

ADRIAN J. HARDESTY

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LABOR RELATIONS | EMPLOYEE RELATIONS | WORKPLACE INVESTIGATIONS | ORGANIZATIONAL LEADERSHIP

PROFESSIONAL PROFILE

Labor and employee relations professional with 10+ years of union leadership, representation, contract interpretation, grievance support, collective bargaining participation, workplace investigations, and unionized field leadership. 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. Combines disciplined fact-finding, evidence and case documentation, regulatory compliance, labor-management communication, frontline operational credibility, and graduate-level preparation in labor law, conflict resolution, negotiation, and arbitration.

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

PROFESSIONAL EXPERIENCE

Deputy Labor Commissioner, Bureau of Field Enforcement

California Department of Industrial Relations | Santa Rosa, CA

May 2025-Present

- Investigate workplace complaints and employment-compliance issues through worker and employer interviews, forensic payroll audits, records review, regulatory research, inspections, and follow-up in sensitive and frequently adversarial settings.
- Review payroll, timekeeping, personnel, insurance, and business records; identify disputed facts and governing requirements; and prepare evidence summaries, investigative reports, citations, subpoenas, and administrative case files.
- Prepare matters for administrative appeal hearings by organizing exhibits, evaluating defenses, confirming service and procedural compliance, and developing concise fact-and-law presentations.
- Manage concurrent cases, statutory deadlines, document requests, case-system entries, and written communications 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 Local Representative and negotiating-team member for the California Attorneys, Administrative Law Judges, Hearing Officers, and Deputy Labor Commissioners in State Employment (CASE); handle grievance-related matters, advise represented employees on contract rights, interpret contract provisions, identify recurring workplace issues, and support bargaining and meet-and-confer preparation.
- Develop issue summaries, timelines, evidence, correspondence, proposals, and meeting materials; track deadlines and maintain sensitive case 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, contributing to governance, fiduciary accountability, member education, and leadership development.
- Support CBA interpretation and grievance/arbitration preparation through fact development, documentation review, issue framing, procedural analysis, and communication across members, union officers, supervisors, contractors, and management representatives.

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 across varied experience levels and interests.
- Developed firsthand understanding of represented workforce dynamics, referral and dispatch systems, 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, business records, GIS/GPS data, research, and deadline-driven field work.
- Balanced technical field work with customer service, project planning, documentation, and business operations while working independently across varied client needs.
- Designed and implemented precision-agriculture systems using GIS/GPS technology and supported research, data analysis, and land-management planning.

Communications Specialist United States Army, Communications Corps

1992-1995

- Supported communications operations involving mobile radio-frequency and encryption systems 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

Master of Labor and Employment Relations, December 2026

Graduate Certificate in Conflict Resolution and Negotiation, May 2026

Selected graduate study: collective bargaining; labor law; employment and labor arbitration; just cause; conflict resolution; negotiation; research methods; survey design; and organizational problem solving.

University of California, Santa Cruz | B.A., Environmental Studies / Thesis Honors

California State-Certified General Electrician | License 166066

TECHNOLOGY & DATA ANALYTICS

- **Qualtrics:** Survey design and administration, question construction, display logic, and survey formatting.
- **Excel & Data Analytics:** Pivot tables, charts, descriptive statistics, regression analysis, and data visualization.
- **Systems & Professional Tools:** Salesforce CRM; case-management and database systems; GIS/GPS platforms; Microsoft Office; research, evidence organization, and document management.