



NEWS RELEASE
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Foley Family Farms, LLC Agrees to Pay \$17,945 to Settle Unfair Labor Practice Complaint that Agricultural Workers Were Fired Because They Requested a Wage Increase, Used Paid Sick Leave, and Complained About Threats of Termination for Using Paid Sick Leave

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SANTA ROSA, Calif. – Foley Family Farms, LLC (“Foley”) located in Sonoma County, California agreed to pay \$17,945 in lost wages to eight agricultural workers to resolve a Complaint filed by the California Agricultural Labor Relations Board (“ALRB”) alleging that the workers were fired because they requested a \$1.00 per hour wage increase, used paid sick leave and complained about threats of termination for using paid sick leave.

Foley hired the agricultural workers through Dos Viñas Vineyard Management, LLC (“Dos Viñas”) to grow and harvest wine grapes for the 2023 season. On September 1, 2023, Santa Rosa based nonprofit North Bay Jobs With Justice filed an unfair labor practice charge with the ALRB alleging that Foley and Dos Viñas retaliated against agricultural workers for exercising their rights to request a wage increase and use paid sick leave.

In the October 24, 2024 settlement agreement with the ALRB, Foley agreed to compensate the eight workers for their lost wages and expenses resulting from their termination, totaling \$17,945. Foley also agreed to respect its employees’ rights, including those hired through farm labor contractors, and to not interfere with their rights to come together for mutual aid and protection. Foley also agreed that ALRB Agents will provide training to supervisors about their responsibilities under the Agricultural Labor Relations Act. ALRB agents will also go to Foley’s worksites to read a Notice to all agricultural workers about their rights under the Agricultural Labor Relations Act (“ALRA”). This Notice will be posted at the vineyards for 90 days and mailed to current and former employees.

The ALRB enforces the ALRA, which states that “it is the policy of the State of California to encourage and protect the right of agricultural employees to full freedom of association, self-organization, and designation of representatives of their own choosing, to negotiate the terms and conditions of their employment, and to be free from the interference, restraint, or coercion of employers of labor, or their agents, in the designation of such representatives of in self-organization or in other concerted activities for the purpose of collective bargaining or other mutual aid or protection.” The ALRB is headquartered in Sacramento and maintains field offices in Santa Rosa, Salinas, Oxnard, Visalia, and Indio. Those wishing to access ALRB services may call any ALRB office including the Santa Rosa office at (707) 527-3256, or a statewide toll-free phone number, (800) 449-3699. More information is available at www.alrb.ca.gov.