the 2014-15 budget year on the Gerawan Farming cases can be calculated to be \$3,079,500, as shown in the table on the first page of this memo.
- This is about 2.8 times as much as what ALRB spent during the previous budget year.
- As previously mentioned and discussed in more detail below, ALRB submitted a BCP in March 2014 to request an additional \$1,993,000 in funding for the 2014-15 budget year, of which \$1,448,000 is ongoing funding for increased staff and the other \$545,000 is one-time costs to purchase new vehicles to transport farmworkers to hearings for the Gerawan cases.
- If this additional funding of \$1.993 million is added to the benchmark from the prior budget year of \$1,086,500, we get to the total anticipated spending by ALRB for the Gerawan Farming cases in 2014-15 of \$3,079,500.
- According to the ALRB on Attachment F of the March 2014 BCP, they anticipate spending 16,762 hours on the Gerawan Farming cases in 2014-15 (13,010 attorney hours + 3,752 field examiner hours).

- This is about 2.5 times as many hours that was spent on the case during the previous year. Therefore, the anticipated increase in spending, as calculated above, is roughly equivalent to the increased amount of time ALRB anticipates spending on the Gerawan Farming cases.
- If we use the hourly rate calculation discussed above and the previously mentioned number of hours ALRB anticipates spending on the Gerawan Farming cases in 2014 – 2015, then the anticipated spending by ALRB for 2014-15 would be about \$2,723,490 (16,762 hours x \$162.48/hour).
- This is actually slightly more than what ALRB anticipates spending in 2014-15 once the one-time costs are subtracted ($\$3,079,500 - \$545,000 = \$2,534,500$).

Budget Year 2015-16

- The estimated spending for ALRB during the 2015-16 budget year on the Gerawan Farming cases is at least \$3,301,462, as shown in the table on the first page of this memo.
- As previously mentioned, the March 2014 BCP included \$1,448,000 in ongoing funding during future budget years to pay for the increased staff needed to handle the workload as a result of the Gerawan Farming cases.
- Therefore, if this additional ongoing funding is added to the benchmark from the prior budget year of \$1,086,500, we get to the figure of \$2,534,500 in baseline spending by ALRB for the Gerawan Farming cases for the 2015-16 budget year.
- Additional funding of \$766,962 for the 2015-16 budget year was requested by ALRB in their January 2015 BCP that can be attributed to the workload for the Gerawan Farming cases (as detailed in the following two bullet points below). If this is added to the prior baseline spending (see previous bullet point) we get total anticipated spending of \$3,301,462 for the 2015 – 2016 budget year ($\$1,086,500 + \$1,448,000 + \$766,962$).
- As discussed in more detail below, the overall budget for ALRB in 2015-16 has increased significantly. In response to a Public Records Act request, the Department of Finance provided a January 2015 BCP submitted by ALRB for the 2015-16 budget year.
 - Part of the increased funding requested is for other regional offices not involved with the Gerawan Farming cases. This includes funding for additional staff positions and administrative costs.
 - Only the funding needs for some increased staff costs and hiring new positions could be attributed to the Gerawan Farming cases. This was used to calculate what portion of the January 2015 BCP could be attributed to this workload.
 - Additional administrative costs requested by ALRB in the January 2015 BCP could not be clearly attributed to the Gerawan Farming cases and therefore was not used to calculate the total anticipated spending.

