

**STATE OF CALIFORNIA
AGRICULTURAL LABOR RELATIONS BOARD**

BOARD MEETING MINUTES

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

January 6, 2009

Time: 1:00 p.m.
Members Present: Chairman Almaraz, Members Shiroma and Rivera-Hernandez
Staff Present: Board Counsel Wender, Heyck and Robinson; Executive Secretary
Barbosa, ALJ Mark Soble, Analyst Massie; & Student Assistant
Macliz
Others: General Counsel Lee

OPEN SESSION

1. **Approval of Minutes:** The Board minutes for December 17, 2008 were approved 3-0 with minor changes.
2. **Public Comments:** None.
3. **Chairman Report:** Chairman Almaraz welcomed ALJ Mark Soble.
4. **General Counsel Report:** Five new ULP charges have been filed in the Salinas and Visalia offices. One additional charge is likely to be filed today in the Visalia region.
5. **Executive Officer Report:**

ELECTION REPORT:

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

PENDING ELECTION MATTERS:

Gallo Vineyards, Inc., 07-RD-1-SAL

On June 18, Roberto Parra filed a decertification petition seeking to remove the United Farm Workers of America as the exclusive bargaining representative of Gallo's agricultural employees in Sonoma County. The petition lists the approximate

number of employees in the unit as 400. The election was held on June 25, 2007 and yielded the following results:

UFW	95
No union	125
Unresolved Challenged Ballots	<u>12</u>
Total	232

On July 2, 2007 the UFW filed objections to the election. The objections will be held in abeyance pending resolution of ULP's mirroring the election objections. On October 5, 2007 the Regional Director dismissed three overlapping charges (07-CE-23-SAL, 07-CE-25-SAL and 07-CE-26-SAL). On October 18, 2007, the UFW filed a request for review of three of the four charges. On November 16, 2008, the General Counsel affirmed the Regional Director's dismissal of the three charges. On February 5, 2008 the Salinas Regional Director and Employer reached an informal settlement agreement resolving the allegations of the remaining charge, 07-CE-24-SAL. The UFW filed a request for review of the agreement. The request for review was denied by the General Counsel on March 10, 2008. On June 6, 2008, the Executive Secretary issued his order on election objections in Gallo Vineyards, Inc., 07-RD-1-SAL. He set one objection for hearing and dismissed the rest. The UFW filed a request for review of the partial dismissal and the case has been transferred to the Board. The hearing on the sole objection originally scheduled for September 9, 2008 was taken off calendar due to the lack of a State budget. The hearing is now rescheduled for November 11, 2008. The Board's issued its decision on the UFW request for review of the Executive Secretary's partial dismissal of election objections on November 7, 2008. The Board affirmed the Executive Secretary's order dismissing the election objections. The UFW filed a motion for reconsideration of the Board's decision. The parties filed their response December 1, 2008. The General Counsel moved to intervene in the proceeding and filed a response to the motion for reconsideration that was granted by the Board on December 4, 2008. The matter is now pending decision by the Board. Also, the hearing on the one objection was held November 11-14, 2008. The post hearing briefs are due February 2, 2009.

Lassen Dairy dba Meritage Dairy, 07-RC-4-VI

On September 4, 2007 UFCW International Union, Local 5 filed a representation petition with the Visalia Regional Office seeking to represent the agricultural employees of Lassen Dairy dba Meritage Dairy. The employer is a dairy located in Bakersfield with approximately 25 employees. An election was held on September 11, 2007 with the following results:

UFCW	17
No Union	15
Unresolved Challenged Ballots	<u>6</u>
Total	38

As the unresolved challenged ballots were outcome determinative, the Regional Director investigated the challenges and issued his report on challenged ballots on November 9, 2007. The Employer filed exceptions to that report on November 19, 2007. The Board issued its decision on challenged ballots on February 15, 2008. A hearing on the three (3) challenged ballots was held on March 18, 2008. On April 22, 2008 the Investigative Hearing Examiner (IHE) issued his decision in this matter. No exceptions were filed and the Executive Secretary issued his order making the IHE decision final on May 12, 2008. On May 13, 2008 the Regional Director opened and counted the three challenged ballots and issued an amended tally with the following results:

UFCW	17
No Union	18
Unresolved Challenged Ballots	<u>2</u>
Total	37

Since the two remaining challenged ballots are outcome determinative and are dependent on the processing of ULP charges involving the two affected workers, the Executive Secretary has requested that the investigation of charges pertaining to Juan Alberto Tostado and Jose Antonio Barbosa Tostado be expedited. On October 28, 2008 the Visalia Regional Director issued a complaint in this matter and the case is pending the scheduling of an evidentiary hearing.

