

**STATE OF CALIFORNIA  
AGRICULTURAL LABOR RELATIONS BOARD**

**BOARD MEETING MINUTES**

**Board Conference Room  
915 Capitol Mall, 3<sup>rd</sup> Floor  
Sacramento, CA 95814**

**April 7, 2010**

Time: 10:05 a.m.  
Members Present: Members Shiroma, Rivera-Hernandez and Guerrero  
General Counsel: Assistant General Counsel Ed Blanco  
Staff Present: Executive Secretary Barbosa, Administrative Law Judge Soble,  
Board Counsel Heyck, Wender and Robinson; Analyst Massie;  
Others: Daniel Rounds, Principal Consultant, Senate Office of Research

**OPEN SESSION**

1. **Approval of Minutes:** The Board minutes for March 16, 2010, were approved 3-0.
2. **Public Comments:** None.
3. **Chairman Report:** Board Member Guerrero reported on the Labor and Workforce Development Agency (LWDA) senior staff meeting. LWDA is requesting all agencies file their legislative reports in a timely manner. The Labor Agency budget hearing is scheduled for Wednesday, April 14 at 1:30 p.m.
4. **General Counsel Report:** The General Counsel's Office has been working with the Mexican Consulate in Sacramento to locate discriminatees that have moved to Mexico. A memorandum of understanding with the Consulate is being drafted to facilitate this process.

A cross-training session was provided to California Rural Legal Assistance (CRLA) staff in Salinas last week. The training is similar to that provided to the public and sister agencies. The training provides highlights of the Agricultural Labor Relations Act to provide a better understanding of its applicability. The training is similar to training we provide to the public and sister agencies. The possibility of attending events CRLA sponsors to further outreach efforts is being considered. Additional efforts to reach out to others such as legislative district staff will be explored.

Regional Director Alderete will be updating his Equal Employment Opportunity Commission training presentation.

The General Counsel's Office is also working with the Mexican Consulate in Sacramento regarding outreach to indigenous peoples. The consulate has invited the ALRB to join with them in events to make contact with people and tell individuals of their rights under the Act. They have offered to guide us to and through other offices in California. We will be talking to sister agencies informing them of the opportunity to provide outreach together with the Mexican Consulate Offices throughout California.

A bid has been submitted for translation services for the four most common languages of the indigenous people of Mexico: Triqui, Zapotec, and Mixteco Alto & Bajo. Additional bids will be sought. It is estimated that approximately 165,000-200,000 individuals are not able to communicate with us through our regular outreach efforts. Various ways of reaching these individuals will be explored. Options are also being explored to contact the Punjabi communities. The goal is to be able to have translators available by next year.

## **5. Executive Officer Report:**

### **ELECTION REPORT:**

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

None.

### **PENDING ELECTION MATTERS:**

#### **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 Tostado be expedited. On October 28, 2008 the Visalia Regional Director issued a complaint in this matter. A hearing on the related ULP's was held March 24 and 25, 2009. Post-hearing briefs were received May 8, 2009. On June 1, 2009 the ALJ issued his decision in this matter. Both the employer and charging party filed exceptions to the ALJ decision on June 24, 2009. Reply to exceptions briefs were filed July 7, 2009. On October 28, 2009 the Board issued its decision on the companion ULP matter. On November 30, 2009 the employer filed a petition for writ of review with the 5<sup>th</sup> DCA. The certified record was filed with the court on December 8, 2009. Petitioner's opening brief was filed January 12, 2010. Respondent ALRB's brief was filed February 16, 2010. Petitioner's reply brief was filed March 8, 2010. All briefing has been completed. The matter is pending decision by the court or oral argument.

**Kawahara Nursery, Inc., 2010-RC-001-SAL**

On January 12, 2010 the UFW filed a representation petition with the Salinas Regional Office seeking to represent the agricultural employees of Kawahara Nursery, Inc. The employer is a nursery located in Morgan Hill, San Lorenzo and Gilroy with 173 employees. An election was held on January 19, 2010 with the following results:

UFW	70
No Union	68
Unresolved Challenged Ballots	28

The unresolved challenged ballots are outcome determinative and will be investigated by the Salinas Regional Office. The UFW filed objections to the election on January 26, 2010. On March 29, 2010, the Regional Director issued his report on challenged ballots. The request for review is due April 9, 2010. The matter is pending the filing of a request for review of the regional director's report on unresolved challenged ballots and the Executive Secretary order on election objections.

