



**STATE OF CALIFORNIA
AGRICULTURAL LABOR RELATIONS BOARD
PUBLIC MEETING MINUTES
Wednesday, April 30, 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 10:01 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 17, 2025.

- Board Member Hall moved to approve the minutes from the Public Board Meeting from April 17, 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:

- The Chair will participate in the Senate confirmation process and is scheduled to appear before the Senate Rules Committee on Wednesday, May 7.
- The ALRA at 50 celebration will be held during the annual UC Davis Farmworker Conference, scheduled for May 21–23, 2025. The ALRA-focused session will take place on Thursday, May 22, and will feature a full

day of programming, including a keynote address by Former Governor Jerry Brown, followed by an evening reception.

- Many current and former ALRB staff, as well as stakeholders involved in Board proceedings, are expected to attend the Thursday session. Questions or requests for additional information may be directed to the Board.
- Attendance for the Thursday session is expected to be by invitation only, with further updates to be provided as event logistics are finalized.

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

- Please refer to Appendix A.

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 were filed April 22.
 - This matter is 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 filed its response on April 29.
 - The Board's reply is due by Thursday, May 8, 2025.
- Chavez, et al. v. Agricultural Labor Relations Board et al., Case No. BCV-25-100649
 - The Board filed its answer to the complaint on April 28, 2025.
- Olive Hill Greenhouses, Inc. & Western Growers Association v. ALRB, et al., Case No. 25CV0815 CAB BLM
 - Plaintiffs filed a motion for preliminary injunction on April 24, 2025. The Board's response to the motion is due on May 15, 2025, and its response to the complaint is due on June 9, 2025.

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

- Settlements:
 - DiMare Fresh (Case 2023-CE-026-VIS):
The UFW filed an unfair labor practice charge against DiMare Fresh on October 11, 2023, alleging failure to provide accurate worker contact information and discouraging workers from doing so. A settlement was reached on March 21, 2025, with DiMare agreeing to standard noticing remedies and supervisor training.
- Outreach Activities:
 - April 17, 2025: Office hours are held in Santa Paula (Ventura County) with Poder Popular.
 - April 23, 2025: Tabling and material distribution at KYR workshop in Mecca (Riverside County).
 - April 24, 2025: Participation in Farmworker Resource Fair at Winter's Community College (Yolo County).
 - April 24, 2025 [rescheduled to May 1st]: TV interview on KUNA Telemundo in Coachella Valley (Riverside County).
 - April 29, 2025: In-person training at United Parents' Parent Drop-in Center in Fillmore (Ventura County).
 - April 29, 2025: Training for parents in the Migrant Education program in Indio (Riverside County).

7. Division of Administrative Services Report

- No report provided.

8. Legislative Report – Presented by Michaela Paugh

- Michaela Paugh provided updates on three bills:
- AB 845 – “No Wrong Door” Policy and Data Sharing (RSEP):
This new bill seeks to codify the No Wrong Door policy and the data-sharing program currently being developed under the Rural Strategic Engagement Program (from a BCP), which was previously approved and is being implemented through fiscal year 2026–27. The agency submitted a response to Assembly Appropriations by the required deadline of May 8, 2025, and will continue to track the bill's progress.
- AB 1300 (Caloza) – Personally Identifiable Information (PII):
This bill, focused on the protection of PII from vulnerable communities,

particularly related to immigration status, is now a two-year bill. Although the Board does not retain immigration-related data as a matter of policy, it may hold other forms of PII potentially covered by this legislation. Staff will be prepared to respond should the bill re-emerge in the next session.

- SB 846 (McNerney): Agricultural Lien Bill:
This bill is scheduled for hearing on May 6, 2025. Michaela noted positive developments in its progress and indicated the Board will continue to monitor it closely.

9. Regulations Report

- No report provided.

10. Public Comment

- None.

Closed Session

- The Board went into closed session at 10:19 AM and returned at 11:56 AM.

11. Announcements

- The next board meeting is scheduled for May 14 at 10:00 AM at 1325 J Street, Suite 1900, Sacramento, CA 95814 and virtually.
- The ALRA at 50 celebration will take place on Thursday, May 22, 2025, at the UC Davis School of Law. Board members and stakeholders are encouraged to attend.

12. Adjournment

- Meeting adjourned at 11:57 AM.

Office of the
Executive Secretary
1325 J Street, Suite 1900-B
Sacramento, CA 95814



ALRB
AGRICULTURAL LABOR
RELATIONS BOARD



**ALRB PUBLIC MEETING
EXECUTIVE OFFICER'S REPORT
ELECTIONS, UNFAIR LABOR PRACTICE COMPLAINTS, AND HEARINGS**

DATE: April 30, 2025
TO: Agricultural Labor Relations Board
FROM: Santiago Avila-Gomez, Executive Secretary

Complaints Settled

1. *Betterovio Farms*, 2023-CE-014-SAL (April 24, 2025)
2. *Marz Farms, Inc.*, 2023-CE-031-SAL (April 8, 2025)
3. *Fanciful Company, Inc. & D'Arrigo Bros. Co. of Colifonio*, 2023-CE-043-SAL (March 13, 2025)

Administrative Orders

1. *Wonderful Nurseries, LLC* (2024) ALRB Admin. Order No. 2025-01 (Order Denying Appeal of Exclusion Order; April 7, 2025)

Pending Matters

2. *CYMA Orchids Corporation*, 2023-CE-016-SAL; Exceptions, April 29, 2025; Replies May 13, 2025
3. *Wonderful Nurseries, LLC*, 2024-RM-002; Various Interim Appeals re rulings relating to Attorney-Client Privilege and Attorney Work Product Claims; and denial of petition to revoke