



**STATE OF CALIFORNIA
AGRICULTURAL LABOR RELATIONS BOARD
PUBLIC MEETING MINUTES
Wednesday, February 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 10:10 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, December 11, 2024.

- Board Member Broad moved to approve the minutes from the Public Board Meeting from December 11, 2024.
- Board Member Flores seconded the motion.
- Motion approved unanimously.

3. Board Chair's Report

- No report provided.

4. Executive Officer's Report on Elections, Unfair Labor Practice Complaints, and Hearings – Presented by Santiago Avila-Gomez

- Santiago provided updates on Nagatoshi Farm, Inc.; Case 2023-CE-050-SAL, which has been settled. This case will be removed from the hearing calendar.

5. Litigation Report – Presented by Laura Heyck

- Chief Board Counsel Laura Heyck provided an update on the following cases:
- BCV-24-101649 Wonderful Nurseries LLC v. ALRB et al.
 - A case management conference (CMC) is scheduled for February 20, 2024. The parties met on February 13 and agreed there is no opposition to continuing the CMC.
- F088632/F088639 ALRB v. Superior Court of Kern County
 - The ALRB's and UFW's petitions for a mandate challenge the Superior Court's denial of the ALRB's demurrer to the complaint, filed in Kern County. The case is fully briefed as of December 2024.
- 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 is due by March 10, 2025, with reply briefs due 20 days later.
- Wonderful Nurseries LLC v. ALRB, Case No. 1:24-CV-01601-CDB
 - On December 30, 2024, a lawsuit was filed against the Board in the U.S. District Court for the Eastern District of California, challenging the Board's enforcement of the MMC process on constitutional grounds. The complaint seeks a declaration that the MMC statute is unconstitutional and requests injunctive relief.
 - On January 22, 2025, UFW filed a Motion for Leave to Intervene, with a hearing scheduled for March 3, 2025.
 - On February 3, 2025, Wonderful employees, represented by the National Right to Work Legal Defense Foundation, filed a motion to intervene. The Board opposed this motion on February 18, 2025 with a hearing set for March 17, 2025.
 - Wonderful filed a motion for a preliminary injunction on February 10, 2025, and the Board's opposition is due February 24, 2025. The hearing on the preliminary injunction motion is scheduled for March 17, 2025.
 - The court extended the deadline for the Board's response to the complaint to April 1, 2025.

6. General Counsel's Report

- No report provided.

7. Division of Administrative Services Report – Presented by Rasha Salama

- Rasha provided updates on the following:
- Two budget change proposals are currently before the legislature.
- One proposal requests funding for the relocation of a Sacramento office to a new labor agency building.
- The second proposal addresses anticipated workbook costs and includes funding for new positions and associated costs.
- A budget hearing is anticipated in March.
- Seven job positions are currently open and are posted online.

8. Legislative Report

- No report presented.

9. Regulations Report - Presented by Laura Heyck

- The regulatory package is expected to be reviewed in 3 working days, with the review period ending by Tuesday, the 25th. Awaiting confirmation, and any changes will be updated.

10. Presentation on 'Harbors and Homes: The African American Labor Movement in California, Past and Present' - Robin Dearmon Muhammad, Ph.D., Associate Professor at Ohio University.

- Please refer Appendix A

11. Public Comment

- None

12. Announcements

- The next board meeting is scheduled for March 5, 2025 at 10:00 AM at 1325 J Street, Suite 1900, Sacramento, CA 95814.

13. Adjournment

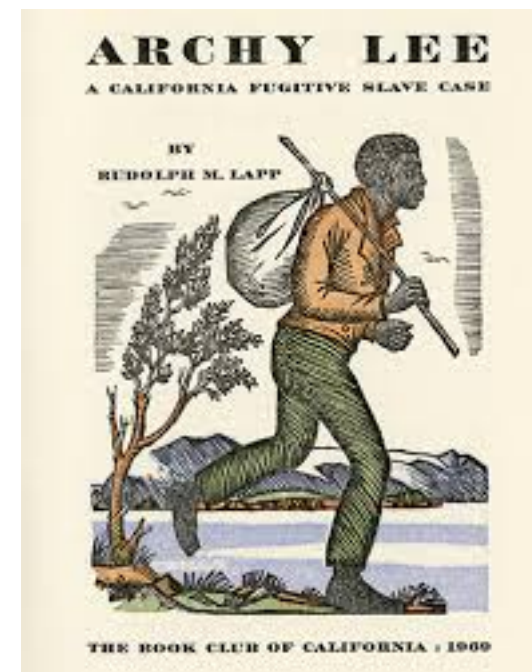
- Meeting adjourned at 10.57 A.M.

ROBIN DEARMON MUHAMMAD, PH.D.

