



**STATE OF CALIFORNIA  
AGRICULTURAL LABOR RELATIONS BOARD  
PUBLIC MEETING MINUTES  
Wednesday, October 02, 2024, at 10:00 A.M**

**ALRB Hearing and Conference Room  
1325 J Street, Suite 1900, Sacramento, CA 95814**

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

Executive Secretary: Santiago Avila-Gomez

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

**Open Session**

1. Call to Order

- Chair Hassid called the meeting to order at 10:03 A.M
- Board Members Present: Chair Hassid, Board Member Broad, Board Member Flores, Board Member Hall, Board Member Lightstone.

2. Approval of Minutes from Public Board Meeting, September 18

- Board Member Flores moved to approve the minutes from the Public Board Meeting from September 18.
- Board Member Hall seconded the motion.
- Motion approved unanimously.

3. Approval of Minutes from Regional Public Board Meeting, September 18

- Board Member Hall moved to approve the minutes from the Public Board Meeting from September 18.
- Board Member Flores seconded the motion.
- Motion approved unanimously.

4. Board Chair's Report

- Chair Hassid thanked Region 1 staff for the swift action taken on compliance in the Cinagro case , thanking regional staff for their prompt work in finalizing remedies, including monetary compensation.
- Chair highlighted recent informal settlement in Vasquez Produce. Charge involved the termination of workers attempting to form a union. Staff facilitated their reinstatement, secured back pay, and emphasized that the right to learn about union formation is a core right under our act.
- Chair Hassid announced the immediate appointment of Todd Ratshin as Deputy Secretary for Enforcement at the Labor Workforce Development Agency, recognizing his valuable contributions since 2016 and conveying best wishes for his future endeavors.
- Board members Cinthia Flores, Ralph Lightstone, and Isadore Hall congratulated Todd on his new position.

5. Executive Officer's Report on Elections, Unfair Labor Practice Complaints, and Hearings

- No report provided.

6. Litigation Report

- No report provided.

7. General Counsel's Report – Presented by Julia Montgomery

- Julie congratulated Todd on his new appointment, appreciating his work and service at the ALRB, and wishing him the best in his new position.
- Settlement Updates:
  - Sierra Farms, LLC: Settled a retaliation case filed by eight strawberry packers in Monterey County regarding workplace breaks.
  - Golden State Flowers: Settled a lawsuit for retaliating against workers for supervisor mistreatment, agreeing to pay back wages.
  - Vasquez Produce Corporation: Herb and vegetable harvesters in Ventura County filed a ULP on March 12, 2024, alleging retaliation against four workers for discussing union formation. The case settled with a total payment of \$2,956 to the workers and standard noticing remedies.
- Outreach Highlights:
  - MICOP Wage Theft Committee: Conducted virtual training for UFW Foundation staff in Fresno, Oxnard, and Kern County.
  - UFW Convention: Participated in a three-day event in Bakersfield.

- Mobile Consulates: Hosted in Coachella and Ukiah.
- Guelaguetza: Participated in an event in Fresno.
- Tulalake Wellness Fair: Engaged in activities in Siskiyou County.
- An in-person presentation to agricultural workers, hosted by California for Pesticide Reform in Oxnard, is scheduled for September 20, 2024.

8. Division of Administrative Services Report

- No report presented.

9. Legislative Report

- No report presented.

10. Regulations Report – Presented by Barry Broad:

- The committee has completed adopting changes to the regulations, which are now in the final comment period.
- If no further changes are made, the regulations will be finalized and sent to the appropriate authorities.
- The public is encouraged to provide comments during this period, and the committee is open to adjustments based on feedback.

11. Public Comment:

- None

12. Announcements

- The next board meeting is scheduled for October 16 at 10:00 AM at 1325 J Street, Suite 1900, Sacramento, CA 95814.

13. Adjournment

- Meeting adjourned at 10:18 AM.