**Frank Pinheiro Dairy, 2010-RD-001-VIS**

On February 24, 2010 agricultural employee Guillermo C. Rios filed a decertification petition with the Visalia Regional Office seeking to oust the incumbent union UFCW Local 10, as the bargaining representative of the employees of Frank Pinheiro Dairy. The employer is a dairy located in Strathmore with approximately 23 employees. On March 1, 2010 the Regional Director blocked the election due to the employer's alleged failure to fully comply with the remedial order contained in a bilateral settlement agreement and because the employer, through its conduct, has delayed the mandatory mediation and conciliation process so as to prejudice the union's ability to effectively represent unit employees. Employer and Petitioner filed requests for review of the Regional Director's decision blocking the election. The Union's response was received on March 18, 2010. On April 1, 2010, the Board denied the Petitioner and Employer's requests for review of the Regional Director's decision to block the election (Administrative Order 2010-RD-001-VIS). This matter is now fully resolved.

**The Hess Collection Winery, 2010-RD-001-SAL**

March 11, 2010, Rybicki & Associates, representing a group of agricultural employees at The Hess Collection Winery, filed a decertification petition with the Salinas Regional Office seeking to oust the incumbent union UFCW Local 1096, as the bargaining representative of the employees of The Hess Collection Winery. The employer is a grower of premium wine grapes with operations in Mt. LaSalle, Veeder Hills, Veeder Crest and Veeder Summit. The winery employs approximately 49 employees. On March 16, 2010, the Regional Director blocked the election. On March 26, 2010 the Employer filed a request for review of the Regional Director's blocking decision. On April 1, 2010, the Board requested a response from the union that is due April 7, 2010.

**COMPLAINT REPORT  
COMPLAINTS ISSUED**

None.

**PREHEARING, HEARING OR SETTLEMENT CONFERENCES  
SCHEDULED:**

**Temple Creek Dairy, Inc., 2009-CE-048-VIS**  
Prehearing Conference held March 29, 2010  
Hearing: April 27, 2010

**Quality Produce, LLC., 2009-CE-039-VIS**  
Prehearing Conference: April 20, 2010  
Hearing: May 11, 2010

**Frank Pinheiro Dairy, 2009-MMC-02**  
Prehearing Conference: April 27, 2010  
Hearing: May 18, 2010

**HEARINGS HELD:**

None.

**CASES PENDING ALJ/IHE DECISION:**

None.

**ALJ/IHE DECISIONS ISSUED:**

None.

**CASES PENDING EXCEPTIONS OR REPLY:**

None.

**CASES PENDING BOARD DECISION OR ACTION:**

HerbThyme Farms, Inc., 2008-CE-074-VIS

The Hess Collection Winery, 2010-RD-001-SAL

**CASES SETTLED OR RESOLVED:**

**Frank Pinheiro Dairy, 2010-RD-001-VIS**

On April 1, 2010 the Board denied the Petitioner and Employer's requests for review or the Regional Director's decision to block the election (Administrative Order 2010-RD-001-VIS). This matter is now fully resolved.

**COMPLIANCE CASES CLOSED:**

None.

**CASES TRANSFERRED TO BOARD FOR DECISION:**

None.

