

**STATE OF CALIFORNIA
AGRICULTURAL LABOR RELATIONS BOARD**

BOARD MEETING MINUTES

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

March 20, 2013

Time: 9:30 a.m.
Members Present: Chairwoman Shiroma, Members Rivera-Hernandez and Mason
General Counsel: General Counsel Torres-Guillén
Staff Present: Executive Secretary Barbosa, Board Counsel Heyck, Robinson,
Wender and Inciardi; Analyst Massie and Legal Secretary Soule

OPEN SESSION

1. **Approval of Minutes:** The Board minutes for February 27, 2013 were approved with no changes 3-0.
2. **Public Comment:** None.
3. **Chair's Report:** On March 12, 2013, Chairwoman Genevieve Shiroma, General Counsel Sylvia Torres-Guillen and Marisa Duek, Labor and Workforce Development Agency Associate Secretary, appeared before the Assembly Budget Subcommittee No. 4, State Administration. Also in attendance were Board Member Cathryn Rivera-Hernandez and Executive Office J. Antonio Barbosa. Following opening presentation and discussion, the Committee approved the ALRB's budget on a 3-1 vote. The State Senate, Budget and Fiscal Review Subcommittee No. 2 on Resources, Environmental Protection, Energy and Transportation, has set an ALRB budget hearing for Thursday, March 21, 2013, at 9:30 a.m. Chairwoman Shiroma attended the California State Employees' Charitable Campaign meeting. Chairwoman Shiroma participated on a United Way Women in Philanthropy panel and forum at the State Capitol on March 19, 2013, with approximately 30 foster children. On March 20, 2013, General Counsel Torres-Guillén and Chairwoman Shiroma met with California Technology Agency Secretary Ramos. The modernization of the department's accounting system and the pending move of the ALRB headquarters were discussed.
4. **General Counsel's Report:** The General Counsel reported on the status of hearings, unfair labor practice charges, complaints, settlements and compliance activities in the

regions. The General Counsel also reported the human resources modernization effort is underway.

5. Executive Officer Report:

ELECTION REPORT

NOTICE OF INTENT TO TAKE ACCESS (NA)

None.

NOTICE OF INTENT TO ORGANIZE (NO)

Seven (7) NOs have been filed in the current fiscal year. Six of the seven have met the 10% showing of interest.

Filing Date	Filing Party	Employer	10% Met
07/09/12	UFW	Gargiulo, Inc.	Yes
08/04/12	UFW	Corralitos Farms, LLC	Yes
09/05/12	UFW	Corralitos Farms, LLC	Yes
09/10/12	UFW	T.T. Miyasaka, Inc.	Yes
09/10/12	UFW	Premiere Raspberries, LLC dba Dutra Farms	Yes
02/05/13	UFW	Gila Farm Land LLC	No
02/06/13	UFW	RBI Packing LLC & Gila Farm Land LLC	Yes

PENDING ELECTION MATTERS:

D'Arrigo Bros. of California, 2010-RD-004-SAL

On November 2, 2010, agricultural employee Alvaro Santos filed a decertification petition with the Salinas Regional Office seeking the ouster of the incumbent representative United Farm Workers (UFW) at D'Arrigo Bros. of California. The employer is located in Monterey and Imperial Counties and has 1,665 employees. An election was held on November 17, 2010, in Spreckles, Gonzalez and Calipatria, CA. The regional director impounded the ballots pending investigation of an unfair labor practice charge filed by the incumbent union UFW. The UFW filed objections to the election on November 24, 2010. On February 24, 2011, the Salinas Regional Director issued a complaint against D'Arrigo Bros. alleging that, since October 27, 2010 and continuing, the employer initiated, participated in, aided, and/or gave support to the decertification campaign against the certified union UFW. On March 11, 2011, the Executive Secretary issued his order on the UFW's election objections. Neither party filed a request for review. On March 15, 2011, the Executive Secretary consolidated

the election objections and unfair labor practice complaint as each had the same or some of the same basis for the petition and complaint. A prehearing conference was held on May 27-28, 2011, and a hearing was held from June 13, 2011 to September 7, 2011. The post-hearing briefs were filed January 23, 2011. On June 15, 2012, the Administrative Law Judge (ALJ) issued his decision in this matter. The employer filed exceptions to the ALJ's decision on August 28, 2012. On November 9, 2012, the Respondent/Employer, UFW and General Counsel filed their answering brief. All briefing has been completed and the matter is pending before the Board for decision.