- A review of the January 2015 BCP shows that at least four staff positions and \$766,962 of the overall increase can be attributed to Gerawan for the 2015-16 budget year. (\$44,500 for staff services analyst + \$216,000 for two ALJs + \$116,000 for attorney + \$390,462 for benefits = \$766,962). These relevant portions are discussed below and highlighted in the attached January 2015 BCP.
 - ALRB requested funding for an additional staff services analyst in the Visalia branch (the branch that handles the Gerawan Farming cases). This is at a cost of \$44,500 per year. (\$89,000 total was requested for two staff services positions, because only one position is for Visalia and thereby the Gerawan Farming cases, this number was divided by two)
 - ALRB requested funding for two additional Administrative Law Judges (Hearing Officers) because the only current full-time ALJ employed by ALRB is assigned to the Gerawan Farming cases and will be occupied through at least June 2016. This is at a cost of \$216,000 per year.
 - ALRB requested funding for an additional Attorney IV to address the litigation workload, primarily related to the Appellate cases. This is at a cost of \$116,000 per year. As discussed more below, this is largely to handle the workload of attorney time redirected from the Attorney General's office. This appears to be the first mention of other agencies putting resources towards the Gerawan Farming cases. However, the January 2015 BCP gives no indication of what the cost for the AG's time was or what agency bore these costs. Therefore, none of these potential prior costs have been included in the above chart.
 - Finally, ALRB requested an additional \$1,269,000 for staff benefits for all 13 thirteen of the new positions. Of this amount, about \$390,462 can be attributed to the previously mentioned four staff positions hired to handle the workload for the Gerawan Farming cases ($\$1,269,000/13 = \$97,615.38 \times 4 = \$390,461.54$)

Budget Year 2016-17

- The estimated spending for ALRB during the 2016-17 budget year on the Gerawan Farming cases is at least \$3,301,462, as shown in the table on the first page of this memo.
- There were no additional BCPs showing that ALRB requested additional funding, so it is assumed that spending on Gerawan-related issues will remain constant from the prior year.

Estimated Spending on Gerawan Farming Cases Will Constitute more than 34% of Entire ALRB Budget for 2015-16 and 2016-17

- As discussed more in Section II of this memo, the total ALRB budget for 2016-17 is currently proposed to be \$9,615,000. Thus, the estimated \$3,301,462 that ALRB will spend on Gerawan Farming cases for that year constitutes more than 34% of their entire budget.

- As discussed more in Section II of this memo, the total ALRB budget for 2015-16 is currently estimated to be \$9,673,000. Thus, the estimated \$3,301,462 that ALRB will spend on Gerawan Farming cases for that year constitutes more than 34% of their entire budget.
- As discussed more in Section II of this memo, the total ALRB budget for 2014-15 (Actual) was \$8,077,000. Thus, the estimated \$3,079,500 that ALRB will spend on Gerawan Farming cases for that year constitutes more than 38% of their entire budget.

Section II: ALRB Overall Budget Increase

Summary

A review of California State Budget documents obtained from the Department of Finance website show that since the 2012-13 budget year, the ALRB budget has increased dramatically, largely to deal with the ongoing fight and cases against Gerawan Farming. This is captured in the chart below and discussed in more detail in subsequent sections of this memo.

Budget Year	ALRB Staff Positions	ALRB Budget
2012-13 Actual (January 2014)	36.7	\$5,460,000
2013-14 Actual (January 2015)	43.7	\$5,982,000
2014-15 Actual (January 2016)	49.1	\$8,077,000
2015-16 Estimated (January 2016)	54.7	\$9,673,000
2016-17 Proposed (January 2016)	54.7	\$9,615,000

Key Findings of Interest

- Since the 2012-13 budget year, ALRB has added 18 positions (from 36.7 to 54.7). This represents a 49% increase in staff.
- As discussed in more detail below, ALRB starting requesting additional staff positions specifically to deal with the Gerawan Farming cases prior to when the budget was enacted in June 2014. In their March 2014 and January 2015 BCPs, ALRB requested 18 additional staff positions.
- ALRB's budget increased by \$4,213,000 between the 2012-13 Actual Budget and the 2015-16 Estimate Budget. This represents an increase in spending of 77%.
- As shown in the table above, ALRB's 2014-15 and 2015-16 budgets increased significantly from the prior years, reflecting the budget augmentations they sought (and received) in their April 2014 and January 2015 BCPs specifically to deal with Gerawan Farming cases.

ALRB April 2014 & January 2015 BCPs Requesting More Budget/Staff

- The March 2014 BCP obtained from the California Department of Finance in response to a Public Records Act request shows that ALRB asked for a budget increase of \$1,993,000 and for five more staff positions specifically to accommodate their increased workload to challenge Gerawan Farming. The full BCP is attached to this memo.

