



**STATE OF CALIFORNIA
AGRICULTURAL LABOR RELATIONS BOARD
PUBLIC MEETING MINUTES
Wednesday, June 10, 2026, at 10:00 A.M**

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

Board Members: Chair: Victoria Hassid,
Members: Barry Broad, Isadore Hall and Ralph Lightstone
Executive Secretary: Santiago Avila-Gomez

Board Counsels: Senior Board Counsel: Scott Inciardi and Thomas Barnes

Technical Support: Satyadarshini Mathan

Spanish Interpreter: Rebeca Sotura Nickerson

Open Session

1. Call to Order

- Chair Hassid called the meeting to order at 10:02 A.M.
- Board Members Present: Board Member Broad, Board Member Hall and Board Member Lightstone.

2. Approval of Minutes from Public Board Meeting, May 27, 2026.

- Board Member Broad moved to approve the minutes from the Public Board Meeting from May 27, 2026.
- Board Member Lightstone seconded the motion.
- Motion approved unanimously.

3. Chair's Report

- No report provided.

4. Executive Officer's Report on Elections, Unfair Labor Practice Complaints, and Hearings

- Please refer to Appendix A.

5. Litigation Report

- No report provided.

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

- Settlements:
- Taylor Farms and Valley Pride: A farmworker claimed she was suspended and fired after speaking up about mistreatment by her supervisor. The case was settled, and the worker received \$3,668, including back pay and compensation instead of returning to work. The settlement also required the employers to post notices informing workers of their rights.
- J&G Berry Farms in Santa Maria: A worker alleged that company representatives questioned workers about their involvement in a wage-and-hour lawsuit. The case was settled with standard remedies, including notices to workers. No back pay was awarded because no workers lost wages or work opportunities.
- Outreach Activities:
- The office also conducted many outreach activities to educate farm workers about their rights and services. Staff held office hours, attended community events and resource fairs, provided worker training, participated in mobile clinics, and gave radio interviews. These activities took place in several communities across California.

7. Legislative

- No report provided.

8. Informational Panel on Farmworker's Traffic Safety: Presented by Ruben Lugo: Owner/Lead Consultant of Impact Ag Labor LLC

- Please refer to Appendix B

9. Public Comment

- None.

Closed Session

- The Board recessed into closed session at 11: 19 A.M and returned at 12:12 P.M.

10. Announcements

- The next regularly scheduled meeting is Wednesday, June 24, 2026, in Sacramento.

11. Adjournment

- Meeting adjourned at 12:12 P.M.

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 10, 2026
TO: Agricultural Labor Relations Board
FROM: Santiago Avila-Gomez, Executive Secretary

Board Administrative Order

1. *Olive Hill Greenhouses, Inc.* (June 1, 2026) ALRB Admin. Order No. 2026-06 (Order Remanding Mediator's Report; Order Dismissing Petitions for Review Without Prejudice; 2024-MMC-002)

Pending Matters

1. *CYMA Orchids Corporation* (2025) 51 ALRB No. 2 (Regional Director's Statement in Support of [Proposed] Bilateral, Formal Settlement Agreement, May 29, 2026 [2023-CE-016-SAL]).
2. *Tri-Fanucchi Farms* (2026) 52 ALRB No.1 (Revised Makewhole Specification, June 1, 2026; Answer due June 16, 2026 [2013-CE-008-VIS and 2013-CE-014-VIS])
3. *Wonderful Nurseries, LLC*, 2024-RM-002 (Recommendation that Board Order the Record Closed in this Matter, June 8, 2026)

Farmworker Transportation

“ Why are workers still dying on the road ”

