

**STATE OF CALIFORNIA
AGRICULTURAL LABOR RELATIONS BOARD**

BOARD MEETING MINUTES

**Employment Development Department Auditorium
722 Capitol Mall
Sacramento CA 95814**

June 26, 2018

Time: 10:04 a.m.
Members Present: Chairwoman Shiroma, Members Rivera-Hernandez and Hall
Staff Present: Executive Secretary Avila-Gomez; Chief Board Counsel Ratshin;
Board Counsel Heyck and Coffey; Project Manager Hariharan;
Analyst Massie
Others Present: ALRB: General Counsel Montgomery; Division of Administrative
Services Chief Rodrigues; Ann Veronica Morgan, Excel Interpreting
and Translating; Juan Esparza Loera, Editor Vida en el Valle

OPEN SESSION

- 1. Approval of Minutes:** Board approved 3-0 the minutes of April 25, 2018.
- 2. Public Comment:** None.
- 3. Chairwoman's Report:**

Chairwoman Shiroma congratulated Member Rivera-Hernandez on her recent confirmation hearing in the Senate Rules Committee. Member Rivera-Hernandez thanked everyone who helped with her confirmation.

- 4. Executive Officer's Report on Elections, Unfair Labor Practice Complaints, Hearings and Court Litigation**

ELECTION REPORT

NOTICE OF INTENT TO TAKE ACCESS (NA)

Since the Board's last meeting on April 25, 2018, there have been four notices of intent to take access (NA's) filed.

On May 23, 2018, an NA was filed by the United Food & Commercial Workers Union, Local 5 (UFCW5) at Greenfield Organix in Greenfield, CA—a cannabis industry employer.

Case Name: *Greenfield Organix*
Case Number: 2018-NA-012-SAL
Charging Party: United Food & Commercial Workers Union, Local 5.

On June 21, 2018, an NA was filed by the United Food & Commercial Workers Union, Local 5 (UFCW5) at Riverview Farms/DBA Riverview Farms in Salinas, CA.

Case Name: *Riverview Farms/DBA Riverview Farms*
Case Number: 2018-NA-013-SAL
Charging Party: UFCW5

On June 21, 2018, an NA was filed by the United Food & Commercial Workers Union, Local 5 (UFCW5) at Riverview Farms/DBA Satsuma Pacific Farms in Salinas, CA.

Case Name: *Riverview Farms/DBA Satsuma Pacific Farms*
Case Number: 2018-NA-014-SAL
Charging Party: UFCW5

On June 22, 2018, an NA was filed by the United Food & Commercial Workers Union, Local 5 (UFCW5) at Fugi Fire Flowers in Salinas, CA.

Case Name: *Fugi Fire Flowers, LLC.*
Case Number: 2018-NA-015-SAL
Charging Party: UFCW5

NOTICE OF INTENT TO ORGANIZE (NO)

Since the Board's last meeting on April 25, 2018, there has been one notice of intent to organize filed.

On May 23, 2018, an NO was filed by the United Food & Commercial Workers Union, Local 5 (UFCW5) at Greenfield Organix in Greenfield, CA—a cannabis industry employer.

Case Name: *Greenfield Organix*

Case Number: 2018-NO-003-SAL

Charging Party: United Food & Commercial Workers Union, Local 5.

ELECTION PETITIONS FILED

Since the Board's last meeting on April 25, 2018, there have been no elections held.

COMPLAINT REPORT

Since the Board's last meeting on April 25, 2018, the General Counsel has issued five complaints.

KR Thermal Middleton, LLC, Case No. 2017-CE-012-VIS, et al. filed on May 7, 2018. KR is an agricultural operation that grows and harvests dates in Thermal, California. The employer committed an unfair Labor practice by terminating an employee for having engaged in protected concerted activity.

Premiere Raspberries, LLC, Case No. 2018-CE-004-SAL filed on May 7, 2018. Premiere Raspberries is an agricultural operation that grows and harvests raspberries in Royal Oaks and Watsonville, California. The employer committed an unfair labor practice by terminating an employee for having engaged in protected concerted activity.

GJ Farms, Inc. Case No. 2017-CE-020-SAL filed on May 8, 2018. GJ Farms, Inc. is an agricultural operation that grows and harvests vegetables and herbs in Ventura County, California. The employer committed an unfair labor practice by terminating an employee for having engaged in protected concerted activity.

