



STATE OF CALIFORNIA  
AGRICULTURAL LABOR RELATIONS BOARD  
**NOTICE TO EMPLOYEES**

**Cinagro Farms, Inc., 2022-CE-039-SAL; 48 ALRB No. 2**

After investigating a charge that was filed with the Agricultural Labor Relations Board (ALRB), the General Counsel of the ALRB issued a complaint alleging that we violated the law. After a hearing at which all parties had an opportunity to present evidence, the ALRB determined that we violated the Agricultural Labor Relations Act by terminating employees for engaging in protected concerted activity. The ALRB has told us to publish this Notice. We will do what the ALRB has ordered us to do. The Agricultural Labor Relations Act is a law that gives you and all other farm workers in California these rights:

1. To organize yourselves.
2. To form, join, or help a labor organization or bargaining representative.
3. To vote in a secret ballot election to decide whether you want a union to represent you.
4. To bargain with your employer about your wages and working conditions through a union chosen by a majority of the employees and certified by the Board.
5. To act together with other workers to help and protect one another.
6. To decide not to do any of these things.


Because you have these rights, we promise that:

**WE WILL NOT** discharge you because you complain about wages, hours, and working conditions on behalf of yourself and your coworkers.

**WE WILL NOT** in any similar or related manner interfere with, restrain, or coerce employees from exercising their rights under the Act.

**WE WILL** make whole Marisol Jimenez, Hector Cruz, Maria Duarte, Yolanda Antonio Garcia, Rigoberto Perez Martinez and Maria Angelica Santiago for all wages or other economic losses that they suffered as a result of our unlawful conduct.

Cinagro Farms, Inc.

Dated: 9-16-24 By: 

Title of Representative Signing Notice: CEO

If you have any questions about your rights as farm workers or about this Notice, you may contact any office of the Agricultural Labor Relations Board. The closest office is the ALRB Oxnard Sub-Regional Office, 1901 N. Solar Drive, Suite # 240, Oxnard, CA 93036. The telephone number is (805) 973-5062. Another office is the ALRB Salinas Regional located at 342 Pajaro Street, Salinas, California. The telephone number is (831) 769-8031.

This is an official notice of the ALRB, an agency of the State of California.

**PLEASE DO NOT REMOVE OR MUTILATE**



**NOTICE OF DETERMINATION CINAGRO FARMS, INC.  
WILLFULLY MISCLASSIFIED EMPLOYEES IN VIOLATION OF THE LAW**

The California Agricultural Labor Relations Board, an administrative agency within the Labor and Workforce Development Agency, found that Cinagro Farms, Inc. committed a serious violation of the law by willfully misclassifying employees as independent contractors. A California Court of Appeal denied Cinagro Farms, Inc.'s petition to review this finding.

Cinagro Farms, Inc. has changed its business practices to avoid committing further violations of the law prohibiting the misclassification of employees as independent contractors.

When employees are misclassified as independent contractors, their employer often avoids paying payroll taxes, minimum wage or overtime, or providing required meal periods and rest breaks. Employees also are deprived other rights and benefits, including workers' compensation coverage, family leave, unemployment insurance, the right to organize or join a union, and protection against employer retaliation. Any employee who believes they are being misclassified as an independent contractor may contact the Labor and Workforce Development Agency at:

California Labor & Workforce Development Agency  
800 Capitol Mall, Suite 5000 (MIC-55)  
Sacramento, CA 95814

Phone: (916) 653-9900  
Fax: (916) 653-6913  
Email: [legal@labor.ca.gov](mailto:legal@labor.ca.gov)

Additional information regarding resources for employees who believe they are being misclassified as independent contractors is available on the Labor and Workforce Development Agency's web site at < <https://www.labor.ca.gov/employmentstatus/workers/> >, including how to file a wage claim or report a violation with the Labor Commissioner.

CINAGRO FARMS, INC.

Dated: 9-16-24

By: Tony DiGHERA CEO  
[Printed Name]  
[Title of Officer]

If you have any questions about your rights as a farmworker or about this notice, you may contact any office of the Agricultural Labor Relations Board. One office is located at 1901 Solar Drive, Suite 240, Oxnard, California 93036. The telephone number is (805) 973-5062. Additional information regarding how to contact the offices of the Agricultural Labor Relations Board is available online at < <https://www.alrb.ca.gov/contact-us/> >.

**This is an official notice posted pursuant to an order of the Agricultural Labor Relations Board pursuant to California Labor Code section 226.8.**