



**STATE OF CALIFORNIA AGRICULTURAL LABOR RELATIONS BOARD
PUBLIC MEETING MINUTES
WEDNESDAY, June 26, 2024, at 10:00 A.M.**

**1500 Capitol Avenue, Hearing Room 72.167
Sacramento, CA 95814**

Board: Chair: Victoria Hassid
Members: Barry Broad, Cinthia Flores and Ralph Lightstone

Executive Secretary: Santiago Avila-Gomez

Board Counsels: Chief Board Counsel: Todd Ratshin
Scott Inciardi, Laura Heyck

Interpreter: Mariel Steinman

Open Session

1. Call to Order

- Board Chair Victoria Hassid called the meeting to order at 10:10 a.m.
- Board Members Broad, Flores and Lightstone were present.

2. Approval of Meeting Minutes from Public Board Meeting, June 12, 2024

- Board Member Flores moved to approve the minutes from the Public Board Meeting, June 12.
- Board Member Broad seconded the motion.
- Motion approved unanimously.

3. Board Chair's Report – Presented by Victoria Hassid

- Chair Hassid Congratulated Board Member Broad on his reappointment by the California State Senate and thanked the State Senate and Governor Newsom for their support.
- Noted Labor Secretary Knox's introduction of a 4-part racial equity training series for ALRB staff to address systemic inequity.
- Affirmed the Board's support for ongoing staff training sessions throughout the summer and fall.

- Discussed proposed modifications to the subpoena form to address formatting issues.
 - Reviewed revised procedures for issuing subpoenas, aiming to enhance transparency and compliance.
 - Extended thanks to Satya for contributions to form improvements and motioned for their approval.
 - Motion to approve the New Subpoena form - Board member Broad, Flores, Lightstone, and Chair Hassid unanimously approved the new subpoena form.
4. Executive Officer's Report on Elections, Unfair Labor Practice Complaints, and Hearings
 - See Appendix A.
 5. Litigation Report – Presented by Todd Ratshin
 - Litigation Update on Wonderful Nurseries Case: BCV-24-101649
 - Hearing for intervention motion set for July 11th.
 - Board's response to intervention motion due June 27th.
 - Board's response to Wonderful's complaint due July 17th.
 6. General Counsel's Report – Presented by Julia Montgomery and Daniela Ramirez
 - Tabling in Watsonville, Sanger, Fresno County (collaborative training), Santa Maria (office hours), Mecca, Riverside County (outreach), and San Paula (community fair).
 - Presentation at casino chapter meeting in Wasco by Staff Attorney Xavier and Training Community Engagement Specialist Lucia.
 - Distributed new pamphlets near the border, planning another pop-up event in July.
 - General Counsel appreciated regional office staff for their dedication and expertise in advancing ALRB's mission.
 7. Division of Administrative Services Report
 - No report provided.
 8. Legislative Report
 - No report provided.
 9. Regulations – Presented by Barry Broad
 - Modified language and additional information included in the

rulemaking file.

- Public comment period ends July 22nd.
- Request to schedule a public hearing following the comment period. Discussed scheduling meeting the week of July 15th.
- Public dialogue essential for understanding perspectives and concerns.
- Written comments may not fully capture public viewpoints.
- Considering a public hearing based on interest from stakeholders.

10. Presentation on the U.S. Department of Labor's National Agricultural Workers Survey (NAWS) and proposed changes - Presented by Emily Finchum and Andrew Padovani, NAWS Project Director, JBS International, Inc.

- See Appendix B

11. Public Comment (The Board additionally solicits public comment after discussion of each agenda item of the open meeting.)

- None.

Closed Session

- The Board went into closed session at 11:28 PM and returned at 1:06 PM.

12. Announcements:

- Next board meeting scheduled for June 27 at 1:00 PM at ALRB headquarters in Sacramento office.

13. Adjournment:

- Meeting adjourned at 1:06 PM.

Office of the
Executive Secretary
1325 J Street, Suite 1900-B
Sacramento, CA 95814



ALRB
AGRICULTURAL LABOR
RELATIONS BOARD



**ALRB PUBLIC MEETING
EXECUTIVE OFFICER'S REPORT
ELECTIONS, UNFAIR LABOR PRACTICE COMPLAINTS, AND HEARINGS**

DATE: June 26, 2024
TO: Agricultural Labor Relations Board
FROM: Santiago Avila-Gomez, Executive Secretary

Administrative Orders

1. United Farm Workers of America and Monterey Mushrooms, LLC (2024) ALRB Admin. Order No. 2024-21-P (Order Denying Respondent UFW's Request for Special Permission to Appeal ALJ's Order re Motion to Dismiss and Motion to Strike; June 18, 2024; 2019-CL-005 et al.)

Pending Matters

1. *DMB Packing Corp. dba The DiMare Company*, 2023-RM-001-VIS; ALJ Decision, March 18, 2024; Exceptions, April 8, 2024; Replies, April 29, 2024
2. *Ho Sai Gai Farms, Inc.*, 2024-CE-033 et al; General Counsel's Request for Enforcement of its Subpoena Duces Tecum to Ho Sai Gai Farms, Inc., June 13, 2024
3. *Gerawan Farming, Inc.*, 2012-CE-041 et al [49 ALRB No. 2 & 44 ALRB No. 1]; Amended Makewhole Specification to Conform with Board Decision and Order 49 ALRB No. 2, May 29, 2024; answer due June 13, 2024



California Crop Workers: Data from the National Agricultural Workers Survey

Andrew Padovani, JBS International

Wenson Fung, JBS International

Emily Finchum-Mason, DOL/ETA

Daniel Carroll, DOL/ETA

California Agricultural Labor Relations Board Public Meeting

June 26, 2024

Disclaimer: The views are solely those of the presenters.

National Agricultural Workers Survey (NAWS) Background

National study of crop workers (migrant and seasonal, excluding H-2A workers)



Primary source of national and regional information about crop worker demographics, employment, and health.

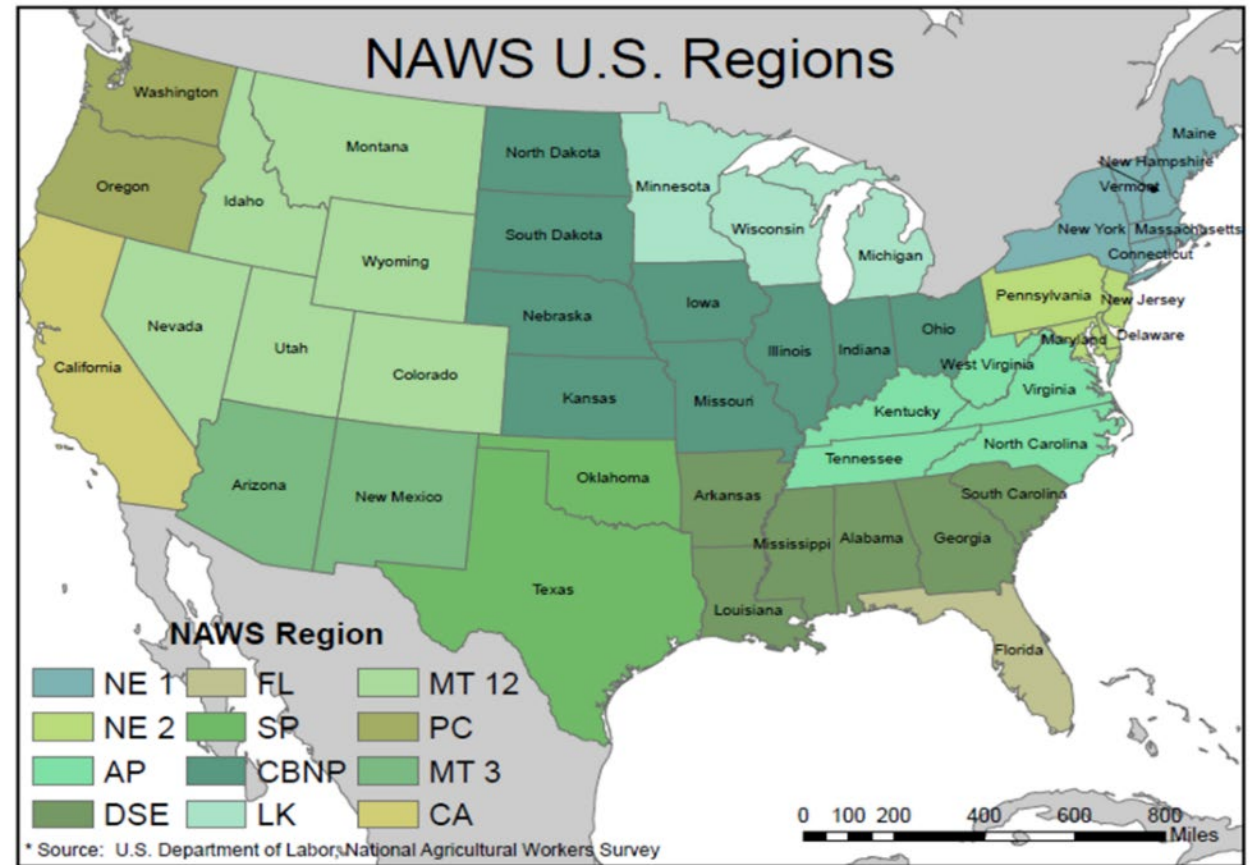


Thirty-six years of continuous data collection on crop workers in the United States.