Catalinos Berry Farm, LLC, Case No. 2016-CE-1044-SAL filed on May 15, 2018. Catalinos Berry Farm is an agricultural operation that grows and harvest strawberries in Oxnard, California. The employer committed an unfair Labor practice by terminating an employee for having engaged in protected concerted activity.

WMJ Farms, Inc., Case No. 2016-CE-012-VIS filed on May 15, 2018. WMJ Farms, Inc. is an agricultural operation that grows and harvests plums, peaches, nectarines,

and other fruits in Tulare County, California. The employer committed an unfair Labor practice by terminating an employee for having engaged in protected concerted activity.

CONFERENCES AND HEARINGS HELD SINCE LAST MEETING

CASE MANAGEMENT CONFERENCES (CMC)

- May 7, 2018 – Golden West Veg. Inc., Case No. 2016-CE-028-SAL
- May 14, 2018 – West Coast Berry Farms, Case No. 2016-CE-002-SAL
- May 21, 2018 – Channel Islands Berry, Case No. 2016-CE-037-SAL
- May 23, 2018 – D’Arrigo Bros., Case Nos. 2016-CE-022-SAL, et al.
- June 25, 2018 – George Amaral Ranches, Inc., Case No. 2017-CE-021-SAL

PREHEARING CONFERENCES (PHC)

- May 7, 2018 – Gerawan Farming, Inc., Case Nos. 2015-CE-023-VIS, et al.
- May 23, 2018 – Monterey Mushrooms, Inc., Case No. 2016-CE-032-SAL
- June 25, 2018 – Jacob Diepersloot, et al., Case No. 2015-CE-027-VIS
- June 25, 2018 – Premiere Raspberries, LLC, Case No. 2018-CE-004-SAL

SETTLEMENTS

- None

HEARINGS

- May 22, 2018 – Hearing in Gerawan Farming, Inc., Case Nos. 2015-CE-007-VIS, et al. (3 days)
- June 5, 2018 – Hearing in Monterey Mushrooms, Inc., Case No. 2016-CE-032-SAL (2 days)
- June 20, 2018 – Hearing in Gerawan Farming, Inc., Case No. 2015-CE-023-VIS, et al. (1 day)

COMPLAINTS SETTLED PRIOR TO HEARING

- None

COMPLAINTS WITHDRAWN

- *D'Arrigo Bros.*, Case No. 2016-CE-022-SAL Withdrawn on May 7, 2018. GC filed a Notice of Withdrawal of Complaint on 6/1/2018. Charging Party and Respondent signed a Collective Bargaining Agreement, which addressed the issues raised in the charges and the complaint.

CASES PENDING TRANSCRIPTS, POST-HEARING BRIEFS OR ALJ/IHE DECISION

- *Fowler Packing Company*, Case No. 2016-CE-003-VIS – CMC held on Monday, February 26, 2018; PHC held on Monday, March 12, 2018 and Tuesday, April 10, 2018; Hearing finished on Monday, April 16, 2018; Post-hearing briefs filed on Friday, May 25, 2018; Pending ALJ Decision.
- *Gerawan Farming, Inc.*, Case No. 2015-CE-007-VIS, et al., CMC's held on Monday, August 7, 2017, Tuesday, October 17, 2017, and Monday, March 12, 2018; PHC held on Monday, April 16, 2018; Hearing Started on Tuesday May 22, 2018; Post-hearing briefs due on Friday, July 13, 2018.
- *Gerawan Farming, Inc.*, Case No. 2015-CE-023-VIS, et al., CMC's held on Monday August 14, 2017 and Monday, February 26, 2018; PHC held on Wednesday, May 9, 2018; Hearing held on June 20, 2018; Order Closing Record Conditionally Subject to Surrebuttal issued June 21, 2018. General Counsel has until Wednesday, June 27, 2018, to indicate whether they will present surrebuttal evidence.
- *Monterey Mushrooms*, Case No. 2016-CE-032-SAL – CMC held on Tuesday, February 20, 2018; PHC held on Wednesday, May 23, 2018; Hearing held on June 5, 2018; Post-hearing briefs due on Thursday, August 2, 2018.

ALJ/IHE DECISIONS ISSUED

- *Jacob Diepersloot, et al.*, Case No. 2015-CE-027-VIS – Administrative Law Judge granted Motion for Default Judgment 6/21/2018.

