



ALRB
AGRICULTURAL LABOR
RELATIONS BOARD



DATE: August 19, 2025
TO: The Agricultural Labor Relations Board
CC: Santiago Avila-Gomez, Executive Secretary
FROM: Victoria Hassid, Board Chair
Cinthia Flores, Board Member
RE: Immigration Subcommittee Findings Report and Recommendation

On November 20, 2024, Chair Hassid announced the formation of the Immigration Subcommittee charged with exploring ways to protect worker identity and confidentiality in ALRB proceedings, particularly for workers without immigration status.

Over the last 9 months, the subcommittee examined the ALRB's practices and policies with the objective of ensuring workers could exercise their rights under the ALRA without fear of retaliation, while balancing transparency requirements. Specifically, the subcommittee evaluated the privacy interest of workers within our adjudicative system. The subcommittee's internal evaluation included a thorough review of the ALRB's statutory and regulatory scheme, analysis of state and federal law, meeting with inter-agency partners, and engaging community-based organizations. While engaged in the evaluation process, the subcommittee also consulted the "Promoting Fair and Safe Workplaces for All – Guidance and Model Policies to Assist the Division of Labor Standards Enforcement, the Agricultural Labor Relations Board, and the Division of Workers Compensation in Responding to Immigration Enforcement," a document issued by the California Attorney General.*

The subcommittee finds that the ALRB's current practices and policies balance worker privacy and agency transparency. Under existing law, a worker's immigration status is not relevant in determining whether an employer has violated state labor laws. See Labor Code Section 1171.5. It has long been the ALRB's practice to not inquire about a workers immigration status. The subcommittee recommends the ALRB continue to adhere to this practice.

* See hyperlink or go to: <https://oag.ca.gov/sites/all/files/agweb/pdfs/immigration/labor-agency-guidance.pdf>