

In the Matter of: )  
 )  
Regular Board Meeting )  
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Location: 1500 Capitol Avenue  
Hearing Room 72.167  
Sacramento, CA 95814

California Reporting, LLC  
(510) 224-4476

## APPEARANCES

### BOARD MEMBERS

Victoria Hassid, Chair

Barry Broad

Ralph Lightstone

Cinthia N. Flores

### REGIONAL DIRECTORS

Jessica Arciniega, Oxnard

Yesenia de Luna, Visalia

### STAFF

Santiago Avila-Gomez, Executive Secretary

Julia L. Montgomery, General Counsel

Franchesca Herrera, Deputy General Counsel

Scott Inciadri, General Counsel

Ed Blanco, General Counsel

### PANELISTS

Dr. Anuvir Singh

Naindeep Singh, Jakara Movement

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P R O C E E D I N G S

WEDNESDAY, OCTOBER 4, 2023

CHAIR HASSID: Calling to order today's meeting of the Regional Directors meeting. Thank you for your patience. The first agenda item is updates from the regional offices on compliance reports, election activity and outreach reports. I'll first turn to Jessica for the Salinas region.

REGIONAL DIRECTOR ARCINIEGA: Good afternoon. The compliance report, in summary, I just submitted a monthly compliance report, but in summary, the Smith packing matter is now closed and all the terms of that, I'm sorry, maybe I should give you the number. It's 2019 CE 048 SAL and the decision is 46 ALRB. Number three, respondent Smith Packing has complied with all of the terms. They had to provide us with a list of new hires that they provided the notice to employees to for a period of one year after the matter was released for compliance. So that's one year has completed and they've completed all the other terms. So as of this month of October, the only pending matter in the region for compliance is Del Valla Farms of Salinas, LLC, and that's 2021 CE 18 SAL. And the Board decision is 49 ALRB, number one, and there's no election activity to report on in the Salinas region.

And in regards to outreach activity, I'm happy to

1 report that we are now underway with conducting various  
2 types of outreach in the three offices that are part of the  
3 Salinas region - the Santa Rosa office, the Salinas and the  
4 Oxnard office. And one of those activities that all three  
5 offices is participating in is radio programs at least once  
6 a month, in some cases every other month. And so recently I  
7 spoke on Radio Indígena, which is Oxnard-based Spanish  
8 language and Mexteco language radio program. I also spoke  
9 on Radio (indiscernible), which is for the Monterey County  
10 Salinas area. And we've been participating - staff has been  
11 participating in KVBF, which is a radio station up in Santa  
12 Rosa. And so some of the things that we talk about in  
13 addition to the ALRA are examples of recent successes from  
14 cases and the hope seem to want us to speak more about  
15 settlements and other examples that we can provide.

16 And so there's been some questions that have been  
17 posed to us on the radio programs as well and we're working  
18 with staff to share information on responding to those  
19 questions. We also participated in the Mexican Consulate  
20 Labor Rights Week. And recently we've had some farm worker  
21 Appreciation day events that we participated in. And Oxnard  
22 was the most recent one. Sebastian Sanchez was there from  
23 the Labor agency as well as various service providers and  
24 the Department of Labor in Ventura County.

25 We've also been providing information in a more

1 dialogue format to a couple of different organizations,  
2 staff members, for example, with CBDIO. We've recently set  
3 a meeting time so that we can talk with their labor staff  
4 in particular about the ALRA and answer their questions. So  
5 a little bit different than when we do presentations to  
6 their members, for example, farm workers who come to them  
7 for services.

8           We've also now started to sit down with some of  
9 their staff members who have more specific and particular  
10 questions they want us to answer about the act. And I think  
11 I found that really useful because it's a way for us to  
12 almost multiply some of the folks who are out talking about  
13 the ALRA and for them to be able to have the information  
14 they feel they have the capacity to some degree, to know  
15 about the ALRA so that when workers - farm workers ask them  
16 questions they can answer it a little bit more specifically  
17 and then of course refer those workers over to us. So those  
18 are recent developments. We did one for (indiscernible) and  
19 we have a meeting scheduled CBDIO, which is the Centro  
20 Binacional para el Desarrollo Indígena Oaxaqueño in  
21 Monterey County. And I think that concludes my report.

22           CHAIR HASSID: Great. Thank you. Thank you for  
23 all that great work. Happy to hear it. And if there's any  
24 video or audio clips from any of our presentations that you  
25 think we could use on our social media, on our website,

1 we're collecting those. So definitely talk to Daniella.

2 REGIONAL DIRECTOR ARCINIEGA: Can I make one more  
3 because you made reminded me of something. Federico Nieto  
4 (phonetic), one of our field examiners in Salinas went out  
5 during the Mexican Consulate Labor Rights Week - we were  
6 invited to go out to a field with members of the Mexican  
7 Consulate's Office and he went out and they were talking to  
8 a crew and it was a farm labor contractor and he had his  
9 crew stop and listened to the Mexican Consulate talk about  
10 Labor Rights Week and then asked Federico to share also  
11 about the ALRB. And he did that and did a great job. And  
12 there is a Facebook live video that we can send over of his  
13 short presentation in the field.

14 CHAIR HASSID: That'd be great. That would be  
15 wonderful. Alright, turning over to our acting Visalia  
16 Regional director, Yesenia de Luna.

17 ACTING REGIONAL DIRECTOR DE LUNA: Good  
18 afternoon. So I'll start with the compliance. I also  
19 submitted the report on Friday, September the 29. Just a  
20 couple highlights on here. In the Gerawan case, 44  
21 (indiscernible) number one, we have begun the calculation  
22 of the MACO according to the recent court order and  
23 decision. Let's see, the Benjamin Rights 2018 CCE-002  
24 Visalia. We need to complete the supervisor of training  
25 this month and then also the posting will be up and then

1 that will conclude that case or that compliance matter.

2 Those are the highlights on the compliance.

3 We do have an election, a majority support  
4 petition was filed in the Visalia office on September 13th  
5 by - it's for a DMB packing corporation doing business as  
6 the DiMare Company, case number 2023 RM-001 Visalia. We  
7 submitted - we did the count and submitted the results on  
8 September 19th. So right now we're still in the 30 day  
9 period for the United Farm Workers of America to - they  
10 have those 30 days to try and either get more votes or fix  
11 the cards that may be issues with.

12 Moving on to outreach. So we participated the  
13 Labor week through the Mexican Consulate, San Diego, El  
14 Centro, Fresno and Madera and here in Sacramento, too. Then  
15 we've been doing trainings with local organizations. I  
16 actually, last Friday we did (indiscernible), lemme get  
17 their name for you.

18 I can come back to that one. But so last weekend,  
19 the past three Sundays, this Sunday and the past two, we  
20 participated in the Guelaguetza, which is, it comes from I  
21 guess Oaxaca, the state of Oaxaca. So we've been to Lamont,  
22 which is south of Bakersfield. We did Madera last Sunday  
23 and this coming Sunday, it's this coming Sunday is Madera.  
24 The other one was in Fresno last Sunday. We are also -  
25 Okay, thank you. Yes, the Central California Environmental

1 Network. So they have a group environmental justice  
2 network. Yeah, environmental justice. They have - We did  
3 last Friday we did a training with their staff and then  
4 this Friday I actually will be doing a training with their  
5 ambassadors. So these are actual farm workers that are on  
6 the ground and can spread the word to other farm workers.  
7 So that's happening this Friday in the evening, which  
8 available time for them. I think it's from 7:30 to 8:30 or  
9 something like that, or 7-8:30. So I will be doing that  
10 with Lucia. Last Sunday, also, Lucia traveled to the Tule  
11 Lake area, which is basically up in the Oregon border,  
12 which is really great. We're now hitting those or getting  
13 out into this northern part of the state, which is a goal  
14 of ours.

15 CHAIR HASSID: Great. Thank you. Do any of my  
16 colleagues have any questions?

17 (colloquoy)

18 Okay. Thank you very much for that report. I  
19 appreciate all the work and people traveling the great  
20 distances.

21 Our next agenda item, I'm really pleased to  
22 share, we're going to have a brief informational panel  
23 discussing outreach to the Punjabi farm worker community.  
24 This is a community that I think we've been wanting to have  
25 more focus and attention on and learn how we can better



1 engage them. So I'm really excited about our guests today  
2 who are going to help educate us. Our first presenter is  
3 Dr. Anuvir Singh, who is with the UCSF Fresno Emergency  
4 Medicine Residency Program and was recently, I believe, the  
5 lead author on a publication COVID 19 Education and  
6 Resource Development for Punjabi speaking Sikh farm workers  
7 in California. So I'll turn over to Dr. Singh.

8 DR. SINGH: Hi everyone, my name is Anuvir. I go  
9 by Anu, like a new person if that helps you pronounce my  
10 name little better. My pronouns are he / him. And I'll be  
11 sharing my screen and briefly going over my study results  
12 regarding Punjabi speaking farm workers in California. Is  
13 everyone able to see my shared screen?

14 CHAIR HASSID: We can see it in here.

15 DR. SINGH: I don't know why it's not letting me  
16 do the presenter view, but that's okay. So my study title  
17 was COVID 19 Education and Farm Worker and Resource  
18 Development for Punjabi speaking farm workers in  
19 California. I'm currently a resident physician at UCSF  
20 Fresno Emergency Medicine Department. By training I went to  
21 UCSF for med school and I did my master's in public health  
22 at UC Berkeley, which is when I did this study in  
23 collaboration with the Western Center for Agriculture  
24 Health and Safety at UC Davis.