NAWS Sampling Methodology

- Multi-stage, stratified random sample across 12 NAWS sampling regions.
- Includes between 1,100 and 3,600 crop workers per year.
- Crop workers interviewed where they work.
- Public use data can be analyzed for six NAWS regions



National Agricultural Workers Survey (NAWS)

Survey Domains

**Demographic
characteristics**

Housing

**Farm job
characteristics**

**12-month
employment
history**

**Income, assets,
and use of
assistance
programs**

**Lifetime health
history**

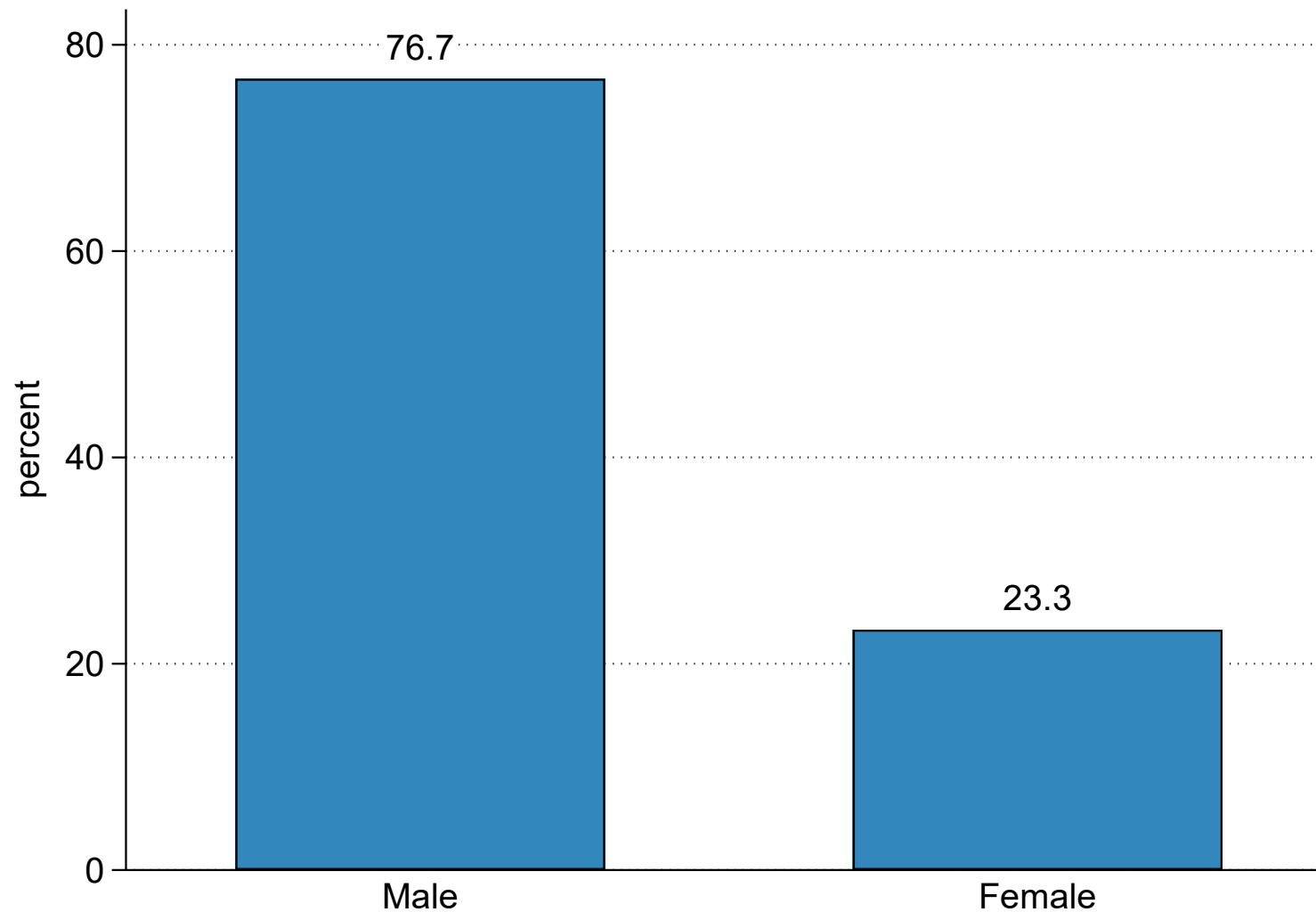
**Health insurance
coverage**



Demographics

Most California crop workers are men

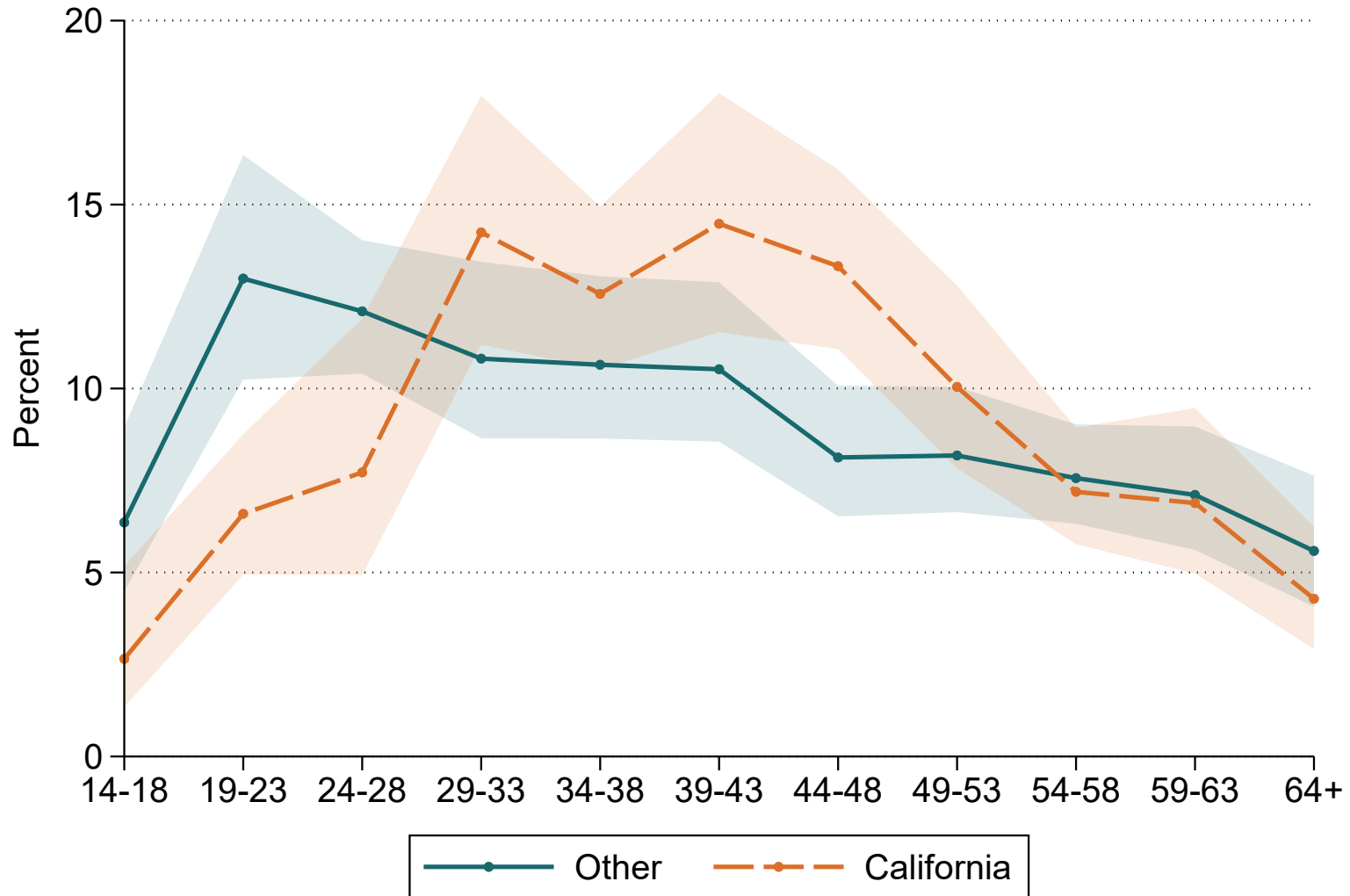
Almost 8-in-10 California crop workers are men.



