

STATE OF CALIFORNIA  
AGRICULTURAL LABOR RELATIONS BOARD

BOARD MEETING MINUTES

Board Conference Room  
915 Capitol Mall  
Sacramento, CA 95814

April 11, 2001

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

**OPEN SESSION**

1. **APPROVAL OF MINUTES:** Pending.
2. **PUBLIC COMMENT:** None.
3. **GENERAL COUNSEL COMMENT:** None.
4. **BOARD MEMBER COMMENT:** None.
5. **ANNOUNCEMENTS:** IRANC will be holding a meeting on May 2, 2001. Bill Gould formerly of the NLRB will be speaking.  
  
Arts Council is celebrating its 25 Year Anniversary, all year long.
6. **WEEKLY STATUS REPORT ON ELECTIONS, UNFAIR LABOR PRACTICE COMPLAINTS, HEARINGS AND COURT LITIGATION.**

**ELECTIONS REPORT:**

**NOTICE OF INTENT TO TAKE ACCESS and NOTICE OF INTENT TO ORGANIZE:** No new filings reported.

**Wilgenburg Dairy Farm, 01-RC-1-VI**  
Election held 2/20/01.

Tally:

|           |           |
|-----------|-----------|
| FFVW 1096 | 8         |
| No Union  | 25        |
| UCBs      | <u>24</u> |
| Total     | 57        |

Pending issuance of the Regional Director's challenged ballot report and the Executive Secretary's ruling on the election objections.

**Cocopah Nurseries, Inc., 01-RC-1-EC(R)**  
Election held 3/27/01.

Tally:

|                   |           |
|-------------------|-----------|
| UFW               | 42        |
| No Union          | 47        |
| Void              | 1         |
| Challenge ballots | <u>13</u> |
| Total             | 106       |

Objections due Tuesday, April 03, 2001. None filed. Pending Regional Director's decision on challenged ballots.

**COMPLAINT REPORT:**

No new complaints issued.

No prehearing conferences held.

No hearings in progress.

No cases settled.

One ALJ decision issued:

**Turco Desert Company, 00-CE-29-EC**  
ALJ decision issued Monday, April 9, 2001.

Three cases pending exceptions:

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

Exceptions due April 16, 2001; General Counsel has advised that she will be filing exceptions in this case. Reply brief due May 7, 2001.

**Wilgenburg Dairy Farm, 98-CE-59-VI**  
Exceptions due April 19, 2001. Reply brief due May 2, 2001.

**Turco Desert Company, 00-CE-29-EC**  
Exceptions due May 3, 2001.  
Reply brief due May 17, 2001.

One case transferred to the Board:

**Gallo Vineyards, Inc., et al., 95-CE-49-SAL**  
Individual discriminatee request to correct makewhole specification. Responses due April 30, 2001.

No cases on calendar.

**BOARD DECISIONS:** No Board decisions have issued.

**COURT LITIGATION:** No activity this week.

**6. BUDGET AND ADMINISTRATION:**

- (a) **Information Technology and Web Site Development Project:** Analyst Massie reported that CapData's report is pending.
- (b) **Administration:** Need a report from Chief of Administration Arviso regarding costs of upgrading computers; we need a complete listing (type, age, capability). Also Mr. Winston is to give Board a report of our system lines/routers/server. Information needed by next week.

**1) Policies and Procedures - Update:**

Pregnancy Disability Leave, Family and Medical Leave Act were moved to future Board meeting. Affirmative Action policy will be distributed later today. Internet policy will be distributed in two weeks.

- 1) **800 Telephone Number (prefixes-update):** Updated information will be provided by next week's meeting.
- 2) **Office Improvements - update:** New carpeting to be ordered.
- 4) **ALRB Resolution:** Board approved a resolution for Assistant General Counsel Kristine Rabago, pending approval from General Counsel Turner.
- 5) **Support Staff Meeting:** A summary was provided on the changes to take place among the staff support and their various duties. Manuals will be upgraded; computers formatted so forms are more standardized. The mailing list is to be updated. First Aid kits are now available in break room and library. The emergency procedures will possibly be incorporated into the policies and procedures manual.

(c) **Strategic Plan:** A meeting with the Board and General Counsel has been scheduled for Wednesday, April 18, 2001 at 1:30 p.m. to discuss:

- 1) Needs Assessments - Board assignments and updates.
- 2) General Counsel discussion items (complete review).
- 3) Review of Community Calendar (concern by General Counsel on scope of the calendar).
- 4) Discuss monies and equipment.

(d) **Compliance Report:** None.

(e) **Annual Report:** The goals and accomplishment section of the report will be updated. Executive Secretary Barbosa to circulate.

7. **OUTREACH PROJECT:** Board approved purchasing pens and magnets for distribution to the public with our address and 800 number.
8. **LEGISLATION:** Board Counsel Wender reported on Senator

Gloria Romero's bill, SB1198, which establishes an agricultural employee relief fund. It is set for hearing on April 25, 2001. Also set for hearing is Senator Richard Alarcon's bill SB25, which would create a cabinet labor agency. A hearing will also be set on April 17, 2001, on Senator Martha Escutia's SB805 regarding bilingual requirements.

**9. PERSONNEL:** Hired three new employees for the regions, one Field Examiner and two clericals.

**10. FUTURE AGENDA REVIEW:** None.

**PUBLIC MEETING ADJOURNED AT: 11:25 a.m.**

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