25 A brief table of contents for this presentation.

1 I'll be briefly going over the background of the study,  
2 public health significance research objectives, methods,  
3 results and conclusion and following up with the questions  
4 at the end. So background, I'm sure many of you know this,  
5 according to the 2013-2014 National Agriculture Workers  
6 survey data, 73 percent of all agriculture workers are  
7 foreign born.

8           Most of these individuals were born in Mexico,  
9 about 4 percent in Central America and about 1% in other  
10 countries including India and other Asian countries as  
11 well. So when I was (indiscernible), there were no COVID 19  
12 resources that were developed for specifically for Punjabi  
13 speaking farm workers, which was my interest. My father is  
14 a farm worker and a lot of our family friends are farm  
15 workers. So that's where I drew a lot of my inspiration for  
16 this study. And I worked with the Western Center for  
17 Agriculture Health and Safety who had developed extensive  
18 resources for Spanish speaking farm workers in Spanish and  
19 as well in English. So I kind of used their resources and  
20 adapted them to Punjabi speaking farm workers to reach a  
21 wider audience. In terms of public health significance and  
22 just wanted to mainly address the health inequities,  
23 especially for farm workers through my study, making sure  
24 that farm workers were getting culturally competent,  
25 linguistically appropriate, and farm industry specific

1 COVID 19 resources during the peak COVID times in 2019 and  
2 2020. And subsequently the main goal was to improve  
3 understanding of COVID among farm working populations and  
4 subsequently lower the transmission risk for farm workers  
5 as well as the population in general as a whole.

6           So our goal was to provide culturally competent,  
7 linguistically appropriate agricultural industry specific  
8 resources mainly to Punjabi speaking farm workers in  
9 California. And these were our objectives, basically  
10 understanding the current needs of Punjabi speaking farm  
11 workers, assessing whether the current COVID 19 resources  
12 were meeting those needs and subsequently developing these  
13 resources - resources based on their needs and  
14 disseminating them through collaboration with community  
15 organizations and add industry representatives. So methods  
16 is a two phase qualitative study that we conducted in phase  
17 one. I conducted four to five key informant interviews in  
18 Fresno and Yolo County. These are semi-structured  
19 interviews, I used an interview guide for them. And I asked  
20 open-ended questions to current address the current needs  
21 of current COVID 19 educational resource needs for this  
22 population. And then I developed resources based on those  
23 findings. And then I conducted in phase two, three focus  
24 group discussions with five participants in each group to  
25 kind of discuss whether the newly developed resources,

1 actually what they wanted and whether they were meeting  
2 their needs at that time.

3           So this is just an example of the interview guide  
4 that I used. It had key themes for farm workers, basically  
5 asking them how do they normally educate themselves? Are  
6 they interested in getting more information and what would  
7 they find helpful in terms of handout books, photo novels,  
8 posters, et cetera. And then the second theme was basically  
9 asking them regarding platforms that they use to obtain  
10 their information. And then thirdly, key themes regarding  
11 print materials, like what is the size preference for them,  
12 what images would they want on them, how much text, because  
13 when I was doing the background research, I didn't really  
14 see any sort of work done that addressed the needs of  
15 Punjabi speakers in terms of resource preference. And  
16 lastly, key themes regarding radio and video examples  
17 whether people would prefer radio or video messages over  
18 print materials. So these are the resources that I use that  
19 were currently published through various organizations  
20 including the Western Center for Ag - Agriculture, Health  
21 and Safety.

22           And then I use them to address in the first phase  
23 of my study to see whether these resources, if they were  
24 (indiscernible) we would meet the needs of Punjabi speaking  
25 farm workers. Here's another example of just the resources

1 that I used in phase one of my study and then here are some  
2 more use the California Strawberry Commissions resource on  
3 the left that was more tailored towards the agriculture  
4 (indiscernible) equipment that workers use that work. And  
5 on the right side, it's just a foldable card that was  
6 shared by the Western Center for Agriculture Health and  
7 Safety were used. So based on those, based on the key  
8 inform and interviews. So going over the themes, key themes  
9 for farm workers. So I found that mostly COVID 19 knowledge  
10 was obtained from television, physician or family members  
11 and not through employers, which was not shocking to me as  
12 I was doing most of the teaching for my father and how to  
13 stay safe for him at work when there were no PPE provided  
14 to him or there was a lack of PPE at work and they were  
15 traveling in large numbers, carpooling to and from work.

16           There was a unanimous interest in receiving COVID  
17 19 education and safety information. One participant  
18 actually mentioned anyone can provide us information that  
19 is good for us and our healthy, it is important for us to  
20 stay healthy. And they preferred handouts, posters and  
21 videos over workbooks and photo novels, which were contrary  
22 to some of the research done with Spanish speaking farm  
23 workers that had a pretty big interest in using photo  
24 novels as a source of information.

25           Nextly key themes regarding platforms. There was

1 a heavy reliance upon the printed materials. Also for in  
2 terms of what they wanted on printed materials, there was a  
3 heavy preference for a regular paper size, 8 1/2 by 11 inch  
4 handout side and they preferred culturally relevant photo  
5 photographs. Someone mentioned if the pictures can show  
6 someone a Punjabi background wearing a turban, that would  
7 be good. I do not like cartoons in printed materials. And  
8 they had high preference for limited texts and they  
9 recommended using colorful figures and colorful texts to  
10 just convey the messages. Lastly, in terms of videos and  
11 radios, radio safety messages were unanimously found  
12 useful. Most of the farm workers mentioned that they use  
13 radios at home and while they traveled to and from work,  
14 that was kind of like their main source of information. So  
15 there was a big preference for radio safety messages.

16 Also in terms of video preferences, they  
17 preferred live action video illustrations. Like I mentioned  
18 earlier too, they did not like cartoon illustrations and  
19 they had a preference for short videos about one to three  
20 minutes long. And characters that represent the Punjabi  
21 community teaching them were something that they found  
22 relatable and more helpful. So based on those findings in  
23 my phase one of the study, I created these resources using  
24 the information that I learned using real pictures, using  
25 colorful text and also limiting the text. So these

1 resources were published by CDC kind, just translated them  
2 into Punjabi and used the pictures that I took while I was  
3 working with these farm workers.

4           So the first one, the resource on the left is how  
5 to basically stay safe at work, social distancing, how to  
6 go to and from work safely, putting the windows down if  
7 they're traveling in large numbers. And then how to use  
8 bathrooms appropriately at work and washing - having  
9 importance of clean hygiene and hand washing at work. And  
10 then this was the other one I had shared this resource with  
11 them. They really found it helpful through the California  
12 Strawberry Commission. So I kind of just translated the  
13 text into Punjabi and it sat well with most of the  
14 participants. It was really applicable to them. It was the  
15 equipment that the pictures that were shown were basically  
16 all equipment that they were using at work and they found a  
17 to use these resources and the one on the right kind of  
18 again going over brief messages, the one on the right is at  
19 wash your hands, make sure you are maintaining physical  
20 distancing while eating or staying close to each other. And  
21 then lastly, making sure they're wearing masks at work.  
22 It's just kind of like using what I learned, like limited  
23 texts, real pictures, and just brief messages to convey the  
24 messages across for these farm workers.

25           And this was a video that I created in

1 collaboration with WHSAS, Western Health Center for  
2 Agricultural Health and Safety. I don't know if the audio  
3 will play it, but it is on a YouTube as well that I can  
4 share the link for later. It was like a one to two minute  
5 video on COVID 19 vaccination and I also recorded radio  
6 messages for them and then played these at my subsequent  
7 phase two of the study to see whether these messages  
8 would've been helpful for them if they got these messages  
9 early on during the COVID 19 pandemic. These were also  
10 brief messages between 40 seconds to a minute long each. So  
11 after all the resource creation, I did focus group  
12 discussions with the farm workers in Fresno and Yolo  
13 counties. So basically focus group results for print  
14 materials. Overwhelmingly positive response for newly  
15 developed resources. All the focus group participants  
16 agreed that the colorful printed materials in Punjabi met  
17 their educational needs.

18           The resources were clear with a good balance of  
19 texts and photographs. There was also unanimous agreement  
20 on having a bigger font, which is what I shared on some of  
21 my text messages and using actual pictures, which is what I  
22 shared on the resources that I created. They did have one  
23 recommendation of some of the heavy text resources they  
24 recommended, including a summary statement or key points of  
25 every handout. In terms of videos, again, unanimously found



1 useful participants mentioned they were easy to follow and  
2 concise. It had a person with a turbin sharing the  
3 information with us. We are more inclined to listen to such  
4 messages. One challenge with videos that participants  
5 reported that some of them did not have smartphones or did  
6 not know how to access the videos, you actually have to  
7 type in English to access these videos on a smartphone or  
8 other electronic device. They had mentioned. I like the  
9 videos but I have difficulty using them. So I preferred to  
10 hear messages on the radio. A possible solution we thought  
11 could be just sharing a QR code. Most folks knew how to use  
12 a camera just like making a QR code, publishing it at  
13 Punjabi grocery stores or Sikh temples to make sure that  
14 folks can easily access it and easily utilize the resources  
15 without having to type in and search for the videos.

16           The next focus group results for radio messages.  
17 Again, there was a very positive response for most of these  
18 messages. These were some of the quotes by participants. We  
19 would like to hear such messages on the radio. I keep my  
20 radio on all the time in my car and at home. If this  
21 information was shared before this referring to coronavirus  
22 wouldn't even spread. We didn't really know before. And  
23 then lastly, these messages make you become more aware of  
24 your surroundings and take necessary precautions.

