



**STATE OF CALIFORNIA
AGRICULTURAL LABOR RELATIONS BOARD
PUBLIC MEETING MINUTES
Wednesday, September 18, 2024, at 10:00 A.M**

**ALRB Hearing and Conference Room
1325 J Street, Suite 1900, Sacramento, CA 95814**

Board Members: Chair: Victoria Hassid, Ralph Lightstone, Barry Broad, Cinthia Flores, and Isadore Hall

Executive Secretary: Santiago Avila-Gomez

Board Counsels: Chief Board Counsel: Todd Ratshin
Scott Inciardi, Laura Heyck

Open Session

1. Call to Order

- Chair Hassid called the meeting to order at 10:01 A.M
- Board Members Present: Chair Hassid, Board Member Broad, Board Member Flores, Board Member Hall, Board Member Lightstone.

2. Approval of Minutes from Public Board Meeting, September 4

- Board Member Broad moved to approve the minutes from the Public Board Meeting from September 4.
- Board Member Hall seconded the motion.
- Motion approved unanimously.

3. Board Chair's Report

- Chair Hassid welcomed Miles Locker, who will join as an administrative law judge in November, noting his extensive experience in employment law and previous service with the board.
- She provided updates on the state's budget, leading to position freezes and cost reductions. There will be no layoffs or salary cuts, but priorities are being shifted.
- She announced the ongoing recruitment for a new Chief Administrative

- Services position, with applications closing at the end of the month.
 - Chair Hassid highlighted efforts to improve case management and enhance the public portal for electronic filings, thanking staff members Santiago Avila-Gomez, Satya Mathan, and Audrey Hsia for their contributions.
 - Chair Hassid provided updates on the Rural Strategic Engagement Project, reporting on a new initiative to enhance cross-training among agencies to better serve agricultural workers, specifically thanking Cinthia Flores and Michaela Paugh for their efforts.
 - She noted that staff recently visited agricultural sites, Good Farms in Oxnard and [please get name of cannabis cultivator from Michaela] to gain insights into their operations, highlighting field engagement. Chair thanked these operations for allowing staff to tour.
 - Chair Hassid acknowledged the celebration of National Hispanic Heritage Month, recognizing the significant contributions of Hispanic and Latino workers, who make up 96% of California's farmworker community.
4. Executive Officer's Report on Elections, Unfair Labor Practice Complaints, and Hearings
- Refer Appendix A.
5. Litigation Report - Presented by Todd Ratshin
- Appeals Filed: The UFW and Wonderful Nurseries have each filed separate appeals regarding a preliminary injunction (ALRB case F088515 and UFW case F088520). The ALRB submitted a petition to stay the order on August 12, followed by the UFW on August 13.
 - Joint Motion to Consolidate: A joint motion to consolidate the appeals was filed on September 17, with Wonderful Nurseries' opposition due by October 7.
 - Petitions for Writs of Mandate: Both the ALRB and UFW filed petitions for writs of mandate concerning a superior court order (ALRB case F088632 and UFW case F088639). Preliminary oppositions are due by September 23, with replies due 10 days later.
 - Superior Court Case: Answers to the complaint in the superior court case (BCV-24-101649) are due by October 4.
6. General Counsel's Report – Presented by Julia Montgomery, Yesenia DeLuna and Jessica Arciniega
- Settlement Update: A settlement was reached with LT Farm, Inc. for retaliating against workers over wage complaints, resulting in a \$2,432 payment to two workers, along with standard remedies. The Region 2

team was thanked for their swift resolution.

- Outreach Efforts: Staff conducted outreach via Facebook Live and radio events at Mexican consulates, delivered presentations at various consulates, set up informational tables in multiple cities, and held office hours in Santa Paula and Santa Maria.
- Training Update: Yesenia De Luna and her team provided a two-hour training for CBDIO staff on retaliation, attended by 20 staff members who expressed interest in additional training on workers' rights.

7. Division of Administrative Services Report

- No report presented.

8. Legislative Report

- No report presented.

9. Regulations Report – Presented by Barry Broad:

- Barry thanked the regulatory subcommittee and staff for their efforts on the proposed regulatory changes. A memorandum outlining these changes, based on public comments received by July 22, was presented.
- While many changes are technical, significant adjustments were made regarding processes for resolving eligibility disputes and allowing unions to raise objections.
- There was a discussion about accepting various payment forms for settlement bonds, highlighting the importance of secure transactions.
- A query regarding the impact of missing employee information on authorization cards was addressed. It was clarified that missing details won't invalidate a card but could lead to an investigation if identification is questioned.

Public Comment - By Yesenia DeLuna on AB113 Regulations:

- Yesenia emphasized the importance of verbal notices to help agricultural workers, acknowledging the language and literacy challenges they face. She expressed confidence that regional staff can effectively conduct these notices, similar to their work in secret ballot elections.
- She pointed out a discrepancy in the timelines for the regional director's determination after the 30-day cure period, with one section stating 2 days and another stating 5 days. Todd clarified that the 5-day timeframe applies specifically to cases with eligibility disputes, allowing extra time for resolution.

Approval of Regulatory Package AB 113:

- Board Member Broad moved to approve the regulatory package and include a 15-day comment period.
- Board Member Flores seconded the motion.
- Motion approved unanimously.

10. Public Comment:

- None

Closed Session

- The Board went into closed session at 10:47 AM and returned at 11:25 AM.

11. Announcements

- A regional directors' meeting is scheduled for September 18th at 2:00 PM, featuring an informational panel on the pilot program for California farm worker resource centers. Presentations will be given by representatives from Monterey, Santa Barbara, Stanislaus, and Ventura Counties.
- The next board meeting is scheduled for October 2nd at 10:00 AM at 1325 J Street, Suite 1900, Sacramento, CA 95814.

12. Adjournment

- Meeting adjourned at 11:25 AM.

Office of the
Executive Secretary
1325 J Street, Suite 1900-B
Sacramento, CA 95814



ALRB
AGRICULTURAL LABOR
RELATIONS BOARD



**ALRB PUBLIC MEETING
EXECUTIVE OFFICER'S REPORT
ELECTIONS, UNFAIR LABOR PRACTICE COMPLAINTS, AND HEARINGS**

DATE: September 18, 2024
TO: Agricultural Labor Relations Board
FROM: Santiago Avila-Gomez, Executive Secretary

Administrative Orders

1. *Cinagro Farms, Inc.* (August 21, 2024) ALRB Admin. Order 2024-27 (Order Releasing Board's Decision and Order to Regional Director for Compliance; (48 ALRB No. 2 [2017-CEdd-008-SAL])

Pending Matters

1. *DMB Packing Corp. dba The DiMare Company*, 2023-RM-001-VIS; Certification, October 23, 2023; ALJ Decision, March 18, 2024; Exceptions, April 8, 2024; Replies, April 29, 2024