CASES PENDING EXCEPTIONS OR REPLY/REQUEST FOR REVIEW

- *Gerawan Farming, Inc.*, Case No. 2013-CE-011-VIS, et al. – Administrative Law Judge Decision issued 5/29/2018; Exceptions filed 6/21/18; Replies due 7/5/2018.

CASES PENDING BOARD DECISION OR ACTION

- *United Farm Workers (Lopez)*, 2015-CL-006-VIS; ALJ Decision issued 12/11/17; Exceptions received 1/22/18; Replies received 2/7/18.
- *Arnaudo Brothers, LP, and Arnaudo Brothers, Inc.*, 2015-CE-006-VIS, 2017-CE-003-VIS; ALJ Decision issued 3/29/18; Exceptions received 5/7/18; Reply received 5/23/18.
- *Sabor Farms*, 2013-CE-047-SAL, Proposed Formal Bilateral Settlement Agreement Received 4/19/18. Admin. Order 2018-04 issued 5/18/18. Response received 5/29/18.
- *United Farm Workers (Lopez)*, 2015-CL-006-VIS; ALJ Decision issued 12/11/17; Exceptions received 1/22/18; Replies received 2/7/18.
- *Arnaudo Brothers, LP, and Arnaudo Brothers, Inc.*, 2015-CE-006-VIS, 2017-CE-003-VIS; ALJ Decision issued 3/29/18; Exceptions received 5/7/18; Reply received 5/23/18.
- *Sabor Farms*, 2013-CE-047-SAL, Proposed Formal Bilateral Settlement Agreement Received 4/19/18. Admin. Order 2018-04 issued 5/18/18. Response received 5/29/18.
- *Gerawan Farming, Inc.*, 2013-CE-011-VIS, et al.; ALJ Decision issued 5/29/18; Exceptions due 6/18/18. Replies due 6/28/18.

BOARD DECISION OR ACTION:

United Farm Workers of America (Olvera-Magaña), Case Nos. 2013-CL-002-SAL, et al. (44 ALRB No. 5)

On May 14, 2018, the Agricultural Labor Relations Board (Board) issued its decision and order in *United Farm Workers of America (Olvera-Magaña)* (2018) 44 ALRB No. 5.

Background

On August 4, 2017, Administrative Law Judge William L. Schmidt (the “ALJ”) issued a decision finding that, in 2013, Respondent United Farm Workers of America (the “UFW”) unlawfully interrogated and threatened employees who circulated a petition seeking the removal of the UFW’s contract administrator. The ALJ further found that the UFW placed petitioning activity under surveillance and created the impression of surveillance of such activity. While the 2013 allegations had been settled in a February 2016 settlement agreement, the ALJ found that the UFW voided the settlement agreement when it unlawfully threatened an employee who had filed a charge against the UFW in March 2016. While sustaining the charge alleging the March 2016 threat, the ALJ dismissed additional allegations that the UFW unlawfully excluded employees from a crew meeting for engaging in protected dissident union activity and unlawfully instructed employees to ignore and/or not trust an employee whom the UFW believed was engaged in decertification activity.

Board Decision

The Board upheld the ALJ’s conclusion concerning the 2013 interrogation, threat, and surveillance allegations and also found that the UFW made a threat against an additional employee, a violation not found by the ALJ. The Board agreed with the ALJ that the UFW threatened an employee in March 2016 and that this conduct voided the agreement to settle the 2013 charges. The Board agreed that the exclusion of dissident employees from the crew meeting did not violate the Act. Labor Code section 1154, subdivision (a)(1) generally does not prohibit intraunion discipline that does not affect members’ status as employees, and does not involve threats or violence, prevent members from accessing Board processes, or conflict with policies imbedded in the ALRA. The exclusion from the crew meeting, where only internal union matters were discussed, did not affect the dissidents’ status as employees. Finally, the Board agreed with the ALJ that the UFW instructions to employees concerning suspected decertification activity did not violate the Act. Labor Code section 1155 protects speech that does not contain threats or promises of benefits and unions are entitled to defend themselves against suspected decertification activity.

