



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

**ALRB Hearing and Conference Room  
1325 J Street, Suite 1900, Sacramento, CA 95814**

Board Members: Chair: Victoria Hassid,  
Members: 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

General Counsel: Julia Montgomery

Technical Support: Satya Mathan

**Open Session**

1. Call to Order

- Chair Hassid called the meeting to order at 10:01 A.M.
- Board Members Present: Board Member Broad, Board Member Flores, Board Member Hall and Board Member Lightstone.

2. Approval of Minutes from Public Board Meeting, October 29, 2025.

- Board Member Broad moved to approve the minutes from the Public Board Meeting from October 29, 2025.
- Board Member Flores seconded the motion.
- Motion approved unanimously.

3. Chair's Report – Presented by Chair Hassid

- Chair Hassid reported that this is her first meeting back following leave in November and she expressed gratitude to Board members and staff, particularly Acting Chair Cinthia Flores and Acting Acting Chair Barry Broad.

- This meeting marked the final Board meeting of 2025.
  - Staff will post and distribute 2026 meeting dates in the coming days.
4. Executive Officer's Report on Elections, Unfair Labor Practice Complaints, and Hearings
- No report provided.
5. Litigation Report – Presented by Laura Heyck
- Chief Board Counsel Laura Heyck provided a litigation update on three active litigation matters:
  - Wonderful Nurseries v. ALRB (5th District Court of Appeal)
    - Challenges to the majority support petition process under Labor Code §1156.37.
    - The case originated in Kern County Superior Court and was consolidated in the 5th District Court of Appeal (lead case F088515).
    - The Court of Appeal held that the Superior Court lacked jurisdiction, because certification orders including those issued through the majority support process are not final, judicially reviewable orders.
    - The appellate court directed the Superior Court to:
      - Deny the preliminary injunction
      - Sustain the demurrers and
      - Dismiss the case without leave to amend
    - Oral argument was held on November 18, 2025. The decision was issued November 25 and becomes final 30 days later which is December 25, after which Wonderful has 10 days to seek review by the California Supreme Court.
  - Wonderful Nurseries / Olive Hill Green Houses / Western Growers Association v. ALRB (Federal District Court)
    - Constitutional challenges to the mandatory mediation and conciliation (MMC) process.
    - The ALRB filed a motion to dismiss in late August.
    - Oral argument on the motion was held December 2.
    - Department of Justice expects a ruling within the next month or slightly longer.
  - Chavez Matter (Kern County Superior Court)
    - A case management conference scheduled for December 18.

- Proceedings were effectively on hold pending the outcome of the 5th District Court of Appeal decision.
- Further updates to come at a later meeting.

#### 6. General Counsel's Report Presented by Julia Montgomery

- Settlements
- Grower's Choice (Region 2 – Visalia / San Joaquin County)
  - Reported on a pre-complaint settlement involving an almond, walnut, and cherry worker.
  - Allegations included retaliation and harassment following worker complaints regarding access to clean drinking water and bathrooms, use of personal vehicles to transport chemicals, and improper pay and timekeeping procedures.
  - No terminations were reported; however, workers alleged increased scrutiny and changes in working conditions.
  - Settlement terms included standard notice posting, supervisor training, and commitments to respect workers' labor rights.
- Mucci Farms (Region 2 – Tehachapi Facility)
  - Reported on allegations that Mucci Farms conducted captive-audience meetings discouraging UFW support and announced a facility closure in retaliation for union support.
  - The ALRB had filed a complaint regarding the captive-audience meeting allegation.
  - Settlement terms include mailing notices to affected agricultural workers, payment of \$18,900 in penalties to the ALRB, and allowing ALRB agents to read and post notices if the employer reopens a California facility within one year.

#### **Outreach Highlights**

- Participation in wage clinics, farmworker resource fairs, food distributions, and housing outreach events across Santa Barbara, Sonoma, Monterey, Ventura, San Mateo, and Imperial Counties.
- Trainings provided statewide to California Rural Legal Assistance (CRLA) Agricultural Justice staff and hotline personnel.
- Outreach conducted through Spanish- and Indigenous-language radio interviews.
- Engagement at the 47th Annual EDD Farm Worker Breakfast in Calexico, attended by thousands of farmworkers, ALRB staff, Board Members, and the Labor Secretary.

#### 7. Division of Administrative Services Report

- No report provided.

## 8. Legislative Report – Presented by Michaela Paugh

- Michaela Paugh presented the final legislative report for the 2024–2025 legislative cycle, highlighting bills that passed and affect the agency.
- AB 288 (McKinnor): Removes the requirement for the ALRB to follow National Labor Relations Board precedent and clarifies the ALRB's exclusive jurisdiction under the Agricultural Labor Relations Act (ALRA).
- AB 845 (Arambula): Requires interagency collaboration to transmit agricultural worker complaints and collect relevant data.
- SB 294 (Reyes): Requires the ALRB to consult with the Labor Commissioner's Office (LCO) on the creation of a notice and video encompassing labor rights protected under California law.
- SB 470 (Laird): Extends teleconferencing provisions under the Bagley-Keene Open Meeting Act through 2030.

## 9. Regulations Report

- No report provided.

## 10. Public Comment

- None.

## **Closed Session**

- The Board recessed into closed session at 10:20 AM and returned at 11:25 AM.

## 11. Announcements

- The next regularly scheduled meeting is Wednesday, January 7, 2026 at 10:00 AM.
- Chair Hassid wished everyone a very happy New Year 2026.

## 12. Adjournment

- Meeting adjourned at 11:25 AM.