25           Other key findings that we weren't hoping to

1 address, but kind of as a byproduct of the study  
2 (indiscernible) cross some participants shared frustration  
3 with putting masks over their turbans. A lot of the masks  
4 that were provided to them were those string masks that had  
5 to go over the ears. And some of those are not conducive  
6 to individuals who wear turbans. So they suggested if  
7 retail stores, government or employees had masks that had  
8 strings that they could tie over their turbans, they would  
9 use those masks because they're more conducive to  
10 individuals who were wearing a turban.

11           So overall our study recommendations kind of  
12 addressed the preferences of Punjabi speaking farm workers,  
13 which had not been addressed in the past and wanted to  
14 share that print materials, audio messages and video  
15 resources should be taken into consideration when creating  
16 future resources for this community. Also, Punjabi farm  
17 workers desire more health and safety resources that are  
18 tailored to their community in their language. And lastly,  
19 most of the research that I did with Punjabi speaking farm  
20 workers that were men, it was really difficult for me to  
21 locate or find out farm workers who identified as females  
22 or women. So next steps would be expanding the research to  
23 make it more generalizable, including a woman workers to  
24 allow for more complete understanding of resources that are  
25 needed by pun w speaking farm workers. In conclusion, the

1 current COVID 19 resources, were not meeting the needs of  
2 Punjabi speaking agricultural workers and there is a need  
3 for educational safety and materials that are culturally  
4 relevant and linguistically appropriate in three different  
5 formats, handouts, videos and radio messages. I think this  
6 study does not limit to just COVID 19 education only. I  
7 feel like these findings can be applicable to other  
8 catastrophes and other health measures as well, including  
9 heat related illnesses. And we can share similar  
10 information with this community using these findings and  
11 creating resources that target the handouts, videos and  
12 radio messages that these were the preferred modes of  
13 education attainment for these individuals.

14           That's all I have for today as I briefly wanted  
15 to go over the study. I thank you all for listening and  
16 providing space to share my findings. Hopefully this is  
17 something that we can work on, continue to work on moving  
18 forward. And in the end, I would like to thank my mentor  
19 Dr. Pinkerton and Heather Wright (phonetic) at Western  
20 Center for Agriculture Health and Safety, at UC Berkeley  
21 School of Public Health Mentor, Dr. Karen Sokal-Gutierrez .  
22 So, and lastly, all the Punjabi speaking agricultural  
23 workers that I had the pleasure to interact with during my  
24 project, especially my father who was a big help and a big  
25 resource and big support for this project. That is all I

1 have and I am willing to answer any questions at this time.

2 CHAIR HASSID: Thank you so much. That was a  
3 really wonderful presentation and I think, I don't know if  
4 you could see this, but a lot of us were kind of scrambling  
5 down notes because working on a big effort across our  
6 agency to update materials and find better ways to  
7 communicate important information with all farm workers.  
8 And so I think this study gives us a lot of ideas and  
9 resources and tips. So I really appreciate your work in  
10 this area and agree with your comments at the end that I  
11 think a lot of this could be applicable for other topics  
12 beyond COVID 19. You mentioned (indiscernible), for  
13 example. I'm wondering if you have a sense of other either  
14 labor and employment or occupational health and safety  
15 issues that you think the Punjabi farm worker community -  
16 we should be prioritizing - what messages or educational  
17 areas should we be prioritizing? Do you have a sense of  
18 that?

19 DR. SINGH: I think health-related illnesses  
20 definitely a big issue, especially because most farm  
21 workers work long hours during the harvest season, July  
22 till September. Other things, of course, during winter  
23 times, just not just COVID but other viral illnesses as  
24 well that can be spread by being in close proximity to each  
25 other and their traveling in large numbers on their just

1 preventable diseases and communicable diseases that we can  
2 tailor. And lastly, I think it's important to share the  
3 importance of preventative health and making sure that they  
4 are seeing their doctors regularly. Most of these folks,  
5 I'm an emergency medicine physician, so it breaks my heart  
6 when I see a farm worker come into the ED. Basically  
7 they've been working on tiring muscles and they have lots  
8 of chronic musculoskeletal issues that they never seek help  
9 or not sudden they're unable to move and then they come  
10 into the ED for assistance.

11 I think at that time it's really hard to offer  
12 all the resources that we can offer them early on. So just  
13 making educational resources regarding importance of  
14 preventative health, importance of adequate hydration at  
15 work to prevent chronic kidney disease, all those sorts of  
16 things. I feel like the scope is huge. We can just began to  
17 scratch the surface with COVID 19 and it just happened that  
18 I was doing my research and I saw my dad without PPE and  
19 traveling in large numbers, which was alarming for me as a  
20 medical provider and that was sort of the main inspiration  
21 for my project to kind of tailor my educational and help  
22 that community.

23 CHAIR HASSID: Thank you. Another question I had,  
24 several of us here participated on administration wide  
25 focus groups, if you will, that talked about misinformation

1 campaigns that targeted specific groups, particularly  
2 African-American groups and Latinx groups. And I'm  
3 wondering if there was any particular misinformation that  
4 targeted Punjabi - the Punjabi demographic, and if there  
5 was any particular cultural resistance. I thought what you  
6 mentioned about the mask not really working well with the  
7 turban, that was helpful for me, but I'm just wondering if  
8 you can share any other insights.

9 DR. SINGH: Yeah, definitely. I feel like in the  
10 Punjabi community, WhatsApp is definitely the culprit for  
11 most of the misinformation. A lot of the messages got  
12 forwarded to a bunch of people and without any sort of  
13 credible resource and they just see this image with a  
14 random text like vaccines. Either a lot of folks had fear  
15 of vaccines causing more harm or the vaccines will make you  
16 ill, but kind of understanding their fears and  
17 appropriately addressing them is important rather than just  
18 dismissing them. Oh, this is fake news. I think for me,  
19 when I was doing focus group discussions, a lot of the  
20 folks said like, oh, but the vaccines will make you sick or  
21 you'll mount a fever after, but educating them, that's your  
22 body's immune system kind of working so you don't have a  
23 subsequent larger infection. It's just like your body is  
24 making antibodies for the future to help you become less  
25 (indiscernible) and become non-hospitalized in the future.

1           I think addressing those is helpful, but I feel  
2 like a lot of the initial fear was regarding vaccines for  
3 my community. I guess especially for the older folks, less  
4 so about wearing a mask. I think everyone understood the  
5 importance of wearing a mask and handwashing to prevent the  
6 spread of COVID 19 initially. But a lot of the hesitation  
7 came during the vaccination campaign when there was a lot  
8 of misinformation, especially political rhetoric at that  
9 time too was not helping either. It was like misinformation  
10 regarding how could the vaccines be developed so quickly,  
11 are these even safe? I think addressing those fears was  
12 important, but yeah.

13           CHAIR HASSID: Interesting. Do any of my  
14 colleagues or other staff have questions? Ralph.

15           BOARD MEMBER LIGHTSTONE: I just have one  
16 question. I think you mentioned WhatsApp a moment ago  
17 maybe. Is there when you looked, aside from, I know you got  
18 the video, the radio's very powerful and the printed  
19 materials, did you look at what percentage of Punjabi farm  
20 workers have smartphones and did you look at using any of  
21 the social media platforms to do part of that?

22           DR. SINGH: I didn't do an analysis on that. It  
23 was just an anecdotal experience. Most of the farm workers  
24 were not using smartphones, hence the heavy preference for  
25 radio messages. However, I wanted to make these resources

1 available in different formats just so that individuals who  
2 use video who are capable of using smartphones and able to  
3 access the videos, they have access for that as well. But I  
4 think there was a strong preference if had to compare video  
5 versus radio messages with a heavy reliance on radio  
6 messages or video messages just because of the ease they  
7 can just turn on the radio and if they're played every hour  
8 for 30 seconds or so messages, I think they would've found  
9 that more helpful. In terms of printed materials,  
10 definitely a lot of preference for that. I think what folks  
11 had said that most of the times that they pick up these  
12 printed materials were either at grocery stores when they  
13 go grocery shopping at Indian grocery markets and at the  
14 (indiscernible) just temples or other places like a Sikh  
15 parade or other sort of cultural events that were happening  
16 in the community that they had access to.

17           They would be willing to grab those handouts. But  
18 if I had to choose one, I think radio messages probably  
19 tick the cake in terms of how they wanted information  
20 disseminated for them. I did not ask or do analysis on how  
21 many individuals were using smartphones, but most of them  
22 said that they had difficulty time typing in for video  
23 messages, so they would've something that was easily  
24 accessible, either like a QR code or like a radio message.

25           BOARD MEMBER LIGHTSTONE: Thank you.



1 CHAIR HASSID: Great. Barry.

2 BOARD MEMBER BROAD: Can you hear me?

3 BOARD MEMBER LIGHTSTONE: Yes.

4 BOARD MEMBER BROAD: Okay. So how cooperative  
5 were the agricultural employers to your knowledge in  
6 disseminating this information to their employees?

7 DR. SINGH: Very good question. I think IRB was  
8 less cooperative during that time than the agricultural  
9 employers because when they were tiering the counties by  
10 color and Fresno County was purple for the whole time. So  
11 they would not let me initiate my study despite all these  
12 preventative measures for the longest time, which delayed a  
13 lot of my research. But employers are actually very  
14 helpful. I think I told them that I wouldn't be sharing, of  
15 course everything would be confidential. That was a huge  
16 thing for them. I didn't share which farm I went to. I  
17 obtained consent from the farm workers and some of them  
18 were seasonal workers, so it was hard to kind of pinpoint  
19 to which farm they were located at. So I think employers  
20 are really thankful, actually they were more receptive to  
21 this education because they themselves weren't able to  
22 provide this education and they couldn't afford workers  
23 missing work per se. So I think it was in their benefit as  
24 well to make sure that their workers are healthy and  
25 provided adequate health information. That being said, most

1 of the employers that I worked with were Punjabi speaking  
2 as well. So I think there's also an inherent aspect of  
3 helping the community as well through education. And some  
4 of them took pride in the fact that they were educating  
5 their employers through.

