



**STATE OF CALIFORNIA
AGRICULTURAL LABOR RELATIONS BOARD
PUBLIC MEETING MINUTES
Wednesday, March 19, 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, and Cinthia Flores

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 10:02 A.M.
- Board Members Present: Chair Hassid, Board Member Broad, Board Member Flores and Board Member Lightstone.

2. Approval of Minutes from Public Board Meeting, March 5, 2025.

- Board Member Broad moved to approve the minutes from the Public Board Meeting from March 5, 2025.
- Board Member Flores seconded the motion.
- Motion approved unanimously.

3. Board Chair's Report

- Chair Hassid provided updates on her confirmation hearing. She submitted responses to Senate Rules Committee questions and expected her hearing to take place in next several months
- Will represent the agency at the California Tribal Summit on Monday.
- The summit is aimed at improving relations and public service to tribal communities.
- This will be her first time attending the summit in person.

4. Executive Officer's Report on Elections, Unfair Labor Practice Complaints, and Hearings – Presented by Santiago Avila-Gomez
5. Executive-Secretary flagged the Board had a matter to consider adding to agenda pursuant to Gov. Code § 11125.3, subd.(a)(2)
 - The Board received a request to add an item to the Closed Session Agenda after the original agenda was issued. The item involves subpoena enforcement requested by the general counsel related to Kind Farms Corp, et al, 2023-CE-001-SAL.
 - A motion was made to approve deliberation on this request in closed session. An amended notice was posted last week.
 - Chair Hassid moved to approve, and Member Lightstone seconded the motion. The motion to add the item to the closed session agenda was unanimously approved.
 - Santiago provided an update on pending cases before the board.
 - Tauzer Apiaries, Inc. Matter: A complaint was issued by the general counsel on March 6.
 - The Wine Group, Inc: A motion to take this hearing off the calendar was filed on March 7.
 - D'Arrigo Bros. Co. of California and Fanciful Company, Inc. 2023-CE-043-SAL.: A motion to take this case off the calendar was filed on March 13.
 - Pending Matters:
 - Subpoena Request for Kind Farms: As previously discussed, a subpoena enforcement request for Kind Farms Corp. et al. 2023-CE-001-SAL is pending.
 - Zabala Farms: This case involves an ALJ decision issued on default. Exceptions, if any, are pending.
 - Wonderful Nurseries: A request for a special appeal was filed shortly after the 5 PM deadline yesterday and will be circulated to the Board. The effective date of the request is today.
6. Litigation Report – Presented by Laura Heyck
 - Chief Board Counsel Laura Heyck provided an update on the following:
 - F088515/ F088520 (consolidated) Wonderful Nurseries, LLC v. ALRB
 - Opening briefs on appeal were filed by the Board and UFW on February 7, 2025. Wonderful's answering brief was due by March 10, 2025. The court website shows they haven't filed yet, so they appear to be under the 15-day grace period allowed by court rules. The 15-day period ends

March 25. The ALRB and UFW reply briefs are due 20 days after the answering brief is filed.

- Wonderful Nurseries LLC v. Agricultural Labor Relations Board et al, Case No. 1:24-CV-01601-KES-CDB
 - On March 14 our team at DOJ reported that the court has taken the individual employees' motion to intervene off the hearing calendar and will decide it on the papers.
 - Wonderful has withdrawn their PI motion in light of the UFW's withdrawal of its request for MMC.
 - As previously reported, the Board's response to the complaint is due April 1, 2025
- Chavez, et al. v. Agricultural Labor Relations Board et al., Case No. BCV-25-100649
 - The Board was served with the complaint on March 6.
 - The Board's answer is due April 7.

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

- Settlements:
 - The Wine Group, Inc.; 2023-CE-009-SAL, 2023-CE-016-VIS, 2023-CE-024-VIS: Two vineyard workers in Fresno County filed Unfair Labor Practice (ULP) charges in 2023, alleging retaliation for complaints about mistreatment and lack of soap. The ALRB filed a complaint in December 2024. A settlement was reached on February 27, 2025, with The Wine Group agreeing to pay \$35,817, offer reinstatement, and provide training.
 - D'Arrigo Bros. Co. of California & Fanciful Co., Inc.; 2023-CE-043-SAL: A cauliflower harvester in Monterey County filed a ULP in November 2023, alleging retaliation after complaints about machine speed, lack of cooling breaks, and wage issues. The ALRB filed a complaint in December 2024. A settlement was reached on March 13, 2025, with the companies agreeing to pay \$17,000, offer reinstatement, and provide standard remedies.
- Outreach Activities:
 - March 6, 2025: Training for out-of-school youth by Migrant Education (Riverside County).
 - March 6, 2025: Materials distributed at the Know Your Rights Immigration

Forum (Monterey County).

- March 8, 2025: Materials distributed at "Burritos con Derechos" event (Fresno County).
- March 9, 2025: Worker training at CBDIO meeting (Tulare County).
- March 12, 2025: Television interview for KUNA Telemundo discussing workers' rights (Riverside County).
- March 14, 2024: Materials distributed to workers in Imperial County (collaboration with EDD and CRLA).
- March 15, 2025: Materials distributed at the Super Hero Resource Fair (Kern County).
- March 19, 2025: Tabled and presented at Immigration Know Your Rights workshop (Riverside County).

8. Division of Administrative Services Report

- No report provided.

9. Legislative Report

- AB552 by Assembly Member Ortega, Chair of the Assembly Labor and Employment Committee.
- The bill was amended last week to address sections in the ALRA regarding the Board's headquarters location.
- The Board has reached out to the author's office, as they believe this bill may serve as a vehicle for other potential changes.
- The Board is monitoring the situation and will keep everyone informed, though there are no specific proposals or ideas currently known.

10. Regulations Report

- No report provided.

11. Panel: Farmworker Wage Collection Issues - Panelists: Tia Koonse and Justin McBride, UCLA and Matthew Sirolly, DIR

- Please refer Appendix A.

12. Public Comment

- None

Closed Session

- The Board went into closed session at 11.39 AM and returned at 12.21 PM.

13. Announcements

- The next board meeting is scheduled for March 26, 2025 at 10:00 AM at 1325 J Street, Suite 1900, Sacramento, CA 95814.

14. Adjournment

- Meeting adjourned at 12.22 PM.