



**STATE OF CALIFORNIA
AGRICULTURAL LABOR RELATIONS BOARD
PUBLIC MEETING MINUTES
Wednesday, July 9, 2025, at 10:00 A.M**

**ALRB Hearing and Conference Room
1325 J Street, Suite 1900, Sacramento, CA 95814**

Board Members: Acting Chair: Cinthia Flores, Barry Broad, Ralph Lightstone, and Isadore Hall

Executive Secretary: Santiago Avila-Gomez

Board Counsels: Chief Board Counsel: Laura Heyck, Scott Inciardi and Thomas Barnes

Open Session

1. Call to Order

- Acting Chair Flores called the meeting to order at 10:03 A.M.
- Board Members Present: Acting Chair Flores, Board Member Broad, Board Member Lightstone and Board Member Isadore Hall.

2. Approval of Minutes from Public Board Meeting, June 23, 2025.

- Board Member Lightstone moved to approve the minutes from the Public Board Meeting from June 23, 2025.
- Board Member Broad seconded the motion.
- Motion approved unanimously.

3. Acting Chair's Report – Presented by Cinthia Flores

- Acting Chair Flores announced her official assumption of the Acting Chair role during Chair Hassid's leave and expressed commitment to serving the ALRB.

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:
- Olive Hill Greenhouses & Western Growers Assoc. v. ALRB Case no. 1:25-cv-00577-JLT-BAM
 - On June 5, 2025, a hearing was held on the plaintiffs' motion for a preliminary injunction.
 - On July 1, 2025, the court denied the motion in full.
 - The Wonderful Company matter has been formally consolidated with the Western Growers and Olive Hill case.
 - The judge directed the plaintiffs to file a consolidated complaint, which they did on July 13, 2025.
 - The new complaint supersedes the previous individual complaints but is largely similar in content.
 - As a result, the previously filed motions to dismiss are now moot.
 - The Board will need to refile a new motion to dismiss, likely using much of the same argument, with added references to the recent PI ruling.
 - Hearing on the new motion is scheduled for August 18, 2025.
 - A new due date for the motion is expected soon.
- State Court Appeal – 5th District Court of Appeal
 - No updates. The matter is fully briefed and still pending without further movement.

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

- Case Updates:
 - Monterey Mushrooms, LLC: Settlement executed by Respondents and ALRB Regional Director; waiting for charging party signatures.
 - 2H Farms LLC (Imperial County), ULP charge filed January 2024 for alleged retaliation and mistreatment. Settlement includes standard remedies, supervisor training, and reinstatement offer.
- Outreach Highlights:
 - CBDIO in Salinas (Monterey County)
 - Coachella Valley Free Clinic in Mecca (Riverside County)
 - Hybrid orientation for UFW interns in Salinas and Oxnard
 - Outreach in Raleigh and El Centro (Imperial County) in partnership with CBOs and state agencies

- Participation at the Mexican Mobile Consulate in Visalia (Tulare County)
- Biweekly office hours at nonprofits in Lamont (Kern County) and Santa Paula (Ventura County)

7. Division of Administrative Services Report

- No report provided.

8. Legislative Report – Presented by Michaela Paugh

- AB 288 (McKinnor): Proposes creation of a statewide labor "superboard". Amendments were submitted but no response has been received yet. The Senate Judiciary hearing was postponed as of June 26.
- AB 552: Now a two-year bill in Assembly Appropriations.
- AB 845 (Arambula): Aims to codify elements of the Rural Strategic Engagement Program. Heard in Senate Appropriations on July 7, now on the suspense file. Staff are working to plan for long-term funding beyond FY 2026–27.
- AB 1109: Establishes organizer/representative privilege equivalent to attorney-client privilege in court. Set for hearing in Appropriations on July 14.
- SB 470 (Laird): Set for hearing today, July 16. Awaiting outcome.
- SB 846 (McNerney): Allows the Labor Commissioner to place liens on all agricultural employers, not just LLPs or partnerships. Enrolled and presented to the Governor on July 3.

9. Regulations Report

- No report provided.

10. Public Comment

- None.

Closed Session

- The Board recessed into closed session at 10:21 AM and returned at 10:45 AM.

11. Announcements

- The next board meeting is scheduled for Friday, July 11, 2025 at 10:00 AM. This is a special board meeting to allow the Board to convene in closed

session.

- The next regularly scheduled Board meeting is scheduled for Wednesday, July 23, 2025 at 10:00 AM.

12. Adjournment

- Meeting adjourned at 10:45 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: July 9, 2025
TO: Agricultural Labor Relations Board
FROM: Santiago Avila-Gomez, Executive Secretary

Election Activity

1. *Mucci Farms, Inc.*, 2025-NO-001 & 2025-RM-001 (Notice of Intent to Organize and Majority Support Petition, June 20, 2025 [fruits & vegetables]; Certification, June 27, 2025 [UFW]; No objections filed)

Complaints (Filed or Settled)

1. *Valadao Dairy*, 2023-CE-028-VIS (Kings County, Dairy Cows, June 30, 2025)
2. *United Farm Workers of America and Monterey Mushrooms, LLC*, 2019-CL-005 et al (Settled, June 30, 2025 [Request to Take Hearing Off Calendar])

Administrative Orders

1. *United Farm Workers of America and Monterey Mushrooms, LLC* (2025) ALRB Admin. Order 2025-05 (Order Postponing Commencement of Hearing; June 13, 2025; 2019-CL-005 et al.)
2. *Ocean Mist Farms* (2025) ALRB. Admin. Order 2025-06 (Order Granting Regional Director's Request for Enforcement of Subpoena Duces Tecum and for enforcement of Board Order 46 ALRB No. 5; June 26, 2025; 2017-CE-006-VIS)

Pending Matters

1. *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
2. *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
3. *Dixon Bee Company, LLC*, 2024-CE-093; General Counsel's Request for Enforcement of Subpoena Duces Tecum, June 30, 2025