6 CHAIR HASSID: Thank you. Great. Anyone else have  
7 any comments or questions?

8 MR. BLANCO: With respect to other typical farm  
9 worker health issues like heat illness and pesticide  
10 exposures, is the availability of appropriate information  
11 getting to Punjabi farm workers?

12 DR. SINGH: Sorry, I missed the second half of  
13 your question. Are you able to say that again?

14 (colloquy)

15 MR. BLANCO: Yeah. So with respect to information  
16 regarding heat illness and pesticide exposures, is that  
17 information getting to Punjabi farm workers in an  
18 appropriate way?

19 DR. SINGH: I would say definitely not. Again, I  
20 haven't done research on that matter, but this is anecdotal  
21 experience of seeing my father come in or his friends were  
22 also farm workers come in from work. I think for me, I do  
23 most of the teaching for my father. And in terms of how to  
24 stay safe during heat illnesses, I don't think there has  
25 been a single handout in Punjabi that my dad ever brought,

1 whether during COVID or during wildfires how to protect  
2 themselves. Also, he was not - I had to arrange N 95 masks  
3 for him and his -

4 MR. BLANCO: We froze.

5 CHAIR HASSID: Give it just a moment. It looks  
6 like we had a freeze. Okay, well we'll hopefully come back  
7 to him in just a second.

8 We do have a second speaker on this panel who's  
9 joining us by phone, Naindeep Singh from the Jakara  
10 movement if you want to go off mute. And I invited- the  
11 ALRB has worked with the Jakara movement a little bit in  
12 the past and I'm hoping we can expand that collaboration.  
13 But I thought given their work in the Central Valley and  
14 with this similar community, it would be great to just hear  
15 about their organization generally and hear about their  
16 efforts to work with farm workers and kind of address their  
17 various needs.

18 And I think you may still be on mute. I can't  
19 tell. Santiago if you can assist.

20 EXECUTIVE SECRETARY AVILA-GOMEZ: I believe the  
21 line is now unmuted.

22 CHAIR HASSID: Excellent. Can you hear me?

23 We can. Welcome.

24 MR. SINGH: Excellent. Thank you so much. And my  
25 apologies for not being able to join on video as I was at

1 an airport. So if you hear background noise, please excuse  
2 me.

3 My name is Naindeep Singh, as was shared. I'm the  
4 executive director of the Jakara Movement and I really  
5 appreciate you all giving me an opportunity to share a few  
6 words today. And anytime I get to share space with Anu here  
7 or hear about one of our community partners, CBDIO, it  
8 makes it that much better. I think I'm going to make a few  
9 remarks in some ways to open a little bit about the  
10 organization and some places I'll probably compliment them  
11 in other places, probably take either in slightly new  
12 directions or have actually just other input that sometimes  
13 aligns with Dr. Singh's and sometimes may take us in a  
14 slightly different direction.

15 So in the Jakara movement, we work in 14 counties  
16 throughout California, largely in the Central Valley or the  
17 San Joaquin Valley, the Sacramento Valley and the East Bay  
18 as well as the Inland Empire. And in our work we have four  
19 major areas. We have at this point over 90 high school  
20 chapters, 15 collegiate chapters. We have youth of  
21 overwork, but most relevant here. We have a worker, right,  
22 and labor right team as well as a public health team. And  
23 it was sort of during COVID 19 where we got to work most  
24 directly with Anuvir, Dr. Singh in a couple of different  
25 collaborations. But I guess a little bit about your sort of

1 Punjabi workforce in California. Punjabi and Hmong speakers  
2 still tend to be some of the highest largest concentration  
3 of Asian language speaking communities in the Central  
4 Valley and the Punjabi farm working communities, especially  
5 concentrated in Merced County, Fresno County, a bit in Kern  
6 County.

7           And then we go up to Sutter, Sacramento and a  
8 little bit into Yolo, especially the Woodland area, both  
9 seasonal workers and those that work in more sort of long-  
10 term contracts with some of their employers rather. I think  
11 there was a question for instance with regards to are they  
12 getting adequate information whether as I know we were  
13 sharing about heat exposure or even pesticides and I would  
14 say woefully not. I think one of the biggest things that we  
15 hear from even sometimes our high school students or  
16 collegiate students is actually a concern for their  
17 parents. Anecdotally for those that have worked and farm  
18 work for over extended periods of time, again, I'm  
19 (indiscernible) share with the anecdotes, we're seeing a  
20 number of cases of those with Parkinson's, even at an  
21 earlier onset age, not suggesting a causation, but there  
22 seems to be some sort of correlation in terms of what we're  
23 actually seeing and what is bubbling up within the  
24 community.

25           We have had very different experiences, to be

1 honest, with some of the employers. I think maybe as  
2 laying, I think an earlier point, I think there was more of  
3 a synergy between some of the employers and the farm  
4 workers. I will definitely say that as time has progressed,  
5 I think that relationship has actually become a little bit  
6 more fractured and we have definitely seen less information  
7 and a willingness where there was at one time a partnership  
8 for employers to provide information. It seems today that  
9 they're much, much less likely to provide anything. Where  
10 we've actually seen even major impacts and even a direct  
11 sort of, sorry, not to provide anything is with the recent,  
12 for instance, USDA \$600 grants going to farm workers that  
13 may have been affected by COVID. That's happening right  
14 now. We provided just free because we were not contracted  
15 by any agency, but we wanted Punjabi speaking farm workers  
16 even to be availed of that information. Many employers did  
17 not want that information shared at all.

18 And we've seen a, I think as you're seeing a  
19 polarization within the country, I think that's very much  
20 happening within the relationship between employers and  
21 farm workers as well. I think that has been a major  
22 complaint even with Hmong speaking farm workers and  
23 definitely the case with Punjabi speaking farm workers that  
24 for instance this USDA grant that none of the contracted  
25 agencies have provided any information outside of English

1 and Spanish. We've heard that a bit from some of our  
2 indigenous language speaking communities largely from  
3 Guerrero or Oaxaca, but I think there's sort of an  
4 ecosystem to at least provide that information. I think  
5 they're one or two organizations that've actually been  
6 contracted. So it's actually getting out to there in Asian  
7 languages. Nothing is actually going out, it's just  
8 whatever's starting to sort of spread. And then a lot of  
9 the agencies do not have anyone that could actually speak  
10 to actually assist them with those efforts.

11           So I think these are sort of some of the major  
12 things that we're hearing. I think we, we have large  
13 concerns we're actually having an opportunity to listen to  
14 people in a big way because so many have approached us to  
15 assist them at least and connect them with resources to try  
16 to, for instance, get that grant that they're hearing about  
17 it. So we did a workshop actually yesterday. We had over  
18 175 Punjabi speaking farm workers traveling from as far as  
19 Kern County and Merced County to our Fresno office. We have  
20 another one scheduled for this weekend, which we expect to  
21 break 500. So there's still a significant number and I  
22 think they feel that they have been woefully reached out  
23 to. And so there's an opportunity for us to work together,  
24 plan together, strategize together, we want to be partners,  
25 but I think these are some of the kind of major things that

1 we're hearing bubble up.

2           And a slight bit of caution too. I know and I  
3 probably would've agreed with (indiscernible) at an earlier  
4 time in terms of anyone else wants to be very careful a  
5 little bit even in terms of picking ethnic radio stations  
6 for instance, or any ethnic media because I think it's also  
7 important to know what their particular politic may be. And  
8 I have definitely seen in terms of some of the most popular  
9 Punjabi radio stations and there are still exceptions, but  
10 whether it be around public health issues or whether it be  
11 around just issues related to workers' rights, there has  
12 definitely been the polarization that we're seeing at the  
13 national team is very much sort of tell us even within  
14 ethnic radio in terms of what information they want to  
15 share and not share. And so I think we want to be a partner  
16 to make sure to navigate that communities, families and  
17 workers are getting the information they need. But this is  
18 just something that we have definitely started noticing,  
19 especially which in some ways tails with some of the larger  
20 conversations we're hearing around not only the state but  
21 the country. Thank you.

22           CHAIR HASSID: Thank you. I really appreciate  
23 that background. And then could you - one question that  
24 popped into my head just as you were speaking, you  
25 mentioned you had a workshop this weekend and are having



1 one this weekend. Is that on labor rights specifically or a  
2 different topic?

3 MR. SINGH: Can you always hear me okay?

4 CHAIR HASSID: Yes, I can.

5 EXECUTIVE SECRETARY AVILA-GOMEZ: Okay. So that  
6 one is specifically with regards to we're adding some labor  
7 rights stuff, but to be honest, the focus is actually how  
8 to apply for that USDA grant.

9 CHAIR HASSID: Great, great. Wonderful. Well I  
10 know I think as I mentioned earlier, we are looking to  
11 expand our partnerships and I think to the extent we can  
12 have further conversations offline about ways to talk to  
13 some of your chapters and your members, we would love to do  
14 that. We want to try and address the issue of lack of  
15 information that is reaching certain populations of farm  
16 workers and make sure that everyone is getting that  
17 information. We've been following info around the USDA  
18 grant generally and just challenges generally that workers  
19 have had in terms of accessing information about that. So  
20 is unfortunate to hear that there haven't been materials  
21 directly focused on Punjabi workers, but I am happy to hear  
22 that you guys are filling a void. Do any of my colleagues  
23 have any other questions or comments?

