

**STATE OF CALIFORNIA
AGRICULTURAL LABOR RELATIONS BOARD**

BOARD MEETING MINUTES

**Board Conference Room
915 Capitol Mall, 3rd Floor
Sacramento, CA 95814**

October 26, 2005

Time: 10:00 a.m.
Members Present: Chairwoman Shiroma, Board Members Zingale and Rivera-Hernandez
Members Absent: None.
Staff Present: Executive Secretary Barbosa, Board Counsel Wender, Murray and Heyck
Staff Absent: Analyst Massie
Others Present: None

OPEN SESSION

- 1. Approval of Minutes:** The minutes for the October 19, 2005 Board Meeting were approved 3-0.
- 2. Board Member Comments:** The Board thanked Daniel Zingale for his service at the ALRB and wished him well in his new position.
- 3. Public Comments:** None.
- 4. Announcements:**

The 24th Annual Agribusiness Management Conference is scheduled for November 3, 2005 in Fresno, California.

- 5. Weekly Status Report On Elections, Unfair Labor Practice Complaints, Hearings and Court Litigation**

ELECTION REPORT

NOTICE OF INTENT TO TAKE ACCESS (NA) AND NOTICE OF INTENT TO ORGANIZE (NO): No new NAs/NOs to report.

PENDING ELECTION MATTERS:

Gallo Vineyards, Inc., 03-RD-1-SAL

The ALJ issued her decision on the unfair labor practice case on December 19, 2003. The Board issued its decision on November 5, 2004, affirming the ALJ's recommendation that appropriate remedies included the dismissal of the decertification petition. Gallo filed its petition for review on December 2, 2004. Decertification Petitioner Roberto Parra filed a petition for review on December 3, 2004. The certified record was filed on December 10, 2004. The election objections are in abeyance pending completion of the ULP case.

Sutter Mutual Water Company, 05-RC-1-VI

On Wednesday, January 26, 2005 Teamsters Local 137 filed a representation petition with the Visalia Regional Office seeking to organize the agricultural employees of Sutter Mutual Water Company in Robbins, CA. The employer is a water district and water supplier. The unit includes approximately 10 employees who deliver water to farms. The Regional Director issued a letter finding that the agency has jurisdiction to proceed with petition. The Regional Director denied the employer's request that the ballots be impounded. The election was held February 2, 2005, with the following tally:

General Teamsters Local 137	5	
No Union	2	
Unresolved Challenged Ballots		<u>0</u>
Total	7	

Objections to the election were filed on February 9, 2005. An investigative hearing was held on March 24 and July 12, 2005 in Woodland, California. Both the petitioner and employer filed post-hearing briefs. The IHE decision issued September 1, 2005. Exceptions to the decision were received September 15, 2005. Replies were received on September 23, 2005. The case is before the board on decision. On October 25, 2005 the Board directed Visalia Regional Director to provide it with a faxed copy of the eligibility list used during the election with copies served on the parties.

G H & G Zysling Dairy, 05-RC-4-VI

On April 20, 2005 petitioner UFCW Local 1096 filed a rival union petition with the Visalia Regional Office seeking to organize the agricultural employees of G H & G Zysling Dairy and oust the incumbent union Teamster Union, Local 517. The employer is a dairy located in Dinuba with approximately 12 employees. The election

UFCW, Local 1096 (Petitioner)	8
Teamsters, Local 517 (Incumbent)	1
No Union	4
Unresolved Challenged Ballots	<u>13</u>
Total	26

On May 9, 2005 the UFCW filed objections to the election. The objections petition is in abeyance pending completion of the challenged ballot proceeding. Since the unresolved challenged ballots are outcome determinative in number, the RD conducted a challenged ballot investigation and issued his report on July 18, 2005. The Regional Director, after reviewing all the declarations and the information provided by the parties, was unable to resolve the challenges and therefore set the matter for hearing on October 24, 2005. The hearing commenced on October 24 and is in progress.

