



**STATE OF CALIFORNIA
AGRICULTURAL LABOR RELATIONS BOARD
PUBLIC MEETING MINUTES
Wednesday, October 1, 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 10:02 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, September 3, 2025.

- Board Member Broad moved to approve the minutes from the Public Board Meeting from September 3, 2025.
- Board Member Hall seconded the motion.
- Motion approved unanimously.

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

- Acting Chair Flores reported that Governor Newsom signed AB 288 into law on September 30, 2025.
- The bill grants the Public Employment Relations Board (PERB) authority to enforce private sector workers' rights under certain conditions.
- Amendments clarify that AB 288 does not affect ALRB jurisdiction.

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 two active litigation matters:
- U.S. District Court – Eastern District of California
 - Consolidated Case Involving Wonderful Nurseries, Olive Hill Greenhouses, and Western Growers.
 - On September 8, 2025, the plaintiffs filed their oppositions to the Board's motion to dismiss.
 - On September 29, 2025, the ALRB filed replies to those oppositions.
 - A hearing on the motion to dismiss is scheduled for October 20, 2025.
- 5th District Court of Appeal – Case Nos. F088515 & F088520
 - These matters also involve Wonderful Nurseries and had been dormant but are now progressing.
 - The California Attorney General's Office is representing the ALRB in this appeal.
 - The parties have submitted requests for oral argument.
 - Oral argument is expected to be scheduled for mid-November, although no exact date has been set yet.
 - Board members will be informed as soon as the hearing date is confirmed.

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

- Settlements:
 - Kind Farms (Region 1 – Monterey County):
A cannabis worker alleged retaliation by Kind Farms and Ultra Personnel LLC for engaging in protected concerted activity related to restroom conditions, safety equipment, and wages. A settlement was reached including \$60,810 in back pay and \$7,500 in lieu of reinstatement for the charging party and two coworkers. Standard posting and notice remedies will apply. Region 1 staff were commended for their work on this and other complex cannabis cases.

- Monterey Mushrooms & UFW (Region 1 – Monterey County):
Former mushroom harvesters alleged that the UFW failed to fairly represent them and blocked registration due to decertification efforts. Monterey Mushrooms was also charged with discriminatory practices tied to union support. The ALRB filed a consolidated complaint. After Monterey Mushrooms ceased operations in late 2024 and the parties reached a settlement totaling \$250,000 for affected workers. Remedies include notices, readings, and supervisor training at the UFW Salinas offices.

- Outreach Highlights:

ALRB staff engaged in extensive outreach across California to educate and connect with farmworkers, especially in underserved and rural areas. Activities included tabling, distributing materials, collaborating with partner agencies, and participating in media and community events.

- Community Events & Resource Fairs (Statewide), Staff provided labor rights information and services at numerous local events, often in partnership with the Employment Development Department (EDD) and the Labor Commissioner's Office through the Rural Strategic Engagement Program (RSEP).
- Staff appeared on KBBF Radio's "Voces del Futuro" program to discuss farmworker rights and ALRB services in Sonoma County.
- One-Stop Clinic – Delano (Kern County), Held in collaboration with the Central Valley Empowerment Network and RSEP partners, the clinic provided direct assistance to farmworkers at the Center for Race and Poverty.
- CWAP Virtual Convening, The General Counsel presented at the California Worker Outreach Project statewide meeting, sharing ALRB resources and exploring collaboration with organizations serving workers.
- Guelaguetza Indigenous Worker Celebration – Fresno County, Region 2 staff attended this annual event hosted by CBDIO, fostering relationships and outreach within Indigenous farmworker communities.
- Truly Lake Fair – Siskiyou County, Region 2 staff traveled to the Oregon border for this rural outreach fair, organized by the Siskiyou County Department of Public Health—marking the third or fourth year of ALRB's presence at the event.

Board Member Hall expressed deep appreciation for staff's hard work and outreach efforts.

8. Division of Administrative Services Report

- No report provided.

9. Legislative Report

- No report provided.

10. Regulations Report

- No report provided.

11. Public Comment

- None.

Closed Session

- The Board recessed into closed session at 10:20 AM and returned at 10:49AM.

12. Announcements

- The next regularly scheduled meeting is Wednesday, October 15, 2025 at 10:00 AM.

13. Adjournment

- Board Member Broad moved to adjourn the meeting.
- Board Member Lightstone seconded the motion.
- The motion to adjourn the meeting passed unanimously.
- Meeting adjourned at 10:50 AM.

Office of the
Executive Secretary
1325 J Street, Suite 1900-B
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ALRB
AGRICULTURAL LABOR
RELATIONS BOARD



**ALRB PUBLIC MEETING
EXECUTIVE OFFICER'S REPORT
ELECTIONS, UNFAIR LABOR PRACTICE COMPLAINTS, AND HEARINGS**

DATE: October 1, 2025
TO: Agricultural Labor Relations Board
FROM: Santiago Avila-Gomez, Executive Secretary

Complaint

1. *Mann Packing, Co. Inc. and Dominguez Farms, Inc.*, 2023-CE-036-SAL (Monterey County, Fresh Vegetables, September 25, 2025)

Administrative Orders

1. *Mucci Farms, Inc., aka Mucci Tehachapi, Inc.* (September 5, 2025) ALRB Admin. Order No. 2025-13 (Order Granting Request for Enforcement of General Counsel's Subpoena Duces Tecum; 2025-CE-035 & 2025-CE-036)

Pending Matters

1. *Zabala Farms of Salinas, LLC*, 2021-CE-018-SAL (49 ALRB No. 1 and 51 ALRB No. 1; Regional Director's Motion to Make Case Eligible for Payout from the Agricultural Employee Relief Fund and to Close Case; September 15, 2025)
2. *Tri-Fanucchi Farms*, 2013-CE-008-VIS and 2013-CE-014-VIS (Decision and Recommended Order of Administrative Law Judge; Exceptions due November 24, 2025, and Reply Briefs due December 22, 2025)