Author's calculations using the 2018-2022 National Agricultural Workers Survey

Distribution of crop worker age

Crop workers are aging, with about 6-in-10 crop workers aged 39 years or older.

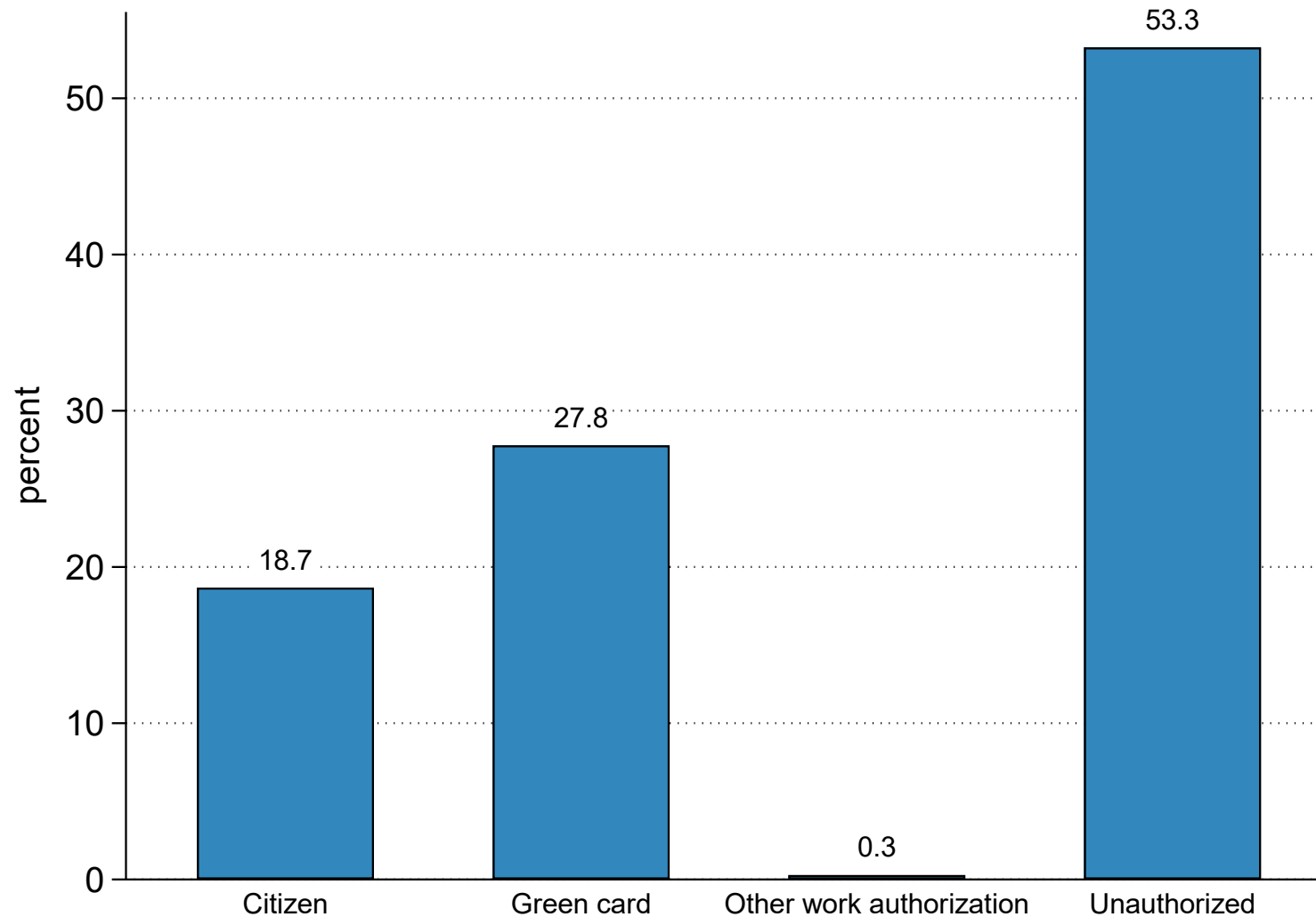


CA crop worker average age: 42

Author's calculations using the 2018-2022 National Agricultural Workers Survey. Shaded areas are 95% confidence intervals.

Legal status of California crop workers

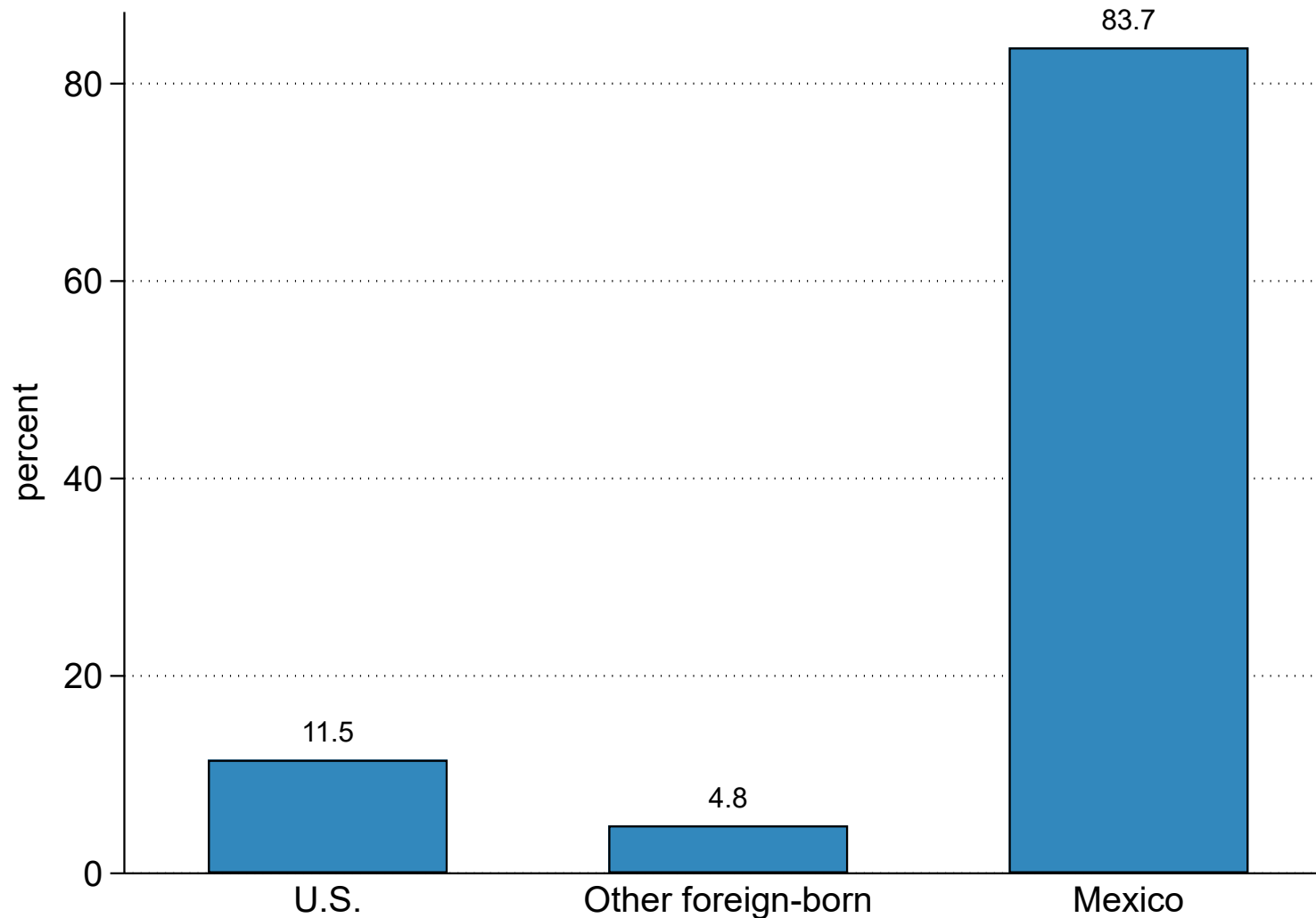
About half of California crop workers do not have work authorization.



Author's calculations using the 2018-2022 National Agricultural Workers Survey

Crop worker place of birth

Almost 90% of California crop workers are foreign-born, mostly from Mexico.



