



**STATE OF CALIFORNIA  
AGRICULTURAL LABOR RELATIONS BOARD  
PUBLIC MEETING MINUTES  
Wednesday, October 29, 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

Technical Support: Satya Mathan

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 10:00 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, October 1, 2025.

- Board Member Broad moved to approve the minutes from the Public Board meeting from October 1, 2025.
- Board Member Hall seconded the motion.
- Motion approved unanimously.

3. Acting Chair Flores entertained a motion to accept an amendment to today's Board meeting agenda to consider adding a matter pursuant to Government Code § 11125.3, subdivision (a)(2).

- The matter had to be added to the meeting agenda because it came to the Board's attention after the 10-day noticing period. The matter added to the Closed Session Board Docket was Golden Fields Produce, Inc., Case number: 2025-RM-004.

- Board Member Broad moved to approve the addition.
- Board Member Hall seconded the motion.
- The motion to add the item to the Closed Session Board Docket was unanimously approved.

#### 4. Acting Chair's Report – Presented by Acting Chair Cinthia Flores

- Acting Chair Flores shared that on Monday, Oct 27 she attended the Rural Strategic Engagement Program (RSEP) convening a visionary effort to increase collaboration between divisions and departments under the Labor Agency to better serve farmworkers. The purpose of the convening was to gather and share updates and receive feedback to advance the program. Acting Chair Flores acknowledged the ALRB team members who presented at and attended the convening, thanking them for their leadership and commitment to realizing the goals of RSEP.
- She also announced that tomorrow she will participate in the third annual California State Leadership Summit, where leaders from across state government will explore strategies for delivering innovative and effective services to Californians.
- Acting Chair Flores further shared that Chair Hasid will return to the office on Monday, November 3rd, and expressed excitement for her return.
- She recognized the ALRB team for their support during her tenure as Acting Chair. She gave special acknowledgment to the Executive Team, Board Member Broad, for serving as Acting Acting Chair, and Michaela Paugh, Special Assistant to the Chair, thanking them for making her time as Acting Chair both successful and enjoyable.

#### 5. Litigation Report – Presented by Laura Heyck

- Chief Board Counsel Laura Heyck provided a litigation update on two active litigation matters:
- Wonderful Nurseries – Challenge to Majority Support Petition Process  
The matter involving Wonderful Nurseries, which challenges the Majority Support Petition (MSP) process, is currently before the Fifth District Court of Appeal, case numbers F088520 and F088515. The case has been set for oral argument on November 18th.
- Consolidated Federal District Court Matters – Wonderful Nurseries, Olive Hill

Greenhouses, and Western Growers Association, cases challenge the mandatory mediation process.

Wonderful Nurseries, LLC v. ALRB, et al., Case No. 1:24-CV-01601-KES-CDB  
Olive Hill Greenhouses, Inc. & Western Growers Association v. ALRB, et al.,  
Case No. 1:25-CV-00577-JLT-BAM

The hearing on the Board's Motion to Dismiss, originally scheduled for October 20th, was postponed and has been rescheduled for December 2nd.

6. General Counsel's Report

- No report provided.

7. Division of Administrative Services Report

- No report provided.

8. Legislative Report – Presented by Michaela Paugh

- AB 288 (McKinnor): Signed and chaptered into law on September 30, 2025; Effective date: January 1, 2026.
- AB 845 (Arumbala): Signed and Chaptered into law on October 11, 2025; Effective date: January 1, 2026.
- SB 294 (Reyes): Signed and chaptered into law on October 12, 2025; Effective date: January 1, 2026.
- SB 470 (Laird) : Signed and chaptered into law on October 1, 2025; Effective date: January 1, 2026.

9. Regulations Report

- No report provided.

10. Public Comment

- None.

**Closed Session**

- The Board recessed into closed session at 10:08 AM and returned at 10:18 AM.

11. Announcements

- The next regularly scheduled meeting is Wednesday, November 12, 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 10:19 AM.