24 BOARD MEMBER LIGHTSTONE: I just have one  
25 question. You mentioned this, go to both of you

1 (indiscernible) as well. I think I heard him mention of  
2 Parkinson's disease. Is there something going on that's of  
3 concern with respect to Parkinson's disease among farm  
4 workers?

5 MR. SINGH: What there is early studies and they  
6 have not drawn a strong causation, but there seems to be  
7 correlation around certain pesticide exposures, especially  
8 over long-term and early onset Parkinsons. And in fact  
9 actually the children of the farm workers that are  
10 oftentimes bringing me these studies too.

11 CHAIR HASSID: Oh, wow.

12 BOARD MEMBER FLORES: Yeah. This is Cynthia.  
13 Thank you so much for the presentation. I think one of the  
14 things that resonates with me from both presentations is  
15 the intergenerational approach to dissemination of  
16 information. I'd be curious to hear is that you said a high  
17 school program that you all, there's a program that you all  
18 facilitate your programming with or through?

19 MR. SINGH: We have different teams. Yeah. Can  
20 you hear me okay?

21 CHAIR HASSID: Yes.

22 MR. SINGH: Okay. So for instance, because we  
23 have such a large high school programs throughout the  
24 state, oftentimes they are the ones either most likely  
25 going to bring their parents to one of our office or to

1 list up certain issues. So where we end up hearing the most  
2 around certain farm worker issues will be for instance in  
3 communities like the rural areas in Fresno County or for  
4 instance Delano like Caesar Chavez, our chapter at Caesar  
5 Chavez High School or our chapter in Mendota (phonetic) or  
6 at Kerman (phonetic) High School. So that's sort of how we  
7 sometimes most hear information where it's actually the  
8 children who will either bring their parents into our  
9 office or start sharing and asking other kids. Oftentimes  
10 their parents are most involved in farm work.

11 CHAIR HASSID: Thank you. Great. And Anu, I see  
12 we lost you briefly, but you're back pleased to see, I  
13 don't know if you want to finish your thought that you were  
14 sharing with us.

15 DR. SINGH: I think Naindeep summarized it pretty  
16 well. I think initially there was a tendency to be more  
17 acceptance to receive resources by employers and that  
18 tendency has definitely drifted away and there is increased  
19 hesitance now in terms of resources provided. So I  
20 definitely echo that idea. And then I think that's pretty  
21 much it. I think it's, like I said, we are just scratching  
22 the surface. There are lots of other issues and illnesses  
23 that pharma workers are dealing with. Naindeep had  
24 mentioned increased instance of Parkinson's disease among  
25 those who live near high insecticide youth area. There is a

1 lot of research done by UCLA researchers regarding  
2 pesticide use and the correlation to Parkinson's disease  
3 and it's for 2.5 times more likely those folks are more  
4 likely to develop Parkinson's disease if they live in a  
5 highly concentrated area that has high pesticide use. So  
6 there are other health implications that farm workers are  
7 not aware of. I think educating them is definitely the  
8 first thing that we can do. And then secondly, educating  
9 them in a language that they comprehend and providing them  
10 the resources that tailor to their interests of learning is  
11 something we can draw upon from what I found in my study  
12 and hopefully work with them utilizing printing materials,  
13 videos and radio messages moving forward.

14 CHAIR HASSID: Great, thank you. Well, unless  
15 anyone else has questions, this concludes this portion of  
16 the meeting.

17 Naindeep, thank you so much. I know you're  
18 traveling in an airport, so appreciate you taking the time  
19 and Anu really appreciate your research and perseverance  
20 given some of the challenges that you mentioned. This has  
21 been really insightful for us. And just a couple things for  
22 both of you that you may be interested in. One, several of  
23 us participate in a monthly call within the administration  
24 with CalOSHA and the Labor Commissioner's Office and a  
25 variety of other agencies and some federal partners as

1 well. And so we did share this information with some of  
2 them and we'll be kind of reporting back, and we do have a  
3 court reporter doing a transcript. So I think this will be  
4 really helpful for some of our colleagues, particularly  
5 CalOSHA who is looking to expand, developing their  
6 materials as well, making sure it's reaching a larger  
7 population of workers. And then additionally it's still  
8 tentative, but we are looking to have our November 15th  
9 Board meeting in Visalia the day ahead of the Farm Worker  
10 Women's Conference there and focusing on pesticide issues.  
11 And that'll probably be in the afternoon, so we'll get you  
12 guys more information about that, but maybe a particular  
13 interest. But again, just thank you so much for your work  
14 and then also for taking the time to share it with us.

15 DR. SINGH: Thank you. And if you could just  
16 share those details with me, I will try to do my best to  
17 make it to one or more of those meetings depending on my  
18 rest and the schedule, which is very tight.

19 CHAIR HASSID: Yeah, I imagine you're pretty  
20 busy.

21 DR. SINGH: Yeah, yeah, please send it. And  
22 always great to hear from you and your thank you all for  
23 allowing me to share some comments.

24 CHAIR HASSID: Thank you. Thank you so much for  
25 calling while traveling. We really appreciate it. Okay.

1           Our next agenda item - why don't we actually take  
2 a brief five minute break just if people need to get water  
3 or whatnot and then we'll come back here at 3:12 and we'll  
4 have our additional agenda item of the compliance manual.  
5 So five minute break.

6           (Off the record at 3:13 p.m.)

7           (On the record at 3:21 p.m.)

8           Okay, great. Okay, we are back on the record. Our  
9 next agenda item is discussion around the compliance  
10 manual. And this is really an opportunity. This was a  
11 project that was started a little while ago for a variety  
12 of reasons. It's taken a little bit of time, but this was  
13 sort of the first substantive step forward and I thought  
14 this would be a good opportunity to review at least some of  
15 the initial feedback as well as discussing issues. I think,  
16 just to set the table a little bit, compliance with the  
17 Board's orders lies with the Board and we delegate it back  
18 out to the regions.

19           Our Board, at least since the majority of us have  
20 been here, with the exception of Member Hall, at least for  
21 the Board Members, Board council's a little bit different,  
22 have not had a lot of compliance matters before us. And  
23 then this year, as you all know, we've had several  
24 decisions and administrative orders. And we should be  
25 mindful as we discussed this, to not bring up any pending

1 case matters or case matters that while maybe not pending  
2 now may come back to us for whatever reason. And in the  
3 background of as this time has been going on, staff led by  
4 Ed Blanco and I'm very appreciative of his efforts as well  
5 as regional staff have been - particularly Delia, have been  
6 focused on updating this manual. And I got a copy of it. I  
7 accepted the non substantive edits and then shared a draft  
8 back out with you with various questions.

9 I was hoping we can then open up the discussion  
10 with the full Board here to kind of talk through some  
11 issues and then from there have - form a committee, which  
12 is how I think manuals were updated in the past. It's been  
13 about 31 years since this has been substantively updated.  
14 So not a lot of institutional memory here about how it was  
15 done, but hopefully having a combination of Board Council  
16 as well as RD stats who can then go through and kind of  
17 work way through the updates.

18 So with that I want to dive into some questions  
19 that I think will be helpful to maybe discuss as a group.  
20 One being the chapter kind of goes through definitions and  
21 sort of setting the framework for compliance and the  
22 various roles and one of the roles that's referred to as  
23 this agency compliance officer as something distinct and  
24 separate from the general counsel and from the Regional  
25 Director. And I don't know if anyone else has, or maybe Ed,

1 may be our only person, if you could maybe give us some  
2 context. What was that role previously?

3 MR. BLANCO: Yeah.

4 CHAIR HASSID: I think when we were a larger  
5 body.

6 MR. BLANCO: Sure. That was actually a position  
7 that I held for quite some time. The role is basically, and  
8 this is, again, one contextually is back in the time where  
9 computer resources were not what they are now. So most of  
10 everything to be done by them sending memos to me. And then  
11 the role of the agency compliance of it was to put that  
12 into - translate that into a broader memo to the Board, and  
13 in line with what the Board's different - because this is  
14 different Boards over the years, what those Boards were  
15 interested in and presenting the information along the  
16 lines that they wanted it. So that would be what that role  
17 was fairly ministerial in one level. On another level, I  
18 would also be the conduit of if the Board had direction on  
19 a compliance case that in terms of timelines, et cetera, I  
20 would be the conduit of that information back to the  
21 Regional Directors and any other information they wanted to  
22 pass on. For instance, a key issue for was the Board  
23 desired that the regions filed the abstract of judgment as  
24 soon as the case became final rather than waiting until  
25 there was some issue to have to deal with through court



1 enforcement. And that was something that they asked that I  
2 would communicated to the Regional Directors as part of my  
3 assignment in that role of Agency Compliance Officer, but  
4 also the general counsels at during that same period of  
5 time wanted to make sure that balancing roles and  
6 assignments between ULP cases, election cases and  
7 compliance cases that their - the staff was being used and  
8 dividing up the time that they had in an appropriate way as  
9 that general counsel defined what was appropriate.

10 So that was the other part of my communications  
11 with the regions was regarding use of time and resources on  
12 - in compliance versus other things. And that, of course,  
13 created some conflict between general counsel and Board on  
14 occasion during those time periods.

15 BOARD MEMBER LIGHTSTONE: And can I know when you  
16 were communicating timeline information down the chain,  
17 were you speaking on behalf of the GC or the Board?

18 MR. BLANCO: The Board.

19 BOARD MEMBER LIGHTSTONE: I'm sorry to interrupt  
20 you.

21 MR. BLANCO: I guess that would be in a nutshell  
22 is what the Agency Compliance Officer's role during those  
23 time periods was.