Corralitos Farms, LLC, 2012-RC-004-SAL

On September 14, 2012, the United Farm Workers (UFW) filed a representation petition with the ALRB Salinas Regional Office seeking to organize the agricultural employees of Corralitos Farm in Watsonville CA. The employer grows strawberries in Monterey County and has approximately 360 employees. An election was held on September 19, 2012, with the following results:

UFW	154
No Union	187
Unresolved Challenged Ballots	<u>19</u>
Total	360

The number of unresolved challenged ballots is insufficient to affect the results of the election. The UFW filed objections to the election on September 26, 2012. On October 16, 2012, the Board issued its decision on election objections. The Board set 15 of the UFW's 17 objections for an investigative hearing, and set two objections for hearing conditioned on the outcome of the investigation of two unfair labor practice (ULP) charges currently pending before the General Counsel. The investigative hearing that began on November 15, 2012 closed on December 11, 2012. On February 1, 2013 the parties submitted a joint stipulation extending the due date for the post-hearing briefs up to and including February 18, 2013 and the issuance of the ALJ's decision on the consolidated ULP and election objection case up to and including March 1, 2013. On February 4, 2013, the Executive Secretary approved the stipulation. The General Counsel, UFW and Respondent filed their post-hearing briefs on February 19, 2013. The ALJ issued his decision on March 1, 2013. On March 19, 2013, the Executive Secretary granted the UFW and General Counsel's joint request for an extension of time to file exceptions to the ALJ's decision. Exceptions are now due on April 2, 2013. Reply briefs are now due April 15, 2013.

RBI Packing LLC, 2013-RC-002-VIS

On February 6, 2013, the United Farm Workers filed a notice of intent to take access, notice of intent to organize and representation petition with the Visalia Regional Office seeking to organize the agricultural employees of RBI Packing LLC & Gila Farm Land LLC. Following investigation, the Regional Director determined that the appropriate employer was RBI Packing LLC. The employer is located in Blyth CA

and its principal commodity is citrus (lemons). An election was held on February 9, 2013, with the following results:

UFW	51
No Union	0
Unresolved Challenged Ballots	<u>0</u>
Total	51

On February 19, 2013 the UFW filed a single objection to the election. On March 6, 2013 the Board issued its decision dismissing the UFW's objection. On March 7, 2013, the Executive Secretary issued a Certification of Representative. Any motion for reconsideration of the Board's decision was due March 18, 2013. No such motion was filed and this matter is now fully resolved.

COMPLAINT REPORT

COMPLAINTS ISSUED

None.

COMPLAINTS WITHDRAWN

None.

PREHEARING, HEARING OR SETTLEMENT CONFERENCES SCHEDULED:

HEARINGS SCHEDULED

Ace Tomato Company, Inc., 93-CE-37-VI (makewhole case)
Hearing May 20, 2013

Ace Tomato Company, Inc., 2012-CE-007-VIS (alleged refusal to provide information)
United States Bankruptcy Court, Eastern District of CA, issued Stay of Proceedings as to Creekside Vineyards, Inc.
Hearing: will follow Ace Tomato Company, Inc., 93-CE-37-VI

HEARINGS TO BE SCHEDULED

None.

HEARINGS IN PROGRESS

None.

CASES PENDING TRANSCRIPTS, POST-HEARING BRIEFS OR ALJ/IHE DECISION

Bud Antle, Inc., 2012-CE-007-SAL (alleged refusal to provide information)
Hearing closed March 12, 2013. The post-hearing briefs are due April 12, 2013.

H&R Gunland Ranches, Inc., 2009-CE-063-VIS, et al.
The matter is pending the ALJ's decision.

Perez Packing, Inc., 2012-CE-003-VIS
The matter is pending the ALJ's decision.

ALJ/IHE DECISIONS ISSUED:

Corralitos Farms, LLC, 2012-RC-004-SAL
The ALJ issued his decision on March 1, 2013.

CASES PENDING EXCEPTIONS OR REPLY/REQUEST FOR REVIEW:

Corralitos Farms, LLC, 2012-RC-004-SAL
The ALJ issued his decision on March 1, 2013. Exceptions to the decision are due April 2, 2013. Reply briefs are due April 15, 2013.

CASES PENDING BOARD DECISION OR ACTION:

D'Arrigo Bros. of California, 2010-RD-004-SAL
Exceptions filed August 28 and 29, 2012.
Replies filed November 9, 2012.

