

**STATE OF CALIFORNIA  
AGRICULTURAL LABOR RELATIONS BOARD**

**BOARD MEETING MINUTES**

**Board Conference Room  
915 Capitol Mall, 3<sup>rd</sup> Floor  
Sacramento, CA 95814**

**January 10, 2007**

**Time:** 10:00 a.m.

**Members Present:** Chairwoman Raymundo  
(via telephone conference), Members Shiroma and Rivera-Hernandez

**Members Absent:** None.

**Staff Present:** General Counsel Lee, Executive Secretary Barbosa,  
Board Counsels Wender, Murray and Heyck,  
Analyst Massie, Accounting Officer Davis and Legal Secretary Sakauye.

**Staff Absent:** None.

**Others Present:** None.

**OPEN SESSION**

**1. Approval of Minutes:** The Board minutes for December 13, 2006 were approved 3-0.

**2. Public Comments:** None

**3. Chair Budget Report:** Accounting Officer Davis presented an update on the current status of the agency's budget. The California Automated Travel Expense Reimbursement System (CalATERS) was discussed. Pursuant to Government Code Section 19822.3 (AB 1806, Chapter 69, Statutes of 2006), all state departments and agencies are required to implement and use CalATERS by July 1, 2009, unless an exemption is recommended by the State Controller's Office and approved by the Department of Finance. Accounting Officer Davis will determine how cost-effective

this solution will be for our agency. Chairwoman Raymundo reported the LWDA Executive Staff meeting will be held on Tuesday, January 23, 2007.

**4. General Counsel Report:** One new CL charge was filed in the Visalia Regional Office involving the UFCW and Valley View Farms. Two new CE charges were filed in Salinas involving D'Arrigo & J Lohr Vineyards. No new complaints have been filed. The Hess settlement negotiations are continuing. The Visalia office relocation will require an additional \$6,000 for moving expenses. The new location may be ready for occupancy either the week of January 15 or January 22.

## **5. Executive Officer Report:**

### **ELECTION REPORT**

### **NOTICE OF INTENT TO TAKE ACCESS (NA) AND NOTICE OF INTENT TO ORGANIZE (NO):**

### **PENDING ELECTION MATTERS:**

#### **Artesia Dairy, 06-RC-1-VI**

On February 28, 2006, the United Farm Workers filed a representation petition with the Visalia Regional Office seeking an election amongst the agricultural employees of Artesia Dairy Farms LLC in Corcoran, CA. The employer is a dairy with approximately 45 employees. The election was held on March 7, 2006. The tally of ballots showed the following:

UFW	25
No Union	24
Unresolved Challenged Ballots	<u>15</u>
Total	64

As the number of challenged ballots was outcome determinative, the Regional Director conducted an investigation to determine whether the challenges should be sustained or overruled. Election objections, if any, were due on March 14. No objections were filed. The Regional Director issued his Challenged Ballot Report on June 12, 2006. On June 22, 2006 the employer filed its exceptions to the Regional Director's report. The Board's decision in Artesia Dairy issued August 2, 2006. A telephone conference was

held October 17, 2006. The hearing on challenged ballots was held from October 24-27, 2006 in Visalia, CA. The hearing transcripts were received on November 20, 2006 and the parties' post-hearing briefs were received December 22, 2006. The IHE's decision issued January 10, 2007. Exceptions are due January 23, 2007. Reply briefs are due February 2, 2007.

### **Valley View Farms, 06-RD-3-VI**

On July 10, 2006, agricultural employee Sergio Ozuna Lopez filed a decertification petition with the Visalia Regional Office seeking to decertify the incumbent union, UFCW Local 1096, at Valley View Farms. The employer operates a dairy in Hanford, CA with approximately 41 employees. The election was held on July 17, 2006 and yielded the following results:

UFCW	17
No union	16
Unresolved Challenged Ballots	<u>5</u>
Total	38

The number of unresolved challenged ballots is sufficient to affect the outcome of the election. The Regional Director issued his challenged ballot report on September 5, 2006. Exceptions, if any, were due on September 15, 2006. No exceptions were filed. The Executive Secretary's issued his order making the Regional Director's Challenged Ballot Report final and directing that the ballots be processed as outlined in the report. The election case was originally to be held in abeyance pending resolution of three pending unfair labor practice (ULP) charges relating to three of the individuals whose ballots were challenged. On July 24, 2006, the employer filed objections to the election which also will be held in abeyance pending resolution of the three ULP charges. On December 5, 2006, the Executive Secretary received a notification from the Union's counsel indicating that the parties (the employer and union) had participated in the Board's mandatory mediation and conciliation process and had reached a collective bargaining agreement. As part of that agreement, the union agreed to withdraw all of its unfair labor practices, including presumably the three ULPs that were being investigated and that impacted on the election. Since the agreement, the union has withdrawn and/or dismissed the three charges in question. All that remains is the resolution of the single challenge inquiring whether Sanchez was eligible for Workers Compensation and, if so, whether there was a position he could return to. In accordance with his report on challenged ballot, the matter will be set for investigative

hearing. On December 18, 2006 the Regional Director issued a supplemental challenged ballot report recommending that the ballots of three challenged voters not be opened and counted, and that the remaining challenged ballot be set for hearing. Exceptions were due December 26, 2006. No exceptions were filed and the Executive Secretary issued an order on January 10, 2007 making the report final and informing the parties that an investigative hearing will be held at a time and place to be noticed by the Executive Secretary.

### **Bayou Vista Dairy, 06-RD-4-VI**

On July 18, 2006, agricultural employee Alejandro Ayala filed a decertification petition with the Visalia Regional Office seeking to decertify the incumbent union, UFCW Local 1096, at Bayou Vista Dairy. The employer operates a dairy in Tipton, CA with approximately 80 employees. The election was held July 25, 2006. On August 2, 2006 the employer and then the union filed objections to the election which are pending before the Executive Secretary on review. On July 24, 2006, an unfair labor practice (ULP) charge alleging conduct that may impact the election was filed against the employer. Immediately following the election, the Regional Director of the Visalia Regional Office informed all parties that due to the filing of the ULP charge, he would impound the ballots cast in the election until he completes his expedited investigation of the ULP charge. On August 14, 2006 the Regional Director completed his investigation of the pending ULP and issued a complaint in this matter. On September 11, 2006 the Regional Director dismissed the decertification petition finding that employer threats made one day prior to the election created an atmosphere where it became impossible to conduct the election where employees could exercise their choice in a free and uncoerced manner. Any request for review was due September 21, 2006. No request for review was timely filed. On October 5, 2006 the Board issued an administrative order (Admin Order No. 2006-07) requesting briefing on the question whether the Regional Director exceeded his authority by dismissing the underlying election petition after the election had been conducted. The regional director filed his responsive brief on October 20, 2006. Replies, if any, were due October 27, 2006. No replies were received. The Board issued its decision on this matter on November 14, 2006 reversing the Regional Director's decision to dismiss the petition, reinstating the petition and ordering the Regional Director to proceed with the opening and counting of the ballots. On November 29, 2006 the Regional Director opened and counted the ballots and issued a final tally:

No Union	42
Unresolved Challenged Ballots	<u>5</u>
Total	81

As the unresolved challenged ballots were insufficient to affect the results of the election, the Executive Secretary screened the Employer's and Union's objections and issued his order on November 30, 2006 setting one election objection for hearing. The investigative hearing is scheduled for January 9, 2007. On December 29, 2006 the Employer filed a motion for a six-week continuance of the hearing that was denied by the Executive Secretary on January 2, 2007. A one-day hearing was held on January 9, 2007. The matter is now pending the filing of post-hearing briefs and issuance of the IHE decision.

### **Mushroom Farm, A Division of Spawn Mate, Inc., 06-RD-1-SAL**

On December 12, 2007 agricultural employee Roberto Zuniga filed a decertification petition with the Salinas Regional Office seeking the removal of the certified bargaining representative, PCUN, at Mushroom Farms, a division of Spawn Mate in Watsonville, CA. The employer produces mushrooms in Monterrey County and has approximately 75 employees. An election was held on December 19, 2006 with the following results:

No Union	0
UFW	62
PCUN	0
Unresolved CBs	<u>0</u>
Total	63

Election objections, if any, were due December 27, 2006. No objections were filed and the certification of representative issued January 9, 2007. The matter is now final.