24 REGIONAL DIRECTOR ARCINIEGA: Can I ask a  
25 question? But you were a staff of the general counsel?

1 MR. BLANCO: The general council side, right.  
2 REGIONAL DIRECTOR ARCINIEGA: Okay.  
3 MR. BLANCO: Yep.  
4 CHAIR HASSID: So I guess given that we don't  
5 really have someone quite in that role now.  
6 MR. BLANCO: Nope.  
7 CHAIR HASSID: I'm trying to understand. I'm  
8 still having a little bit of a hard time understanding how  
9 it would function while still observing the firewall issue.  
10 Was it for the purpose of maintaining the firewall or was  
11 it more for -  
12 MR. BLANCO: I think it was for -  
13 (cross talk)  
14 Yeah, I think - I couldn't, they would be  
15 communicating to me what the issues were, specific issues  
16 that were holding things up.  
17 CHAIR HASSID: They being who?  
18 MR. BLANCO: The Regional Directors.  
19 CHAIR HASSID: Okay.  
20 MR. BLANCO: I wouldn't be communicating to the  
21 Board the details about that, but I could, in summary, say  
22 that there are issues occurring that's holding this up.  
23 That's why you're not getting this along the lines of the  
24 timelines you want. Saying that to the Board but not  
25 getting into what those issues are because that would've

1     crossed that line.

2             DEPUTY GENERAL COUNSEL HERRERA:   Do you think in  
3     any way it was because of the way the NLRB is do not  
4     designed? Because there are compliance officers in NLRB,  
5     they do compliance.

6             MR. BLANCO:   And they have a whole team, a whole  
7     unit in AC that runs that whole thing nationwide.

8             DEPUTY GENERAL COUNSEL HERRERA:   So I'm just  
9     wondering to what extent do regulate these, the manual  
10    borrowed - from -

11            MR. BLANCO:   They borrowed that, too.

12            DEPUTY GENERAL COUNSEL HERRERA:   That of NLRB  
13    thinking it would work here on a micro-level and then maybe  
14    didn't work quite as well.

15            MR. BLANCO:   Right. They borrowed that - the  
16    design of that is also - was borrowed from the NLRB in  
17    terms of there being regional compliance officers and then  
18    an agency compliance officer. Those concepts are NLRB  
19    concepts.

20            CHAIR HASSID:   I think understanding that role is  
21    helpful. I think going through this and looking at the  
22    references to the extent we keep some of these  
23    descriptions, thinking through who would undertake that  
24    role now. I think in some ways what has supplanted that  
25    role are the Regional Directors give a monthly compliance

1 report to let the Board know what's going on. I think as  
2 you may have seen recently, the Board is interested in  
3 getting more detail on certain status updates. I think one  
4 thing I could see the Board doing prospectively would be -  
5 currently when issues or when matters are released to  
6 compliance, it's kind of just a paper from the Executive  
7 Secretary saying this matters been released to compliance.  
8 I think either in the order in the release I can see the  
9 Board saying kind of more prescriptively, for lack of a  
10 better word, Regional Director please report on the status  
11 of where each of these remedies are within 30 days or  
12 something like that. Or in every 30 days, which I think  
13 happens now with the compliance report, but it's a little  
14 bit more based on what the region wants to share I guess -

15 (LAUGHTER\_

16 REGIONAL DIRECTOR ARCINIEGA: Based on -

17 (LAUGHTER)

18 (CROSS TALK)

19 it was based on what was done.

20 CHAIR HASSID: True, yes.

21 REGIONAL DIRECTOR ARCINIEGA: It was based on  
22 fulfilling the duties.

23 (LAUGHTER)

24 CHAIR HASSID: And I'm not looking for any  
25 specific reason.

1 REGIONAL DIRECTOR ARCINIEGA: For the record.

2 But can I chime in there?

3 CHAIR HASSID: Yes.

4 REGIONAL DIRECTOR ARCINIEGA: And I'm not opposed  
5 to that. I think I've been thinking about this since I read  
6 your edits and there's a lot of factors that determine when  
7 certain terms can be completed. For example, the reading of  
8 the notice we'd like to hold during the peak of the season,  
9 so that's not going to necessarily be within the 30 days  
10 that it gets released to for compliance. It might be a  
11 whole eight months later and we want to read eight months  
12 later if that's when you're going to have 400 employees  
13 versus a hundred employees. So we can definitely provide  
14 more detail about the terms. And then the other one to keep  
15 in mind, for example, I just shared about Smith, the order  
16 had to have the notice provided to all new employees for  
17 the 12 month period.

18 CHAIR HASSID: Right.

19 REGIONAL DIRECTOR ARCINIEGA: So to me, in my  
20 interpretation, I wasn't going to be able to close it until  
21 that end of the 12 month period so that I could ensure  
22 compliance with that term. But it doesn't mean that the  
23 other ones weren't being worked on. So I was hoping that we  
24 were reporting on the other ones in the previous months and  
25 we can continue to do that. But if you want a cumulative

1 checklist, kind of these are the ones that have been done,  
2 these are to be done. So every month you can see the  
3 progress. We can also incorporate that information, I  
4 guess. I'm trying to give you just what was done this last  
5 month.

6 CHAIR HASSID: Yeah.

7 REGIONAL DIRECTOR ARCINIEGA: But it doesn't mean  
8 that you remember what was done in the previous months, I  
9 realize.

10 CHAIR HASSID: Yeah. And that I think is good.  
11 Seeing what's been done in the last month is good. I think  
12 there have been some instances where the readings, I  
13 understand, I think there's other instances where we can't  
14 quite see why there's delay. And in some cases we learn  
15 later it's because maybe respondent's counsel is, for lack  
16 of a better term, jerking the region around. And so  
17 sometimes we learn about it later, but sometimes it is not  
18 really clear to us why things are or aren't happening or  
19 more like why they're not happening.

20 REGIONAL DIRECTOR ARCINIEGA: Okay.

21 CHAIR HASSID: And to piggyback off of that, I  
22 think what we hope we've communicated in orders and  
23 decisions and what I want to reiterate as well, I think  
24 compliance is really important. It's what really  
25 effectuates the remedy. They've gone and won their case now

1 this is actually getting the money in the pocket or the  
2 reading out there and kind of showing that this worked. To  
3 the extent you all need resources, training, additional  
4 guidance, whatever, I think let us know what that is so we  
5 can help you be more effective with compliance. We're  
6 always open to that. And I do think this manual, when done  
7 can hopefully be helpful, particularly as we get new staff  
8 or have staff with less experience. They have hopefully  
9 more contemporary guidance that can help drive their work.

10           Additionally with roles. One thing that I noticed  
11 was not in here that I wonder if it could be helpful is,  
12 and this is based on my impression and, you know, there's a  
13 team generally driven by an FE that leads an investigation,  
14 is sort of the lead staff member, if you will, on a matter.  
15 I know some matters go on for a long period of time and  
16 there's turnover and different things, so the team changes.  
17 But when it gets to the compliance stage, I think there's a  
18 lot of responsibilities dictated by either the compliance  
19 officer or the Regional Director or the GC or the Board,  
20 but not really about the case. Who's actually running that  
21 information on the case, whether it's the FE or the  
22 Regional Compliance Officer. My understanding is the RDs  
23 are supervising all that work, but then they're not  
24 necessarily the one to do the actual monitoring. They're  
25 helping ensure whichever staff person is responsible is

1 getting that done. And so I think to the extent it's  
2 relevant, putting in the manual, if it's the FE that's  
3 supposed to be doing certain tasks or the regional  
4 compliance officer is supposed to be doing certain tasks, I  
5 think having that or the attorney or when the FE should be  
6 engaging an attorney, I think that could be helpful to  
7 incorporate into the manual. And relatedly, we talked about  
8 the Agency Compliance Officer - I do understand each of the  
9 regions has a Regional Compliance Officer, and that is a  
10 position that's active. Could you help educate me and the  
11 rest of the Board on what that role does now and if you  
12 think there should be other changes or - I think we don't  
13 have a great sense of who that is.

14           ACTING REGIONAL DIRECTOR DE LUNA: And for  
15 Visalia, it's Flavio. And he tracks, he will give me the  
16 draft of the compliance report that I send to you. So he  
17 fills in this month, this is what we did, this certain FE,  
18 he's been reaching out to this worker or we did the  
19 reading, what he tracks it and he'll put some of that  
20 information in, sends it to me. I look through it, I  
21 compare add, edit it, and then submit it to you. So yeah,  
22 so basically he's tracking as soon as the release for  
23 compliance and then what are the steps, what needs to be  
24 done and when, like Jessica said, when is peak sending out  
25 a letter to get all that information from the employer,



1 when is peak and then tracking that, okay, July is going to  
2 be peak, so let's in June or even sooner may start reaching  
3 out to schedule that.

4 Yes. So that's the gist of what he does.

5 REGIONAL DIRECTOR ARCINIEGA: Do they?

6 Oh, sorry.

7 ACTING REGIONAL DIRECTOR DE LUNA: Oh, go ahead.  
8 Go ahead.

9 REGIONAL DIRECTOR ARCINIEGA: Well it starts, so  
10 the compliance officer was Ms. (indiscernible). And so as  
11 soon as the matter's released to compliance, there's a  
12 letter that we use that lays out all of the specific terms  
13 of the Board's order. And in detail we tell them,  
14 reiterating the Board's Order, this is what you need to do  
15 by when. And then below that paragraph says, please provide  
16 me the signed notice within five days of this letter. Even  
17 if we're not going to go out and read because we don't know  
18 the peak yet, we're giving them deadlines in that letter on  
19 which they have to complete certain things. So then the  
20 compliance officer is tracking those deadlines on their  
21 own, the sign notice has to come back to me in 10 days or  
22 five days. I have to get information about the peak. How  
23 many crews do you have, how many ranches do you have, how  
24 many workers will be at peak, how many different locations,  
25 how many bulletin Boards?