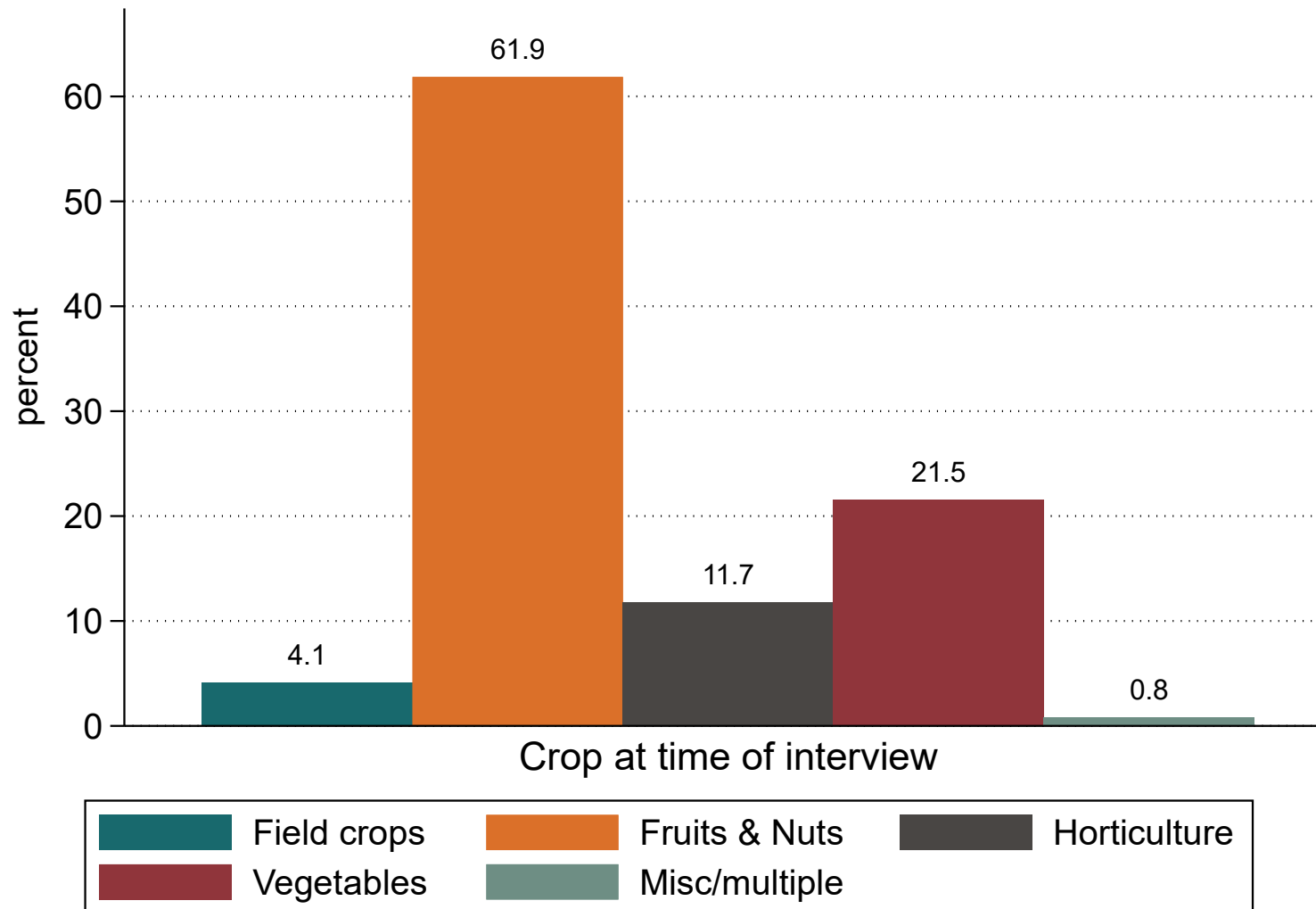
Author's calculations using the 2018-2022 National Agricultural Workers Survey



Employment and Income

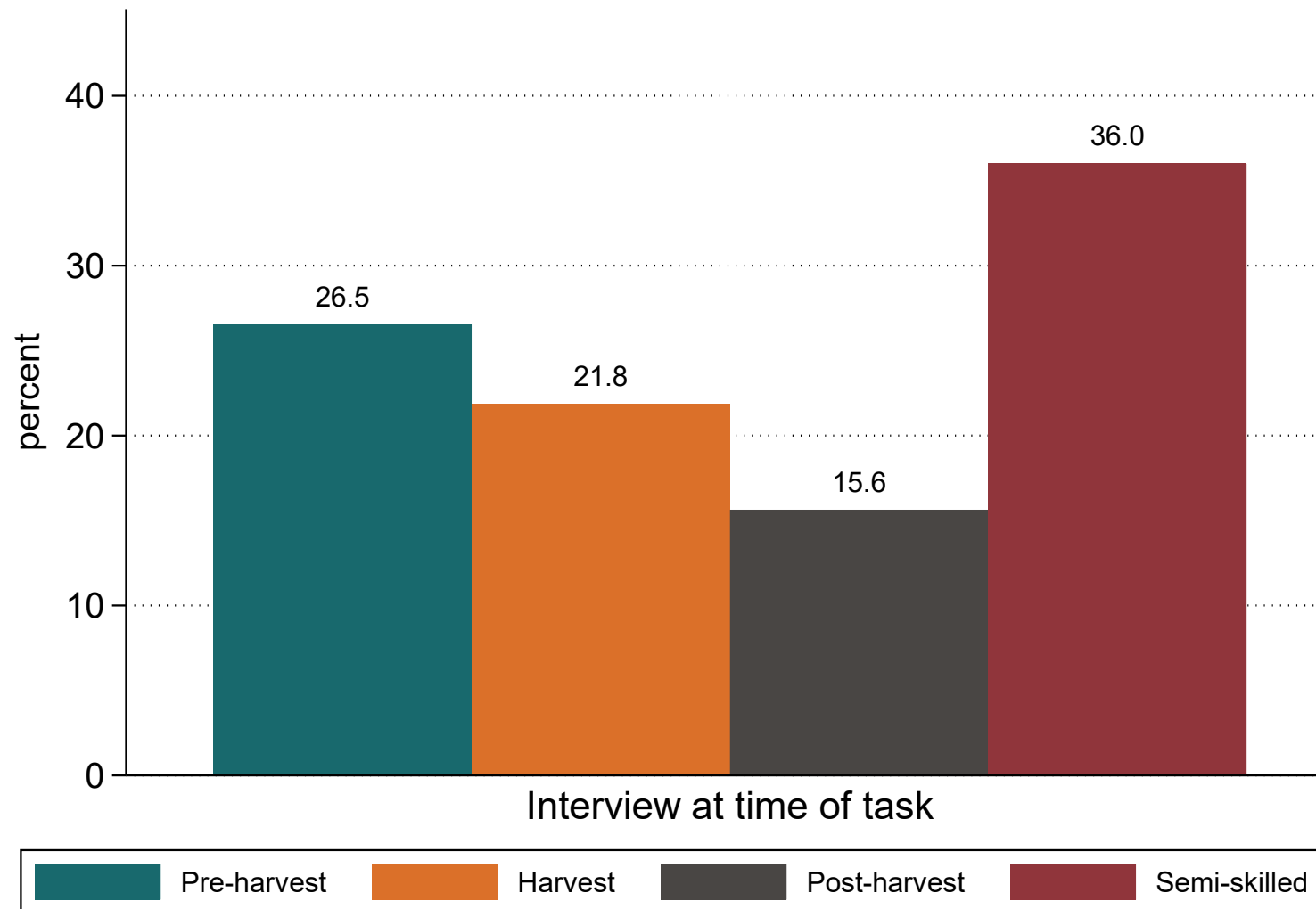
Crop at time of interview, 2018-2022

California crop workers work mostly with Fruit and Nut crops, though 1-in-5 work with vegetables.