STATE OF CALIFORNIA Budget Change Proposal - Cover Sheet DF-46 (REV 03/13)				
Fiscal Year _014/2015	BCP No. ALRB 14-01 FL	Org. Code 7300	Department Agricultural Labor Relations Board	Priority No. 1
Program 20 General Counsel and 10 Board			Element	Component
Proposal Title Funding for the Agricultural Labor Relations Board's Office of the General Counsel and Administration				
Proposal Summary The Agricultural Labor Relations Board (ALRB) General Counsel requests \$1.993 million from the General Fund (including \$1.448 million ongoing) and 5 positions (4 attorneys and 1 field examiner) to address additional workload due to increased caseload responsibilities. This request includes a rebasing of the department's operating expenses and equipment.				

ALRB Budget Change Proposal, California Department of Finance, March 27, 2014

ALRB Spring Finance Letter
March 27, 2014

chart for the Office of the General Counsel and Attachment E is an "after" proposed organizational chart that reflects where the requested five positions will be based.

a. 4 Attorneys and 1 Field Examiner Positions

This proposal requests four attorneys and one field examiner. These additional five positions will help the ALRB address an increased workload over the last two and half years, the backlog of cases, and the significant workload caused by intense litigation in numerous complex cases involving one of California's largest growers, Gerawan Farming, Inc. The ALRB General Counsel does not have the staff to fully and timely investigate and prosecute complex cases like Gerawan internally at a standard the General Counsel recognizes is necessary and as required by our governing Regulations, without shutting down much of the other work conducted by the agency. Cal. Code Regs. §20335(c).

ALRB Budget Change Proposal, California Department of Finance, March 27, 2014

ii. Background on the Gerawan Farming Inc. Cases

In October 2013, there was a sudden explosion of activity involving Gerawan farm workers with the filing of two petitions to decertify the union. The representation election involved approximately 2,600 Gerawan farm workers and was one of the largest representation elections conducted in ALRB history. The election required participation from the entire agency, drew intense media scrutiny of the ALRB, and involved multiple protests of hundreds of farm workers at ALRB offices. Thus far, Gerawan has already consumed extensive ALRB resources, including over 3,200 staff hours to conduct a

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ALRB Spring Finance Letter
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representation election and to conduct preliminary investigations, and involves serious fraud and employer assistance issues as well as over 60 unfair labor practice charges.

Investigating these 60 ULP charges will require extensive investigations, hearing preparation, and post hearing briefing. This includes home visits to farm workers, interviews with foremen and other Gerawan agents and multiple administrative hearings.² See Attachment F. Gerawan will, in all likelihood, take at least 3-4 years to complete. The General Counsel faces well-funded opposing counsel in this case. Additional resources to fund Gerawan litigation are critical. The General Counsel cannot and will not shut down the entire agency to litigate one case. If additional funding for positions is not approved, the General Counsel will not be able to move forward in litigating the Gerawan cases.

iii. Resources Required for Complex Litigation Cases Including Gerawan Farming, Inc.

The ALRB has seen an increase in recent years in the complexity of cases brought before the agency. In a recent comparable case to Gerawan, involving a decertification election at D'Arrigo Bros. of CA, another large grower, involving only six (6) ULP charges that were far less egregious, the ALRB was similarly unable to internally handle parts of the case, namely, the post-hearing briefing associated with D'Arrigo. The General Counsel received assistance from the California Department of Human Resources to complete the necessary post-hearing briefing for D'Arrigo. For the D'Arrigo briefing alone, CalHR required ten (10) attorneys, that is more attorneys than the General Counsel had in the entire agency, four (4) paralegals and six (6) law clerks to prepare the briefing, expending a total of 2,883.5 hours on the case at a total cost of \$468,498.

D'Arrigo and Gerawan are comparable, but Gerawan is significantly more complex because it involves a significantly higher number of ULP charges, much more serious allegations of employer misconduct and fraud. The ALRB does not have the resources to litigate Gerawan and the General Counsel has already dedicated significant staff resources to this case in 2013. If CalHR were to handle the Gerawan case, it would easily be at a cost of anywhere from \$2 to 2.5 million dollars, and while they may be able to handle the briefing, they lack the expertise to investigate the charges.