ADMINISTRATIVE ORDERS

- Admin. Order No. 2018-04: *Sabor Farms*, 2013-CE-047-SAL, (42 ALRB No. 2) On May 18, 2018, Order Conditionally Granting Approval of Formal Bilateral Settlement Agreement.
- Admin. Order No. 2018-05: *Sabor Farms*, 2013-CE-047-SAL, (42 ALRB No. 2) On June 1, 2018, Order Granting Approval of Formal Bilateral Settlement Agreement.

CASES READY OR RELEASED FOR COMPLIANCE

- *United Farm Workers (Olvera/Magaña)*, Case Nos. 2013-CL-002-SAL, et al. Board decision issued 5/14/18. Motion for Reconsideration due date was 5/28/18. No writ of review was filed. Therefore, the matter is ready to be released to the Regional Office for compliance.
- *Premiere Raspberries, LLC dba Dutra Farms*, 42 ALRB No. 4, Case No. 2016-CE-010-SAL. The Board's Decision issued on November 18, 2016. On December 1, 2016, a petition for review was filed and on May 15, 2018, the court denied the petition. A petition for review to the Supreme Court of California was due on or before May 25, 2018. No petition for review was filed; therefore, the matter was released to the Regional Office for compliance on June 11, 2018.
- *T.T. Miyasaka*, 42 ALRB No. 5, Case No. 2016-CE-011-SAL. The Board's Decision issued on November 18, 2016. On December 1, 2016, a verified petition for review was filed, and on May 15, 2018, the court denied the petition. A petition for review to the Supreme Court of California (Supreme Court) was due on or before May 25, 2018. No petition for review was filed; therefore, the matter was released to the Regional Office for compliance on June 11, 2018.
- *Tri-Fanucchi Farms*, 40 ALRB No. 4, 2013-CE-008-VIS and 2013-CE-014-VIS. The Board's Decision issued on April 23, 2014. On February 26, 2018, Tri-Fanucchi Farms filed a petition for a writ of certiorari in the Supreme Court of the United States (Case No. 17-1220). On April 2, 2018, the court denied the petition. No petition for rehearing was filed; therefore, the matter was released to the Regional Office for compliance on May 16, 2018.

MANDATORY MEDIATION AND CONCILIATION (MMC)

No new requests for referral to MMC.

Case Calendar for Future Dates

1. Golden West Veg., Inc., 2016-CE--028-SAL
2. West Coast Berry Farms, LLC, 2016-CE-002-SAL
3. Channel Islands Berry Farms, 2016-CE-037-SAL
4. GJ Farms, 2017-CE-020-SAL
5. Catalinos Berry Farm, LLC, 2016-CE-044-SAL
6. Premiere Raspberries, LLC, 2017-CE-069-SAL
7. Premiere Raspberries, LLC, 2018-CE-004-SAL & 2018-CE-012-SAL (consolidated)
8. George Amaral Ranches, 2017-CE-021-SAL
9. WMJ Farms, 2016-Ce-012-VIS
10. KR Thermal Middleton, 2017-CE-012-VIS
11. David Abreu, 2017-CE-026-SAL
12. Premiere Raspberries, LLC, 2017-CE-034-SAL, 2017-CE-036-SAL, 2017-CE-040-SAL & 2017-CE-064-SAL

ALRB BOARD LITIGATION

Petitions for Writ of Review of Unfair Labor Practice Decisions

- ▶ ***P & M Vanderpoel Dairy v. ALRB, Fifth District Court of Appeal Case No. F077513***

Summary: Petition for writ of review of the Board's decision in 44 ALRB No. 4, involving an award of backpay to an unlawfully terminated employee.

Status: Vanderpoel filed its petition for writ of review on May 18, 2018. The Board filed the certified record on June 14. Vanderpoel's opening brief is due July 19. The Board's respondent's brief will be due 35 days thereafter (August 23), and any reply will be due 25 days after the respondent's brief is filed (September 17).

- ▶ ***Gerawan Farming, Inc. v. ALRB, Fifth District Court of Appeal, Case No. F077033***

Summary: Petition for writ of review of the Board's decision in 44 ALRB No. 1, in which the Board found that Gerawan committed unfair labor practices by engaging in surface bargaining with the United Farm Workers of America and by insisting on the exclusion of workers employed by farm labor contractors from the terms of a collective bargaining agreement.

Status: Gerawan filed its opening brief on June 19, as well as a judicial notice request. The Court issued an order on June 22 deferring ruling on Gerawan's judicial notice request and providing the Board until July 9 to file any opposition to the request. The Board's respondent's brief is due July 24, and any reply will be due 25 days after the respondent's brief is filed (August 20).