Premiere Raspberries, LLC, 2012-CE-003-SAL
Exceptions filed February 11, 2013.
Replies filed February 25, 2013.

San Joaquin Tomato Growers, 93-CE-38-VI
On February 27, 2013, the Board issued a further order remanding this matter to the General Counsel for calculation of interest pursuant to *E. W. Merritt Farms* (1988) 14 ALRB No. 5. Once the further revised specification is received, the parties will have the opportunity to file an answer to the specification.

San Joaquin Tomato Growers, 2011-CE-021-VIS
On March 6, 2013, the Board issued an order setting the due date for the filing of an opposition to General Counsel's request for leave to seek court order requiring compliance with investigative subpoena. The opposition was filed on March 18, 2013.

Ace Tomato Company, Inc., 93-CE-37-VI

On March 11, 2013, the Board issued an order setting the due date for the filing of an opposition to Respondent's application for special permission to appeal ALJ's March 4th and 7th, 2013 order denying Respondent's request for deposition of Dr. Philip Martin. The opposition was filed on March 18, 2013.

San Joaquin Tomato Growers, 2011-CE-021-VIS

On March 12, 2013, the Board issued an order setting the due date for the filing of an opposition to General Counsel's request for leave to seek court order requiring compliance with investigative subpoena. The opposition was filed on March 18, 2013.

CASES SETTLED OR RESOLVED:

None.

COMPLIANCE CASES CLOSED:

None.

CASES TRANSFERRED TO BOARD FOR DECISION:

None.

BOARD DECISIONS:

San Joaquin Tomato Growers, 93-CE-38-VI (Admin. Order 2013-12)

On February 27, 2013, the Board issued a further order remanding this matter to the General Counsel for calculation of interest pursuant to *E. W. Merritt Farms* (1988) 14 ALRB No. 5. Once the further revised specification is received, the parties will have the opportunity to file an answer to the specification.

San Joaquin Tomato Growers, 2011-CE-021-VIS (Admin. Order 2013-13)

On March 6, 2013, the Board issued an order setting the due date for the filing of an opposition to General Counsel's request for leave to seek court order requiring compliance with investigative subpoena.

Ace Tomato Company, Inc., 93-CE-37-VI (Admin. Order 2013-14)

On March 11, 2013, the Board issued an order setting the due date for the filing of an opposition to Respondent's application for special permission to appeal ALJ's March 4th and 7th, 2013 order denying Respondent's request for deposition of Dr. Philip Martin.

San Joaquin Tomato Growers, 2011-CE-021-VIS (Admin. Order 2013-15)

On March 12, 2013, the Board issued an order setting the due date for the filing of an opposition to General Counsel's request for leave to seek court order requiring compliance with investigative subpoena.

REQUESTS UNDER MANDATORY MEDIATION AND CONCILIATION LAW:

San Joaquin Tomato Growers, Inc., 2011-MMC-001

On November 17, 2011, the UFW filed a declaration requesting mandatory mediation and conciliation. On November 22, 2011, the employer filed its answer and opposition to the motion. On December 2, 2011, the Board issued an order to show cause why it should not dismiss the union's request for failure to show that the parties have not previously had a binding contract between them. The union's response was filed December 13, 2011. The employer's reply was filed December 21, 2011. On December 23, 2011, the Board issued its decision ordering an evidentiary hearing to determine if the Union's request for referral to MMC met all the statutory prerequisites. On December 27, 2011, the Executive Secretary scheduled an evidentiary hearing to be held on January 31, 2012, in Modesto CA. On January 18, 2012, the Executive Secretary's granted the Union's request to move the hearing to February 8, 2012. On January 25, 2012, the UFW filed a request for ruling on the pleadings. On January 26, 2012, the employer filed its opposition to that request. On January 27, 2012 the Board denied the UFW's request. The hearing on the MMC matter was held on February 8, 2012. Post-hearing briefs were received February 23, 2012. On March 19, 2012, the employer filed exceptions to the ALJ decision. Reply briefs are not provided for in the Board's regulations. On March 29, 2012, the Board granted the UFW's request for mandatory mediation and conciliation. (See 38 ALRB No. 2.) On April 3, 2012, the California State Mediation and Conciliation Service issued its list of nine mediators in accordance with Labor Code section 1164, subdivision (b). On April 10, 2012, the parties selected Matthew Goldberg as the mediator/arbitrator in this case. The mediator has issued his report to the Board and the official record in the case, which were received by the Board on July 17, 2012. According to the Board's regulations, the parties may file a petition for review of the mediator's report within seven (7) days. The petition for review was received July 26, 2012. On August 3, 2012, the Board issued its decision granting review on two matters. The first matter is a possible math error as to the amount of picking rate increases and the second matter is the inclusion of tractor drivers in the bonus program. As to the other matters to which San Joaquin Tomato Growers, Inc. objected, the Board found that the mediator's conclusions were neither clearly erroneous, nor arbitrary or capricious, and went into effect as of the decision issuance date and are not in abeyance. The Mediator's revised report following the Board's decision was filed September 22, 2012. The parties' petition for review of that report was due October 4, 2012. Neither party filed a petition for review. The Board issued its decision on this matter on October 9, 2012. On November 8, 2012 the petitioner, San Joaquin Tomato Growers, Inc., filed a petition for writ of review and requested an immediate stay. On November 16, 2012 the ALRB filed its opposition to the request for stay. On November 28, 2012 the Board filed the certified record. The Petitioner's opening brief was filed February 1, 2013. The Board's response brief was filed