ALRB Budget Change Proposal, California Department of Finance, March 27, 2014

- The January 2015 BCP obtained from the California Department of Finance in response to a Public Records Act request shows that ALRB requested a budget increase of \$1,627,000 and 13 additional staff positions. However, as previously mentioned and discussed in more detail below, not all of this can be attributed to the Gerawan Farming cases.
- Six of the new positions and the majority of administrative costs are to establish two new regional offices locations.

a. Six Positions to Establish Two New Regional Office Locations

The ALRB seeks funding to open a Northern California and a Desert Regional Office. The new offices would be located in these communities to expand access for farmworkers and will enhance agency efficiency by reducing travel times for investigation of charges by regional attorneys and field examiners. These new offices will enable easier access to ALRB services for farmworkers.

The two new offices would be based on the model of the Oxnard Regional Office, which opened in April 2012, with proposed staffing for the new Northern California and Desert Regional Offices comparable to that of Oxnard. Specifically, the ALRB requests 3 positions (1 attorney, 1 field examiner and 1 senior legal typist) for each new office, which the ALRB believes represents the minimum staffing needed to initially establish an office. Offices are intended to be co-located within existing state facilities in those areas. The Northern California Office will be supervised and supported by the Salinas Regional Office, which has served the northern California region and has the knowledge to ensure that the ALRB's new physical presence will be effective.

The ALRB positions its offices in locations that provide the widest access possible to its stakeholders. While the goal is to locate offices in critical agricultural communities, the need for ALRB services extends beyond the office location. ALRB staff are required to travel to reach and serve stakeholders that are widely spread throughout California. ALRB investigations are often conducted in the fields because travel to the regional offices can be cost prohibitive for farmworkers. The use of fleet vehicles (versus personal mileage and/or rental vehicle use) is the most cost-effective method of conducting mission-critical work. This proposal requests one fleet vehicle in each new office. The total one-time cost for two vehicles is \$50,000.

ALRB Budget Change Proposal, California Department of Finance, January 7, 2015

- ALRB requested one additional staff services analyst for the Visalia office. Because this is the primary office responsible for handling the Gerawan Farming cases, the cost for this position can be attributed to ALRB's anticipated 2015-16 expenses for this case. As previously mentioned, and shown below, the cost of this position is \$44,500, plus benefits.
- ALRB also requested two new Administrative Law Judges to handle the hearing workload, because the only current full time ALJ is occupied by the Gerawan Farming cases. Therefore, these cases clearly necessitated the need for hiring new ALJs and the cost can be attributed to ALRB's anticipated 2015-16 expenses for the Gerawan Farming cases.

a. Two Limited-Term Administrative Law Judges (ALJs) to Address Hearing Workload

Timeliness of hearings and decisions are absolutely essential given the seasonal nature of the agricultural workforce. Every case that comes before an ALJ is fact-specific and may be unique in the complexity of the law involved. ALJ decisions are multifaceted, complex, and a unique specialty in labor law. Cases can involve a few to thousands of employees, resulting in numerous legal questions within a single case. Thus, the importance of having ALJs that can focus and devote the time necessary to understand the development of law and policy under both the Act and its regulations, as well as the applicable case law of the NLRA, is critical to the mission of the ALRB.

The ALRB currently has 1.5 full time equivalent ALJs. The full-time judge is currently assigned to Gerawan Farming, Inc. 2013-RD-003-VIS; 2013-CE-027-VIS, a consolidated multiple-ULP Complaint and Election Objection matter that commenced hearing in the fall of 2014, and is expected to run through February 2015, after which the ALJ must issue a decision. The Gerawan matter is expected to occupy this ALJ's time through 2014-15 and the majority of 2015-16. The .5 ALJ is assigned to Ace Tomato Company, Inc., 93-CE-37-VIS. This case, will be heard in January through February 2015 and will occupy the ALJ's time fully through the rest of the fiscal year. For fiscal year 2015-16, the 1.5 judges will continue to be working primarily on Gerawan and Ace.

For the current fiscal year, the General Counsel has requested ten additional hearings. Based on the current pace of requests, the Board anticipates that the General Counsel is likely to request another eight hearings for a total of 18 hearings in addition to those currently scheduled for Gerawan and Ace. Based on current workload trends the Board projects the General Counsel will request 12 hearings in 2015-16 and ongoing.