► ***Gerawan Farming, Inc. v. ALRB, et al., Fifth District Court of Appeal, Case No. F073720***

Summary: Petition for writ of review of the Board's decision in 42 ALRB No. 1, in which the Board found Gerawan committed unfair labor practices, dismissed a decertification petition, and set aside a decertification election.

Status: The court issued an opinion on May 30. The court upheld several of the Board's unfair labor practice findings but reversed others. The court also reversed the Board's order in the representation proceeding dismissing the decertification petition and setting aside the election. The court remanded the matter to the Board to reconsider its order setting aside the election. The opinion becomes final 30 days after issuance (June 29). A petition for review of the appellate court's opinion in the California Supreme Court is due 10 days after the opinion becomes final, here July 9.

► ***Cruz v. ALRB (Premiere Raspberries, LLC dba Dutra Farms), Sixth District Court of Appeal Case No. H044179***

Summary: Petition for writ of review of the Board's decision in 42 ALRB No. 4, in which the Board dismissed unfair labor practice allegations against agricultural employer Premiere Raspberries, LLC dba Dutra Farms claiming that the class action waiver imposed in the employer's arbitration agreement violated the Agricultural Labor Relations Act.

Status: On May 15, 2018, the court issued an order summarily denying the petition for review. No petition for review was filed in the California Supreme Court, and the matter now is final.

► ***Magaña v. ALRB (T.T. Miyasaka, Inc.), Sixth District Court of Appeal Case No. H044175***

Summary: Petition for writ of review of the Board's decision in 42 ALRB No. 5, in which the Board dismissed unfair labor practice allegations against agricultural employer T.T. Miyasaka, Inc., claiming that the class action waiver imposed in the employer's arbitration agreement violated the Agricultural Labor Relations Act.

Status: On May 15, 2018, the court issued an order summarily denying the petition for review. No petition for review was filed in the California Supreme Court, and the matter now is final.

Mandatory Mediation and Conciliation Litigation

► ***Gerawan Farming, Inc. v. ALRB*, United States Supreme Court Case No. 17-1375**

Summary: Petition for writ of certiorari seeking review of the California Supreme Court's opinion in *Gerawan Farming, Inc. v. ALRB* (2017) 3 Cal.5th 1118. The California Supreme Court issued its opinion on November 27, 2017, reversing the appellate court's opinion and concluding that the MMC statute does not violate substantive due process, equal protection, or constitute an unconstitutional delegation of legislative power.

Status: The Board and UFW filed oppositions to Gerawan's petition on June 15, 2018. Amicus briefs were filed by (1) The NFIB Small Business Legal Center and Southeastern Legal Foundation [April 27]; (2) Pacific Legal Foundation [May 1]; (3) Silvia Lopez [May 14]; and (5) Roberto Angeles and the National Right to Work Legal Defense Foundation [May 16].

► ***Premiere Raspberries, LLC v. ALRB*, Sixth District Court of Appeal Case No. H045909 [Monterey County Superior Court, Case No. 18CV001447]**

Summary: Appeal from superior court judgment dismissing employer's petition for writ of mandate seeking to stay and enjoin mandatory mediation and conciliation proceedings between the employer and United Farm Workers of America while the employer seeks review of the union's certification via a technical refusal to bargain.

Status: Premiere's ex parte application to stay MMC proceedings was heard and denied on April 26. On June 11, the superior court entered judgment dismissing Premiere's complaint. Premiere filed and served a notice of entry of judgment on June 12, and a notice of appeal on June 14. On June 19, Premiere filed a petition for writ of supersedeas seeking to stay pending MMC proceedings. The Board's opposition is due July 5. Premiere filed a notice designating the record on appeal on June 20. The Board's notice designating any additional records on appeal is due July 2. On June 15, the appellate court sent a letter to the parties regarding the appellate mediation program. The parties' mediation statements are due July 2. The Board's memorandum of costs in the superior court proceeding is due June 27.

