



**STATE OF CALIFORNIA  
AGRICULTURAL LABOR RELATIONS BOARD  
PUBLIC MEETING MINUTES  
Wednesday, March 5, 2025, 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, 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 10:02 A.M.
- Board Members Present: Chair Hassid, Board Member Broad, Board Member Flores, Board Member Lightstone, and Board Member Hall.

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

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

3. Board Chair's Report

- Chair Hassid provided updates on budget proposals. General Counsel Julie Montgomery presented to the Assembly Budget Subcommittee, focusing on federal changes and the National Labor Relations Board's impact. Minimal questions and no public testimony. The item will be revisited in the Senate in April due to lack of quorum.
- Chair Hassid met with the California Citrus Mutual Board of Directors to discuss industry challenges, particularly the need for housing in Southern and Central California. The Governor's farm worker housing study, led by

UC Davis, is ongoing.

- The ALRB reduced operating expenses by 8% per the Governor's directive. Chair thanked the team, especially admin staff, for their efforts.
- A statewide return-to-work order effective July 1 will require staff to return to the office up to four days a week. Further details will follow as planning progresses.

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

- Santiago provided an update on Nagatoshi Farm, which was removed from the calendar after an informal bilateral settlement agreement between the General Counsel's office and the respondent was filed on February 18.
- New Matters: An amended consolidated complaint was filed for the Redwood Empire Vineyard Management, Inc. case (Case Numbers: 2024-CE-079 and 2024-CE-096), related to grape production in Sonoma County.
- Zabala Farms of Salinas: This case (Case Number: 2021-CE-018-SAL) involves the Board's decision in 49 ALRB Number 1 and related compliance matters. Dates are set for March 24 for exceptions and April 3 for replies regarding the administrative law judge's order to admit allegations in the backpay specification.

5. Litigation Report – Presented by Laura Heyck

- Chief Board Counsel Laura Heyck provided an update on the following:
- F088632/ F088639 ALRB v. Superior Court of Kern County
  - Fully briefed as of December, 2024, with no new developments.
- F088515/ F088520 (consolidated) Wonderful Nurseries, LLC v. ALRB
  - The Board filed its opening brief on February 7. Upcoming dates include Wonderful's answering brief which is due by March 10 and the Board and UFW's reply briefs due 20 days later.
- Wonderful Nurseries LLC v. Agricultural Labor Relations Board et al, Case No. 1:24-CV-01601-KES-CDB
  - Wonderful Nurseries informed the UFW on February 12 of significant workforce reductions by 2026, leading UFW to withdraw its request for Mandatory Mediation and Conciliation (MMC). The Board's legal team at the Dept. of Justice is discussing the impact of this development.

Upcoming hearings include a hearing on the UFW's motion to intervene on March 17, and a hearing on Wonderful's motion for a preliminary injunction, also set for March 17. The Board's deadline to respond to the complaint is April 1.

- Chavez, et al. v. Agricultural Labor Relations Board et al., Case No. BCV-25-100649
  - A complaint was filed in Kern County Superior Court on February 21, 2025 and alleges that the majority support petition process set forth in Labor Code section 1156.37 violate various provisions of the State Constitution as well as the first and fourteenth amendments of the U.S. Constitution. The plaintiffs are represented by the National Right to Work Legal Foundation. The Board has not yet been served with the complaint, but expects service imminently.

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

- Settlements:
  - Nagatoshi Farm, Inc. (2023-CE-050-SAL): A Japanese vegetable harvester filed an unfair labor practice charge in December 2024 against Nagatoshi Farm in Ventura County, claiming retaliation for complaining about work breaks and pay dates. The case was set for a hearing in April 2024, but the parties entered into a settlement. Nagatoshi Farms paid \$3,254 in back wages, offered reinstatement, and will implement standard remedies.
- Outreach Efforts:
  - On March 9, 2025, staff from our Visalia office will provide training to workers at CBDIO's monthly meeting in Lindsay, Tulare County. Staff in our Salinas and Oxnard offices are also collaborating with CBDIO in the coastal regions, offering training and resources.
  - An attorney from our Visalia office will hold office hours at the CBO Unidad Popular Benito Juarez in Lamont on March 12 and continue every second and fourth Wednesday of the month from 1:00 p.m. to 6:00 p.m. Staff also maintain office hours at Poder Popular in Santa Paula, Ventura County.
  - Staff have conducted outreach at numerous community events, providing training and information to multiple CBO partners statewide. They have also presented at several Immigration Know Your Rights sessions in Riverside, Monterey, Imperial, San Luis Obispo, Santa Barbara, and Yolo counties.
  - Acknowledged the dedication of staff, particularly in Central Valley

outreach efforts, and their commitment to reaching workers, even under difficult circumstances.

7. Division of Administrative Services Report

- No report provided.

8. Legislative Report

- No report presented.

9. Regulations Report – Presented by Laura Heyck

- The regulatory package that was submitted to OAL for review on January 10, 2025, was withdrawn because OAL identified some non-substantive technical issues. The Board resubmitted its file on March 4, 2025, triggering an additional 30-working day review period. The new 30-day review period ends on April 16, 2025. The new rulemaking file number is OAL File No. 2025-03-04-01SR.

10. Public Comment

- None

**Closed Session**

- The Board went into closed session at 10.33 AM and returned at 11.09 AM.

11. Announcements

- The next board meeting is scheduled for March 19, 2025 at 10:00 AM at 1325 J Street, Suite 1900, Sacramento, CA 95814.

12. Adjournment

- Meeting adjourned at 11.10 A.M.