*Presented by :
Ruben Lugo*



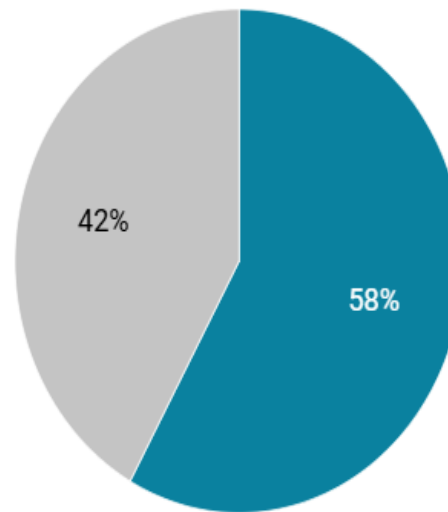


Worker Safety = Safe Transportation Practices

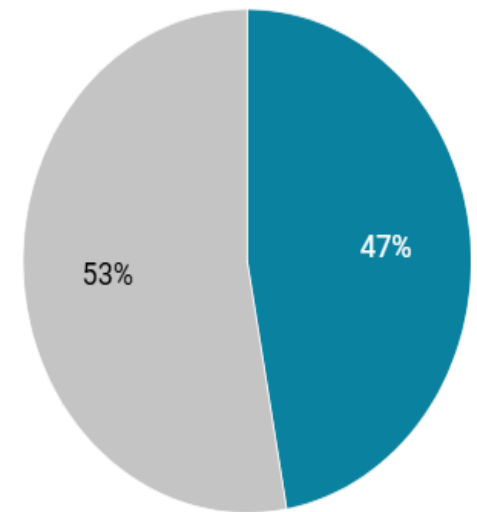
Worker Transportation can be done safely and in compliance with Federal and State regulations

Transportation is the leading on-the-job killer of agricultural workers in California

■ Transportation-related agricultural deaths
■ Other agricultural worker deaths



California



National

Note: Data from 2015 through 2022 was used, but 2020 and 2021 were excluded because no data was reported in California for those years.

Chart: Jeremia Kimelman, CalMatters • Source: Bureau of Labor Statistics • [Get the data](#) • Created with [Datawrapper](#)

Types of Transportation

Off the Farm



On the Farm



The Reality Of Transportation when you have a labor shortage

As the available agricultural workforce shrinks, growers and farm labor contractors are being forced to transport agricultural workers from further distances to meet their labor needs. Transportation is inevitable and needs to be considered in order for growers and farm labor contractors to stay in business. The use of H2A workers is also an option for labor shortages and worker transportation is an H2A program requirement.

Daily Transportation and Transportation Safety Requirements for H-2A workers

- **(3) *Transportation between living quarters and worksite.*** The employer must provide transportation between housing provided or secured by the employer and the employer's worksite at no cost to the worker.
- **(4) *Employer-provided transportation.*** All employer-provided transportation must comply with all applicable Federal, State or local laws and regulations, and must provide, at a minimum, the same transportation safety standards, driver licensure, and vehicle insurance as required under 29 U.S.C. 1841 and 29 CFR 500.105 and 29 CFR 500.120 to 500.128. If workers' compensation is used to cover transportation, in lieu of vehicle insurance, the employer must either ensure that the workers' compensation covers all travel or that vehicle insurance exists to provide coverage for travel not covered by workers' compensation and they must have property damage insurance.

MSPA Requirements

Migrant & Seasonal Agricultural Worker Protection Act (MSPA)

- ❑ Farm Labor Contractor registration
- ❑ Disclosure of working conditions
- ❑ Promised rate of pay
- ❑ Record keeping
- ❑ **Transportation**
- ❑ Housing.

Who is a Raitero

- ❑ Spanglish word based on the word: “Ride” or “Raite”. Slang word meaning- He who gives rides or raites.
- ❑ Usually transport workers for a profit.
- ❑ Usually is a Crew Leader/Supervisor but can be a regular worker
- ❑ Workers are loyal to raiteros because they provide them with consistent work as well as a ride.
- ❑ Maximizes profits-maintains full capacity

Many Raiteros operate as labor brokers and transporters

They use the leverage of having access to 20-50 plus agricultural workers to:

- ❑ Negotiate a daily wage rate for his services and wages as a crew leader/supervisor
- ❑ Always looking for work to keep his loyal workers consistently employed
- ❑ Controls the length of time his crew will work for FLC/Grower
- ❑ Will remove them from your crew for a better offer from another grower/FLC
- ❑ Operates as a independent business

Raiteros/Transportation on Social Media



United Farm Workers

@UFWupdates

...

