

BOOK REVIEW

Labor Management Laws in California Agriculture

Labor Management Laws in California Agriculture, by Howard R. Rosenberg¹ and Daniel L. Egan,² (Cooperative Extension, University of California, Division of Agriculture and Natural Resources (1990)), provides an updated summary of California and Federal laws and regulations that affect the agricultural employer. Its purpose is to further the understanding of laws that set specific terms of employment and to guide providers and users of labor on legal employment procedures. Concise and easy to use, it serves as a quick reference guide to the experienced employer as well as a practical handbook for new personnel managers.

The book is neatly divided into five chapters covering major facets of personnel management: the employment contract, recruitment, hiring, health and safety, payroll, fringe benefits, discipline and discharge. The comprehensive index and well-placed subheadings enable the reader to quickly find any section of interest to see what legal changes have occurred. Each section is short, with the applicable citations to California law placed in footnotes.

Both California and federal regulations and procedures are discussed, with the compliance differences carefully spelled out. Reference is made to 1990 statutory changes in laws affecting farmers and to significant judicial decisions that change the law. Of note are the 1989 California Labor Code requirements that employers establish and

¹ Mr. Rosenberg received his Ph.D. in 1980 from the Haas School of Business, University of California. He is the Cooperative Extension Specialist for the Department of Agricultural and Resource Economics, U.C. Berkeley, and Director of the DANR Agricultural Personnel Management Program.

² Mr. Egan received his J.D. from Boalt Hall School of Law, University of California, and was admitted to the State Bar of California in 1989. He is currently practicing law in San Francisco.

maintain a written accident and illness prevention program and the 1990 United States Supreme Court worker's compensation decision, *Adams Fruit Company v. Barrett*, 494 U.S. —, 110 S. Ct. 1384 (1990), which has major implications on grower liability.

The book offers straightforward guidance on issues relating to hazardous conditions, pesticide safety, sexual harassment and wrongful termination. Sections on expressed discipline policies as a means of protection and on the differences between employment and contracting are particularly relevant.

A directory of government agencies that regulate labor practices is also included.

Labor Management Laws can be ordered from the Division of Agriculture and Natural Resources, University of California, 6701 San Pablo Avenue, Oakland, California 94608-1239.

ROSE E. MOHAN