

STATE OF CALIFORNIA
AGRICULTURAL LABOR RELATIONS BOARD

BOARD MEETING MINUTES

Board Conference Room
915 Capitol Mall
Sacramento, CA 95814

September 6, 2000

Time - 10:00 a.m.

Members Present - Chairwoman Shiroma; Board Members
Richardson, Barrios and Mason
Staff Present - Executive Secretary Barbosa; Board
Counsel Demaris, Wender, Starkey
and Levy; Chief of Administration Arviso;
Analyst Massie; Board Staff Torres
Others Present - General Counsel Turner
Absent -

OPEN SESSION

1. **APPROVAL OF MINUTES** - Board approved minutes for August 23, 2000, 3-0, with Chairwoman Shiroma abstaining.
2. **PUBLIC COMMENT:** None.
3. **GENERAL COUNSEL COMMENT:** Chairwoman Shiroma on behalf of the Board welcomed newly appointed General Counsel Norma Turner. The General Counsel reported that she has immersed herself in matters of budget and administration and is working closely with staff and the regional directors. She stated that she will be meeting with the regional directors and will be traveling to the regions to meet field staff.
4. **BOARD MEMBER COMMENT:** Chairwoman Shiroma expressed the Board's interest in working with the General Counsel.
5. **WEEKLY STATUS REPORT ON ELECTIONS, UNFAIR LABOR PRACTICE COMPLAINTS, HEARINGS AND COURT LITIGATION**

NOTICE TO TAKE ACCESS or ORGANIZE: No new filings reported by the Regional Offices.

ELECTIONS:

Vinifera, Inc., 00-RC-2-SAL

Hearing on objections has been completed. Decision in the matter is pending receipt of hearing transcripts and filing of post-hearing briefs.

COMPLAINT REPORT:

No new complaints have issued.

No new cases have been set for hearing.

One case has settled:

O.M. Contracting, Inc., 99-CE-53-EC

Matter was taken off calendar today after the parties informed the Board that they had reached an informal settlement agreement.

HEARINGS: None in progress.

COURT LITIGATION:

Coastal Berry Company, H021585

Employer's opening brief was received August 24, 2000. Board's response brief is due September 18, 2000.

Gallo Vineyards, Inc., 95-CE-49-SAL

Per the Executive Secretary, the case has settled. He anticipates that a formal dismissal motion will be received shortly.

6. BUDGET AND ADMINISTRATION:

- (a) **Board Regulations** - Counsel Wender will meet with other Board counsel to develop a proposed regulations package.
- (b) **Information Technology and Web Site Development** - Ms. Massie reported that additional work is being done on the server, and connection to the printer

should be completed next week. She also reported that the website has been updated with current information. Chairwoman Shiroma noted that she has received favorable comments about the ALRB website from persons outside the agency. After discussion of publishing the Board minutes on the ALRB website, the Board directed that future minutes be posted on the website. Board Counsel Starkey reported that staff is continuing to work on developing and testing the agency intranet site. Given other agency activities in September, the Board agreed to move the start-up target date from October 1 to November 1.

- (c) **Budget** - Chief of Administration Arviso stated that she is working on a budget summary format, and provided the Board with a draft. She gave an update concerning the annual leave buy-back program for managers/supervisors. She will prepare a written overview of the program. Ms. Arviso requested that the Board consider reviewing agency policies concerning expenditures and activities, and the Board established a working committee to assist with that review. (Member Barrios, General Counsel Turner, Counsel Levy and Starkey, and Arviso, Coordinator.) Existing policies will be distributed to staff.
- (d) **Strategic Plan** - Status Report, Telephone Conference with Regional Directors and Merced, Bakersfield and Coachella Roundtable Discussions: The Board discussed arrangements for upcoming Roundtable Discussions. Ms. Arviso informed the Board that she is continuing to make inquiries about office locations in potential satellite service areas, and has contacted Employment Development Department (EDD) about available resources. Telephone conference calls with each of the Regional Directors to discuss selection of a sub regional office have been scheduled for this afternoon.
- (e) **Compliance Project** - Counsel Levy gave a verbal status report to the Board on compliance matters, including potential training needs for enforcement issues (e.g., bankruptcy.) For future meetings, she will submit written status reports

before the Board meeting. Chairwoman Shiroma, Member Barrios, General Counsel Turner and Counsel Levy are to meet this week to discuss compliance matters. Counsel Levy reported that she will be going to the El Centro Regional Office on September 25-26 for compliance review.

(f) **ALRA 25th Conference** - Update: New brochures updating the revised conference location and speaker changes have arrived. Chief of Administration Arviso is working with Member Barrios to obtain sample commemorative items for purchase at the upcoming ALRA 25-Year Conference. The Board stated its preference that any commemorative logo include mention of year of the Act's enactment (1975), but authorized Member Barrios and staff to work out the details. After discussion about anticipated attendance, the Board expressed interest in making attendance at the conference available for as many staff as possible.

(g) **Workplace Institute** - Request for Sponsorship of Workplace Institute Conference. After discussion, the Board declined the invitation to be a sponsor for this conference. Chairwoman Shiroma will so inform the requesting organization. Member Richardson will attend conference.

7. **OUTREACH PROJECT:**

(a) **UFW Convention**-Update: Chairwoman Shiroma and Members Mason and Barrios attended portions of the United Farm Workers (UFW) convention, held September 2-3 in Fresno. Board Executive Secretary Barbosa and Counsel Starkey staffed an ALRB information table and made available written materials and informational videos to interested persons, including a number of educators.

(b) **800 Number**-Update: Ms. Massie reported on the use of the 800 toll-free telephone number. After discussion, the Board directed staff to follow up to see how accessibility might be improved (including government page directory listings, 24-hour English/Spanish access, and toll-free

connections to regional offices. Ms. Arviso and Ms. Massie to look into availability and cost.

8. **LEGISLATION - SB 150:** The current legislative session has concluded without passage of this bill.

9. **ANNOUNCEMENTS: None.**

10. **PERSONNEL:** Attorney staff has requested that the Board seek Department of Personnel Administration (DPA) approval to utilize the Attorney IV classification. The Executive Secretary is researching the issue and will present information at a future meeting.

11. **FUTURE AGENDA REVIEW: None.**

PUBLIC MEETING ADJOURNED AT: 12:30 p.m.

NOTE: NO CLOSED SESSION WAS HELD THIS DATE.