Giumarra Vineyards Corporation and Giumarra Farms, Inc., 05-RC-7-VI

On August 25, 2005 petitioner United Farm Workers (UFW) filed a representation petition with the Visalia Regional Office seeking to organize the agricultural employees of Giumarra Vineyards Corporation and Giumarra Farms, Inc. The employer is involved in the production of grapes and potatoes and has approximately 3110 employees in Kern and Tulare counties. The election was held on September 1, 2005 with the following results:

UFW	1121
No Union	1246
Unresolved Challenged Ballots	<u>171</u>
Total	2538

Since the unresolved challenged ballots are outcome determinative in number, the RD conducted a challenged ballot investigation and issued his report on October 14, 2005. The Employer has filed one exception to the report on October 26, 2005.

Tule River Dairy, 05-RC-10-VI

On October 13, 2005 UFCW International Union Local 1096 filed a representation petition with the Visalia Regional Office seeking to organize the agricultural employees of Tule River Dairy in Tipton, CA. The employer is a dairy with approximately 15 employees. On October 19, 2005 the Visalia Regional Director approved UFCW's request to withdraw its representation petition. Accordingly, the election that was scheduled for October 20, 2005 has been canceled.

Creekside Dairy and Holstein Lane Dairy, 05-RC-11-VI

On October 17, 2005 petitioner UFCW International Union Local 1096 filed a representation petition with the Visalia Regional Office seeking to organize the agricultural employees of Creekside Dairy and Holstein Lane Dairy. The employer is

a dairy located in Tulare with approximately 25 employees. The election was held this October 24, 2005 with the following tally:

UFCW	6
No Union	17
UCB's	<u>3</u>
Total	26

Election objections, if any, are due postmarked October 31, 2005.

Scurich Bros. Inc., 05-RC-1-SAL

On October 21, 2005 petitioner UFW filed a representation petition with the Salinas Regional Office seeking to organize the agricultural employees of Scurich Bros. Inc. The employer is a strawberry/raspberry grower in Watsonville with approximately 200 employees. On October 25, 2005 the Salinas Regional Director approved the petitioner's request to withdraw its petition.

On October 25, 2005 the UFW filed a notice on intent to organize (NO) at Scurich Bros. Inc.

COMPLAINT REPORTS

PREHEARING OR SETTLEMENT CONFERENCES SCHEDULED

None.

HEARINGS HELD:

None.

TWO CASES ON CALENDAR:

G H & G Zysling Dairy, 05-RC-4-VI

Hearing: October 24, 2005 (hearing in progress)

CASES PENDING ALJ/IHE DECISION:

None.

ALJ/IHE DECISIONS ISSUED:

None.

CASE PENDING EXCEPTIONS OR REPLY:

D'Arrigo Bros. Co., 03-CE-5-SAL

Post-hearing briefs received October 3, 2005.

Exceptions are due November 14, 2005. Replies are due November 28, 2005.

CASES PENDING BOARD DECISION:

Sutter Mutual Water Company, 05-RC-1-VI

Exceptions were received September 15, 2005. Replies were received September 23, 2005.

CASES SETTLED OR RESOLVED:

Dan Tudor and Sons, 02-CE-13-VI

The parties reached an informal bilateral settlement agreement prior to the October 11, 2005 hearing. The matter was continued to October 25, 2005 to allow the parties an opportunity to reduce their agreement to writing. The parties executed the agreement and the matter was taken off calendar on October 24, 2005.

COMPLIANCE CASES CLOSED:

Brighton Farming Co., Inc., 18 ALRB No. 4

CASES TRANSFERRED TO BOARD FOR DECISION:

None.

BOARD DECISIONS:

None.

