



**STATE OF CALIFORNIA
AGRICULTURAL LABOR RELATIONS BOARD
PUBLIC MEETING MINUTES
Wednesday, May 14, 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 10:03 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 30, 2025.

- Board Member Lightstone moved to approve the minutes from the Public Board Meeting from April 30, 2025.
- Board Member Broad seconded the motion.
- Motion approved unanimously.

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

- Chair Hassid Welcomed New Board Counsel Tom Barnes (from D.C.).
- Chair Hassid shared that she had the honor of going through the Senate confirmation process last week and was successfully voted out of the Committee with a 3–2 vote. She expressed gratitude to the Board's staff and her fellow Board members for their support, noting it was a wonderful and meaningful day.
- Chair Hassid reminded about the upcoming ALRA at 50 Celebration on May 22, 2025. Staff were asked to confirm attendance.

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

- Santiago provided the following updates on Unfair Labor Practice Matters:
- Betteravia Farms Corporation: On May 2, the General Counsel filed a motion to take calendar. On May 5, the Adjudication Unit issued an order granting the request and held the matter in abeyance, pending either withdrawal of the complaint or further action by the charging party, respondent, or General Counsel.
- Cyma Orchids Corporation: This matter remains pending before the Board. As of May 13, briefing is complete following the General Counsel's reply, which was filed and distributed to the Board that evening.
- Wonderful Nurseries: This matter is also pending before the Board. There is no new update at this time. The Board continues to consider various interim appeals concerning rulings related to attorney-client privilege and attorney work product claims.

5. Litigation Report- Presented by Laura Heyck

- Chief Board Counsel Laura Heyck provided an updates on the following:
- Wonderful Nurseries LLC v. Agricultural Labor Relations Board et al, Case No. 1:24-CV-01601-KES-CDB, (U.S. District Court, Eastern District of California).
 - On May 8, 2025, the Board filed its reply to Wonderful Nurseries' opposition to the Board's motion to dismiss the complaint. The matter is now fully briefed. A hearing date has not yet been set.
- Olive Hill Greenhouses, Inc. & Western Growers Association v. ALRB, Case No. 25-CV-0815-CAB-BLM, (U.S. District Court, Southern District of California).
 - On April 24, 2025, plaintiffs filed a motion for preliminary injunction. The Board's response is due on May 20, and a draft was expected shortly for internal review.
 - On May 1, 2025, a motion to intervene was filed by UFW. The Board informed the parties it would take no position on the intervention.
 - On May 5, 2025, the court issued an order directing the plaintiffs to explain by May 12, 2025 why the case should not be transferred to the Eastern District of California (where the Wonderful Nurseries case is pending).
 - 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:
 - Betteravia Farms, LLC (Case 2023-CE-014-SAL):
 - A farmworker filed an unfair labor practice charge against Betteravia Farms on April 3, 2023, alleging retaliation for raising workplace concerns, including unjust treatment and lack of equipment. A settlement was reached in May 2025, with Betteravia agreeing to pay \$12,500 in back wages, allow supervisor training, and implement standard noticing remedies.
- Outreach Activities:
 - May 1, 2025: Staff attended May Day events in Callexico and Imperial County, hosted by the Mexican Consulate and Outreach and support provided at a mobile clinic in Bakersfield (Kern County).
 - May 2, 2025: Participation in food distribution event and in-person worker training with MICOP in Oxnard (Ventura County).
 - May 4, 2025: Attendance and tabling at Spring Resource Fair hosted by Assemblywoman Soria's office in San Joaquin (Fresno County).
 - May 6, 2025: In-person training provided to workers from Taft and McFarland, hosted by a Central Valley nonprofit (Kern County).
 - May 9, 2025: Outreach at Oaxacan Community Shed Event in Watsonville (Santa Cruz County), including a Q&A panel with the Labor Commissioner's Office, hosted by CAUSE.
 - May 11, 2025: Tabling at Spring Resource Fair hosted by Assemblywoman Soria's office in Huron (Fresno County).
 - May 15, 2025: Participation in wage clinic in Santa Maria (Santa Barbara County), hosted by the Labor Commissioner and CAUSE.
 - Ongoing in May 2025: Office hours continued in Lamont (Kern County) to support workers in rural areas.

7. Division of Administrative Services Report

- No report provided.

8. Legislative Report – Presented by Michaela Paugh

- Michaela Paugh provided updates on the below bills:
- AB 288 (McKinnor): Known informally as the "Super PERB" bill, it would allow PERB to assume some NLRB duties if the federal board declines to prosecute. Referred to the suspense file.

- AB 552: Addresses a potential temporary relocation of ALRB headquarters. The bill remains in Assembly Appropriations.
- AB 845 (Arambula): Codifies part of the Rural Strategic Engagement Plan. Referred to the suspense file on May 7, 2025. The ALRB is particularly interested in this bill.
- AB 1109 introduced by Assembly member Ash Kalra, establishes organizer–represented employee privilege. Passed the Assembly and had its first reading in the Senate on May 13, 2025.
- AB 1300 (Caloza): A two-year bill. Likely to be removed from the tracking list.
- SB 470 (Laird): The Bagley-Keene Reform Bill, currently on third reading in the Senate.
- SB 846 (McNerney): Involves agricultural lien reform and removal of the limited private partnership clause from the Labor Code. Placed on the Senate Consent Calendar on May 8, 2025.

9. Regulations Report

- No report provided.

10. Public Comment

- None.

Closed Session

- The Board recessed into closed session at 10:49 AM and returned at 11:08 AM.

11. Announcements

- The next board meeting is scheduled for May 28 at 10:00 AM at 1325 J Street, Suite 1900, Sacramento, CA 95814 and virtually.

12. Adjournment

- Meeting adjourned at 11:09 AM.