



**STATE OF CALIFORNIA
AGRICULTURAL LABOR RELATIONS BOARD
PUBLIC MEETING MINUTES
Wednesday, June 11, 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 28, 2025.

- Board Member Broad moved to approve the minutes from the Public Board Meeting from May 28, 2025.
- Board Member Flores seconded the motion.
- Motion approved unanimously.

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

- Chair Hassid addressed the impact of recent aggressive federal immigration enforcement efforts, noting that these actions have created fear and instability among immigrant workers, traumatized families, and discouraged workers from exercising their rights—negatively affecting all workplaces.
- She emphasized that California labor laws protect all workers, regardless of immigration status. The state continues to invest in worker outreach and

immigration-related legal services. The agency is actively reviewing internal policies and procedures to ensure staff have clear, up-to-date guidance and to build trust with the communities we serve.

- Chair Hassid provided historical context, explaining that immigration enforcement has long been used to intimidate farmworkers. The Agricultural Labor Relations Act (ALRA) was created to bring peace to the fields through a civil legal process and enshrines the rights to free speech and association in agricultural workplaces.
 - She reaffirmed the ALRB's mission to uphold these rights and echoed Governor Newsom's message that California will continue to fight for all of its people. She acknowledged the emotional toll on affected communities and committed to keeping the public, staff, and Board informed as the situation evolves.
 - The Immigration Subcommittee remains actively engaged in the agency's response, and further updates will be shared as available. Chair Hassid expressed appreciation for staff efforts during this challenging time.
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 June 6, the Board filed its reply to the individual employees who were granted intervenor status.
 - The employees had filed their response to the Board's motion to dismiss on May 27.
 - A hearing on the motion to dismiss is scheduled for August 18.
 - The court also issued an order to show cause regarding potential consolidation with the Western Growers and Olive-Hill Greenhouses v. ALRB case.
 - Parties filed their responses on June 2; consolidation remains pending.

- Olive Hill Greenhouses, Inc. & Western Growers Association v. ALRB, Case no. 1:25-cv-00577-JLT-BAM
 - A hearing on the plaintiffs' motion for preliminary injunction was held on June 5 in Fresno. The Attorney General's team appeared in person, with others observing remotely.
 - The Board filed its motion to dismiss in this matter on June 9.
 - If the two cases are consolidated, the hearing on the motions to dismiss will likely occur together on August 18.

6. General Counsel's Report

- No report provided.

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 10:12 AM and returned at 12:35AM.

11. Announcements

- The next board meeting is scheduled for June 23 at 10:00 AM at 1325 J Street, Suite 1900, Sacramento, CA 95814 and virtually.

12. Adjournment

- Meeting adjourned at 12:35 PM.

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: June 11, 2025
TO: Agricultural Labor Relations Board
FROM: Santiago Avila-Gomez, Executive Secretary

Board Decision

1. *CYMA Orchids Corporation (2025) 51 ALRB No. 2 (June 2, 2025; Case No. 2023-CE-016-SAL; Affirmed ALJ grant of motion for default judgment and recommended remedial order)*

Pending Matters

1. *Ocean Mist Farms, 2017-CE-006-VIS; Regional Director's Request for Enforcement of Board Order Number 46 ALRB No. 5, Request for Enforcement of Regional Director's Subpoena Duces Tecum to Ocean Mist Farms, and Request for Evidentiary Sanctions, May 29, 2025*
2. *United Farm Workers of America and Monterey Mushrooms, LLC, 2019-CL-005 et al; General Counsel's Request for Special Permission to Appeal and Appeal on the Merits of ALJ's Order Denying a Virtual Hearing, June 9, 2025*
3. *United Farm Workers of America and Monterey Mushrooms, LLC, 2019-CL-005 et al; United Farm Workers of America's Request for Special Permission to Appeal ALJ's Order re UFW's Motion to Bifurcate; June 10, 2025*