'Vianey' shares this pic from Fresno CA. Farm workers are carefully thinning nectarines by removing excess fruit from trees - specifically in spots where multiple fruits are clustered together - ensuring a high quality harvest. This task is done from a 12 ft ladder. [#WeFeedYou](#)



Recruiting on Facebook



Alguien Que Quiera Trabajar En Los Bonches De Zanahoria En Cuyama Con La Compañía De [redacted] \$11.25 La Hora Para Mañana Mismo Ay Raite Para 5 Personas Que Sean Responsable y Que No Falten por y Con Ganas De Trabajar Por La Mt. Vernon y Niles Mandenme Mensaje



1

5 Comments

Hay algún problema con este anuncio de Facebook

Profits Motivates Raiteros



- Raitero owns 3 Mini Vans
- 7 passengers x 3 vans = 21 Passengers
- $21 \times \$10.00$ a day = \$210 a day
- 6 days x \$210 = \$1,260 a week
- $\$1,260 \times 4$ weeks = \$5,040 a month
- $\$5,040 \times 8$ months = \$40,320 a season

Unreported & Untaxed Income

90 Percent of DOL Ag investigations in California and Arizona had at least one transportation violation

- ❑ Unsafe Vehicle
- ❑ Unlicensed Driver
- ❑ Uninsured or Underinsured Vehicle
- ❑ FLC not transportation authorized
- ❑ Unauthorized Driver
- ❑ No Medical Certificate
- ❑ Unauthorized Fees for transportation
- ❑ Grower used a non-authorized transportation FLC

Grower's obligations when using an FLC

- Use a compliant FLC/Vineyard Management Co.
 - What are red flags for you when you are selecting an FLC?
- Take reasonable steps to ensure that your FLC is properly registered to perform the activity they are performing on your behalf.
 - Transportation and Housing
- Keep records provided by FLCs for 3 years.
- Joint employment and responsibility may be applicable

Transportation Registration Requirements for FLCs and FLCs- Item 25 and 29

[illegible]

- ❑ FLC must register as Transportation Authorized (TA)

- ❑ Provide proof of adequate insurance
- ❑ Provide Vehicle Inspection Reports

U.S. Department of Labor	Amended: 01/27/2011 4:47:35 PM		
Wage and Hour Division			
PLCE Certificate of Registration			
No. [REDACTED]			
Expires 12/31/2011			
Name [REDACTED]			
(Last), first the period named above is registered pursuant to the Migrant and Seasonal Agricultural Worker Protection Act and is authorized to perform the following activities covered by the Act: select, recruit, hire and employ.			
Employer's Name [REDACTED]			
Registration Number [REDACTED]			
Driving ☒ Authorized ☐ Not Authorized			
Approved George Friday Jr. Date 01/27/2011			
(Regional Administrator)	Form WH-613 (8/94)		
Driving Authorization is valid only on the condition that the person issued this certificate of registration maintains a current valid driver's license for the type of vehicle being driven.			
Social Security Account No. [REDACTED]			
Permanent Home Address [REDACTED]			
[REDACTED]			
(City or Town)	(State)	(Zip Code)	
Date of Birth 09/10/1973	Height 5' 5"		
(Month/Day/Year)			
This certificate is based on the Migrant and Seasonal Agricultural Worker Protection Act and regulations issued thereunder, and on my application for registration. It may be renewed or suspended, or its term may be extended, for noncompliance with the Act or regulations. Such noncompliance may constitute a criminal offense.			
		(Signature of Issuer) [REDACTED]	
		(Title)	

- Driver must register as FLC or FLCE with Driving Authorized (DA)

- ❑ Must obtain a medical certificate-always
- ❑ Provide proof of valid driver's license

The Lion Farms Accident



California cracked down after a crash killed 13 farmworkers. Why are workers still dying on the road?



BY JEANNE KUANG
MAY 14, 2024

Republish





U.S. DEPARTMENT OF LABOR

News Release

FEDERAL COURT ORDERS CALIFORNIA AGRICULTURAL EMPLOYER TO COMPLY WITH LAW AFTER CRASH KILLS 7, INJURES ANOTHER DURING TRANSPORTATION TO WORKSITE

Lion Farms LLC used illegal, unsafe transportation during February 2024 fatal incident

FRESNO, CA – A federal court has ordered a California-based agriculture employer and its owners to pay back wages and penalties after a U.S. Department of Labor investigation determined the employer neglected to transport agricultural workers in safe vehicles, related to a deadly crash, a violation of federal law.