March 18, 2013. The UFW's response brief was filed on March 19, 2013. The Petitioner's reply brief will be due within 25 days thereafter.

George Amaral Ranches, Inc., 2012-MMC-003

On November 20, 2012, the Board issued an order directing the United Farm Workers of America (UFW) and George Amaral Ranches, Inc. (Employer) to participate in the mandatory mediation and conciliation process set forth in Labor Code sections 1164-1164.13 and sections 20400-20408 of the Board's regulations. The UFW was first certified as the exclusive collective bargaining representative on July 24, 2012. The UFW filed its declaration requesting mandatory mediation and conciliation on November 9, 2012, and the Employer did not file an answer to the UFW's request. On December 3, 2013, Annie Song-Hill, Interim Chief of California State Mediation Services, informed the parties that Matthew Goldberg has been informed that he has been selected by the parties as the mediator in this matter. The parties have participated in ten (10) negotiation sessions and met with the mediator in three (3) sessions. Mediation in Amaral is now complete. The parties have ten days to complete their submissions. The mediator will be out of the country through April 19, 2013, and will issue a recommendation when he returns.

Arnauado Brothers, Inc., 2013-MMC-001

On February 4, 2013, the UFW filed a declaration requesting that the Board issue an order directing the United Farm Workers of America (UFW) and Arnauado Brothers, Inc. to mandatory mediation and conciliation. Arnauado Brothers grows tomatoes and other crops in San Joaquin County. The employer's response was received on February 8, 2013. On February 13, 2013 the Board granted the UFW's request and issued an order directing the parties to mandatory mediation and conciliation. The parties have selected Matthew Goldberg as the mediator/arbitrator in this case and will be scheduling a conference with him in the near future. Mediation dates have been scheduled in May though the mediator has some cancellations in the early part of the month and would like to move this matter to that time.

COURT LITIGATION:

**ALRB v. Ace Tomato Co., Inc., Case No. 39-2012-00287876-CU-PT-STK
(San Joaquin County Superior Court)**

On October 4, 2012, the General Counsel (GC) was granted leave by the Board to seek enforcement of two outstanding investigative subpoenas related to three unfair labor practice charges against Ace Tomato Co., Inc. On October 5, 2012, she filed an ex-parte Application for enforcement of the subpoenas in San Joaquin Superior Court in Stockton, CA. The Ex-Parte hearing was calendared for 8:15 a.m. on October 9, 2012 in front of Judge Linda Lofthus. Ace sought to have the matter transferred to Judge Barbara Kronlund, arguing that the present subpoena enforcement action was substantially related to a prior temporary restraining order application heard by Judge Kronlund. Both parties met initially with Judge Lofthus in chambers. However, after

a break in which Judge Lofthus conferred with Judge Kronlund, the matter was transferred to Judge Kronlund. Judge Kronlund refused to hear the matter ex-parte and set a hearing on shortened time for October 24, 2012. After Ace represented to the Court that all matters were stayed based on the October 17, 2012 stay order issued by the 5th District Court of Appeal in Case No. F065589, Judge Kronlund removed the matter from calendar, without proper notice to the ALRB. On October 22, 2012, the General Counsel filed an Opposition to the Respondent's Notice of Stay of the Proceedings to Enforce the General Counsel's subpoenas. There has not yet been a response from the Court to the General Counsel's opposition.