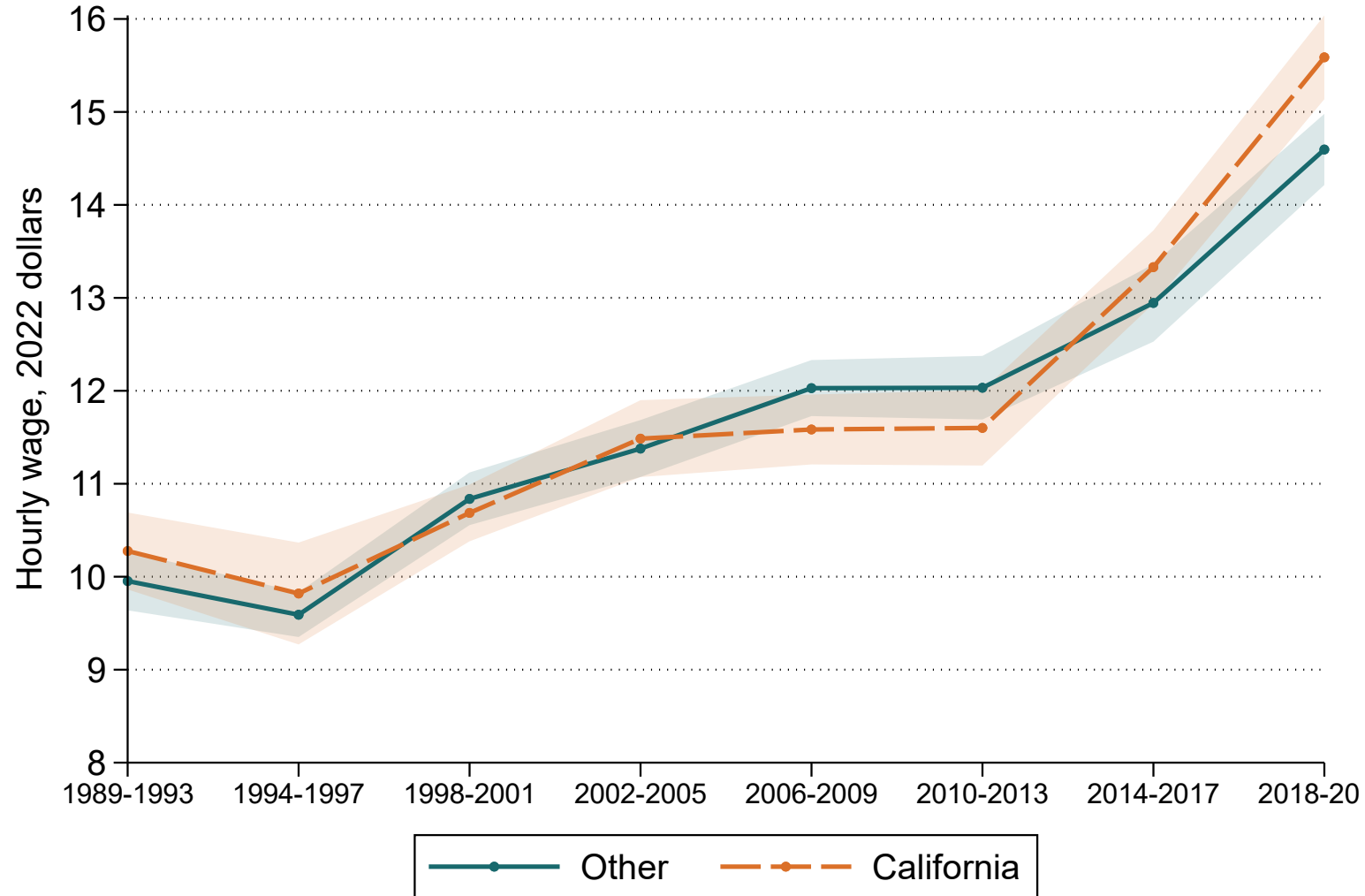
Task at time of interview, 2018-2022

At the time of the interview, more than 1-in-3 California crop workers are performing a semi-skilled task.



Mean real hourly wage

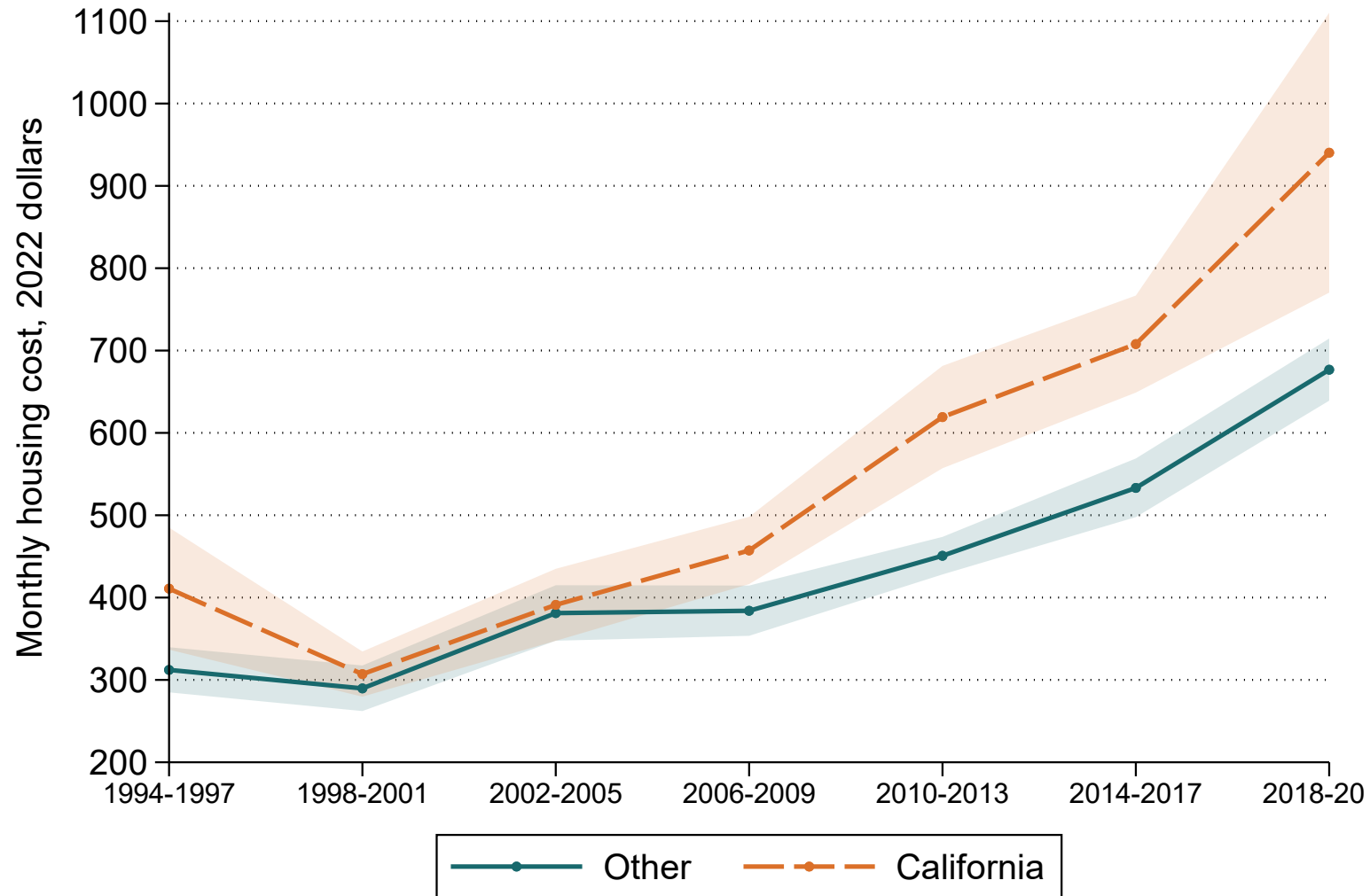
California workers made \$15.59 on average compared to \$14.60 in other regions in 2018-2022.



Author's calculations using the National Agricultural Workers Survey.
Shaded areas are 95% confidence intervals.

Mean real monthly housing cost

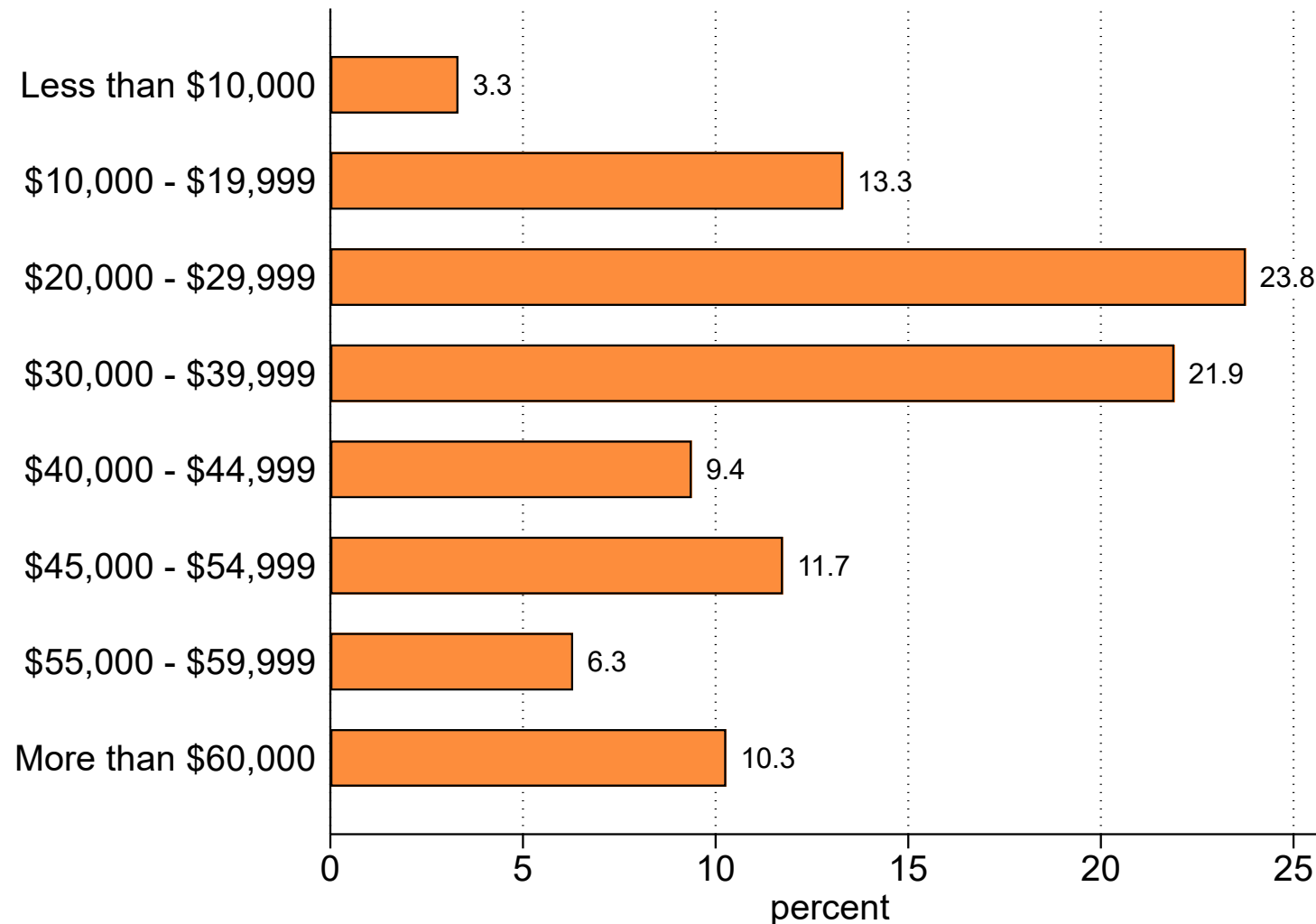
California workers paid \$940.28 per month compared to \$676.74 in other regions in 2018-2022.



