



**STATE OF CALIFORNIA
AGRICULTURAL LABOR RELATIONS BOARD
PUBLIC MEETING MINUTES
Wednesday, May 28, 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, May 14, 2025.

- Board Member Flores moved to approve the minutes from the Public Board Meeting from May 14, 2025.
- Board Member Hall seconded the motion.
- Motion approved unanimously.

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

- Chair Hassid thanked all participants of the ALRA at 50 Celebration held on May 22, 2025, at UC Davis.
- She extended special appreciation to Dr. Phil Martin and the School of Agricultural Economics for organizing the annual Farm Worker Conference and hosting the commemoration event.
- Chair Hassid noted that it was inspiring to connect with former Board Members from the 1970s through the 1990s, as well as more recent

members, and hear their reflections.

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

- Please refer Appendix A

5. Litigation Report- Presented by Laura Heyck

- Chief Board Counsel Laura Heyck provided updates on the following:
- Wonderful Nurseries, LLC v. ALRB (Eastern District of California, Case No. 1:24-cv-01601-KES-CDB):
 - On May 13, 2025, the Court granted intervention motions filed by both the United Farm Workers (UFW) and individual employees represented by the National Right to Work Legal Defense Foundation. The Court granted 14 days (until May 27) for the intervenors to file amended complaints.
 - The Board's motion to dismiss the individual employees' complaint will be due July 7, 2025.
 - The individual employees' opposition to the Board's pending motion to dismiss was due May 27, 2025. Assuming it was filed, the Board's reply will be due June 6, 2025.
 - The Court vacated the previously scheduled May 19 hearing on the motion to dismiss filed by Wonderful Nurseries. A hearing on the motion to dismiss with respect to the individual employees is now scheduled for August 18, 2025.
 - Judge Kirk Sherriff also issued an order in this matter and in Olive Hill Greenhouses, Inc. & Western Growers Association v. ALRB directing the parties to show cause why the two cases should not be consolidated. Responses to the Order to Show Cause are due June 2, 2025.
 - Chavez, et al. v. Agricultural Labor Relations Board et al., Case No. BCV-25-100649
 - The Court has related this matter to Wonderful Nurseries, LLC v. ALRB, Case No. BCV-24-101649. A case management conference for the cases set for July 18 at 8:30AM.
- Olive Hill Greenhouses, Inc. & Western Growers Association v. ALRB, Case

no. 1:25-cv-00577-JLT-BAM

- On May 13, 2025, the Court transferred this matter to the Eastern District, California (where the Wonderful case is). It is also assigned to Judge Kirk Sherriff. Judge Sheriff issued an order in this matter and in Wonderful Nurseries directing parties to show cause why the two cases should not be consolidated. The response to the OSC is due June 2.
- A hearing on the plaintiffs' motion for preliminary injunction is tentatively scheduled for June 5, 2025.
- The Board's response to the complaint (anticipated as a motion to dismiss) is due June 9, 2025.
- A hearing on the motion to dismiss is currently set for August 4, 2025, but may be rescheduled to August 18, 2025, to coincide with the hearing in Wonderful Nurseries.

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

- Settlements:
 - Edwin Brasil Dairy (2023-CE-013-VIS)
 - A dairy worker in Tulare County alleged retaliation and wrongful termination after requesting additional help for heavy workloads. The case settled with Edwin Brasil Dairy agreeing to pay \$2,035 in lost wages and posting and mailing a notice.
 - Grimmway Enterprises, Inc. (2023-CE-018-VIS)
 - A lettuce harvester in Kern County alleged termination in retaliation for raising concerns about harassment and mistreatment. Grimmway agreed to pay \$9,441 in lost wages, implement standard notice remedies, and provide supervisor training.
 - Redwood Empire Vineyard Management (REVM)
 - Workers alleged retaliation, failure to rehire, and unlawful contract language discouraging wage negotiation. REVM settled with the ALRB and NBJWJ, agreeing to pay \$33,548 in lost wages, offer reinstatement, rescind the contract language, implement notice remedies, and provide supervisor training. A press conference is scheduled this afternoon in Healdsburg.
- Outreach Activities:

- May 14: Virtual worker training for Comité participants hosted by CRLA (Oxnard, Ventura County) and Office hours at Comité Unidad Popular Benito Juárez (Lamont, Kern County)
- May 16: Tabling and announcement at CBDIO worker meeting (Salinas, Monterey County)
- May 17: Tabling and material distribution at Spring Resource Fair hosted by Asm. Soria's office (Firebaugh, Fresno County)
- May 18: Tabling at United Farmworker Foundation Resource Fair (Thermal, Riverside County)
- May 21: Material distribution at "Conoce tus Derechos" resource fair hosted by the Mexican Consulate (Sacramento)
- May 22: Tabling at Farmworker Appreciation Day hosted by One Step a la Vez (Fillmore, Ventura County)

7. Division of Administrative Services Report

- No report provided.

8. Legislative Report

- No report provided.

9. Regulations Report

- No report provided.

10. Public Comment

- None.

Closed Session

- The Board recessed into closed session at 10:20 AM and returned at 11:35AM.

11. Announcements

- The next board meeting is scheduled for June 11 at 10:00 AM at 1325 J Street, Suite 1900, Sacramento, CA 95814 and virtually.

12. Adjournment

- Meeting adjourned at 11:35 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: May 28, 2025
TO: Agricultural Labor Relations Board
FROM: Santiago Avila-Gomez, Executive Secretary

Complaints Settled

1. *Grimmway Enterprises, Inc.*, 2023-CE-018-VIS (Lettuce; Kern County; May 23, 2025)
2. *Redwood Empire Vineyard Management, Inc.* (Grapes; Sonoma County; May 23, 2025)

Administrative Orders

1. *Wonderful Nurseries, LLC* (2024) ALRB Admin. Order 2025-02 (Order Granting in Part and Denying in Part Applications for Special Permission to Appeal Investigative Hearing Examiner Ruling on Attorney-Client Privilege and Attorney Work Product; May 16, 2025; 2024-RM-002)
2. *Wonderful Nurseries, LLC* (2024) ALRB Admin. Order 2025-03 (Order Granting Application for Special Permission to Appeal Investigative Hearing Examiner Order on Petition to Revoke Notice in Lieu of Subpoena; May 16, 2025; 2024-RM-002)
3. *Wonderful Nurseries, LLC* (2024) ALRB Admin. Order 2025-04-P (Order Denying Maria Ester Gutierrez' Application for Special Permission to Appeal Interim Order of Investigative Hearing Examiner Denying in Part Petition to Revoke Subpoena; May 23, 2025; 2024-RM-002)

Pending Matters

1. CYMA Orchids Corporation, 2023-CE-016-SAL; Exceptions filed April 29, 2025, Replies filed May 13, 2025