Ace Tomato Company, Inc., F065589

On August 23, 2012 Ace Tomato Company (Ace) sought court review of the Board's decision in 38 ALRB No. 6 by filing a petition for writ of review with the Fifth Appellate District Court of Appeals. In 38 ALRB No. 6, pursuant to the Mandatory Mediation and Conciliation provisions of the Agricultural Labor Relations Act, the Board affirmed in full Mediator Matthew Goldberg's report fixing the terms of a collective bargaining agreement between Ace and the United Farm Workers of America (UFW), the certified representative. Ace also requested a stay of the Board's decision. The Board and UFW both filed a preliminary opposition to the appeal. At the court's invitation, the Board and the UFW filed letter briefs on the issue of venue, arguing that proper venue was in the 3rd District Court of Appeal (DCA). On October 10, 2012, Ace filed its opening brief on the merits of the petition, along with a motion to augment the record to include a sample agreement between Ace and one of its labor contractors. On October 17, 2012, the 5th District Court of Appeal issued two orders. One order denied the ALRB's and UFW's request to transfer the case to the 3rd District Court of Appeal, without prejudice to filing a request directly with the California Supreme Court. The other order granted Ace's request that the Board's decisions before the court on review be stayed pending further order or determination of the merits of Ace's petition for writ of review. On October 25, 2012, the UFW filed an opposition to Ace's motion to augment the record and the ALRB filed a response joining in the UFW's opposition. On October 30, 2012, the Board filed with the 5th DCA a petition for rehearing on proper venue. On November 14, 2012, the Board filed its response brief on the merits. The UFW filed its response on December 7, 2012. Ace filed its reply brief on January 16, 2013. On February 14, 2013, the 5th DCA decided to review the case in full, i.e., issue a writ and set oral argument at a date to be set later. The court also has denied the Board's Petition for Rehearing on Proper Venue, and has indicated that the order staying the Board's decision and order issued by the court on October 17, 2012, will remain in effect.

San Joaquin Tomato Growers, F066074

On November 8, 2012, San Joaquin Tomato Growers, Inc. (Petitioner), filed in the 5th District Court of Appeal a petition for writ of review and requested an immediate stay of the Board's decision. On November 16, 2012, the ALRB filed its opposition to the request for stay. On November 19, 2012, the court issued an order denying an

immediate stay of the Board's decision. The Board filed the certified record on November 29, 2012. Also on November 19, 2012, the court issued an order denying an immediate stay of the Board's decision. On February 1, 2013, the petitioner filed its opening brief. The Board's response brief was filed March 18, 2013 and the UFW's brief was filed March 19, 2013. The Petitioner's reply brief will be due within 25 days thereafter, i.e., April 15, 2013.

RBI Packing LLC, Riverside Superior Court

On February 7, 2013, the General Counsel filed an ex parte application for a temporary restraining order ("TRO") to prevent the RBI Packing LLC, from terminating two crews of lemon pickers, allegedly in retaliation for their union activities. The matter was heard by Commissioner Barkley in Riverside Superior Court on Friday, February 8, 2013. Commissioner Barkley did not grant a TRO. However, Commissioner Barkley set an order to show cause hearing for February 15, 2013 to allow the General Counsel to seek a preliminary injunction ordering reinstatement and an end to discrimination against workers who were fired for exercising their rights.

On February 15, 2013 Riverside County Superior Court Judge Perantoni granted the ALRB General Counsel's application for a preliminary injunction pursuant to California Labor Code section 1160.4. Judge Perantoni found that the General Counsel had reasonable cause to believe that RBI Packing, LLC discriminatorily fired two crews of lemon harvesters upon learning that the workers were organizing with the United Farm Workers of America ("UFW") union. Judge Perantoni issued a preliminary injunction to remain in effect until the ALRB's charge is resolved through its administrative proceeding. The Judge further ordered RBI Packing, LLC to cease and desist from discriminating against employees who were organizing with the UFW, to cease and desist from refusing to farm the lemon ranch in retaliation for the workers' union activities, and to first offer all agricultural jobs (at the same or superior wages and conditions) that become available to the employees who engaged in organizing activity, and that the ALRB shall have access to the ranch and to payroll records in order to monitor and ensure compliance with the Preliminary Injunction. RBI Packing, LLC has approximately 55-60 non-supervisory agricultural workers.