The court action follows an investigation by the department's Wage and Hour Division into Lion Farms LLC after a Feb. 23, 2024, fatal vehicle crash that claimed the lives of seven employees and severely injured another. The division found that Lion Farms – owned and operated by Alfred, Bruce, and Daniel Lion – violated the Migrant and Seasonal Agricultural Worker Protection Act by failing to ensure agricultural workers were transported to and from their field sites in safe vehicles, and using unlicensed drivers and vehicles without adequate insurance coverage.

The Lion Farms employers also charged workers a transportation fee, which investigators deemed illegal because of the violations associated with the transportation of the workers. The division calculated that the employers owed \$39,013 in back wages to 12 employees. The employers also failed to disclose workers' permanent addresses and employer identification numbers on wage statements.

The consent judgment, entered on Aug. 26, 2025, in the U.S. District Court for the Eastern District of California, enjoins the employers from future MSPA violations and ordered Lion Farms LLC and its owners to pay \$89,886 in civil money penalties on top of the \$39,013 in back wages.

Valley Garlic Accident



Xtreme Ag FLC



News Release

U.S. Department of Labor | April 10, 2018

U.S. Department of Labor Secures Judgments to Enhance Farmworker Transportation Safety in California's Central Valley

Actions Spurred by Fatal 2015 Crash Involving Grower's Farm Labor Contractor

FRESNO, CA – After a U.S. Department of Labor Wage and Hour Division investigation, Central Valley garlic grower Valley Garlic Inc. and its farm labor contractor X-Treme Ag Labor Inc. have signed consent judgments, entered by the U.S. District Court for the Eastern District of California in Fresno. The U.S. Department of Labor sued Valley Garlic Inc. and X-Treme Ag Labor Inc. for being jointly responsible in a June 2015 crash that took the lives of four farmworkers who were being transported to work, including a 16-year-old minor.

X-Treme Ag Labor Inc. and its owner Isabella Camacho entered into a consent judgment requiring them to pay \$46,000 in back wages and penalties, and to be forever barred from acting as a farm labor contractor. In the judgement, X-Treme Ag and Camacho also admitted to violating MSPA's transportation safety requirements and that they did so in connection with their work for Valley Garlic.

Fisher Ranch and Healthy Harvest





News Release

U.S. Department of Labor | August 2, 2018

U.S. Department of Labor Secures Judgment to Enhance Farmworker Transportation Safety in California's Imperial Valley *Actions Spurred by Fatal 2017 Crash Involving Grower's Farm Labor Contractor*

SAN DIEGO, CA – The U.S. District Court for the Central District of California entered a consent judgment ordering Fisher Ranch LLC to pay \$21,168 in back wages and \$49,104 in civil money penalties for violations of the [Migrant Seasonal Workers Protection Act \(MSPA\)](#) following a 2017 work-related motor vehicle accident that killed one worker and injured six others outside of Calexico, California. This action follows a U.S. Department of Labor Wage and Hour Division (WHD) investigation.

WHD investigators found the Blythe, California, agricultural company failed to ensure that its farm labor contractor, Healthy Harvesting, provided safe transportation to and from the fields for the workers. Under MSPA, growers are required to use “transportation authorized” farm labor contractors to protect workers from unqualified drivers or travel in unsafe vehicles.

In March 2017 a van overturned with seven farmworkers inside, killing one and injuring six others. The California Highway Patrol (CHP) determined that a blown tire and a missing seat belt led to the tragedy. The report also found that another of the van's tires was bald, and that two wheels were missing lug nuts to fully secure the wheels to the van. In addition, CHP found the driver did not have a commercial driver's license and that his personal driver's license was suspended.

“Growers must use transportation-authorized farm labor contractors to prevent these types of tragic and avoidable deaths,” said the U.S. Department of Labor's Regional Solicitor Janet Herold, in Los Angeles. “Farmworkers should not be putting their lives on the line simply by being transported to and from the fields by unqualified drivers using unsafe vehicles.”