Author's calculations using the National Agricultural Workers Survey.
Shaded areas are 95% confidence intervals.

Crop worker family income

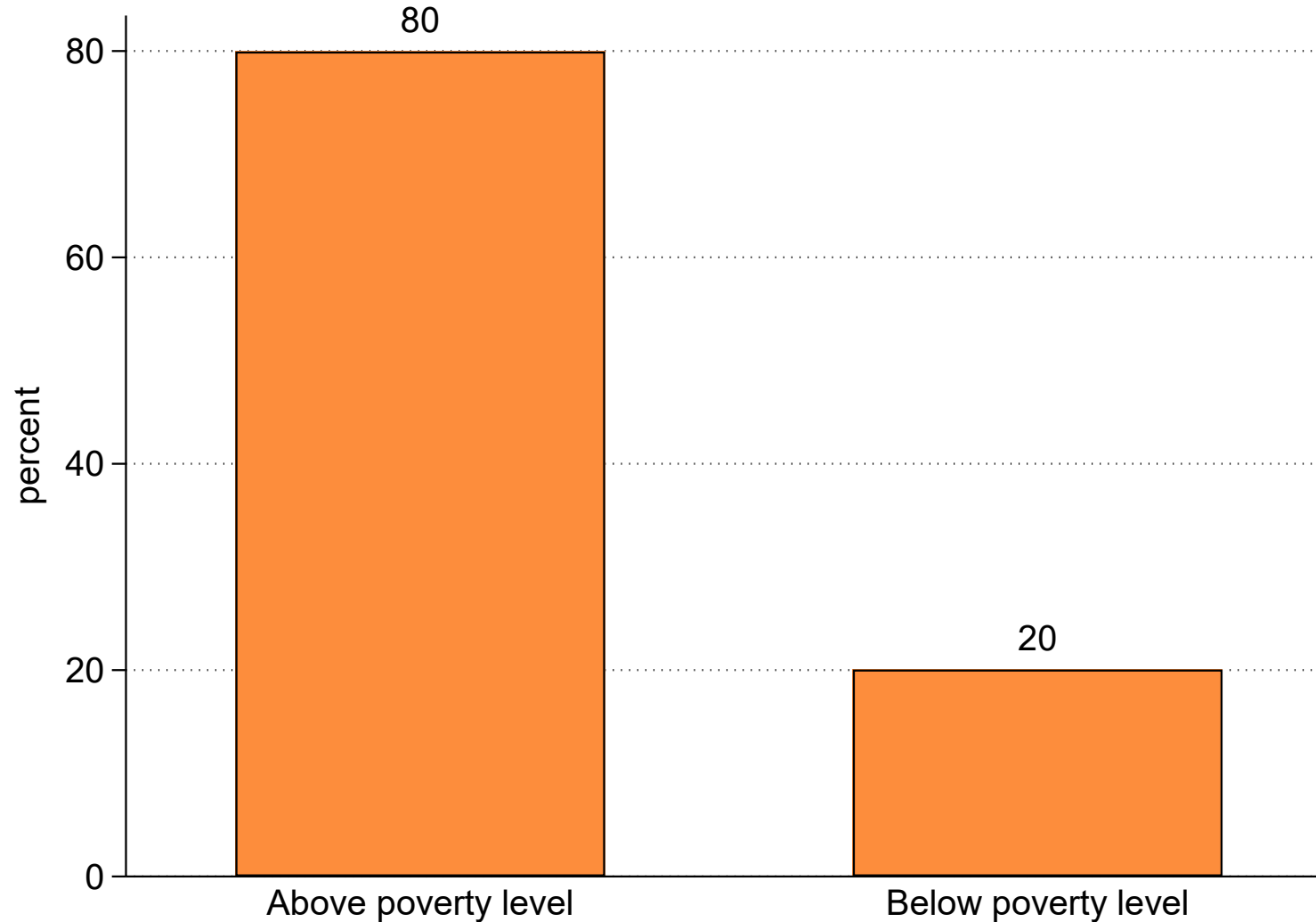
About half of California crop work families earned between \$20,000 and \$45,000 in the previous year.



Author's calculations using the 2018-2022 National Agricultural Workers Survey.

Crop worker income relative to Poverty line

About 2-in-10 crop worker families live below the poverty line in California.



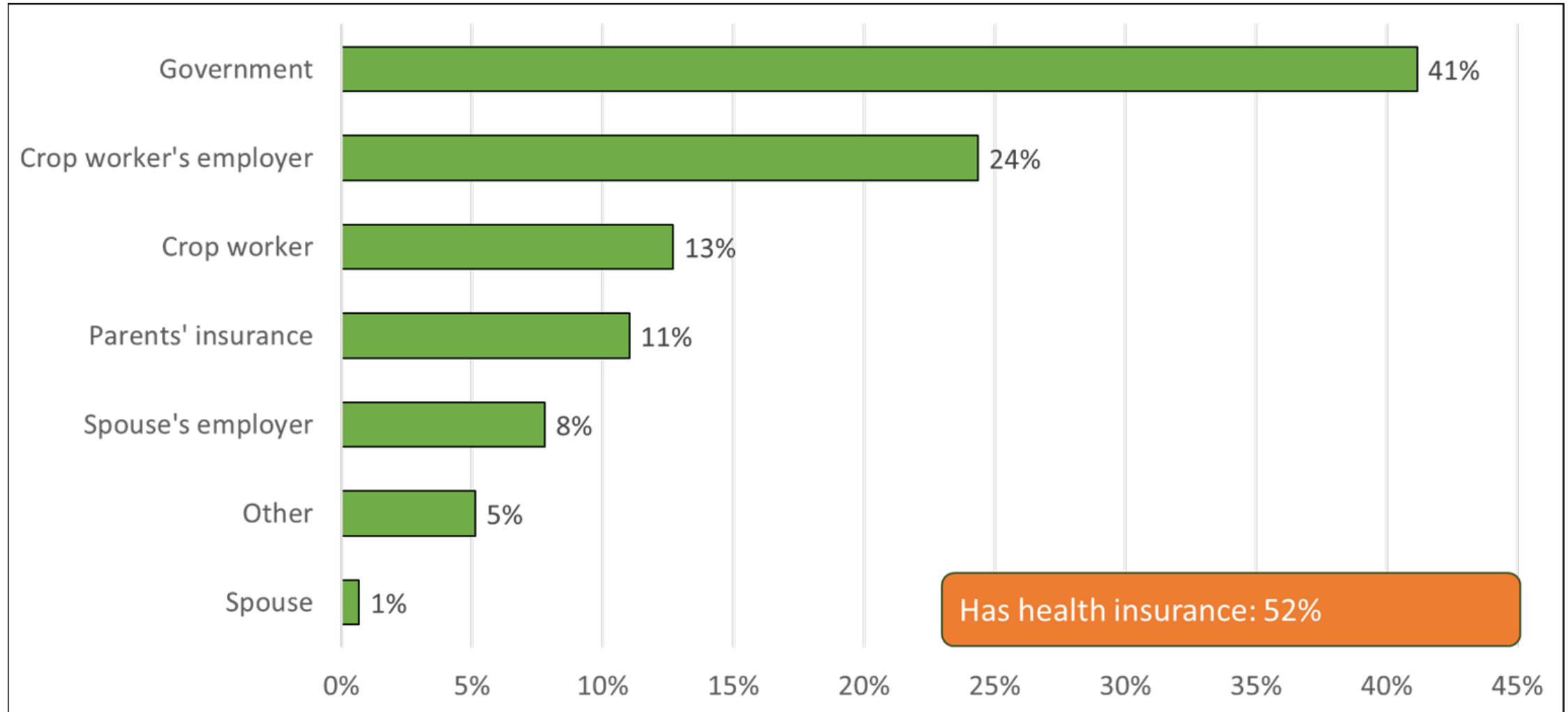
Author's calculations using the 2018-2022 National Agricultural Workers Survey.



