

AGRICULTURAL LABOR RELATIONS BOARD

Office of the Executive Secretary
 1325 J STREET, SUITE 1900
 SACRAMENTO, CA 95814-2944
 (916) 894-6810
 FAX (916) 653-8750
 Internet: www.alrb.ca.gov



**STATE OF CALIFORNIA
 AGRICULTURAL LABOR RELATIONS BOARD**

REGIONAL DIRECTORS MEETING MINUTES

TUESDAY, OCTOBER 13, 2020

There was no physical meeting location. Attendance was by remote meeting only (meeting number 915 4053 9057), via the attendee's choice of either Zoom videoconference or teleconference.

Time: 2:00 p.m.

Present: Board Chair Victoria Hassid
 Board Members Barry Broad, Cinthia Flores, and Ralph Lightstone
 Executive Assistant to the Board Chair Ed Hass
 General Counsel Julia Montgomery
 Visalia Regional Director Chris Schneider
 Salinas Regional Director Franchesca Herrera
 Executive Secretary Santiago Avila-Gomez
 Chief Board Counsel Todd Ratshin
 Board Counsels Scott Inciardi and Itir Yakir
 Special Legal Advisor Ed Blanco
 Senior Legal Typist Annamarie Argumedo

AGENDA

- | | |
|-------------------------------------|------------------------|
| 1. Call to Order | Victoria Hassid, Chair |
| 2. Public Comment | Members of the Public |
| 3. Regional Office Activity Updates | Regional Directors |
| a. Compliance Reports | |
| b. Election Activity Reports | |
| c. Outreach Reports | |

Report of Salinas Office

Presented by Franchesca Herrera, Salinas Regional Director

Update since last Regional Directors Meeting, June 23, 2020

- 7 informal settlements.
- 44 Charges against Employers (CE) so far this year.
- 4 Charges against Labor (CL) so far this year.
- Only one charge specifically about lack of Covid-19 safety measures.
- Three other charges where Covid-19 was one of several factors in the charge.
- Oxnard and Salinas offices are open daily 8:00 A.M. to 5:00 P.M., often until 7:00 P.M.
- Santa Rosa office is still not open.
- Reports that some farmworkers in Monterey and Sonoma Counties were ordered to work in wildfire evacuation zones.
- Several outreach events were cancelled due to Covid-19 and wildfires.
- No new Notices to Take Access (NA).
- No new Notices to Organize (NO).
- No new election petitions.

Report of Visalia Office

Presented by Chris Schneider, Visalia Regional Director.

Update since last Regional Directors Meeting, June 23, 2020.

- No evacuations of staff.
- 38 checks were distributed.
- 70 more checks will be distributed this Saturday.
- One union backed-out of holding an election.
- Settlement agreement, after Yergat stated in writing that harvesters were fired for complaining about a new work process. Hearing will be taken off calendar.
- Chris Schneider is working with Centro Binacional para el Desarrollo Indígena Oaxaqueño (CBDIO) to distribute leaflets and masks.

Comments

Franchesca Herrera:

- GC should repeat prior training about indigenous cultures, for new staff and for anyone in contact with farmworkers on outreach.
- Avoiding cultural misunderstandings, such as averting eye contact in Mixteco culture (sign of respect) versus American culture (lack of credibility).

Ralph Lightstone and Barry Broad:

- ALJs should also attend the indigenous cultures training.

Itir Yakir:

- Farmworkers and employers should also be trained about cultural discrimination.

Franchesca Herrera:

- Reading remedies should be in English, Spanish, Mixteco, and possibly Zapoteco.
- Follow the example set by Department of Fair Employment and Housing (DFEH), which offers materials in multiple languages.
- Possibly coordinate cultural awareness training between ALRB and DFEH.
- ALRB is establishing formal relationships with other state agencies, so that farmworkers can go to one place for help; cross-agency referrals about where to get help with each issue.

Meeting adjourned at 2:35 p.m.