Mayflower/Rio Blanco Dairy, 07-RC-7-VI

On December 7, 2007, UFCW International Union, Local 5 filed a representation petition with the Visalia Regional Office seeking to represent the agricultural employees of Mayflower Companies et al. The employer is a dairy located in Pixley with approximately 31 employees. The election was held on Friday, December 14, 2007 with the following tally:

UFCW	11
No Union	20
UCB's	<u>1</u>
Total	32

The UFCW filed objections on December 12, 2007. The objections are being held in abeyance pending investigation of overlapping ULPs. On February 4, 2008, the employer filed a motion to dismiss the objections alleging the union had neglected to serve the employer's legal representative. The UFCW filed a reply to the motion on February 12, 2008. On February 15, 2008, the acting Executive Secretary denied the motion to dismiss. The request for review was filed February 28, 2008. On March 7, 2008 the Board denied the employer's request for review. The matter is now pending resolution of the overlapping ULPs. On July 28, 2008, the Regional Director issued a

complaint against Mayflower Companies which included all but one of the allegations in the Union's election objections. The election objections and complaint were consolidated for hearing on October 3, 2008 and the matter was scheduled for hearing January 14, 2009. The parties have reached a settlement on a number of charges and only one charge is proceeding to hearing. The charges that overlapped with the election objections have now settled and have been taken off calendar. The objections case has been severed from the consolidated complaint and are re-lodged with the Executive Secretary for screening. On December 26, 2008 the Executive Secretary issued his order dismissing the Union's election objections as moot. The request for review is due January 8, 2009.

L.E. Cooke Company, 08-RD-001-VIS

Agricultural employee Fabian Betanzos filed a decertification petition with the Visalia Regional Office seeking to decertify the incumbent representative, UFW, at L.E. Cooke Company. The employer is a bare tree nursery in Visalia with approximately 136 employees. An election was held on April 9, 2008 with the following results:

UFW	53
No Union	57
UCB's	<u>12</u>
Total	122

The number of unresolved challenged ballots is sufficient to affect the outcome of the election. On June 2, 2008, the Visalia Regional Director issued his report on challenged ballots in LE Cooke Company. Of the 12 challenges lodged, the Regional Director recommended that 9 challenges be overruled and the ballots opened and counted and that 3 ballots be held in abeyance to be set for hearing should the ballots be outcome determinative after a revised tally of ballots issues. No request for review was filed; therefore the ES issued an order making the report final on June 24, 2008 and directing the RD to issue an amended or final tally, as appropriate. On June 30, 2008, the Regional Director opened and counted nine (9) challenged ballots and issued a final tally:

UFW	53
No Union	66
UCB's	<u>3</u>
Total	122

The three remaining unresolved challenged ballots are insufficient to affect the outcome of the election. On November 13, 2008 the Executive Secretary issued his order on election objections setting one objection for hearing and dismissing the rest. The UFW filed its request for review on due November 24, 2008. The request for review is pending before the Board for decision. On December 11, 2008, the Executive Secretary set this matter for investigative hearing on March 3, 2009.

Vista Vineyard Management, LLC, 2008-RD-001-SAL

Agricultural employee Cecilio Samario filed a decertification petition with the Visalia Regional Office on June 11, 2008 seeking to decertify the incumbent representative, UFW, at Vista Vineyard Management, LLC. The employer is a wine grape grower in St. Helena with approximately 65 employees. The election was held on June 18, 2008. The Regional Director impounded the ballots due to pending related unfair labor practice charges. On July 1, 2008 the Acting Executive Secretary issued his order holding the election objections in abeyance pending investigation of six (6) related unfair labor practice charges. On June 25, 2008, the UFW filed objections to the election. The investigation of the pending charges is continuing. The Salinas Regional Director indicated that his investigation of the underlying charges is nearly complete and is expecting to issue a ruling soon.

HerbThyme Farm, 2008-RC-006-VIS

On October 30, 2008 Laborers International Union of North America, Local 1184, filed a representation petition with the Visalia Regional Office seeking to represent the agricultural employees of HerbThyme Farm. The employer is a grower of various herbs (mint, oregano, cilantro...etc.) with approximately 90 employees. The pre-election conference was held on November 4, 2008. An election was held on November 6, 2008 in Thermal CA and yielded the following results:

Laborers International Union of North America, Local 1184	67
No Union	11
Unresolved Challenged Ballots	<u>16</u>
Total	94

On November 14, 2008 the Employer filed a single election objection concerning the appropriateness of the unit. On December 11, 2008, the Executive Secretary set a single objection for hearing for February 9, 2009.

COMPLAINT REPORT

NEW COMPLAINTS ISSUED

None.

PREHEARING, HEARING OR SETTLEMENT CONFERENCES SCHEDULED:

Four hearings are currently scheduled

Mayflower/Rio Blanco Dairy, 07-CE-26-VI

Prehearing scheduled November 18, 2008

Hearing scheduled January 17, 2009

HerbThyme Farms, Inc., 2008-RC-006-VI
Hearing scheduled February 9, 2009

LE Cooke Co., 08-RD-001-VIS
Hearing scheduled March 3, 2009

Mushroom Farms, 07-CE-70-EC
Prehearing scheduled February 5, 2009
Hearing scheduled March 10 & 11, 2009

Two hearing are pending hearing dates

Lassen Dairy, Inc., 07-CE-37-VI
Pending scheduling of hearing.

Hess Collection Winery, 99-CE-23-SAL
Hearing to be taken off calendar and reset when appropriate.