REQUESTS UNDER MANDATORY MEDIATION AND CONCILIATION LAW:

Hess Collection Winery, Request for Mediation, 2003-MMC-01:

In *Hess Collection Winery* (2003) 29 ALRB No. 6, the Board issued its first decision under the new mandatory mediation and conciliation law, denying the Hess Collection Winery's (Employer) petition for review of the mediator's report imposing final terms of a collective bargaining agreement. The Employer requested that the Board vacate and set aside the mediator's report for a variety of reasons. The Board found no basis for accepting review of the mediator's report and denied the Employer's petition in full. On November 14, 2003, the Employer filed a petition for a writ of review in the Court of Appeal, Third Appellate District pursuant to Labor Code section 1164 seeking review of the Board's Order and Decision in Hess Collection Winery. The certified record was filed with the court on November 24, 2003. On November 24, 2003, the court requested the parties provide supplemental briefing regarding the petitioner's stay request. The petitioner's supplemental letter brief addressing legal authority for, and the appropriateness of the stay was filed December 1, 2003. On December 11, 2003, the parties filed a stipulation to stay the Board's decision pending resolution of the appeal. Petitioner's opening brief was filed with the court on December 23, 2003. The Board's response brief was filed January 22, 2004. Hess' reply brief is due March 3, 2004. On February 4, 2004, the court granted the UFW's request to file an amicus brief, and accepted the brief filed with the request. On February 19, 2004, the court issued a writ of review, directing the ALRB and the real party in interest (UFCW) to file returns (responses) by March 10, with Hess' replication (reply) due 10 days thereafter. Originally, the court treated the case as if it

was governed by Rule 59 of the CA Rules of Court, which governs the procedures for review of final Board orders in unfair labor practice cases. Section 1164.9 of the MMC statute speaks of court review of Board orders fixing a contract in more traditional writ of review terms. The new filings required by the writ of review will essentially reiterate or incorporate by reference the earlier briefs. Western Growers Association filed amicus curiae brief on March 8, 2004. The ALRB's return was filed on March 10, 2004. The matter is now fully briefed and pending decision by the court. On May 25, the court issued an order asking for supplemental letter briefing related to whether the mandatory mediation process involves the delegation of legislative authority and whether such a delegation is valid. The deadline for the Petitioner (Hess) (and amici in support) to file its brief was June 11, 2004. Both Hess and WGA filed letter briefs on June 11. The ALRB's brief was filed June 28, 2004. Amicus Western Growers Association's reply brief was filed on July 8, 2004, and Petitioner's reply brief was filed on July 9, 2004.

COURT LITIGATION:

Western Growers Association, et al., 03AS00987

On August 22, 2003, the plaintiffs filed a petition for writ of mandate in the Court of Appeal, Third Appellate District, seeking to overturn a ruling by the Superior Court that the matter is not yet ripe for adjudication. The Superior Court ruled that the matter would not be ripe until the Board issues a decision fixing the terms of a collective bargaining agreement. This lawsuit, which challenges the constitutionality of the new mandatory mediation and conciliation law (SB 1156 and AB 2596, codified as Labor Code sections 1164 to 1164.14), was filed on February 24, 2002 in the Sacramento County Superior Court. On November 20, 2003, the 3rd DCA issued an order summarily dismissing the petition for writ of mandate in the WGA case. The plaintiffs have filed an amended complaint in the Sacramento County Superior Court. The court has taken plaintiff's motion for a preliminary injunction off calendar pending the DCA ruling in the related case of The Hess Collection Winery, C045405. On December 22, 2003, a demurrer and request for a stay of the matter pending the resolution of a related case (Hess) was filed on behalf of the Board. A hearing on the demurrer and request for stay is scheduled for February 19, 2004. On February 6, 2004 WGA filed its memorandum of points and authorities in opposition to the ALRB's (and the intervenors') motion to stay proceedings and demurrer. On February 18, 2004, the superior court issued a tentative ruling granting the request for a stay, which became final when no party requested to appear at the scheduled hearing by the 4:00 p.m. deadline. Absent an effort seeking a writ in the Court of Appeal to overturn the superior court's ruling (there is no indication that such an effort is planned), further action on this case will await resolution of the Hess Collection Winery v. ALRB case.