**BOARD DECISIONS:**

**REQUESTS UNDER MANDATORY MEDIATION AND CONCILIATION  
LAW:**

**Frank Pinheiro Dairy dba Pinheiro Dairy & Milanesio Farms, 2009-MMC-02**

Request for mandatory mediation and conciliation was received on September 10, 2009. On September 11, 2009 the petitioner filed a supplemental memorandum and declaration in support. On September 15, 2009 the Executive Secretary granted the Employer's request for an extension of time to file an answer to the petition. The answer to the petition was received September 23, 2009. On October 1, 2009 the Board issued its decision finding that the prerequisites for mandatory mediation and conciliation were met and referred the matter to the State Mediation and Conciliation Service (SMCS) for mandatory mediation and conciliation. On October 5, 2009 the SMCS provided the parties with a list of nine (9) mediators. In accordance with our regulations, the parties had seven (7) days to select a mediator from the list or mutually designate a mediator from a list of all qualified mediators maintained by the State. (See Regulations section 20403.) On October 8, 2009 Frank Pinheiro Dairy filed a petition for writ of review and request for immediate stay with the 5th DCA. On October 9, 2009 the court granted the immediate stay. On October 16, 2009 the ALRB filed the certified record and its preliminary opposition. Also on October 16, Frank Pinheiro Dairy filed its opening brief. Real Party in Interest filed its response brief on October 19, 2009. On October 30, 2009, the court issued an order dissolving the stay of the MMC process provided for in its previous order. The October 30, 2009 order also granted petitioner leave to file a reply within 10 days (November 9, 2009). On November 3, 2009 the Board filed a request for remand with the 5<sup>th</sup> DCA in order to consider arguments presented by the petitioner for the first time in its petition for writ of review. On November 5 and 6, 2009, respectively, the Employer filed its reply to opposition to petition for writ of review and notice of non-opposition to ALRB's request for remand. On November 13, the Court issued an order requesting clarification of the parties' intentions by letter briefing. The parties filed letter briefs with the court on November 20, 2009 (Respondent and Charging Party) and November 23, 2009 (Petitioner). On December 28, 2009 the court summarily denied the petition for writ of review. The petition for hearing is due January 7, 2010. No petition was filed with the Supreme Court. The MMC hearing before the mediator began on January 6, 2010. On January 21, 2010 the Board issued an order staying the mandatory mediation process pending reconsideration by the Board of its decision and order in 35 ALRB No. 5. On February 3, 2010 the Board requested briefing on questions concerning Labor Code section 1164 (a). Both the employer and union filed responsive briefs on February 16, 2010. Reply briefs were received February 23, 2010. The Board issued its decision in this matter on March 24, 2010 (36 ALRB No. 1) setting several matters for investigative hearing. The hearing will be scheduled for May 18 and 19, 2010.

## COURT LITIGATION

### **Bryan DeHaan and Jacob DeHaan v. California Agricultural Labor Relations Board, et al., 2009-NC-09-232146**

On March 27, 2009 *Bryan DeHaan and Jacob DeHaan* filed a complaint in the Superior Court of Tulare County, Visalia Division, Case No. 09-232146 (VCGCB Claim No. G578040). against the *Agricultural Labor Relations Board, et al* alleging that that ALRB agents falsely imprisoned the DeHaans, two minors, in the process of taking their challenged ballot declarations at a representation election conducted by the ALRB on April 23, 2008 at Heritage Dairy in Tulare, CA. The answer to the complaint was filed June 22, 2009. The deposition of an ALRB staff member and DeHann children were taken on September 1, 2009. The trial is scheduled for April 15, 2010. The Board filed a Motion for Summary Judgment/Summary Adjudication on December 18, 2009. Plaintiffs filed their Opposition and Declarations in Support Thereof on February 23, 2010. The Board's Reply is due on March 4, 2010. Hearing on the motion for summary judgment was held March 9, 2010, and the motion for summary judgment was granted. Entry of the order is still pending.

### **Lassen Dairy, Inc., F058940**

On November 30, 2009 Lassen Dairy, Inc. filed a petition for writ of review of the Board's decision in (2009) 35 ALRB No. 7. The certified record was filed with the court on December 8, 2009. Petitioner's opening brief was filed January 12, 2010. Respondent's answering brief was filed February 16, 2010. Petitioner's reply brief was filed March 8, 2010. All briefing has been completed. The matter is pending decision by the court or oral argument.

### **Gallo Vineyards, Inc. (Roberto Parra), C063487**

On November 24, 2009 Roberto Parra, the Real Party of Interest in Gallo Vineyards, Inc., filed a petition for writ of review of the Board's decision in (2009) 35 ALRB No. 6. The certified record was filed with the court on December 10, 2009. Petitioner's opening brief was filed January 29, 2010. ALRB's response brief was filed March 1, 2010. Real Party in Interest United Farm Workers of America's response brief was filed on March 23, 2010. Petitioner's reply brief was filed on April 23, 2010. All briefing has been completed. The matter is pending decision by the court or oral argument.

### **San Joaquin Tomato Growers, Inc., C064352**

On March 5, 2010 the United Farm Workers of America filed a petition for writ of review of the Board's Administrative Order No. 2010-04. On March 10, 2010 the ALRB requested an extension of time to file certified record to March 30, 2010. The

request was granted on March 12, 2010. On March 15, 2010 the ALRB filed a motion to dismiss the petition for writ of review. The UFW's brief in opposition to the motion to dismiss was filed March 23, 2010. The Board's reply brief, if any, is pending.