HEARINGS HELD:

None.

CASES PENDING ALJ/IHE DECISION:

Tule River and P&M Vanderpoel Dairy, 05-CE-49-VI
Hearing was held December 2 & 3 2008. Post-hearing briefs are due January 23, 2009.

Gallo Vineyards, Inc., 07-RD-1-SAL
Hearing was held November 11-14, 2008. The post-hearing briefs are due February 2, 2009.

ALJ/IHE DECISIONS ISSUED:

None.

CASES PENDING EXCEPTIONS OR REPLY:

Woolf Farming Co. of CA, 06-CE-28-VI
ALJ decision issued December 9, 2008
Exceptions filed January 2, 2009
Reply due January 15, 2009

CASES PENDING BOARD DECISION:

Gallo Vineyards, Inc., 07-RD-1-SAL

The UFW filed a motion for reconsideration of the Board's decision on request for review of election objections. The parties' responses were received December 1, 2008. The matter is pending board decision.

L.E. Cooke Company, 08-RD-001-VIS

Request for review of Executive Secretary order partially dismissing election objections is pending board decision.

Woolf Farming Co. of CA, 06-CE-28-VI

Exceptions filed January 2, 2009

Reply due January 15, 2009

CASES SETTLED OR RESOLVED:

None.

COMPLIANCE CASES CLOSED:

None.

CASES TRANSFERRED TO BOARD FOR DECISION:

None.

BOARD DECISIONS:

None.

REQUESTS UNDER MANDATORY MEDIATION AND CONCILIATION LAW:

Boschma & Sons Dairy, 2008-MMC-2

The MMC petition was filed August 21, 2008. The employer did not file a response to the petition. On September 8, 2008 the Board issued an order directing the parties to mandatory mediation and conciliation. On September 10, 2008 the California State Mediation and Conciliation Service issued a list of arbitrators. On October 7, 2008 the California State Mediation and Conciliation Service was notified that the parties had selected Luella E. Nelson as their mediator/arbitrator. The mediation sessions began on November 11, 2008. The parties have agreed to a collective bargaining agreement and the agreement and the Mediator's report have been filed with the Board for processing. On December 24, 2008 the Board issued an order making the mediator's report final. This matter is now full resolved and will be removed from this report.

COURT LITIGATION

Artesia Dairy, Case No. F054590 (33 ALRB No. 6)

Petition for review filed January 25, 2008. ALRB filed certified record on January 7, 2008. Petitioner's opening brief was filed March 13, 2008. The Board's response brief was filed April 16, 2008. The Real Party in Interest filed their brief on April 17, 2008. The petitioner's reply brief was filed May 12, 2008. Oral argument was held October 16, 2008. On November 20, 2008, the court issued a published opinion affirming in part and reversing in part the Board's decision in 33 ALRB No. 6. Both the Board and UFW filed a motion for rehearing on December 4 and 5, respectively. The court denied the petitions for rehearing on December 16, 2008. The Board will not be seeking review of this decision.

Vincent B. Zaninovich & Sons, Case No. F055640 (34 ALRB No. 3)

Petition for writ of review was filed July 15, 2008. The certified record was filed July 24, 2008. The petitioner's opening brief was filed August 28, 2008. The Board's reply brief was filed October 2, 2008. The UFW's brief was filed October 3, 2008. The petitioner's reply brief was filed November 12, 2008. The matter is now pending decision by the court or the setting of oral argument.

Aukeman Farms, Case No. F055722 (34 ALRB No. 2)

Petition for writ of review was filed July 25, 2008. On July 31, 2008 the court issued an order staying the Board's decision in this case. The certified record was filed on August 4, 2008. The petitioner's opening brief was filed September 9, 2008. The Board's reply brief was filed October 10, 2008. The petitioner's reply brief was filed November 4, 2008. On December 17, 2008 the court summarily denied the petition for writ of review. As no petition for hearing was filed, the Executive Secretary issued a case status memo releasing this case for compliance on December 29, 2008.

The Executive Secretary briefed the Board on student projects completed or in progress.

6. Special Projects

- a. Information Technology Update/Case Tracking System: Mr. Guida provided an update of all projects and trained the student assistants on December 31st. The case time management system is expected to go live on January 8, 2009.
- b. Financial Integrity and State Managers Accountability Act (FISMA)—Update on creation of ALRB policy manuals for accounting, personnel and business services. Student Assistant Stamps is assisting Member Rivera-Hernandez on this project.
- c. FI\$Cal (State information system for budgeting and procurement)—Nothing to report.

7. Legislation: None

8. Personnel:

An offer was made for the Business Services Officer position.

9. Roundtable:

Sessions on Labor Relations Updates and Unfair Labor Practices will be featured on March 18, 2009, at The Center for Collaborative Solutions (CSS) 20th Annual Labor Management Conference scheduled for March 18-20 in Anaheim.

Information about the event can be found at www.labormanagementsolutions.org.

The public meeting adjourned at 2:45 p.m.

WHEREUPON THE BOARD ENTERED INTO CLOSED SESSION.