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**IN THE UNITED STATES DISTRICT COURT
FOR THE EASTERN DISTRICT OF CALIFORNIA**

SABAS ARRENDONDO, et al.,

Plaintiff,

vs.

DELANO FARMS COMPANY,
et al.,

Defendants.

CASE NO. CV F 09-1247 LJO DLB

**TEMPORARY RESTRAINING ORDER;
ORDER TO SHOW CAUSE RE
PRELIMINARY INJUNCTION**

TO: DEFENDANTS DELANO FARMS COMPANY AND ITS ATTORNEYS OF RECORD:

PENDING HEARING on the below Order to Show Cause, for good cause shown, it is ORDERED that Delano Farms Company, and its supervisors, including, but not limited to, Manual Guzman, as well as officers, agents, managers and employees of Delano Farms Company, and any other persons in active concert with Delano Farms Company, be, and hereby are, temporarily enjoined and restrained until August 25, 2010 and no longer without the further order of this Court, from engaging in or performing the following:

- (a) taking any retaliatory measures or other adverse actions based on retaliatory intent affecting identified plaintiffs, identified and/or reasonably known putative class members, and identified and/or reasonably known potential witnesses, in *Arrendondo v. Delano Farms Company*;
- (b) taking any action calculated to discourage current or past employees of Delano Farms from free and open association with any identified plaintiff, identified and/or reasonably known putative class member, or identified and/or reasonably known potential witness

1 in *Arrendondo v. Delano Farms Company*;

- 2 (c) discharging, firing, terminating, suspending, failing to pay, disciplining or taking any
3 other similar adverse action which has the anticipated or intended effect of precluding
4 or discouraging any current Delano Farms employee from testifying, assisting or
5 participating in any proceeding, hearing or investigation in this action, provided,
6 however, that nothing in this Order shall prevent Delano Farms from making normal and
7 customary hiring and firing decisions in the normal course of business.

8
9 IT IS FURTHER ORDERED that Defendant Delano Farms Company shall post, distribute and
10 deliver a copy of this ORDER in English and Spanish to the following entities in the following manner:

- 11 (a) Post a copy of this TRO in English and Spanish on a prominently located bulletin board
12 easily and customarily accessible by employees in all Delano Farms facilities; and
13 (b) Distribute a copy of the TRO to each of Defendant's officers, directors, managers,
14 officers, supervisors, and agents at their place of business or home.

15 IT IS FURTHER ORDERED that defendant Delano Farms appear before this Court on August
16 25, 2010 at 8:30 a.m., or as soon thereafter as counsel can be heard, and show cause, why, pending the
17 final disposition of the matters in *Arrendondo v. Delano Farms Company*, Defendant should not be
18 preliminarily enjoined and restrained in conformance with this Order. Defendants shall show cause in
19 writing, **no later than August 19, 2010. This Court shall discharge the show cause order if, no later**
20 **than August 19, 2010, defendants file and serve a statement of consent to this restraining order.**
21 Plaintiff shall file any written reply no later that 3:00 p.m. on August 23, 2010.

22 IT IS SO ORDERED.

23 **Dated: August 10, 2010**

/s/ Lawrence J. O'Neill
UNITED STATES DISTRICT JUDGE