



**STATE OF CALIFORNIA  
AGRICULTURAL LABOR RELATIONS BOARD  
PUBLIC MEETING MINUTES  
Wednesday, November 20, 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: Scott Inciardi, Laura Heyck

Technical Support: Satyadarshini Mathan

**Open Session**

1. Call to Order

- Chair Hassid called the meeting to order at 10:02 A.M.
- Board Members Present: Chair Hassid, Board Member Broad, Board Member Flores, Board Member Hall, and Board Member Lightstone.

2. Pursuant to Government Code § 11123.2(j):

- Member Lightstone requested remote participation due to temporary medical necessity.
- A motion to permit remote participation for establishing a quorum was made by Member Broad and seconded by Member Flores.
- The motion was approved, establishing a quorum for the remote participation in the board meeting.

3. Pursuant to Gov. Code § 11125.3, subd.(a)(2)

- The Board received a request for mandatory mediation and conciliation (MMC) between the United Farm Workers and Olive Hill Greenhouses, submitted on November 12, after the agenda was issued. The Board

considered a motion to approve deliberation on this request in closed session. An amended notice was posted last week.

- Member Broad moved to approve, and Member Flores seconded. The motion to add the item was authorized unanimously.

#### 4. Approval of Minutes from Public Board Meeting, November 13

- Board Member Broad moved to approve the minutes from the Public Board Meeting from November 13.
- Board Member Flores seconded the motion.
- Motion approved unanimously.

#### 5. Board Chair's Report

- Chair Hassid revisited the Board's October 30th decision to approve a sublease in Santa Maria for office space in from community-based organization CAUSE. After the vote, concerns were raised by agricultural industry members about potential bias and the perception that the Board might not treat growers fairly. These concerns were discussed with several growers, with Chair Hassid and Member Flores emphasizing the need for fairness, objectivity, and accessibility for all parties.
- While the sublease was initially chosen to address the critical needs of farm workers in an underserved area, the Chair recommended seeking alternative office space in Santa Maria to rebuild trust and address perceptions of bias.
- **Public comment: Matthew Allen from Western Growers**
  - Thanked, Chair, and members of the Board. Appreciated the opportunity to comment today and also for allowing him to provide feedback on October 30th. As the Chair mentioned, he expressed his support reconsidering the lease with CAUSE due to concerns about public perception. Thanked for addressing this issue.
- **Public comment: Bryan Little from Farm Bureau Federation:**
  - Bryan Little appreciated the Board's sensitivity to the perception issues raised by some of its stakeholders. He emphasized that this is an important matter and expressed gratitude for the Board's responsiveness. He also hoped that a resolution could be reached without similar concerns in the future and thanked the Board again for the opportunity to comment.
- Motion to seek alternative office space in Santa Maria
  - Board Member Broad moved to approve the motion to seek alternative

- office space in Santa Maria.
  - Board Member Flores seconded the motion.
  - Motion to seek alternative space was approved unanimously.
- The Chair announced the formation of a subcommittee with Member Flores to explore ways to protect worker identity and confidentiality, particularly for workers without immigration status. The subcommittee will focus on measures to ensure workers can exercise their rights without fear of retaliation, while balancing transparency requirements as a public agency. The Chair thanked Member Flores and assured the Board they would be updated on the subcommittee's progress.
6. Executive Officer's Report on Elections, Unfair Labor Practice Complaints, and Hearings
- No report presented.
7. Litigation Report – Presented by Scott Inciardi
- Board Counsel Scott Inciardi provided an update on Wonderful Nurseries, LLC v. ALRB (Case No. F088515 and F088520). On November 14, 2024, Wonderful Nurseries filed a motion for calendar preference, requesting expedited briefing and a hearing.
8. General Counsel's Report – Presented by Julia Montgomery:
- Settlements:
    - PFARMEE INC.; Pasta Farm LLC (Region 2): A cannabis worker in Sonoma County filed a charge on August 27, 2024, alleging interference with workers' rights and retaliation for complaining about poor working conditions. The company agreed to withdraw the written warning, implement standard noticing remedies, and undergo supervisor training. The case was resolved in under three months.
    - J & G Berry Farms LLC and Cal. Giant, Inc. (Region 1): Charges were filed in May and June 2022 alleging surveillance and intimidation during a strawberry harvester strike. After a complaint was filed earlier this year, the companies agreed to standard remedies, including noticing requirements. No lost wages were involved.
  - Outreach Highlights:
    - Participated in Dia de Los Muertos events and health fairs.
    - Held office hours in rural areas in Santa Paula.

- Conducted a Spanish radio interview on La Hora Triqui, broadcast in several counties.
- Appeared on Telemundo Channel 15 in Riverside and KBBF radio in Sonoma/Napa.
- Provided virtual training for EDD staff in Sacramento on ALRB services.

#### 9. Division of Administrative Services Report

- No report was provided. Chair Hassid announced the appointment of Rasha Salama as the new Chief of Administration, who will be joining ALRB in December.

#### 10. Legislative Report

- No report presented.

#### 11. Regulations Report

- No report presented.

#### 12. Public Comment

- No report presented.

#### **Closed Session**

- The Board went into closed session at 10:21 AM and returned at 10:42 AM.

#### 13. Announcements

- The next board meeting is scheduled for December 11 at 10:00 AM at 1325 J Street, Suite 1900, Sacramento, CA 95814.

#### 14. Adjournment

- Meeting adjourned at 10:42 AM