MISCELLANEOUS:

6. Special Projects

- a. Education/Outreach: Update on UC Berkeley Outreach Project – General Counsel Torres-Guillén and Chairwoman Shiroma have been receiving updates on the project. A tentative meeting is scheduled for March 22, 2013.
- b. Annual Report – The Executive Secretary provided a status report on the project. Responses to the annual message have been received. The General Counsel

submitted responses on all remaining sections of the report. The information will be reviewed and a finalized report will be prepared and circulated for review.

- c. Election Manual—Nothing new to report.
- d. Master Calendar - The Executive Secretary provided a status report on the calendar of upcoming projects

7. Regulations – *Discussion of Potential Subjects for Rulemaking In 2012: Items listed in the Rulemaking Calendar (Unit Clarification Procedure, Voter Eligibility Exclusions (Family Members), Exculpatory Evidence, Electronic Filing)*.

Board Counsel Heyck reviewed the ALRB's current conflict of interest classifications and submitted a response to the Fair Political Practices Commission on March 1, 2013, that nothing needed to be changed at this time. She will review the duties of new positions being created to determine if any positions need to be included in the ALRB's Conflict of Interest Code.

8. Legislation – *Update, if any, on pending legislation affecting the ALRB*

SB 25, as introduced (Steinberg). Agricultural labor relations: contract dispute resolution.

On December 3, 2012, Senator Darrell Steinberg introduced a bill (SB 25) that would amend the Mandatory Mediation and Conciliation (MMC) provisions of the Agricultural Labor Relations Act (ALRA) as follows:

- 1) For certifications prior to January 1, 2003, to allow a request for MMC 90 days after a demand to bargain, eliminating all prerequisites (i.e., by repealing sec. 1164.11).
- 2) For the purposes of MMC, "agricultural employer" would be defined as including "any person, party, entity, or employer that purchased all or part of an employer business, where the selling employer had an obligation to bargain under this chapter."
- 3) To provide that a Board decision may be enforced in Superior Court even if a party files for appellate review of the decision and that the parties are required to implement the terms of the decision immediately regardless of whether appellate review is sought.
- 4) To make the standard for a stay of the Board's decision stronger by requiring the elements to be demonstrated by clear and convincing evidence, and to require the court to provide written findings and analysis if it grants a stay.

The bill was referred to the Committee on Labor and Industrial Relations on January 10, 2013. On March 13, 2013, the bill passed by a vote of 3-1. The bill was

read a second time and ordered to a third reading on March 14. See bill: http://www.leginfo.ca.gov/pub/13-14/bill/sen/sb_0001-0050/sb_25_bill_20121203_introduced.html.

AB 729, as introduced, Roger Hernández. Evidentiary privileges: union agent-represented worker privilege.

This bill would provide that a union agent, as defined, has a privilege to refuse to disclose any confidential information he or she may have acquired, whether or not the information was revealed in a communication between the union agent and a represented employee, in attending to his or her professional duties or while acting in his or her representative capacity, except as specified. The bill would further provide that this privilege may be waived in accordance with existing law.

The bill was introduced on February 21, 2013. On March 4, 2013, the bill was referred to the Judiciary Committee and may be heard in committee on March 24, 2013.

- 9. Personnel** – *Progress on filling the following ALRB positions: Staff Services Manager I (Chief of Administration) – Sacramento; Attorney III/IV - Office of the General Counsel – Sacramento; Senior Board Counsel/Attorney IV - Office of the Board – Sacramento; Senior Accounting Officer (Specialist) – Sacramento; Associate Personnel Analyst – Sacramento; Associate Information Systems Analyst – Sacramento; Senior Legal Typist - Office of the Board – Sacramento; Legal Counsel/Assistant General Counsel I/II – Sacramento, Salinas, El Centro and Visalia; Administrative Assistant I – Sacramento, Associate Governmental Program Analyst – Sacramento, and Accountant Trainee -- Sacramento:* General Counsel Torres-Guillén announced the hiring of Jonathan Bernstein as the department’s Personnel Analyst. General Counsel Administrative Assistant Vanessa Abaunza has left the agency. Scott Inciardi has been hired as a Senior Board Counsel. Ms. Leslie Soule has accepted the position of Senior Legal Typist to the Board.

10. Roundtable

The ALRB is requesting that all designated employees file their Form 700 annual conflict of interest disclosure statements one week before the final deadline, namely on or before Tuesday, March 26, 2012.

The public meeting adjourned at 10:20 a.m.

WHEREUPON THE BOARD ENTERED INTO CLOSED SESSION.