Health and Health Care Access

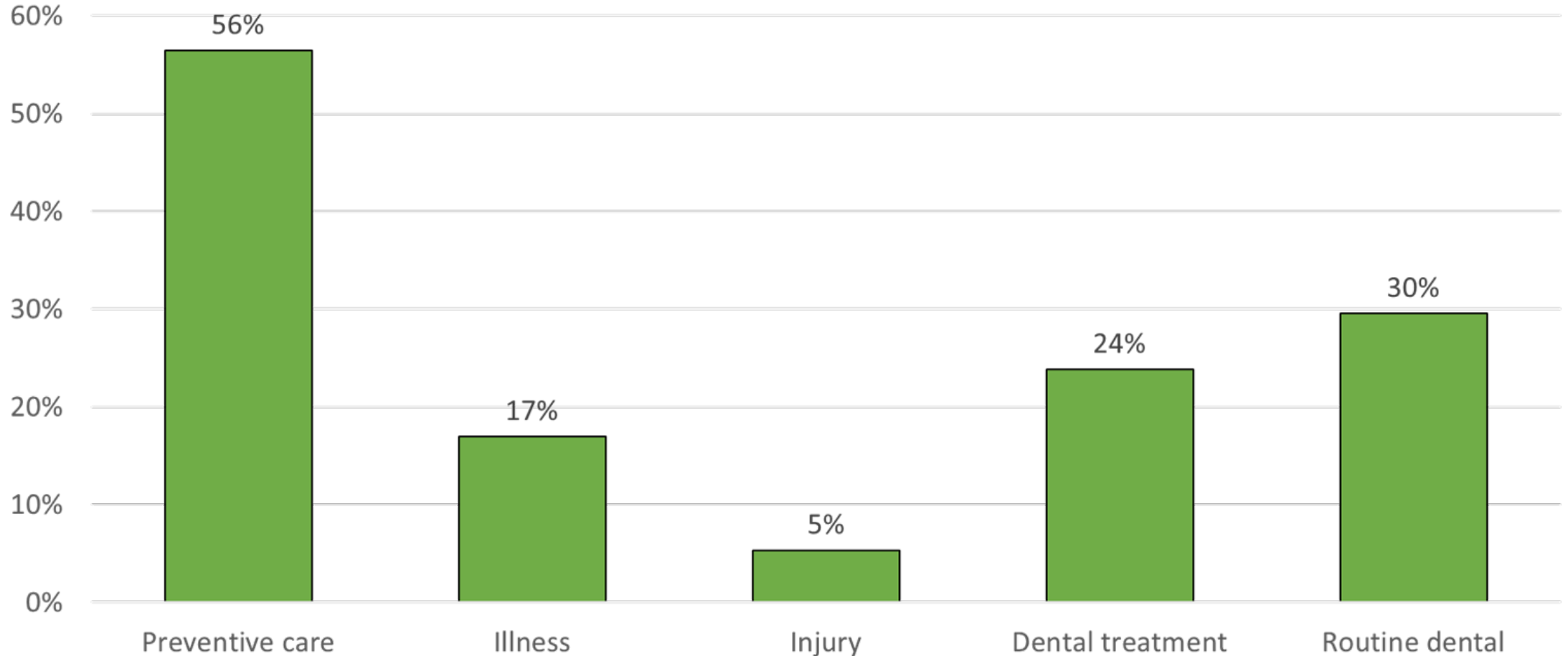
Who pays for worker's health insurance

Worker health insurance is most often government or employer-provided.



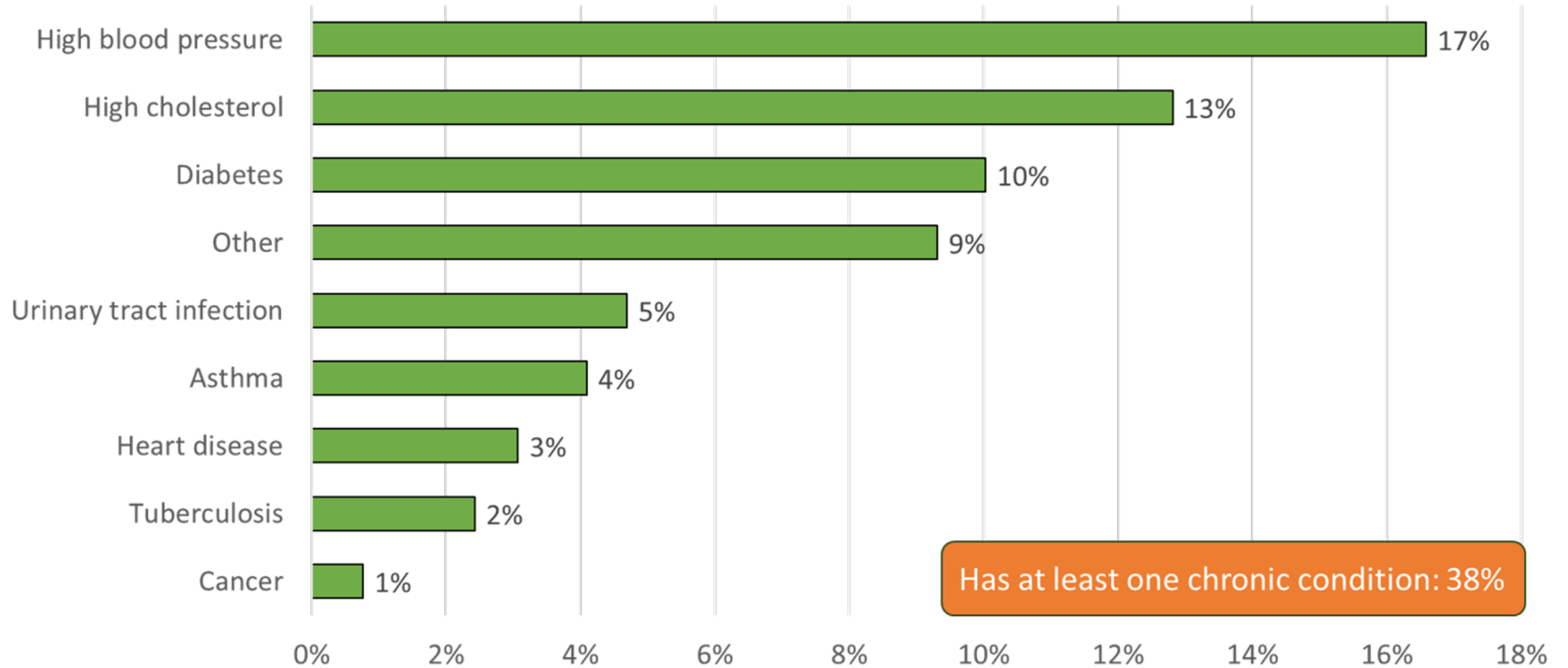
Health care services used

Less than 6-in-10 crop workers used preventive care services.