1           So all of that is in a letter and the basis - and  
2   that letter is the basis for ensuring compliance with all  
3   of those terms. So that we're constantly tracking what  
4   they've completed and what is left to do. So the compliance  
5   officer in the Salinas region will then have all of these  
6   cases that are on the compliance report, the Board ordered  
7   cases and will be tracking what needs to happen. And if  
8   there's a back pay specification that needs to get done or  
9   make whole, then they'll be working on that with their  
10   supervisor. And then they'll be reaching out to counsel,  
11   for example, on when they're going to go out and notice,  
12   read the notice. So if there's a snag, for example, counsel  
13   has not responded to the compliance, the regional  
14   compliance officer, then the attorney and the field  
15   examiner team will be brought in.

16           And if we've learned information that the  
17   operation has ceased, for example, then the attorney and  
18   the field exam we brought in. So if it's all smooth sailing  
19   and counsel's working with the regional compliance officer  
20   and we're crossing off all the things, then it can stay  
21   with the regional compliance officer. She's reporting to me  
22   and I'm reporting to you. But if we're running into some  
23   type of obstacle with correspondence or the compliance  
24   officer thinks, well they're saying peaks right now and  
25   there's 20 workers, but they don't believe that's the

1 truth, we'll go back to the team and the team will then get  
2 involved. But for the most part, I wanted it to stay in the  
3 purview and the focus of the regional compliance officers  
4 so that it does get moved forward.

5 CHAIR HASSID: Okay, that's helpful. Any my  
6 colleagues have questions?

7 Another question I had, I'm just kind of going  
8 through my notes from this. In the monitoring section,  
9 there was some language that had been recommended to be  
10 removed about the worker having a waiver for release of  
11 their social security or EDD information. Are we still  
12 gathering that info? Is that obsolete?

13 REGIONAL DIRECTOR ARCINIEGA: Yeah, it's  
14 obsolete.

15 CHAIR HASSID: Okay. And are we using other  
16 resources to try and get that information.

17 REGIONAL DIRECTOR ARCINIEGA: Well, we can still  
18 access the resource with the EDD department and doesn't  
19 necessarily require a release from the employee. Most often  
20 we have information from records that we obtain that we can  
21 use to source from the EDD. And in regards to the social  
22 security, we haven't used that resource or asked workers to  
23 sign a waiver to reach out to that agency.

24 CHAIR HASSID: There was also on the, it's page  
25 six of the draft manual discussion about informing the

1     discrimintees of their obligations. And I'm wondering, do  
2     we have a worksheet or anything that we give to workers  
3     that kind of says, these are all the things you should keep  
4     track of, when we're interviewing them? So we do.

5             REGIONAL DIRECTOR ARCINIEGA: We don't have a  
6     worksheet that we necessarily give them. I think this is  
7     where our staff does a really good job at relaying this  
8     information about the obligation under the act and letting  
9     them know what kind of information we're going to be asking  
10    them for. There is a gap in regards to documentation. We  
11    can strongly advocate that workers document, but that  
12    doesn't necessarily mean that - there's a range of people's  
13    comfort level with writing things down and then producing  
14    it to us. Even, oftentimes workers will tell us that they  
15    went to this ranch and they walk onto the ranch, they ask  
16    the person there if there's work, they don't necessarily  
17    know the name of the ranch, they don't know the name of  
18    that foreman. Some feel different levels of comfort in  
19    asking the foreman their name, what's the name of this  
20    ranch? What's your name? Because they need to document it  
21    for us. And so there's a wide range. But our staff know  
22    that they need to document as much as they can get from the  
23    worker orally over the phone. And so we are working on  
24    making it more of a practice that field examiners are being  
25    more consistent with that follow-up throughout the course

1 of what could be a back pay period. But we don't give a  
2 form to workers to ask them to fill it out.

3 DEPUTY GENERAL COUNSEL HERRERA: There is a  
4 really old booklet, we have a few in Salinas. We like that  
5 there's a booklet where you can write down, your search for  
6 work, you write down your wages, you write down things. And  
7 this booklet, it's a really great booklet, it's a good  
8 tool. It's small, it's pocket size. I would suggest we  
9 update that booklet so we have more of those on hand  
10 because even though most people use their phones and  
11 everything, that doesn't mean -

12 (CROSS TALK)

13 I have had mixed reviews from FEs. Some FEs say  
14 they really like the booklet and say they gain some  
15 information. So I think it's useful to have it least that  
16 we can give out. At least it's a tool we're providing to  
17 workers to try to facilitate this process.

18 ACTING REGIONAL DIRECTOR DE LUNA: It just  
19 depends on the worker. I mean some of them getting  
20 information on the phone is difficult, but yeah. Okay.

21 CHAIR HASSID: Oh, this was one. What is an ISR?

22 GENERAL COUNSEL MONTGOMERY: I made that up.

23 (LAUGHTER)

24 It's a general and the conclusion of an  
25 investigation that were in a team, an investigating team,

1 recommends summarizes their investigation and they  
2 recommend next steps. It stands for investigative summary  
3 and report.

4 CHAIR HASSID: Ah. Okay.

5 REGIONAL DIRECTOR ARCINIEGA: We can take  
6 (indiscernible) with professional summary and a legal  
7 analysis.

8 GENERAL COUNSEL MONTGOMERY: They used to be  
9 called agendas, which I think Ed probably recognize.

10 MR. BLANCO: Oh, that word I understand.

11 GENERAL COUNSEL MONTGOMERY: And I thought agenda  
12 was a confusing term, so I renamed it.

13 MR. BLANCO: It is a vague term.

14 GENERAL COUNSEL MONTGOMERY: Yes, agenda was a  
15 little too common of a commonly used term.

16 CHAIR HASSID: And then in terms of the  
17 compliance file, are those being kept in the shared drive,  
18 in eCourt, in a paper file? Where's kind of the master  
19 compliance file for a matter to the extent there is one?

20 REGIONAL DIRECTOR ARCINIEGA: On eCourt, there's  
21 the ability to enter when the terms are completed and the  
22 date, how many people they read the notice to, for example.  
23 So that's where the reporting is being done tracked. And  
24 then in terms of working files, probably the compliance  
25 officer is keeping the working file on J Drive, which would

1 be the drafts of letters or back pay or being called  
2 specifications in progress. And then the finals are all  
3 saved to be eCourt.

4 CHAIR HASSID: And then I saw a lot of references  
5 to a tickler system. Is that still being used? It looks  
6 like this was created in 1992 and it looked like, I imagine  
7 it was a paper worksheet -

8 GENERAL COUNSEL MONTGOMERY: Probably a carbon  
9 copy.

10 CHAIR HASSID: Yes. I think I saw some examples  
11 in the appendices. Is that still being used?

12 REGIONAL DIRECTOR ARCINIEGA: Not in that form.

13 (LAUGHTER)

14 ACTING REGIONAL DIRECTOR DE LUNA: It's the  
15 letter that Jessica - that initial letter, and we use that  
16 to keep track in

17 REGIONAL DIRECTOR ARCINIEGA: Outlook.

18 ACTING REGIONAL DIRECTOR DE LUNA: Yeah, Outlook.

19 REGIONAL DIRECTOR ARCINIEGA: We'll get Calendar,  
20 Calendar, things will get Calendared.

21 CHAIR HASSID: So I think that's something that  
22 in the manual there's a lot of appendices and one that to  
23 me seemed kind of related was this form 212, which had you  
24 map out all the deadlines for when you needed everything.  
25 And I think that needs to be updated because it's not

1 currently very updated now with the bond and sort of the  
2 changing nature of compliance. I think that whole process  
3 probably needs to be reviewed and discussed based on what  
4 works.

5           And then one thing, there was kind of this, to me  
6 it seemed maybe outdated or not very clear, category one,  
7 category two cases in the compliance manual. And I couldn't  
8 figure out what some of the categories were. So I thought  
9 that was something we probably needed updating. Some  
10 comments just about how this manual was organized and maybe  
11 restructuring it to the extent, I mean you guys use it more  
12 on a day to day basis, so it needs to work for you.

13           DEPUTY GENERAL COUNSEL HERRERA: I think part of  
14 it was that everyone was trying to commit to the old  
15 version and edit that rather than -

16           CHAIR HASSID: Throw it out or rebuild it.

17           DEPUTY GENERAL COUNSEL HERRERA: So to the extent  
18 that the committee wants to think about whether that's the  
19 better option or whether it's better to go forward with  
20 something new, it's organized in a different, more logical  
21 way. It's a consideration.

22           CHAIR HASSID: What was the other thing I was  
23 going to suggest here or had a question about? Oh, I know  
24 one of my other questions that I've heard that I'm just  
25 wondering if you can help educate us on is that because



1 this is so outdated, a lot of staff actually now rely on  
2 the NLRB compliance manual, which is set up very  
3 differently. And I didn't know if there were specific  
4 things that staff found helpful in the NLRB compliance  
5 manual. Or if that's even a correct summary.