The Board requests 2 ALJs to address current hearing workload. Without these additional ALJs the Board will effectively be unable to hold any additional hearings, beyond Gerawan and Ace, in 2015-16. Given the variability in the workload, at this time the positions are being requested as 2-year limited-term.

ALRB Budget Change Proposal, California Department of Finance, January 7, 2015

- As discussed in a prior section of this memo, ALRB has requested funding for an additional attorney. ALRB says the need for this attorney is to handle the appellate workload from “increasingly litigious” “parties before the Board,” i.e. Gerawan Farming. Therefore, these cases clearly necessitate the need for hiring a new attorney and the cost can be attributed to ALRB’s anticipated 2015-16 expenses for the Gerawan Farming cases.

b. One Limited-Term Attorney IV to Address Litigation Workload

In recent years, parties before the Board have become increasingly litigious and petitions for review of Board decisions have become increasingly common, significantly increasing the Board Counsel's workload. These cases often involve complex legal issues that require extensive research and briefing, case records that may be tens of thousands of pages long, and petitioning parties represented by law firms staffed with multiple attorneys. Board counsel are required to handle these matters, which must be completed within deadlines set by the courts, while simultaneously handling their regular case load of matters pending before the Board, many of which have their own deadlines set by statute.

ALRB Budget Change Proposal, California Department of Finance, January 7, 2015

- The January 2015 BCP is also the first time another agency, in this case the Attorney General, is mentioned as putting resources towards the Gerawan Farming cases. However, no additional details about the cost, or who previously bore this cost is given. Therefore, this amount was not included in the total estimated ALRB costs that can be attributed to the Gerawan Farming cases.

To address the increased state and federal court litigation workload, in January 2014 the Labor and Workforce Development Agency temporarily redirected resources to provide and Attorney IV to the ALRB to oversee, coordinate, and assist Board Counsel and attorneys assigned from the Office of the Attorney General. The ALRB requests position authority and funding to establish this Attorney IV position as a 2-year limited-term position as additional workload documentation can be compiled to support the ongoing need for this position.

ALRB Budget Change Proposal, California Department of Finance, January 7, 2015

ALRB Costs per Vote

- According to various news articles, workers at Gerawan Farming are fighting ALRB to have their November 2013 votes to decertify from UFW counted. The votes from the November 5, 2013 election have been impounded by ALRB. (<http://www.prima.com/learn-the-facts.php>)(<http://www.freshfruitportal.com/2014/09/12/>)
- According to the ALRB BCP from March 27, 2014, about 2,600 votes were cast in the Gerawan decertification/representation election in November 2013.

In October 2013, there was a sudden explosion of activity involving Gerawan farm workers with the filing of two petitions to decertify the union. The representation election involved approximately 2,600 Gerawan farm workers and was one of the largest representation elections conducted in ALRB history.

ALRB Budget Change Proposal, California Department of Finance, March 27, 2014

- During previous attempts at decertifying in September 2013 and October 2013, Gerawan workers turned in 2,000 – 3,000 votes.

Organized by longtime Gerawan Farming employee Silvia Lopez, thousands of workers fought against the attempted takeover...

Lopez collected signatures to petition the Agricultural Labor Relations Board for decertification of the UFW. She turned in 2,000 signatures Sept. 19. The ALRB rejected her petition and said most of the signatures were forged.

Undaunted, Lopez turned in another 3,000 signatures Friday, Oct. 25.

Within 24 hours, Silas Shawver in the Visalia ALRB office said Lopez turned the petition and signatures in too late to be valid.

But then the Sacramento ALRB overturned Shawver's decision and said the workers could have an election, within seven days of submitting the signatures...

[Cal Watchdog, November 3, 2013](#)

The Gerawan family has been farming in California's Central Valley for more than 60 years, expanding to become the nation's largest peach producer. Dan Gerawan hires thousands of farm workers every year, and prices have been good. But now he's dealing with a blast from the past that is sending ripples across the Golden State's agricultural community like a Steinbeck novel, except with more lawyers....

"Having the UFW is like having two bosses, and we don't want that," said 15-year employee Silvia Lopez, who led a campaign to collect enough signatures to bring about a decertification vote. Lopez said friends and family who work in unionized operations tell her they pay too much in dues and do not get enough in return...

