

Department of Industrial Relations
DIVISION OF LABOR STANDARDS ENFORCEMENT
Licensing & Registration Unit
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June 26, 2014

Dear Farm Labor Contractor:

We are sending this letter to inform you that we have new Farm Labor Contractor (FLC) regulations that will be effective 7/1/2014. You can find more information on our website at http://www.dir.ca.gov/dlse/regulation_detail/farm-labor-contractors-license.Oct-2013.html

Based on these regulations we have updated our application forms for new applicants DLSE 401-N (Rev. 03/14), for renewal applicants DLSE 401-R (Rev. 03/14), and the Short form for renewal applicants DLSE 401-S (Rev. 03/14). The FLC Bond form DLSE 401 (Rev. 3/14) has also been revised. You will find these updated forms on our website at <http://www.dir.ca.gov/DLSE/Obtainlicense.html>

Some of the major changes are as follows:

- We have added time frames on some of the information that we are asking you to provide on the application. For example on the application it asks if you owe any delinquent wages, whether you have unpaid judgments etc. we have added a time frame of “within the last 10 years.”
- Duties of Contractors – Section 13666 of the regulations requires that the rate of compensation that a licensee is paying his or her employees must be displayed in a format no smaller than 8-1/2 x 11 inches and in bold lettering no smaller than 16-point font. The name of the licensee shall be identified on this posting.
- Identification Signage at Worksite – Section 13666.1 of the regulations requires that the licensee shall erect a temporary sign at each worksite where workers are working which prominently and legibly identifies the licensee’s name, license number in the top-half portion of the sign, and a name and working phone number for the licensee’s field supervisor in the bottom-half portion of the sign. The sign shall be no smaller than four (4) feet by four (4) feet and have contrasting colors for the background and lettering for legibility.
- Worker Safety Training of Crew Leaders and Forepersons – 13666.2 of the regulations requires that the licensee provide periodic workers safety training to each crew leader, foreperson or other employee whose duties include the supervision, direction or control of any agricultural worker on behalf of a licensee. The training required under this section may be a single quarterly training of at least 15 minutes, or more frequent periodic training monthly during the quarter of a calendar year that a licensee operates which achieves at least 15 minutes total during the quarter. The licensee shall maintain a record of all training and information provided and shall maintain these records for two years and shall make them available, upon request, to the Labor Commissioner.

FLC Notification of Changes
June 26, 2014

If you have any additional questions, please feel free to contact the Licensing and Registration Unit at (415) 703-4854

Sincerely,

LUCIA CEJA
Senior Deputy Labor Commissioner
Licensing & Registration Unit