6 BOARD MEMBER FLORES: I'm trying to think of when  
7 it's come up, but -

8 DEPUTY GENERAL COUNSEL HERRERA: I have an  
9 example. Yeah, I've raised before that when there's an  
10 allegation of financial distress or bankruptcy or that kind  
11 of thing, the NLRB has a nice questionnaire, which we've  
12 talked about at one of these meetings in the past, and we  
13 all looked at that form. That's a form from the NLRB we  
14 use. I like using it. It's helpful. I don't think staff - I  
15 mean I haven't done a poll, but I don't think staff overly  
16 relies on the NLRB's manual. I do believe that there are  
17 changes in law that we do look to the NLRB for the  
18 inclusion of consequential damages, which NLRB has done  
19 more recently. And there's some other changes in law that  
20 are helpful and our manual is outdated for those kinds of  
21 things. But I don't think that staff is looking to the  
22 NLRB's manual for process and procedure, how we do things.  
23 And we do use NLRB's system for interest and tax liability.

24 BOARD MEMBER LIGHTSTONE: So are we seeing a lot  
25 - I don't know if there's a way to characterize in various

1 compliance cases, are we seeing a lot of insolvency,  
2 success change of the things that you're talking about,  
3 looking to the NLRB checklist, are we seeing a lot of those  
4 instances arise?

5 REGIONAL DIRECTOR ARCINIEGA: I can answer for  
6 the last two years, I think now that I've been the Regional  
7 Director, we haven't had - we've been advised that a  
8 operation has closed before the final Board Order. And in  
9 that case, the monetary amount that was owed to one worker  
10 was paid. And so another matter that we've seen is similar  
11 in that the operations ceased before the Board Order was  
12 issued and we're still working on that case. But other than  
13 that, the cases in the Salinas region, the one that was  
14 closed that Francesca started when she was the RD -

15 DEPUTY GENERAL COUNSEL HERRERA: Yeah, I don't  
16 think we have a lot -

17 REGIONAL DIRECTOR ARCINIEGA: No.

18 DEPUTY GENERAL COUNSEL HERRERA: Of cases -

19 REGIONAL DIRECTOR ARCINIEGA: But sometimes we  
20 have allegations that I am financially strapped, I can't  
21 pay these workers. We're considering going out of business.  
22 Then it's nice for the region to be able to say, well,  
23 there's this nice form that you can tell us all about your  
24 finances and we can decide whether something's warranted,  
25 right? Some change in the remedy is warranted. And usually

1 upon that people are like, no, thank you. I'm  
2 (indiscernible) money. That's generally what we've seen.  
3 And so it's a nice tool. But if there was a case where an  
4 employer was actually winding down their operations, it  
5 would be nice to say that here's this form. We could assess  
6 all the things that had to be assessed, Premier  
7 Raspberries, for example, assess those different aspects of  
8 their operation and decide if a resolution - informal  
9 resolution would be best for the worker. Or a formal  
10 resolution with the Board. Right. Okay.

11 BOARD MEMBER LIGHTSTONE: Okay. Thanks.

12 CHAIR HASSID: I don't think I have anything  
13 else. I'm sure more stuff will come up. I think the other  
14 thing just to reiterate is we need to incorporate the bond,  
15 and I think look at the overall structure and then to the  
16 extent more up to date case references are applicable, make  
17 sure those are incorporated in here.

18 Anything else from my colleagues? Ed, you're out  
19 subject matter expert. Anything else you think we should be  
20 thinking about or -

21 MR. BLANCO: Yeah, I think when you guys were  
22 talking about this particular thing, and that would be how  
23 can - and this gets to overall thing about eCourt, how can  
24 eCourt be a better tool for following tracking cases on the  
25 regional level as a tool for the Regional Directors and

1 staff to put in all these dates and stuff and have that be  
2 a way to remind them that it can. Like my phone reminds me  
3 if I set up an appointment, it reminds me that I've set  
4 that up and tells me I got this coming up. So how can  
5 eCourt be used like that for this system overall? How can  
6 eCourt be - can actually maybe play a role with respect to  
7 agency compliance officer might be more eCourt in terms of  
8 advising you what's going on in the regions, how can that  
9 be beefed up so that it is more supportive of you getting  
10 information that you want by clicking on the case, right?  
11 And it's there as to here are all the timelines the Board,  
12 the region has set up. And to the extent, again, you have  
13 to protect the firewall in there because I think they do  
14 report things more specifically on one level about what the  
15 issues are. But to the extent can it be tailored so that  
16 you guys get, hey, there's something going on, but without  
17 the details of what that's going on and why there's some  
18 kind of issue or delay that may ultimately get to you as an  
19 enforcement action that you'd have to prove, et cetera. So  
20 I think that's one thing there.

21 Let's see. And I also think, and I think I  
22 mentioned this to you, Victoria, in terms of, and I think  
23 it came up today in the conversation we had here, and that  
24 is this issue of cultural competency. When we're dealing  
25 more particularly because we're now dealing with farm

1 workers who, indigenous farm workers, Hmong farm workers,  
2 Punjabi farm workers, what is the best approach to gather  
3 information from them? How can we help them help themselves  
4 and help us with respect to the information we need from  
5 them in order to move forward on a variety of issues that  
6 may crop up in a compliance case where they might be a key  
7 font of knowledge to resolve some issue that's going on. So  
8 training around those issues I think is an important thing  
9 that staff should be getting. And that should be  
10 incorporated into some way into this first chapter, this  
11 issue of cultural competency. And not just for our own  
12 consumption, but for the fact that this is going to be a  
13 public document. I think it's important for the public to  
14 understand that we understand that this is an issue and  
15 that we're addressing it along those lines as well.

16 CHAIR HASSID: Great.

17 BOARD MEMBER FLORES: Yeah, just general comment.  
18 I think streamlining as much as possible, and I'm glad that  
19 we had a conversation about kind of the delegation of  
20 duties and I think the regional compliance officer, I think  
21 it sufficiently detailed the responsibilities in the  
22 manual. I was having a little bit of difficulty with the  
23 Agency Compliance Officer and the distinction. And so  
24 today's conversation was very helpful. And yeah, just  
25 noting and uplifting Ed's point about the cultural

1 competency. And I really do think that the regional staff  
2 and the general counsel programs really attuned to those  
3 kinds of issues. And one of the things that I noted, and  
4 one of the suggested edits in terms of how to maintain  
5 contact with the discriminants was different avenues for  
6 contact and just being sensitive to while there - it's a  
7 how-to more instructional manual. There might be some  
8 sensitivities to folks being able to provide their home  
9 address information.

10           And I know there's ways to navigate and attain  
11 that information, but being sensitive to those kinds of  
12 issues or folks willingness to provide phone numbers, et  
13 cetera. And again, I know that they're listed as examples,  
14 but it's to the point of understanding that there's an  
15 element of distrust or just because of the nature and  
16 composition of the workforce that some of those avenues may  
17 be better to use than others. But generally speaking, I  
18 think also appreciate the clarification on the use of  
19 social security numbers and or EDD information. So yeah,  
20 very, very great conversation.

21           CHAIR HASSID: And just really want to reiterate,  
22 you guys have really complicated jobs and a lot on your  
23 plate and just appreciate all your work. And I know  
24 updating a 31 year old manual for this is not the easiest  
25 thing to do, but I do think it's helpful to just make sure

1 we have consistency in our work and hopefully make it, it  
2 is a lot of work at the front end, but my hope is it could  
3 just make work for staff and managers and supervisors  
4 easier on the backend and hopefully lead to better results.  
5 So just really appreciate your time and also all of you  
6 taking the time to come here today. It's always nice to see  
7 you guys in person when we can. So really appreciate that.

8 Any other comments or questions on the compliance  
9 manual?

10 REGIONAL DIRECTOR ARCINIEGA: I would just want  
11 to thank Cynthia specifically for the comment. I think our  
12 staff really was not written in here. What they've become  
13 highly trained and skilled at doing is really meeting  
14 workers where they're at and really, really, I say creating  
15 miracles, finding people, answering all the questions,  
16 spending all the time they need to feel comfortable enough  
17 to then trust us to then provide very personal information.  
18 And it's not written in here and I'm not sure how we  
19 provide best tips and get that great gold they have of what  
20 they do every day. But I think it's useful and I think it's  
21 worth noting. So thank you for that comment. And I just  
22 wanted to thank you, Victoria and Ed, for all of your  
23 comments on here. They're very helpful and I think that  
24 going forward, the committee's going to have some good  
25 information on direction with this conversation and with

1 these comments. So thank you guys.

2 BOARD MEMBER LIGHTSTONE: I would just add from  
3 the Board side that we appreciate you guys are on the  
4 frontline, you're engaged with our client community and the  
5 employer all. You're the people doing all of the frontline  
6 work, and we really appreciate this.

7 GENERAL COUNSEL MONTGOMERY: Yay, regional staff.  
8 You guys are absolutely great. Yes.

9 CHAIR HASSID: Barry, did you have any comments?  
10 Oh, you're on mute.

11 BOARD MEMBER BROAD: No, thank you.

12 CHAIR HASSID: Okay. And I'll be following up  
13 with our RD staff about getting an initial meeting together  
14 in the next couple of weeks and thinking through how we  
15 want to project manage this. That's a whole other project  
16 in and of itself. Okay. The next item on the agenda, we do  
17 have I public comment. Do we have anyone wishing to make  
18 public comment?

19 EXECUTIVE SECRETARY AVILA-GOMEZ: No one's  
20 indicated a wish to do that.

21 CHAIR HASSID: Okay, well with that, we will now  
22 adjourn our meeting. Thank you so much, everyone.

23 (Whereupon the meeting was adjourned at 4:00  
24 p.m.)  
25

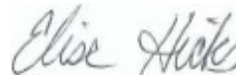


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ELISE HICKS, IAPRT CERT\*\*2176

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MARTHA L. NELSON, CERT\*\*367

December 20, 2022