



**STATE OF CALIFORNIA
AGRICULTURAL LABOR RELATIONS BOARD
PUBLIC MEETING MINUTES
Wednesday, September 3, 2025, at 10:00 A.M**

**ALRB Hearing and Conference Room
1325 J Street, Suite 1900, Sacramento, CA 95814
and
425 W. Broadway, Suite 400, Hearing Room 2
Glendale, CA 91204**

Board Members: Acting Chair: 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 Broad called the meeting to order at 10:05 A.M.
- Board Members Present: Acting Chair Broad, Board Member Hall and Board Member Lightstone.

2. Approval of Minutes from Public Board Meeting, August 20, 2025.

- Board Member Lightstone moved to approve the minutes from the Public Board Meeting from August 20, 2025.
- Board Member Hall seconded the motion.
- Motion approved unanimously.

3. Acting Chair's Report – Presented by Acting Chair Barry Broad

- Acting Chair Barry Broad confirmed a quorum was established for the meeting. The quorum consisted of two Board members physically present in the Sacramento office and Board Member Hall participating remotely from a publicly noticed government building in Glendale, California. Broad

will serve as Acting Chair from September 3 to September 25, 2025, while Acting Chair Flores is on leave. 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 Board Counsel Laura Heyck provided a litigation update on the Olive Hill/Wonderful Federal District Court Matters. The parties have stipulated to a new timeline: plaintiffs' and intervenor plaintiffs' oppositions to the ALRB's motions to dismiss are now due on September 8th, the ALRB's reply is due on September 29th, and the hearing is rescheduled for October 20th.

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

- Settlements:
 - Cinagro Farms (Region 1): A settlement was reached for \$224,674, covering back pay, interest, and excess tax liability for six workers, as well as a \$35,000 civil penalty to the Labor and Workforce Development Agency. The employer was found liable for retaliating against and misclassifying farmworkers as independent contractors.
 - Valadao Dairy (Region 2): A settlement was reached for a Kings County dairy worker who alleged retaliation. Terms included \$11,387 in back wages and \$3,000 in lieu of reinstatement. The employer also agreed to provide supervisor training and post worker rights notices.
- Outreach Highlights
 - Labor Rights Week (Statewide)
ALRB staff participated in a range of outreach efforts across California:
 - Events were held at Mexican consulates in Sacramento, San Jose, San Francisco, Oxnard, and Fresno, as well as mobile consulates serving rural areas. Activities included Facebook Live presentations, educational sessions, and direct engagement with workers.
 - In Sacramento, ALRB staff attended a special ceremony at the Mexican Consulate honoring Dolores Huerta, UFW Co-Founder, where a wing of the consulate was named after her.
 - Labor Day – Oxnard Event
ALRB attorneys attended the Tri-County Central Labor Council Labor

Day picnic, which drew over 1,000 attendees, including farmworkers and labor leaders from UFW, AFL-CIO, and other organizations. Staff distributed over 200 outreach materials, engaged with attendees, established new organizational contacts, and explored opportunities for future collaboration.

7. Division of Administrative Services Report

- No report provided.

8. Legislative Report – Presented by Barry Broad

The California legislative session concludes on Friday, September 20. All bills must be sent to the Governor by that date. The Governor then has 30 days to sign, veto, or allow bills to become law without a signature (which is rare).

The ALRB is currently monitoring the following key bills:

- **AB 845 – Interagency Coordination**
This bill, which requires labor enforcement agencies to coordinate on complaint referrals, passed the Senate Appropriations Committee with amendments. The Assembly then concurred with those amendments and enrolled the bill, which means it has been prepared for delivery to the Governor. Governor Newsom now has until October 12, 2025, to either sign or veto the bill.
- **AB 1109 – Union Business Agent Privilege**
The bill, which aimed to establish a new evidentiary privilege similar to the attorney-client privilege for communications between a union agent and a represented worker, failed in the Senate Appropriations Committee. On August 29, 2025, it was "held under submission," which means the committee decided not to advance it this year. This effectively makes the bill "dead" for the 2025 legislative session, as you stated, and it won't proceed to a vote on the Senate floor. The bill may be reintroduced in the next legislative session (2026).
- **AB 288 – Public Employment Relations Board Contingency Jurisdiction**
This bill, which would grant the Public Employment Relations Board (PERB) the authority to enforce private-sector workers' rights under certain conditions, passed the Senate on September 10, 2025. It now returns to the Assembly for concurrence on the Senate's amendments before it can be sent to the Governor's desk. The amendments mentioned, which clarifies that AB 288 will not affect the jurisdiction of the Agricultural Labor Relations Board (ALRB), remains a key part of the bill.

9. Regulations Report

- No report provided.

10. Public Comment

- None.

Closed Session

- The Board recessed into closed session at 10:25 AM and returned at 11:11 AM.

11. Announcements

- The next regularly scheduled meeting is Wednesday, September 17, 2025 at 10:00 AM.

12. Adjournment

- Board Member Lightstone moved to adjourn the meeting.
- Board Member Hall seconded the motion.
- The motion to adjourn the meeting passed unanimously.
- Meeting adjourned at 11:12 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: September 3, 2025
TO: Agricultural Labor Relations Board
FROM: Santiago Avila-Gomez, Executive Secretary

Complaints

1. *Valadao Dairy*, 2023-CE-028-VIS; (Settled, August 22, 2025 [Notice of Settlement and Request to Take Case Off Calendar]; Kings County, Dairy Cows)
2. *Mucci Farms, Inc., aka Mucci Tehachapi, Inc.*, 2025-CE-035 (Kern County, Tomatoes, August 22, 2025)

Administrative Orders

1. *Solo Mio, Inc.* (August 25, 2025) ALRB Admin. Order No. 2025-10 (Order Granting General Counsel's Request for Subpoena Enforcement; 2023-CE-002-VIS)
2. *Cinagro Farms, Inc.* (August 25, 2025) ALRB Admin. Order No. 2025-11 (Order Approving Formal Bilateral Settlement Agreement; 48 ALRB No. 2 [2017-CE-008-SAL])
3. *Wonderful Nurseries, LLC*, (August 27, 2025) ALRB Admin. Order No. 2025-12 (Order Approving Investigative Hearing Examiner's Recommendation that the Board Seek Judicial Enforcement of the United Farm Workers of America's Subpoena to Maria Ester Gutierrez; 2024-RM-002)

Pending Matters

1. *Mucci Farms, Inc., aka Mucci Tehachapi, Inc.*, 2025-CE-035 & 2025-CE-036 (General Counsel's Request for Enforcement of Subpoena Duces Tecum, August 22, 2025)