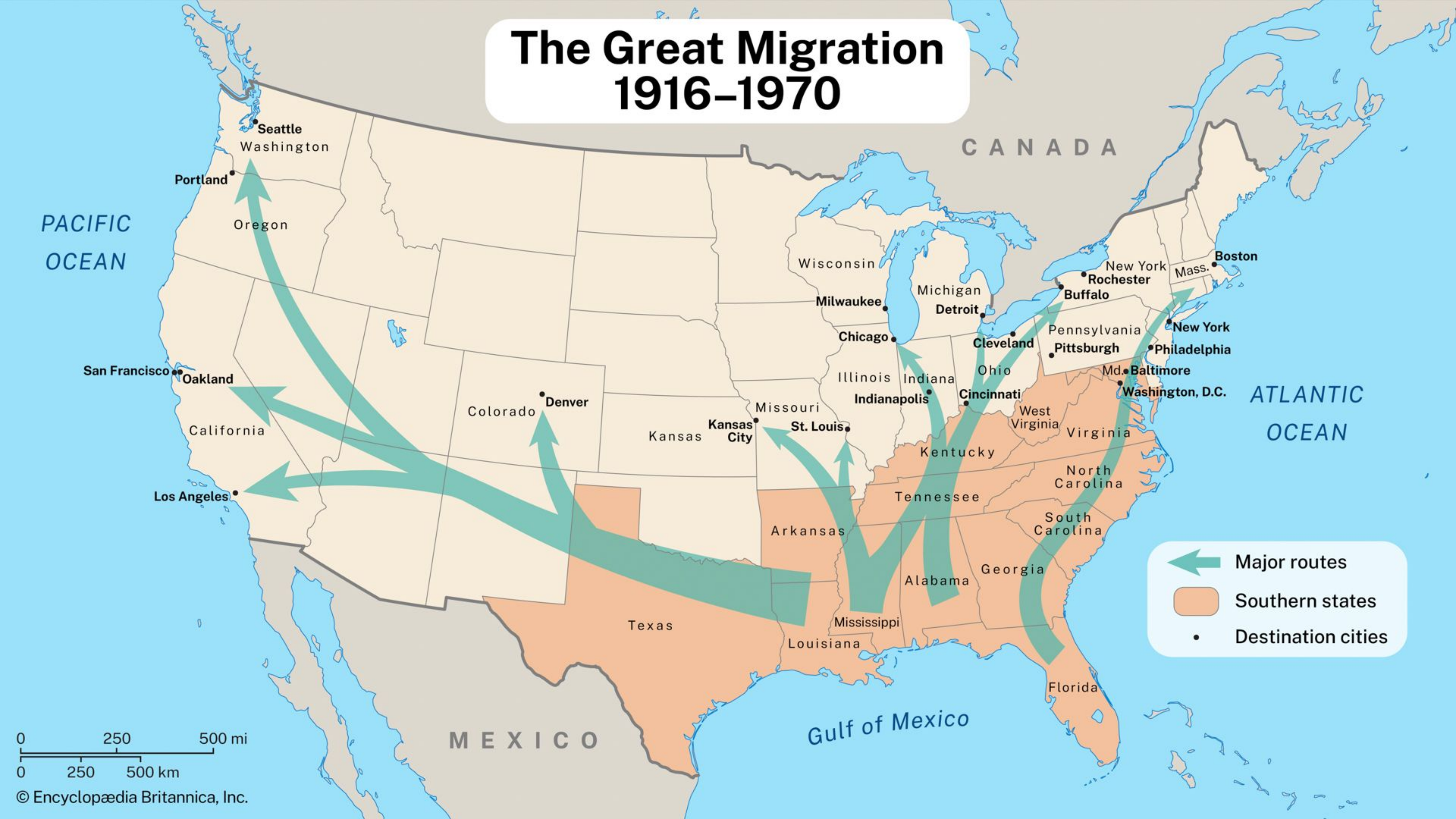
HARBORS AND HOMES: THE AFRICAN AMERICAN LABOR MOVEMENT IN CALIFORNIA, PAST AND PRESENT

**Agricultural Labor Relations Board of Directors Meeting
February 19, 2025
Sacramento, CA**

LABOR RESEARCH: BEYOND THE RECOGNITION SCHOOL



The Great Migration 1916–1970



WORLD WAR II: ARSENAL OF DEMOCRACY



EDUCATION AND BLACK WORKERS: NARRATIVE OF OPPORTUNITY



POSTWAR CHANGE AND CONTINUITY



AFRICAN AMERICAN WORKERS, PROFESSIONALS, AND LABOR LEADERS

- Advocating legislative and policy changes on the current economic landscape
- Understanding the “California Dream” in the current context
- Mentoring younger labor leaders for the future
- Foregrounding alliances with environmental, civil rights, and political groups
- Centering education in the humanities and STEM fields