Lopez said she turned in 2,700 to 2,800 signatures for a decertification vote, which would be more than enough. However, the ALRB may block a vote if it believes too many signatures are invalid, or if it believes the signatures were gathered at the farm's behest. This week some of the workers protested outside the ALRB's regional offices, demanding a chance to vote.

[CNBC, September 25, 2013](#) (emphasis added)

Official State Budget Figures for ALRB

The numbers for the 2012-13 Actual Budget are based on the [full detailed proposed budget](#) published by the Governor and the Department of Finance in January 2014.

7300 Agricultural Labor Relations Board							
The Agricultural Labor Relations Board is responsible for: (1) conducting secret ballot elections so that farm workers in California may decide whether to have a union represent them in collective bargaining with their employer, and (2) investigating, prosecuting, and adjudicating unfair labor practice disputes.							
3-YR EXPENDITURES AND POSITIONS							
		Positions			Expenditures		
		2012-13	2013-14	2014-15	2012-13*	2013-14*	2014-15*
10	Board Administration	11.2	13.5	13.5	\$2,085	\$2,376	\$2,385
20	General Counsel Administration	23.3	27.0	27.0	3,375	3,715	3,760
30.01	Administration Services	2.2	5.0	5.0	387	644	662
30.02	Distributed Administration Services	-	-	-	-387	-644	-662
TOTALS, POSITIONS AND EXPENDITURES (All Programs)		36.7	45.5	45.5	\$5,460	\$6,091	\$6,145

[ALRB 2014 - 2015 Full Proposed Budget](#)

The numbers for the 2013-14 Actual Budget are based on the [full detailed proposed budget](#) published by the Governor and the Department of Finance in January 2015.

7300 Agricultural Labor Relations Board

The Agricultural Labor Relations Board is responsible for: (1) carrying out the policy of the State of California to encourage and protect the associational rights of agricultural employees; (2) conducting secret ballot elections so that farm workers in California may decide whether to have a union represent them in collective bargaining with their employer; and (3) investigating, prosecuting, and adjudicating unfair labor practice disputes.

3-YR EXPENDITURES AND POSITIONS

		Positions			Expenditures		
		2013-14	2014-15	2015-16	2013-14*	2014-15*	2015-16*
6050	Board Administration	12.0	13.5	16.5	\$2,280	\$2,964	\$3,626
6055	General Counsel Administration	27.9	31.0	40.0	3,702	5,333	5,831
9900100	Administration	3.8	6.0	7.0	541	681	877
9900200	Administration - Distributed	-	-	-	-541	-681	-877
TOTALS, POSITIONS AND EXPENDITURES (All Programs)		43.7	50.5	63.5	\$5,982	\$8,297	\$9,457

[*ALRB 2015 - 2016 Full Proposed Budget*](#)

The numbers for the 2014-15 Actual Budget, 2015-16 Estimate Budget, and 2016-17 Proposed Budget are based on the [full detailed proposed budget](#) published by the Governor and the Department of Finance in January 2016.

LABOR AND WORKFORCE DEVELOPMENT

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7300 Agricultural Labor Relations Board

The Agricultural Labor Relations Board is responsible for: (1) carrying out the policy of the State of California to encourage and protect the associational rights of agricultural employees; (2) conducting secret ballot elections so that farm workers in California may decide whether to have a union represent them in collective bargaining with their employer; and (3) investigating, prosecuting, and adjudicating unfair labor practice disputes.

3-YR EXPENDITURES AND POSITIONS

		Positions			Expenditures		
		2014-15	2015-16	2016-17	2014-15*	2015-16*	2016-17*
6050	Board Administration	13.3	14.2	14.2	\$2,877	\$3,713	\$3,746
6055	General Counsel Administration	31.0	35.1	35.1	5,200	5,960	5,869
9900100	Administration	4.8	5.4	5.4	510	894	888
9900200	Administration - Distributed	-	-	-	-510	-894	-888
TOTALS, POSITIONS AND EXPENDITURES (All Programs)		49.1	54.7	54.7	\$8,077	\$9,673	\$9,615

[*ALRB 2016 - 2017 Full Proposed Budget*](#)