**Ace Tomato Company, Inc., C064360**

On March 5, 2010 the United Farm Workers of America filed a petition for writ of review of the Board's Administrative Order No. 2010-04. On March 10, 2010 the ALRB requested an extension of time to file certified record to March 30, 2010. The request was granted on March 12, 2010. On March 15, 2010 the ALRB filed a motion to dismiss the petition for writ of review. The UFW's brief in opposition to the motion to dismiss was filed March 30. The UFW's brief in opposition to the motion to dismiss was filed March 23, 2010. The Board's reply brief, if any, is pending.

**6. Special Projects**

- a. Information Technology Update/Case Tracking System—Work continues on the trust fund module. The application is being adjusted as necessary as information is inputted. It is the goal to have the ability to produce monthly trust fund reports. The next Case Tracking committee meeting is scheduled for April 23 at 10:00 a.m. The IT committee met with Gary Leong of LWDA to discuss E-Hub implementation. Pursuant to Executive Order S-03-10 all agencies under the Governor's direct executive authority shall transition to the state's shared e-mail security and encryption solution by June 30, 2010, and migrate to the state's shared e-mail solution by no later than July 1, 2010.
- b. Policy Committee Report— 2010 Telework Policy & Procedures: The Telework Policy and Procedures committee met yesterday. Sample policies are being reviewed. There is a deadline of July 1, 2010, for the Board and General Counsel to adopt a standard and certify that the agency is in compliance.
- c. BL 10-06 – Information Technology Expenditure Reporting and Cost Optimization: This Budget Letter directs departments to report information technology expenditures in order to help identify savings opportunities consistent with Control Section 15.30, Budget Act of 2009, which authorizes reductions to departmental budgets to reflect savings in information technology and related expenditures. Phase one data elements are to be submitted to LWDA by April 14, 2010. Agencies shall submit the approved Phase one reports to Finance by April 21, 2010.

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

**SB 1474, as introduced, Steinberg. Labor representatives: elections.**

This is a card check bill that is identical to SB 789, which was vetoed by the Governor in 2009.



Existing law prohibits employers from engaging in unfair labor practices, including interfering in the election by agricultural employees of labor representatives to engage in collective bargaining for the designated bargaining units. Existing law also provides criminal and civil penalties for any employer or person who engages in unfair labor practices as determined by the Agricultural Labor Relations Board and the courts. Existing law provides for a secret ballot election for employees in agricultural bargaining units, as defined, to select labor organizations to represent them for collective bargaining purposes.

This bill would permit agricultural employees, as an alternative procedure, to select their labor representatives by submitting a petition to the board accompanied by representation cards signed by a majority of the bargaining unit. The board would be required to conduct an immediate investigation to determine whether to certify the labor organization as the exclusive bargaining representative for the particular agricultural employees. Within 5 days after receiving a petition, the board would be required to make a nonappealable administrative decision. If the board determined that the representation cards meet specified criteria, then the labor organization would be certified as the exclusive bargaining representative. If the board determined that the representation cards were deficient, it would notify the labor organization of the deficiency and grant the labor organization 30 days to submit additional cards.

This bill would extend the existing prohibitions and penalties to employers who engage in unfair labor practices with regard to a majority signup election.

This bill would require that the board keep the information on the representation cards confidential.

The bill was introduced, read for the first time, and sent to the Committee on Rules for assignment on February 19. On March 11, 2010, the bill was sent to the Committee on Labor and Industrial Relations. The bill is set for hearing on April 13, 2010.

**AB 1659, as introduced, Huber. State government: agency repeals.**

This bill would create the Joint Sunset Review Committee to identify and eliminate waste, duplication, and inefficiency in government agencies, as defined, and to conduct a comprehensive analysis of every agency to determine if the agency is still necessary and cost effective. The bill would require each agency scheduled for repeal to submit a report to the committee containing specified information. The bill would require the committee to take public testimony and evaluate the agency prior to the date the agency is scheduled to be repealed, and would require that an agency be eliminated unless the Legislature enacts a law, based upon a recommendation endorsed by a vote of the majority of the members

of the committee, to extend, consolidate, or reorganize the agency. The bill would specify the composition of the committee, which would be appointed by the President pro Tempore of the Senate, the Speaker of the Assembly, and the Governor, and certain aspects of its operating procedure. The bill would also make a statement of legislative intent to enact legislation that provides for the repeal of every entity of state government, excluding an agency that is constitutionally created or an agency related to higher education. This bill is consistent with provisions of existing law governing the sunset review process for boards and bureaus under DCA. Because the bill does not establish new sunset dates for any state agencies, this bill is limited to the boards and bureaus under DCA already scheduled for sunset review pursuant to existing law. Accordingly, the bill as introduced does not include boards such as the ALRB. It will continue to be tracked in the event that an amendment broadens the scope of the bill.

