

PURPOSE

Arizona's Agricultural Employment Relations Board (AERB) was established by A.R.S. §23-1386 in 1972 to provide a means to collectively bargain which is fair and equitable to agricultural employers, labor organizations and employees. The AERB oversees a process by which the agricultural community may engage in labor organization activities and fair elections and by which declaration may be made whether certain acts are unfair labor practices and therefore subject to legal intervention.



CONTACT US

The AERB is comprised of seven members (and two alternates):

- » Two agricultural employers/management (and one alternate)
- » Two organized agricultural labor representatives (and one alternate)
- » Three public members, from which the Chairman is selected.

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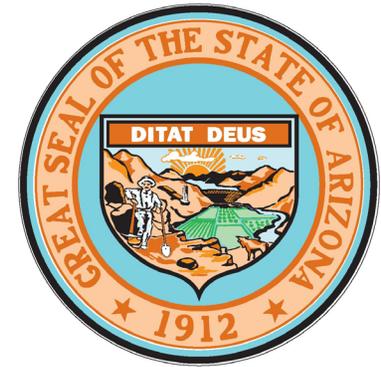
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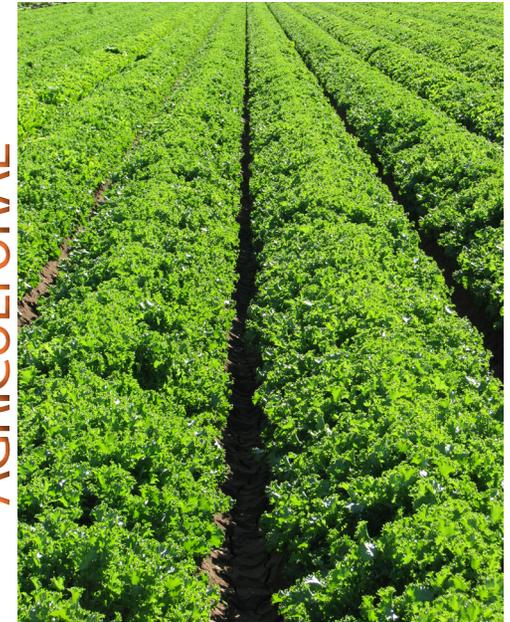
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EMPLOYMENT



AGRICULTURAL

RELATIONS

**AGRICULTURAL
EMPLOYMENT
RELATIONS
BOARD**

Arizona's Agricultural Employment Relations Act was established per A.R.S. §23-1381 *et al.* No other federal, state or local agency has the authority to resolve questions of representation and labor disputes between agricultural labor and employers. **The AERB's statutes are patterned after the National Labor Relations Act, which specifically excludes agricultural workers from its jurisdiction.**



OBJECTIVE

Protection of Agricultural Employee Rights

Protection of Agricultural Employer Rights

Certification of Representation

De-certification of Representation

Prevention of Unfair Labor Practices

THE LAW

IMPORTANCE

The AERB is somewhat similar to a fire department - The fire fighters do not want fires to occur, but when a fire does occur, the fire fighters respond.

As one can imagine, the perishable and seasonal nature of much of Arizona's \$23.3 billion agricultural industry makes it incredibly vulnerable to irreparable harm should disputes and unrest take place without the oversight of the AERB.