## **COMPLAINT REPORTS**

### **PREHEARING OR SETTLEMENT CONFERENCES SCHEDULED**

None.

### **HEARINGS HELD:**

None.

**ONE CASE ON CALENDAR:**

**Hess Collection Winery, 01-CE-08-SAL**

Pre-Hearing Conference held December 4, 2006. A second prehearing conference was held December 21, 2006. A third prehearing conference is scheduled for January 16, 2007. If parties are unable to resolve their differences at this meeting then the matter will proceed to hearing on March 27, 2007.

**ONE CASE PENDING ALJ/IHE DECISION:**

**Bayou Vista Dairy, 06-RD-4-VI**

Hearing held January 9, 2007

**ALJ/IHE DECISIONS ISSUED:**

**Artesia Dairy, 06-RC-1-VI**

IHE decision issued January 10, 2007

**PENDING EXCEPTIONS OR REPLY:**

**UFW (Virgen/Mendoza), 04-CL-1-VI (OX)**

Exceptions received December 31, 2006

Reply due January 16, 2007

**Artesia Dairy, 06-RC-1-VI**

IHE decision issued January 10, 2007

Exceptions due January 23, 2007

Replies due February 2, 2007

**CASES PENDING BOARD DECISION:**

**UFW (Virgen/Mendoza), 04-CL-1-VI (OX)**

General Counsel filed exceptions December 31, 2006

Reply due January 16, 2007

**CASES PENDING SETTLEMENT:**

None.

**CASES SETTLED OR RESOLVED:**

**Mesa Vineyards Management, 05-CE-60-VI**

The Regional Director withdrew the complaint and dismissed the case as the respondent has fully complied with the informal bilateral settlement agreement.

**COMPLIANCE CASES CLOSED:**

None.

**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. 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).

On July 5, 2006, the 3rd District Court of Appeal rejected Hess Collection Winery's' constitutional challenge to the mandatory mediation statute, by a 2•1 decision (Nicholson dissenting). On July 14, 2006, Hess Collection Winery filed a petition for rehearing with the 3rd District Court of Appeal. On July 20, 2006 the court denied Hess' petition for rehearing. The petitioner filed a petition for review in the Supreme Court on August 10, 2006. The Supreme Court denied the petition for review on September 13, 2006. Pursuant to Rule 13, Hess had 90 days from September 13 to file with the U .S. Supreme Court (approximately December 13, 2006). No petition for hearing was filed with the Supreme Court. This matter is now fully resolved. On September 22, 2006, the UFCW requested that the ALRB General Counsel take immediate action to enforce compliance. The General Counsel has informed the Executive Secretary that it will be pursuing enforcement of this matter. Absent a court order the Board's order is not stayed pending filing with the U.S. Supreme Court.

### **Valley View Farms and Valley View Farms Dairy, 2006-MMC-02**

The Board issued an order directing the parties to mandatory mediation and conciliation on October 12, 2006. (Admin Order No. 2006-08). On December 5, 2006 the Executive Secretary received a notification from the Union's counsel indicating that the parties (the employer and union) had participated in the Board's mandatory mediation and conciliation process and had reached a collective bargaining agreement. On December 6, 2006, the Executive Secretary issued an order setting the due date for the filing of exceptions to the Mediator's report. Exceptions were due December 18, 2006. None were filed. On December 28, 2006 the Executive Secretary issued an administrative order making the mediator's report final (Admin Order No. 2006-10). This matter is now fully resolved.

