



**STATE OF CALIFORNIA  
AGRICULTURAL LABOR RELATIONS BOARD  
PUBLIC MEETING MINUTES  
Wednesday, August 20, 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 Hall and Board Member Lightstone.

2. Approval of Minutes from Public Board Meeting, August 6, 2025.

- Board Member Broad moved to approve the minutes from the Public Board Meeting from August 6, 2025.
- Board Member Lightstone seconded the motion.
- Motion approved unanimously.

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

- Acting Chair Flores updated that on November 20, 2024 board meeting, the board approved the pursuit of alternative office space in Santa Maria. We have since secured and signed a lease agreement for new space at the EDD office in Santa Maria.
- Board Member Broad will serve as Acting Chair from September 3 to September 25, 2025, while Acting Chair Flores is on leave.

- Acting Chair Flores will reassume the role on September 26, 2025.
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 – Presented by Laura Heyck
    - Chief Counsel Heyck delivered a litigation update emphasizing active federal court proceedings:
    - Federal Consolidated Case Involving Wonderful Nurseries, Olive Hill Greenhouses, and Western Growers
    - On August 13, 2025, ALRB filed its answer and motion to dismiss the consolidated complaint in federal district court.
    - A hearing on the motion to dismiss is scheduled for September 22, 2025.
    - No Changes in Other Litigation Matters.
  6. General Counsel's Report – Presented by Julie Montgomery
    - Settlement: Saticoy Berry Farms (Ventura County)

In 2024, a Ventura County farmworker filed two ULP charges against Saticoy Berry Farms, Inc., alleging retaliation after reporting workplace harassment and later for participating in the ALRB investigation. The case settled with the employer paying \$17,353 to three workers for allegedly lost wages and in lieu of reinstatement, along with standard notice remedies.

    - Outreach Highlights:
      - Aug 9: Materials distributed at Back-to-School Resource Fair in Orosi (Tulare County).
      - Aug 12: Tabling and announcement at Taller de Derechos Laborales in Oxnard (Ventura County).
      - Aug 13: Office hours held at Comité Unidad Popular Benito Juarez in Lamont (Kern County).
      - Aug 15: Materials distributed at farmworker housing complexes in Winterhaven (Imperial County) with EDD and CBOs.
      - Aug 19: Hybrid staff training provided to ALAS in Half Moon Bay (San Mateo County).
  7. Division of Administrative Services Report
    - No report provided.

## 8. Legislative Report

- No report provided

## 9. Regulations Report

- No report provided.

## 10. Immigration Subcommittee Findings Report and Recommendation – Presented by Acting Chair Cinthia Flores

- Acting Chair Cinthia Flores presented the findings and recommendations of the Immigration Subcommittee, which she co-chaired with Chair Victoria Hassid. She began by acknowledging the critical impact of increased immigration enforcement on the agricultural industry and on farmworkers, emphasizing the relevance of this issue to the ALRB's mission.
- In response to these challenges, the ALRB has taken proactive steps, including training staff on best practices and protocols for handling immigration enforcement operations. The General Counsel's program has also implemented measures to support and protect workers who interact with the ALRB. These include collaboration with community-based organizations, maintaining worker confidentiality, and connecting workers with appropriate service providers.
- The subcommittee's review, conducted over the past nine months, focused on the ALRB's adjudicative practices and policies. The objective was to ensure that workers are able to safely and freely exercise their rights under the Agricultural Labor Relations Act without fear of retaliation based on immigration status, while also upholding transparency requirements.
- The subcommittee engaged in a thorough evaluation of the ALRB's statutory and regulatory framework, held consultations with interagency partners and community organizations, reviewed relevant state and federal law, as well as the California Attorney General's "Guidance and Model Policies to Assist State Agencies in Responding to Immigration Enforcement."
- The subcommittee concluded that the ALRB's current practices appropriately balance worker privacy with agency transparency. Accordingly, the report recommends that the Board continue its long-standing practice of not inquiring into a worker's immigration status in the adjudicative process.
- Acting Chair Flores recommended the Board adopt the subcommittee's findings report and recommendation and expressed appreciation for the leadership and work of the Chair on this important issue. Acting Chair

Flores also thanked those who assisted the committee in conducting its business.

- Motion to adopt the subcommittee's report and recommendation
  - Board Member Broad moved to adopt the immigration report.
  - Board Member Lightstone seconded the motion.
  - The motion to adopt the report passed unanimously.
  - No Public Comments.

#### 11. Public Comment

- None.

#### **Closed Session**

- The Board recessed into closed session at 10:22 AM and returned at 12:48 PM.

#### 12. Announcements

- The next regularly scheduled Board meeting is scheduled for Wednesday, September 3, 2025 at 10:00 AM.

#### 13. 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 12:49 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:** August 20, 2025  
**TO:** Agricultural Labor Relations Board  
**FROM:** Santiago Avila-Gomez, Executive Secretary

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**Complaint Withdrawn**

1. *J & G Berry Farms, LLC and California Giant, Inc., 2022-CE-018-SAL et al.* (General Counsel's Motion to Withdraw Complaint, August 11, 2025 [Berries]; Consolidated complaint, March 11, 2024; Take Off Calendar, November 21, 2024)

**Administrative Orders**

1. *Tissue-Grown Corporation* (August 8, 2025) ALRB Admin. Order 2025-09 (Order Granting General Counsel's Request for Subpoena Enforcement, August 8, 2025; 2023-CE-011-SAL)

**Pending Matters**

1. *Solo Mio, Inc., 2023-CE-002-VIS*; General Counsel's Request for Enforcement of Subpoena Duces Tecum, August 6, 2025
2. *Wonderful Nurseries, LLC, 2024-RM-002*; Recommendation that Board Seek Judicial Enforcement of Subpoena Duces Tecum to Maria Ester Gutierrez, August 11, 2025
3. *Cinagro Farms, Inc. (2022) 48 ALRB No. 2*; Regional Director's Statement in Support of [Proposed] Bilateral, Formal Settlement Agreement, August 14, 2025