



**STATE OF CALIFORNIA  
AGRICULTURAL LABOR RELATIONS BOARD  
PUBLIC MEETING MINUTES  
Thursday, April 17, 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

Technical Support: Satyadarshini Mathan

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

**Open Session**

1. Call to Order

- Chair Hassid called the meeting to order at 10:01 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, April 7, 2025.

- Board Member Flores moved to approve the minutes from the Public Board Meeting from April 7, 2025.
- Board Member Broad seconded the motion.
- Motion approved unanimously.

3. Board Chair's Report – Presented by Chair Hassid

Chair Hassid provided updates on the following:

- Significant progress on the Rural Strategic Engagement Program implementation:
  - Focus on deliverables including staffing, outreach, and cross-training.
  - ALRB is coordinating contracts related to both outreach and training.
- Outreach efforts involve two vendors:

- UC Berkeley Possibility Lab: Developing research-based messaging and multimedia content (print, digital, audio).
  - UC Davis Western Center for Health and Safety: Leading focus groups with farmworkers and community-based organizations; assisting with content feedback and translation into indigenous languages.
  - A Request for Proposal for an event coordinator for the agency-wide cross-training program will be issued in the coming weeks.
  - An agreement has been finalized with the UCLA Labor Center to provide cultural competency training:
    - Tentatively scheduled for August 27 in Visalia (with a hybrid option).
    - All ALRB staff, including Judges, Board members, and admin, are encouraged and expected to attend.
  - The Chair attended the California Immigrant Policy Center Day of Action Conference with Board Member Flores:
    - Engaged with advocacy organizations to explore additional training and support for ALRB staff working in the field.
    - Preliminary work underway on policies and guidance for field engagement, especially during enforcement actions.
4. Executive Officer's Report on Elections, Unfair Labor Practice Complaints, and Hearings
- No report provided.
5. Litigation Report- Presented by Laura Heyck
- Chief Board Counsel Laura Heyck provided an update on the following:
  - Wonderful Nurseries, LLC v. ALRB Case no: F088515/ F088520 (consolidated)
    - This matter involves the ALRB and UFW's appeals of the Superior Court's order granting a preliminary injunction.
    - The ALRB and UFW's reply briefs are due April 22.
    - Once filed, the case will be fully briefed.
    - The next step is the scheduling of oral argument by the court..
  - Wonderful Nurseries LLC v. Agricultural Labor Relations Board et al, Case No. 1:24-CV-01601-KES-CDB
    - The Board filed a motion to dismiss the complaint on April 7.
    - Wonderful Nurseries' response is due April 29.
    - The Board will have 10 days after that to file a reply.

- Chavez, et al. v. Agricultural Labor Relations Board et al., Case No. BCV-25-100649
  - The Board's answer to the complaint is due April 28.
- Olive Hill Greenhouses, Inc. & Western Growers Association v. ALRB, et al., Case No. 25CV0815 CAB BLM
  - New case filed in Federal District Court, Southern District of California (San Diego).
- The case challenges the Board's Mandatory Mediation and Conciliation (MMC) process and raises similar arguments as those in Wonderful Nurseries LLC v. ALRB et al, Case No. 1:24-CV-01601-KES-CDB
  - Plaintiffs are represented by the same legal team as in the Wonderful Nurseries matter.
  - Response deadline is currently pending; further updates to follow.

#### 6. General Counsel's Report

- No report provided.

#### 7. Division of Administrative Services Report

- No report provided.

#### 8. Legislative Report – Presented by Michaela Paugh

- The ALRB is currently tracking six bills—four in the Assembly and two in the Senate:
- Assembly Bills:
- AB 288 (McKinnor):
  - Grants PERB authority to adjudicate or provide back pay if the NLRB declines a case.
  - Potential conflict with ALRA noted.
  - Status: Re-referred to Assembly Committee on Labor & Employment; heard on April 23.
- AB 552 (Ortega):
  - Spot bill proposing the potential relocation of ALRB headquarters outside Sacramento (permissive, expires Jan 1, 2028).
  - Status: Passed Labor & Employment; sent to Appropriations as of April 2.
- AB 1109 (Kalra & Gonzalez):
  - Extends privilege to communications between union agents and

- represented workers.
  - Status: Passed Judiciary Committee on April 8; awaiting updates.
- AB 1300 (Caloza):
  - Protects personally identifiable info for vulnerable populations, especially immigrants.
  - Proposes new data policies and limits on information collection.
  - Status: Re-referred to Assembly Judiciary; hearing postponed to April 22.
- Senate Bills:
- SB 470 (Laird ):
  - Extends Bagley-Keene teleconferencing provisions to January 1, 2030.
  - Status: Passed Judiciary Committee on April 8; referred to Appropriations; floor hearing on April 28.
- SB 846 (McNerney):
  - Allows workers to place liens on crops for up to two weeks of unpaid wages.
  - Removes limitation applying only to limited partnerships.
  - Status: Re-referred to Senate Judiciary; hearing scheduled for May 6.
  - Notable ALRB connection: Board Member Ralph Lightstone contributed to original language.

#### 9. Regulations Report- Regulations – Presented by Laura Heyck

- OAL approved the Board's rulemaking package on April 7. The regulations became effective on the same day.
- Text available on the ALRB website in underline/ strikeout format.
- Updates to online sources of the California Code of Regulations may take a couple of weeks.

#### 10. Public Comment

- None.

#### **Closed Session**

- The Board went into closed session at 10:21 AM and returned at 01:23 PM.

#### 11. Announcements

- The next board meeting is scheduled for April 30 at 10:00 AM at 1325 J Street, Suite 1900, Sacramento, CA 95814.

#### 12. Adjournment

- Meeting adjourned at 01.23 PM.