

ADRIAN J. HARDESTY

LABOR RELATIONS | EMPLOYEE RELATIONS | ORGANIZATIONAL DEVELOPMENT | WORKPLACE INVESTIGATIONS

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PROFESSIONAL PROFILE

Labor and employee relations professional focused on organizational development, constructive labor-management systems, workplace problem-solving, and effective conflict resolution. Background combines public-sector investigations, union representation and governance, collective bargaining participation, and extensive leadership experience in unionized field operations. Current Deputy Labor Commissioner with the California Department of Industrial Relations and CASE Local Representative/negotiating-team member; former elected IBEW Local 551 Executive Board Member and Labor Trustee. Graduate study at Rutgers University focuses on labor law, negotiation, conflict resolution, arbitration, and organizational effectiveness.

PROFESSIONAL EXPERIENCE

Deputy Labor Commissioner, Bureau of Field Enforcement

California Department of Industrial Relations | Santa Rosa, CA | May 2025-Present

- Conduct workplace investigations through worker and employer interviews, forensic payroll audits, records review, regulatory research, inspections, and follow-up in sensitive and frequently adversarial settings.
- Analyze payroll, timekeeping, personnel, insurance, and business records; identify disputed facts and governing requirements; prepare evidence summaries, investigative reports, citations, subpoenas, and administrative case files.
- Prepare matters for administrative appeal hearings by organizing exhibits, evaluating defenses, confirming procedural compliance, and developing concise fact-and-law presentations.
- Manage concurrent cases and statutory deadlines while explaining complex workplace rights and legal requirements clearly to workers, employers, representatives, and management.

Labor Leadership, Negotiation & Representation

CASE and IBEW Local 551 | Northern California | 2016-Present

- Serve as CASE Local Representative and negotiating-team member, handling grievance-related matters, contract interpretation, bargaining and meet-and-confer preparation, and member representation.
- Develop issue summaries, timelines, evidence, correspondence, proposals, and meeting materials while maintaining sensitive information with accuracy, confidentiality, and follow-through.
- Served IBEW Local 551 as Executive Board Member (2022-2025), Labor Trustee (2023-2025), Examining Board Member (2016-2019), Convention Delegate, and member-engagement participant.
- Bring practical experience in union governance, fiduciary accountability, CBA administration, grievance and arbitration preparation, and labor-management communication.

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Unionized Electrical Construction Foreman / State-Certified General Electrician

Commercial & Industrial Electrical Construction | Northern California | 2012-2025

- Led crews in safety-sensitive, unionized construction environments with responsibility for work planning, scheduling, quality, productivity, coaching, accountability, and jobsite communication.
- Worked directly with journey-level workers, apprentices, union representatives, contractors, customers, and supervisors to resolve workplace and operational issues.
- Developed firsthand understanding of represented workforce dynamics, safety culture, performance concerns, and the importance of consistent contract and policy application.
- Mentored apprentices and less-experienced workers in safety, technical standards, work planning, and professional expectations.

Owner / Operator

U.S. Agrosystems | California | 2005-2012

- Managed an environmental and precision-agriculture consulting business involving client communication, project coordination, compliance awareness, GIS/GPS data, research, and deadline-driven field work.
- Balanced technical field work with customer service, project planning, documentation, data analysis, and independent business operations.

Communications Specialist

United States Army, Communications Corps | 1992-1995

- Supported mobile radio-frequency and encryption communications in disciplined, mission-focused environments requiring reliability, teamwork, and technical proficiency.
- Received the Army Achievement Medal, National Defense Service Medal, and Overseas Service Ribbon.

EDUCATION & CREDENTIALS

Rutgers University

School of Management and Labor Relations
Labor and Employment Relations

Graduate Certificate in Conflict Resolution and Negotiation

University of California, Santa Cruz

B.A., Environmental Studies
Sustainable Development focus | Thesis Honors

California State-Certified General Electrician

License 166066

SELECTED EXPERTISE

Labor & Employee Relations • Organizational Development • Workplace Investigations • Collective Bargaining • Grievance & CBA Administration • Employment Compliance • Conflict Resolution & Negotiation • Union Governance • Unionized Operations & Field Leadership

TECHNOLOGY & DATA

Qualtrics survey design and administration • Excel pivot tables, charts, descriptive statistics, regression analysis, and data visualization • Salesforce CRM • case-management and database systems • GIS/GPS platforms • Microsoft Office