“The Wage and Hour Division provides [multiple tools](#) for agricultural employers, describing their responsibilities to ensure they understand how to comply with the law,” said Rudolfo Cortez, WHD's District Director in San Diego. “We encourage all employers to reach out to us for confidential assistance at any time.”

In addition to the payments, the consent judgment also requires Fisher Ranch LLC to:

- Contract only with farm labor contractors that are transportation authorized;
- Implement an enhanced monitoring program of its farm labor contractor's transportation practices;
- Ensure that their farm labor contractors use safe and properly insured vehicles to transport farmworkers; and
- Pay for radio advertisements to notify farmworkers about their wages due, among other requirements.

The Department's Solicitor's Office filed a lawsuit against Fisher Ranch LLC and its owner, Bart Fisher, alleging that they violated MSPA requirements to ensure the safety of the transporting of agricultural workers. This case was resolved through a consent judgment entered on July 25, 2018.

U.S. Department of Labor news materials are accessible at <http://www.dol.gov>. The Department's [Reasonable Accommodation Resource Center](#) converts departmental information and documents into alternative formats, which include Braille and large print. For alternative format requests, please contact the Department at (202) 693-7828 (voice) or (800) 877-8339 (federal relay).

Grower settlement included:

- Pay backwages resulting from investigation
- Both Grower and FLC paid penalties
- Requirement to use only FLC who are authorized to transport
- Reimburse FLCs for transportation cost
- Monitoring compliance of their FLCs

**Remind
agricultural
workers to wear
their seat belts.
It's the law.**



Who is someone responsible for transportation under MSPA

- Responsibility if “use or cause to be used”
- The FLC is responsible for any violations of the (MSPA) act committed by his employee (FLCE)...”(MSPA 29 CFR Section 500.41)
- Not just 9 or more passengers (State rule)

Exceptions to Transportation Requirements

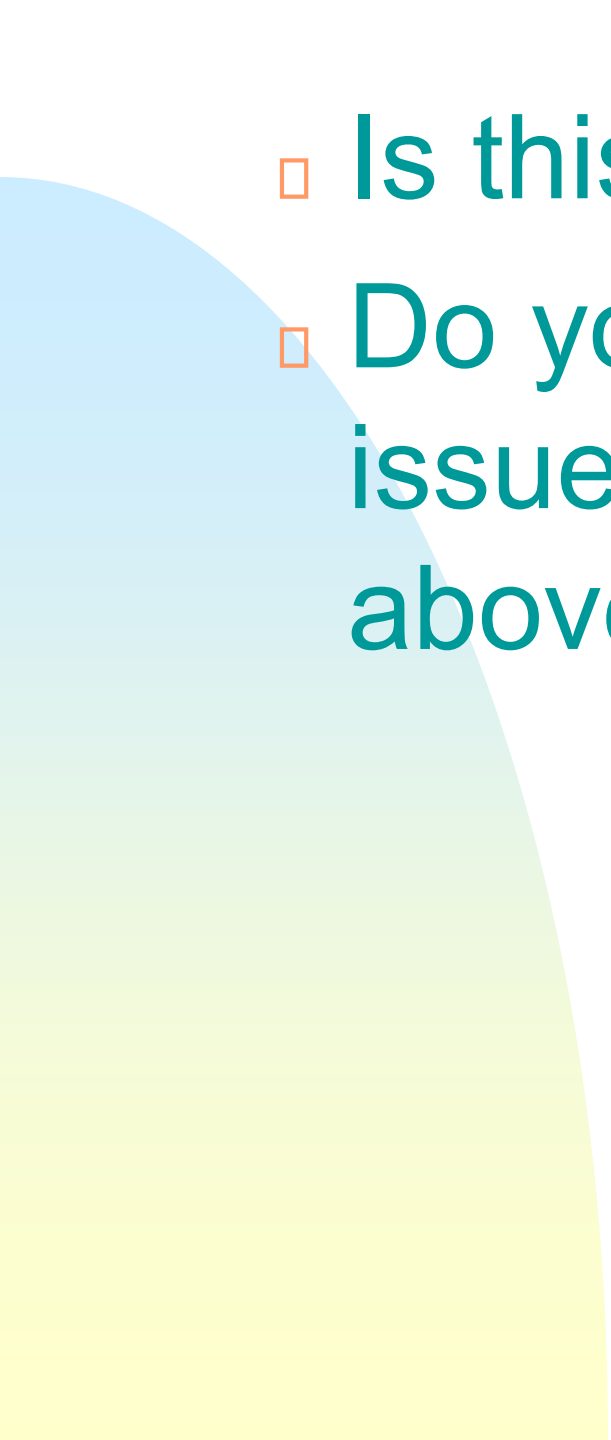
- Worker carpools
- Immediate family only
- Farm Machinery

