



**STATE OF CALIFORNIA
AGRICULTURAL LABOR RELATIONS BOARD
PUBLIC MEETING MINUTES
Wednesday, March 26, 2025, at 10:00 A.M**

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

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

Executive Secretary: Santiago Avila-Gomez

Board Counsels: Chief Board Counsel: Laura Heyck and Scott Inciardi

Open Session

1. Call to Order

- Chair Hassid called the meeting to order at 10:00 A.M.
- Board Members Present: Chair Hassid, Board Member Broad, Board Member Flores, Board Member Lightstone and Board Member Isadore Hall

2. Approval of Minutes from Public Board Meeting, March 19, 2025.

- Board Member Broad moved to approve the minutes from the Public Board Meeting from March 19, 2025.
- Board Member Lightstone seconded the motion.
- Motion approved unanimously.

3. Board Chair's Report

- Chair Hassid was happy to announce her second pregnancy and her maternity leave starting June or July, with plans to return around November 1st.
- Board Member Flores has been appointed as acting chair during her absence. Chair Hassid expressed full confidence in Member Flores' ability to handle the acting chair role, noting her contributions to projects like the immigration subcommittee and the ALRB's rural strategic engagement plan, especially regarding outreach and cross-training.

- Chair Hassid acknowledged that the state would honor Cesar Chavez on March 31st, recognizing his work in establishing the Agricultural Labor Relations Board (ALRB) and the Agricultural Labor Relations Act (ALRA), a landmark labor law for farmworkers.
 - Chair Hassid updated on a new Assembly Bill 1109 by Assembly Member Mark Gonzalez, was introduced, which would add a union agent privilege regarding worker representation. The bill will be analyzed as it progresses through the legislature.
4. Executive Officer's Report on Elections, Unfair Labor Practice Complaints, and Hearings
 - No report provided.
 5. Litigation Report
 - No report provided.
 6. General Counsel's Report – Presented by Julia Montgomery
 - Settlements:
 - Marz Farms, Inc. (2023-CE-031-SAL, 2024-CE-014). Two raspberry harvesters claimed they were retaliated against after complaining about issues like the time taken to review harvested boxes, unpaid boxes, and mistreatment by the foreperson. Marz Farms agreed to pay \$8,000 to both workers, offer reinstatement, and implement standard remedies.
 - SoCal Berry Growers, LLC (2024-CE-045). A strawberry harvester alleged she was terminated for lodging complaints about issues such as late arriving restrooms, management drinking on the job, harassment, and sick leave policy concerns. SoCal Berry Growers agreed to pay \$11,748 to the harvester for backpay and payment in lieu of reinstatement, along with standard remedies.
 - Outreach Activities:
 - March 20, 2025: Materials distributed to workers in Imperial County, in collaboration with CHIRLA and others.
 - March 20, 2025: Staff attended the Santa Paula Social Services Coalition meeting in Oxnard.
 - March 22, 2025: Materials distributed at the 30th Cesar E. Chavez Legacy Celebration in Visalia, Tulare County.

7. Division of Administrative Services Report

- No report provided.

8. Legislative Report

- No report provided.

9. Regulations Report- Regulations – Presented by Board Member Broad and Laura Heyck

- The Regulations subcommittee provided an update on a non-substantive modification to proposed regulation section 20391, subdivision (a)(3).
- The proposed regulation was revised with a non-substantial change. This means the change does not alter any major responsibilities or requirements within the regulation, doesn't require a new vote, a new process, or trigger a public comment period.
- The deadline for approval by OAL is April 16th.
- Chair Hassid expressed appreciation for the regulatory subcommittee and the board's legal team for their hard work on the regulation, recognizing the efforts that led to this point.

10. Public Comment – Presented by Mario Martinez, President at Martínez Aguilasoch Law, Inc. Representing: United Farm Workers (UFW) of America

- Mario Martinez presented public comments highlighting the board's handling of employer response times and the need for quicker decision-making in urgent matters, with a particular focus on balancing public transparency requirements with the ability to act swiftly in emergencies.

Closed Session

- The Board went into closed session at 10.18 AM and returned at 12.21 PM.

11. Announcements

- The next board meeting is scheduled for April 16, but likely to be moved to April 17, to accommodate the board members' schedules. There are also plans to announce other meetings for the week of April 7 at 10:00 AM at 1325 J Street, Suite 1900, Sacramento, CA 95814.

12. Adjournment

- Meeting adjourned at 12.52 PM.