



**STATE OF CALIFORNIA  
AGRICULTURAL LABOR RELATIONS BOARD  
PUBLIC MEETING MINUTES  
Wednesday, August 6, 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: 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 Hall and Board Member Lightstone.

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

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

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

- The Acting Chair reported on her attendance at the SoCal Annual Labor and Employment Law Conference, held last month. Several team members were also in attendance.
- The one-day conference included presentations from representatives of the NLRB, PERB, and other prominent labor and employment law practitioners. The Acting Chair noted the event was well-organized and included valuable discussions and thoughtful questions.

4. Executive Officer's Report on Elections, Unfair Labor Practice Complaints, and Hearings – Presented by Santiago Avila-Gomez
  - Please refer to Appendix A
5. Litigation Report
  - No report provided
6. General Counsel's Report – Presented by Julie Montgomery
  - A settlement was reached with Tauser Apiaries, Inc. following a charge filed by a former employee alleging the company's confidentiality agreement unlawfully required return of employment records upon separation, hindering cooperation with enforcement agencies. The company agreed to revise the agreement, refrain from enforcing unlawful terms, and implement remedies including a reading, mailing, and posting of a notice to employees. Region 2 staff were commended for their work.
  - Outreach Activities: In July, staff conducted outreach at multiple community events across counties including Santa Cruz, Sonoma, and Madera. Activities included:
    - Tabling with the Mexican Consulate (San Francisco),
    - Spanish interview on La Hora Mixteca with Mixteco interpretation hosted by Radio Bilingue, KBBF Radio, and La Cooperativa Campesina, on La Cooperativa Campesina de California's Comunidad Alerta Radio program.
    - Participation in the CAMPO Task Force,
    - Distributing materials at fairs and food distribution events. The Acting Chair recognized the team's strong outreach efforts.
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 10:14 AM and returned at 10:48 AM.

### 11. Announcements

- The next Board meeting is scheduled for Wednesday, August 13, 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, August 20, 2025 at 10:00 AM.

### 12. Adjournment

- Board Member Broad moved to adjourn the meeting.
- Board Member Hall seconded the motion.
- The motion to adjourn the meeting passed unanimously.
- Meeting adjourned at 10:49 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:** August 6, 2025  
**TO:** Agricultural Labor Relations Board  
**FROM:** Santiago Avila-Gomez, Executive Secretary

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**Election Activity**

1. *Malley Farms, 2025-NO-003 & 2025-RM-003* (Notice of Intent to Organize and Majority Support Petition (MSP), July 23, 2025 [Table Grapes]; MSP Withdrawn, July 29, 2025)

**Administrative Orders**

1. *Dixon Bee Company, LLC (2025) ALRB Admin. Order 2025-08* (Order to Show Cause Why General Counsel's Request for Enforcement of Subpoena Duces Tecum Should Not be Dismissed Without Prejudice; July 28, 2025; 2024-CE-093)

**Pending Matters**

1. *Tissue-Grown Corporation, 2023-CE-011-SAL*; General Counsel's Request for Enforcement of Subpoena Duces Tecum, July 11, 2025