### **Bayou Vista Dairy and Bayou Vista Farms West, 2006-MMC-01**

The Board issued an order directing the parties to mandatory mediation and conciliation on October 19, 2006. (Admin Order No. 2006-09)

## **COURT LITIGATION:**

### **Western Growers Association, et al., 03AS00987**

This lawsuit, which challenges the constitutionality of the mandatory mediation and conciliation law (SB 1156 and AB 2596, codified as Labor Code sections 1164 to 1164.14), was originally filed on February 24, 2002 in the Sacramento County Superior Court. Initially the court ruled that the matter was not ripe for adjudication. Following the issuance of a decision fixing the terms of a collective bargaining agreement in the Hess Collection Winery matter (see below), the plaintiffs filed an amended complaint in the Sacramento County Superior Court. 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. 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. Any further action on this case will await resolution of the Hess Collection Winery v. ALRB case below.

### **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. On December 11, 2003, the parties filed a stipulation staying the Board's order pending resolution of the appeal. 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.

On May 25, 2004, 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. Oral argument took place on June 19, 2006. On July 5, 2006, the 3rd District Court of Appeal rejected Hess Collection Winery's constitutional challenge to the mandatory mediation statute, by a 2•1 decision (Nicholson dissenting). On July 14, 2006, Hess Collection Winery filed a petition for rehearing with the 3rd District Court of Appeal. On July 20, 2006 the court denied Hess' petition for rehearing. The petitioner filed a petition for review in the Supreme Court on August 10, 2006 (Case No. S145732). The Supreme Court denied the petition for review on September 13, 2006. Pursuant to Rule 13, Hess had 90 days from September 13 to file with the U.S. Supreme Court (approximately December 13, 2006). No petition for hearing was filed with the Supreme Court. This matter is now fully resolved. On September 22, 2006, the Union requested that the ALRB General

Counsel take immediate action to enforce compliance. Absent a court order the Board's order is not stayed pending filing with the U.S. Supreme Court.

**D'Arrigo Bros. of California, D048904**

On June 29, 2006 the petitioner D'Arrigo Bros. of California filed a petition for writ of review with the Fourth Appellate District, Division One. On July 7, 2006 the court sent a letter to the parties directing that the record be prepared within ten (10) of the notice. On July 11, 2006, the ALRB filed a motion for extension of time to file the certified record to August 16, 2006, which was granted by the court on July 18, 2006. The record was filed with the court on August 16, 2006. The petitioner filed its opening brief on December 14, 2006. On January 3, 2007 the ALRB filed an application for a 35-day extension of time to file its response brief. The court granted the extension and the Board's brief is due on February 22, 2007 instead of January 18, 2007.

**6. Special:**

**Case Statistics Tracking System/Website Update** – Member Shiroma and Analyst Massie will meet with Steve Guida and Chuck Czajkowski this afternoon. The transfer of all data to the new database has not yet been accomplished. Established procedures for monthly updates by the regions will be discussed. We will discuss how to proceed with the website redesign in light of the pending release of new guidelines for State websites by the eServices Office. Time system database is complete and functioning properly.

**Budget Information System** – General Counsel Lee and Member Rivera-Hernandez completed their review of the proposed Budget Information System (BI\$). All appropriate signatures have been obtained and submitted to the Department of Finance.

**Annual Report** – Nothing new to report.

**NLRB/ALRB Interagency Agreement** – The NLRB and ALRB have both signed the interagency agreement and the ALRB is now proceeding to process any expense claims received.

**FPPC Biennial Notice** – Board Counsel Heyck as been contacted by he FPPC regarding updating the agency's Conflict of Interest Code. No amendments are anticipated.

**Board Regulations & Rulemaking Calendar** – The ALRB filed a Notice of Proposed Regulatory Action with the Office of Administrative Law seeking to amend sections 20299, 20363, and 20407 of its regulations. The ALRB invited all interested persons to submit written comments on the proposed amendments. Comments must be received at ALRB headquarters by 5:00 p.m. on February 23, 2007.

**Legislation** – Nothing new to report.

**Personnel** – The Executive Secretary introduced Allison Sakauye, the Board's new part-time legal secretary.

## **7. Roundtable:**

The next regularly scheduled Board meeting will be held on January 17, 2007.

The public meeting adjourned at 11:15 a.m.

**WHEREUPON THE BOARD ENTERED INTO CLOSED SESSION.**