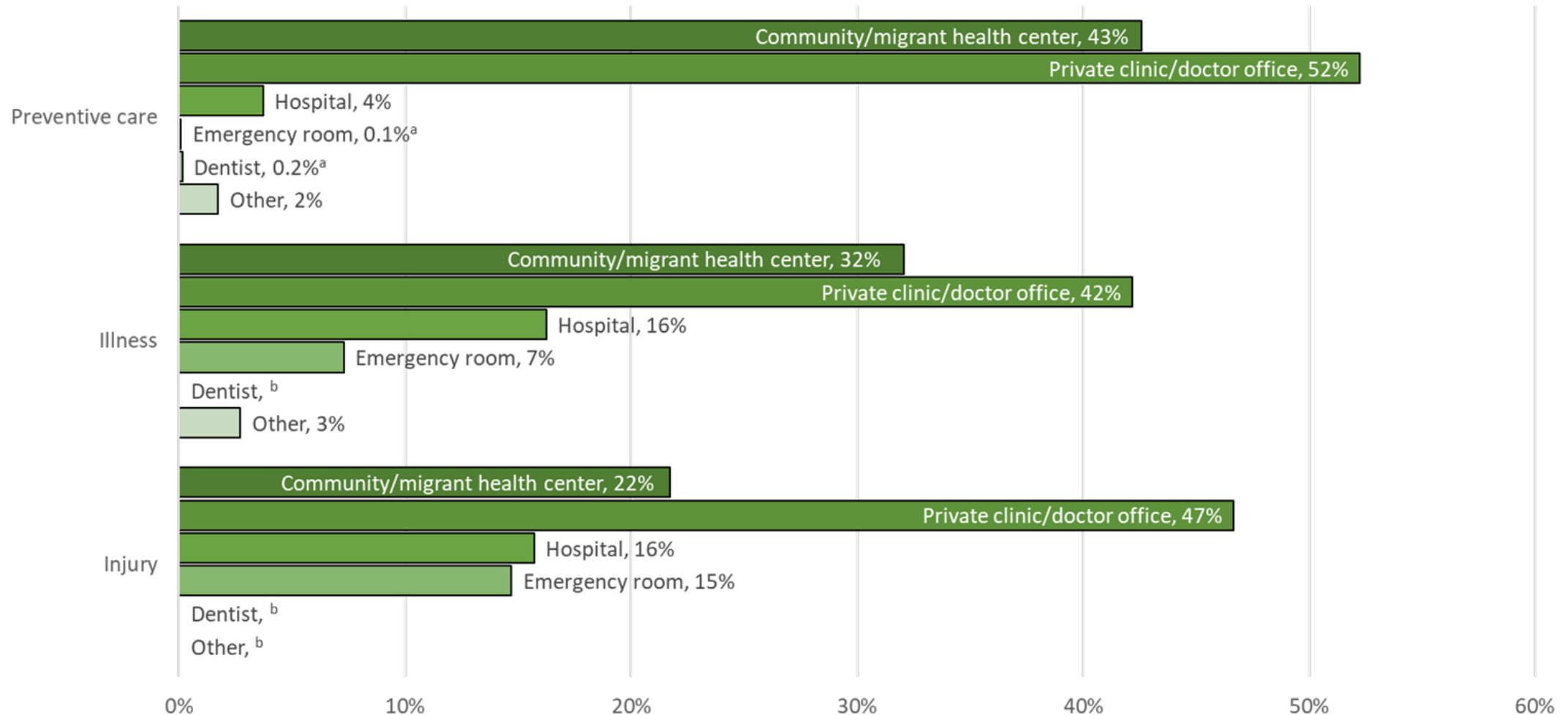
Chronic health conditions

2-in-10 crop workers have high blood pressure.



Where crop workers are accessing health care

More crop workers are accessing health care at private clinics or doctor's offices.

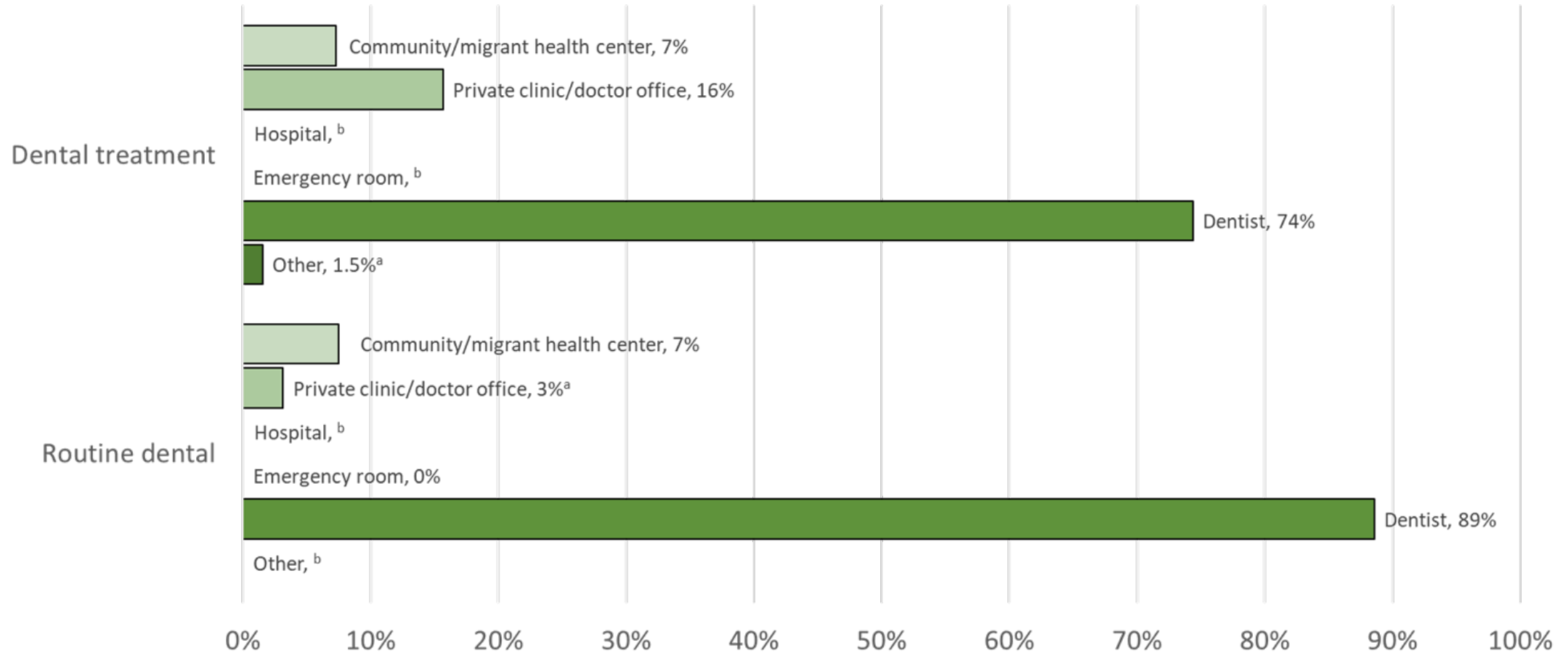


^a Estimates have relative standard errors between 31% and 50% and should be interpreted with caution.

^b Estimates are suppressed because number of responses is less than 4 or relative standard errors for the estimates are greater than 50%.

Where crop workers are accessing health care

Some crop workers are accessing dental care at community/migrant health centers.



^a Estimates have relative standard errors between 31% and 50% and should be interpreted with caution.

^b Estimates are suppressed because number of responses is less than 4 or relative standard errors for the estimates are greater than 50%.

Upcoming changes to the NAWS

Include H-2A workers in the NAWS sample

Additional questions on foodborne illness transmission, heat-related illness, and precision agriculture

Revise race and ethnicity questions to align with new OMB guidance

Launched
May 15, 2024

NAWS Data Finder



NAWS Data Finder

Summary Reports, Data Tables and Presentations

Contact

Methodology

NAWS Data Finder

Overview

Public Data

Questionnaire Content & How to Obtain Copies of the Questionnaire

National Agricultural Workers Survey (NAWS) Data Finder provides summary data tables for several crop worker characteristics. Data tables can be viewed online and downloaded. Select the Time Period and Topic that match your interests.

A red asterisk (*) indicates a required field.

Time Period

NAWS data are summarized in two-year intervals from 1989 to present. **All Available Years** data files include all five-year intervals from 1989 to present.

*

Topics

NAWS data include crop worker characteristics—demographics; employment; health; housing; and income, earnings, and assets. An optional second topic can be selected based on your Topic 1 selection. Topic 2 options will **only** display if data for a second topic is available with your Time Period and Topic 1 selections. For a listing of available Topic 1/Topic 2 combinations, please see the [NAWS Data Finder - List of Data Tables by Topic 1 and Topic 2](#)

* Select Topic 1

Demographics

- Age
- Children in Household
- Educational Attainment

Employment

- Employer Type
- Farm Task at the Time of Interview
- Farm Work Experience

Housing

- Distance to Work
- Household Crowding
- Transportation to Work



NAWS Data Finder Results

[Go Back to NAWS Data Finder](#)

U.S. Crop Workers' Educational Attainment, 2017-2018

Highest degree crop worker reports having obtained.

[Download Table \(csv\)](#)

Download custom data tables

Filter Data Table:

Time Period ⓘ

2017-2018 ▾

Topic 1 ⓘ

Educational Attainment ▾

Topic 2 (Optional) ⓘ

Select Topic ▾

[Submit](#)

Education attainment	Percent	95% Confidence Interval	RSE Flag
No schooling	2.44%	(1.57%, 3.77%)	-
Less than high school	39.44%	(35.45%, 43.58%)	-
Some high school	21.20%	(17.81%, 25.03%)	-
High school	24.45%	(21.21%, 28.01%)	-
Some college	8.32%	(6.03%, 11.38%)	-
Bachelors	4.15%	(2.75%, 6.21%)	-
Graduate	0.00%	-	-

View search results

The RSE Flag field in the table stands for Relative Standard Error. RSE is a measure of the reliability of a survey statistic. The smaller the RSE, the more precise the estimate. Estimates with an asterisk in the RSE column (those with an RSE of 30-50%) should be interpreted with caution. Estimates with two asterisks (those with an RSE of greater than 50%) should be considered statistically unreliable.

Adjust search parameters



Contact Information

For more information on the NAWs:

<https://www.doleta.gov/naws/>

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- Daniel Carroll carroll.daniel.j@dol.gov