5. General Counsel's Report

General Counsel Montgomery congratulated Member Rivera-Hernandez on her confirmation by the Senate Rules Committee. Two cases were settled pre-complaint. (1) Eleven charges were filed against Munger Farms of Lodi, alleging that eleven workers were fired for complaining about a supervisor yelling at a worker. After the workers called Univision and the station did a story, the workers received an immediate offer of reinstatement. The settlement agreement included \$1,130 plus noticing and reading. The employer employs 540 workers during peak blueberry season. As part of the settlement, the employer provided training to staff. (2) In Pacific South Farms, a worker filed a charge that he was fired while working in tomatoes after asking the pay to change from piece-rate to hourly rate. The Oxnard office achieved a settlement for full backpay, noticing and supervisor training.

Outreach – The Indio office staff attended four different events presented by migrant parent resource groups in Coachella, distributed flyers at the border, met with a Department of Labor representative about collaboration; attended a community presentation in Mecca, and attended a farmworker coalition meeting in El Centro. Karen Santana, currently our sole employee in Santa Rosa, appeared on a radio program, and met with multiple providers in the Santa Rosa-Sonoma area; Sacramento – Deputy General Counsel Silas Shawver participated in a focus group regarding reviewing and vetting outreach materials. UCLA spearheaded the effort. Mr. Shawver received good feedback which we are using to evaluate our written materials. Additionally, Mr. Shawver met with the Mexican Consulate. General Counsel Montgomery met with the new chief counsel of the Department of Fair Employment and Housing. They discussed farmworker workplace issues and how to better collaborate and establish a more formal relationship. Assistant General Counsel Nancy Craig and Special Legal Advisor Ed Blanco attended various events regarding cannabis regulation. On May 17, they attended a Cannabis Advisory Committee meeting in Oakland and made a number of contacts. The Oxnard staff attended Mixteco/Indígena Community Organizing Project (MICOP) meetings and participated in two radio programs. The statewide Radio Bilingüe contract has been renewed. The number of presentations have been increased and modifications to the current public service announcement (PSA), including a PSA in the Trique language, are being considered. The Oxnard staff also attended a meeting with stakeholders in Santa Maria regarding the influx of H2A workers impacting housing and labor conditions in the area.

Training – Two staff members attended a trial skills training by the National Institute of Trial Advocacy, and multiple staff members attended a legal writing

training in May. Bill Tamayo, EEOC Regional Director based in San Francisco also provided a training on investigating sexual harassment cases. General Counsel staff also continue to receive monthly training on various topics.

Staffing – The General Counsel hired an Outreach Coordinator, Field Examiner Santiago Ventura. Mr. Ventura will start on August 1 in the Visalia Regional Office but will work with our offices statewide. Mr. Ventura has 20 years of experience as an outreach worker and paralegal at the Oregon Law Center and California Rural Legal Assistance in Fresno, and he speaks English, Spanish and Mixteco. He will be meeting with staff, evaluating materials, and conducting outreach in various communities. Interviews were conducted for the Visalia and Santa Rosa attorney vacancies and references are currently being reviewed. In addition to the attorney positions, there are openings for a Field Examiner in Santa Rosa and a Staff Services Analyst in Salinas.

6. Chief of Administrative Services

Chief Rodrigues congratulated Member Rivera-Hernandez on her confirmation by Senate Rules. Ms. Rodrigues submitted her written report to the Board prior to the meeting. The ALRB Oxnard office has temporarily moved to the third floor at their present location. Ms. Rodrigues will look for a permanent location for the Oxnard office. All administration staff are engaged in year-end closing activities.

7. Regulations – No changes since last meeting.

8. Legislation

► Assembly Bill No. 2751 [Stone (D)]

Summary: This bill in its current form would require the Agricultural Labor Relations Board to process to final Board order all decisions concerning monetary remedies to employees within one year of a Board order finding liability for such an award, unless the Board certifies to the parties that good cause exists for exceeding this time limit.

Status: Amended May 25, 2018; heard in Assembly Labor and Employment Committee on April 18; passed and re-referred to Committee on Appropriations. Heard in Assembly Committee on Appropriations on May 25; passed. Assembly floor vote held on May 31; passed and ordered to Senate. Heard in Senate Labor and Industrial Relations Committee on June 19; passed and re-referred to Committee on Appropriations.

9. Personnel

John J. McCarrick was hired as a hearing officer. Judge McCarrick has over 15 years of experience as an Administrative Law Judge with the National Labor Relations Board. Prior to that, Mr. McCarrick served for 7 years as an Administrative Law Judge with the Social Security Administration.

10. Announcements

None.

The public meeting adjourned at 10:44 a.m.