The Hess Collection Winery, C045405

On November 14, 2003, the Employer filed a petition for a writ of review in the Court of Appeal, Third Appellate District pursuant to Labor Code section 1164 seeking

review of the Board's Order and Decision in Hess Collection Winery. The certified record was filed on November 24, 2003. On November 24, 2003 the court requested the parties provide supplemental briefing regarding the petitioner's stay request. On December 11, 2003, the parties filed a stipulation staying the Board's order pending resolution of the appeal. Petitioner's opening brief was filed with the court on December 23, 2003. Board's response brief was filed January 22, 2004. Hess' reply brief was due March 3, 2004. On February 4, 2004, the court granted the UFW's request to file an amicus brief, and accepted the brief filed with the request. On February 19, 2004, the court issued a writ of review, directing the ALRB and the real party in interest (UFCW) to file returns (responses) by March 10, with Hess' replication (reply) due 10 days thereafter. Originally, the court treated the case as if it was governed by Rule 59 of the CA Rules of Court, which governs the procedures for review of final Board orders in unfair labor practice cases. Section 1164.9 of the MMC statute speaks of court review of Board orders fixing a contract in more traditional writ of review terms. The new filings required by the writ of review will essentially reiterate or incorporate by reference the earlier briefs. Western Growers Association filed an amicus curiae brief on March 8, 2004. The ALRB's return was filed on March 10, 2004. The matter is now fully briefed and pending decision by the court. On May 25, the court issued an order asking for supplemental letter briefing related to whether the mandatory mediation process involves the delegation of legislative authority and whether such a delegation is valid. Both Hess and WGA filed letter briefs on June 11. The ALRB's brief was filed June 28, 2004. Amicus Western Growers Association's reply brief was filed on July 8, 2004, and Petitioner's reply brief was filed on July 9, 2004.

Gallo Vineyards, Inc., C048387

The Board issued its decision on November 5, 2004. Gallo filed its petition for review on December 2, 2004. Roberto Parra filed a separate petition for review on December 3, 2004. The certified record was filed on December 10, 2004. On December 20, 2004, the Court on its own motion consolidated the petitions filed by Gallo and Parra. The parties stipulated to extend the briefing schedule, and the court approved the stipulation. Parra filed an opening brief on May 20, 2005, and Gallo filed its opening brief on June 10, 2005. The UFW's response brief was filed September 8, 2005. The ALRB's response brief was filed September 9, 2005. Petitioner, Roberto Parra, filed a reply brief on September 28, 2005.

6. Budget and Administration

- (a) Information Technology: Nothing new to report.
- (b) Regulations: No public comment was received to the proposed amendment to title 8, section 20299. The Board voted 3-0 to adopt the amendment as proposed.
- (c) Budget: No new update.

- (d) Labor and Workforce Development Agency: The next Senior Management meeting is scheduled for November 1, 2005. The next General Counsel meeting is scheduled for December 1, 2005.
- (e) Regional Directors' Quarterly Meeting – The next Regional Director's Meeting is scheduled for Thursday, November 4, 2005 at 10 a.m.

7. Outreach Projects

- (a) ALRB Brochures—The printing project is proceeding at the Office of State Printing (OSP).
- (b) ALRB Handbook— The printing project is proceeding at OSP.
- (c) Public Service Announcement—EDD referred Executive Secretary Barbosa to DGS for recording of new PSAs. Executive Secretary Barbosa will obtain estimate of cost to produce new PSA. The information has been forwarded to DGS and we are awaiting a cost estimate.
- (d) DVD Novella – Javier Juarez has completed the DVD of the ALRB Novella.

8. Legislation: Nothing new to report.

9. Personnel: Nothing new to report.

10. Compliance: Nothing new to report.

11. Future Agenda Review: There will be no quorum as of November 1, 2005 due to Member Zingale's departure. Therefore, there will be no Board meetings until a new Board member is appointed to replace Mr. Zingale.

The public meeting adjourned at 11:25 a.m.

WHEREUPON THE BOARD ENTERED INTO CLOSED SESSION.