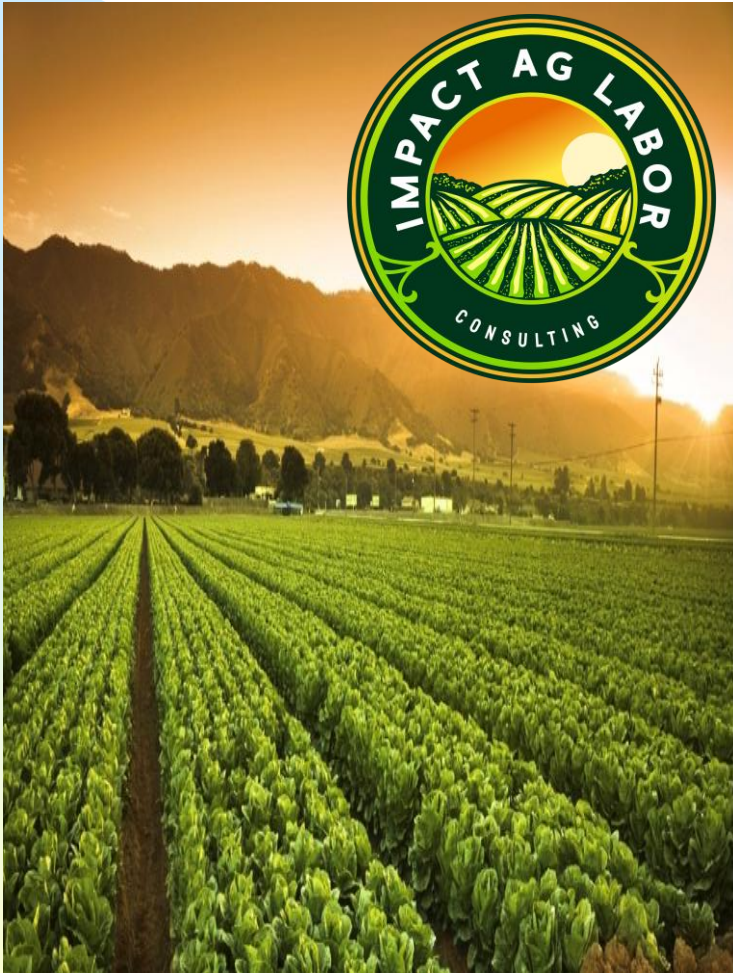
MSPA Transportation Requirements

- ❑ Qualified Driver
- ❑ Safe Vehicle & Safe Operation
- ❑ Adequate Insurance Coverage
- ❑ Proper Transportation Registration for FLCs/FLCEs
 - ❑ Medical Certificate
- ❑ Disclose fees to workers



Rogelio the crew leader needs more workers since the packing house wants more production. Rogelio has a blue crew leader card. Rogelio asked his nephew-Luis to go look for 5 more workers to pick oranges. Rogelio loaned Luis his Chevy Impala so he could give new workers a ride if they needed one. Luis saw 5 workers in front of a store and asked them if they wanted to work picking oranges. Luis told them that they pay \$22 a bin. He also asked them if they needed a ride and they all said yes. The next day Luis picked them up at their houses and drove them to work and introduced them to Rogelio. They were hired and put to work. At the end of the week, Luis asked each worker to give him \$8.00 a day for the ride and gave the money to Rogelio.

- 
- Is this a carpool
 - Do you see any issues/problems with the above example?



For more information:

Ruben Lugo

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