The bill was read for the first time and sent to print on January 19, 2010. On February 4, 2010, the bill was referred to the Committee on Business and Professions. On April 6, 2010, the bill was passed from committee, amended, and a vote was taken to not accept the amendments.

**SB 835, as introduced, Strickland. Government reorganization:**

**realignment or closure.** This bill would enact the Bureaucracy Realignment and Closure Act of 2011. It would establish the Bureaucracy Realignment and Closure Commission in state government with a specified membership. Beginning on January 1, 2011, the Controller, the Director of Finance, the Legislative Analyst, the Legislative Counsel, the Milton Marks "Little Hoover" Commission on California State Government Organization and Economy, and the State Auditor would be required to develop recommendations for the closure or realignment of state bureaucracies for consideration by the commission. It would require the commission to independently evaluate the recommendations, conduct 3 public hearings, and, by January 1, 2012, have at least one member of the commission visit each state bureaucracy considered for realignment or closure. This bill would require the commission, not later than July 15, 2012, to submit a report of its final recommendations to the Governor and the Legislature that establishes a list of state bureaucracies that are proposed to be realigned or abolished. It would require the Governor, upon approval of the list of recommendations, to prepare the list as a reorganization plan and to submit the plan to the Legislature under the provisions relating to the Governor's reorganization plans. This bill was introduced, read, sent to print and to the Rules Committee for assignment on January 4, 2010. On January 21, 2010, this bill was sent to the Committee on Governmental Organization. The bill is set for hearing on April 13, 2010.

**AB 2537, as introduced, Silva. State agencies: adjudications:  
presiding officers.**

Existing law, the Administrative Procedure Act, provides for the conduct of administrative adjudication proceedings of state agencies. Existing law provides for the disqualification of a presiding officer for bias, prejudice, or interest in the proceeding. Existing law authorizes an agency that conducts an adjudicative proceeding to provide by regulation for peremptory challenge of the presiding officer. This bill would require that an agency that conducts an adjudicative proceeding provide by regulation for peremptory challenge of the presiding officer in cases where the presiding officer is an administrative law judge. The April 6 amendments added the following provision, which effectively exempts the ALRB from its provisions.

*(e) Subdivision (d) shall not apply to an agency that has five or fewer administrative law judges and has an existing system of internal appellate review for requests for disqualification of an administrative law judge in which the disqualification determination is made by the agency.*

The bill was introduced on February 19, 2010. The bill was read for the first time on February 22 and referred to the Committee on Business and Professions on March 18. On April 6, 2010, the bill was set for the first hearing. The hearing was cancelled at the request of the author. The bill was amended and re-referred to the Committee on Business, Professions and Consumer Protection, read a second time and amended.

- 8. Regulations** – *Update on status of proposed amendments on exculpatory evidence and familial voter eligibility exclusions submitted to the Office of Administrative Law on February 25, 2010.* The Office of Administrative Law (OAL) has contacted the Board and requested several technical changes in the rulemaking documents, which will be made. OAL also asserted that, pursuant to SAM section 6614, it was necessary that the Secretary of the Labor and Workforce Development Agency (LWDA) sign the Form 399 (Fiscal Impact Statement). The LWDA has been contacted about this issue, with the likely resolution that, due to time constraints, a designee of the Secretary will sign the form in this instance and the issue will be worked out later regarding future rulemaking packages.
- 9. Personnel** – The all staff meeting will be rescheduled for early May.
- 10. Roundtable** –  
21<sup>st</sup> Annual CCS Labor Management Conference—The panel on *How to Present a Case Before the Agricultural Labor Relations Board* went well and received excellent marks from participants. Everyone did an excellent job with their presentations. The event organizers have invited us to participate again.

The Agricultural Labor Relations Board received the following awards from the California State Employees Charitable Campaign. (1) a Spirit of California Award for Outstanding Per Capita Giving; (2) a platinum award certificate for per capita gift threshold; and (3) a bronze award certificate for participation.

The public meeting adjourned at 11:45 a.m.

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