

**STATE OF CALIFORNIA
AGRICULTURAL LABOR RELATIONS BOARD**

BOARD MEETING MINUTES

**Board Conference Room
915 Capitol Mall
Sacramento, CA 95814**

October 25, 2000

Time - 10:00 a.m.
Members Present - Chairwoman Shiroma; Board Members
Richardson, Barrios, and Mason.
Staff Present - Executive Secretary Barbosa; Board
Counsel Demaris, Levy, Wender, and
Starkey; Chief of Administration Arviso;
Analyst Massie; Board Staff Torres.
Others Present - General Counsel Turner.
Absent -

OPEN SESSION

1. **APPROVAL OF MINUTES.** The Board approved the minutes for October 18, 2000, 4-0.
2. **PUBLIC COMMENT.** None.
3. **GENERAL COUNSEL COMMENT.** None.
4. **BOARD MEMBER COMMENT.** None.
5. **WEEKLY STATUS REPORT ON ELECTIONS, UNFAIR LABOR PRACTICE COMPLAINTS, HEARINGS AND COURT LITIGATION.**

ELECTIONS:

Vinifera, Inc., 00-RC-2-SAL

The matter is pending the Investigative Hearing Examiner (IHE) decision.

Westley R. Bangma and Martin W. Bangma dba Bangma Dairy, 00-RC-2-EC

Neither party filed objections to the election. A certification of results of election was issued on October 20, 2000.

COMPLAINT REPORT:

Two new complaints have issued:

Pictsweet Mushroom Farms, 00-CE-7-EC (OX)

The complaint alleges that the respondent
1) unlawfully assisted, promoted and/or encouraged the circulation of a decertification petition; 2) unlawfully threatened agricultural employees with closure and/or loss of benefits; 3) unlawfully engaged in surveillance of agricultural employees' protected union and concerted activity; and 4) unlawfully pressured an agricultural employee to sign the decertification petition and offered benefits in exchange for signing the petition.

Cieniga Farms, Inc., 00-CE-334-EC (SM)

The complaint alleges that the respondent discharged and failed to employ 11 employees because they asked the owner how much they were going to be paid for picking strawberries, asked for a slight increase, and asked how much they were going to be paid under the hourly rate for that day.

No new cases have been set for hearing.

One case is pending reply:

Grewal Enterprises, Inc., 98-CE-162-EC

Exceptions were received on Tuesday, October 17, 2000. The reply is due October 26, 2000.

HEARINGS: None in progress.

COURT LITIGATION:

Coastal Berry Company, H021585

The Board's response brief was mailed October 13, 2000. Decision is pending a reply brief from the employer petitioner.

6. BUDGET AND ADMINISTRATION.

- (a) **Board Regulations:** Discussion tabled pending input from Regional Directors.

- (b) **Information Technology and Web Site Development Project:** Ms. Massie reported that the toll free telephone number for access to the server is not working, but the vendor has been asked to address the problem. Ms. Arviso will look into the matter and report back to the Board next week. Ms. Massie also stated that she has installed new printer drivers to enable access to the photocopier. She reported on a meeting with the website provider. An access "button" for Spanish speakers will be added to the ALRB website, which will take the viewer to Spanish language materials. After discussion, the Board agreed to post photographs to the ALRB web site and directed Ms. Massie to cost out the purchase of a suitable camera. Ms. Massie stated that basic operator training for the intranet for all staff will be held next month. The training session for the headquarters staff will be November 16, 2000.

- (c) **Administration - Update:** Chief of Administration Arviso distributed a draft report giving a summary listing of payments of monetary awards ordered by the Board. After discussion, the Board directed that Ms. Arviso work with the Executive Secretary to finalize the format of the report. Ms. Arviso provided the Board with a quarterly budget summary. She also handed out a distribution list for email groups, as earlier requested.

- (d) **Strategic Plan - Update:** Chairwoman Shiroma noted that the Board would be meeting tomorrow to review and discuss draft recommendations.

- (e) **Compliance Project - Update:** The Board discussed updating compliance reports and forms.

7. OUTREACH PROJECT. Chairwoman Shiroma reported that a meeting yesterday with Labor Commissioner Art Lujan was encouraging. The Chairwoman, General Counsel Turner, Regional Director Donnell and Executive Secretary Barbosa met with the Labor Commissioner and discussed shared interests in inter-agency coordination and working together.

8. LEGISLATION. Board Counsel Wender informed the Board concerning recent amendments to the Public Records Act concerning access to computerized records.

9. ANNOUNCEMENTS.

United Way pledge forms are due today.

A list of PERS retirement planning seminars will be distributed.

Board Counsel Levy reported that she and Chairwoman Shiroma braved the high winds this past Sunday and completed their walk in the Breast Cancer walk-a-thon.

10. PERSONNEL. The announcements for the Field Examiner I/II positions in Oxnard and Salinas, and the Office Assistant/Office Technician issued yesterday. The applications are due November 22, 2000, or until filled.

11. FUTURE AGENDA REVIEW. The Board meeting for the week of Thanksgiving holiday will be held, if needed, on Tuesday, November 22, 2000.

PUBLIC MEETING ADJOURNED AT: 11:30 a.m.

WHEREUPON THE BOARD ENTERED INTO CLOSED SESSION.