



**STATE OF CALIFORNIA
AGRICULTURAL LABOR RELATIONS BOARD
PUBLIC MEETING MINUTES
Wednesday, January 7, 2026, 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, and Isadore Hall
Executive Secretary: Santiago Avila-Gomez

Board Counsels: Chief Board Counsel: Laura Heyck, 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 10:04 A.M.
 - Board Members Present: Board Member Broad, Board Member Flores and Board Member Hall.
2. Approval of Minutes from Public Board Meeting, December 10, 2025.
 - Board Member Broad moved to approve the minutes from the Public Board Meeting from December 10, 2025.
 - Board Member Flores seconded the motion.
 - Motion approved unanimously.
3. Chair's Report – Presented by Chair Hassid
 - Chair Hassid opened with a New Year greetings and expressed enthusiasm for returning and moving forward.
 - Welcomed Keri Degraw as the new HR Manager for the Agricultural Labor Relations Board. She began earlier this week, is based in Sacramento, and

brings significant experience to overseeing the Board's personnel program.

- Announced the creation of a new Board subcommittee focused on governance. The subcommittee's initial task will be to review, update, and propose revisions to existing and superseded Board delegations. The subcommittee will collaborate with the Executive Secretary, Board Counsel, Chief of Administration, General Counsel, Regional Directors, and other staff as needed. Its goal is to clarify staff roles and responsibilities across Board functions such as compliance, elections, majority support petitions, and other operations.
 - The subcommittee will be composed of the Chair and Member Cinthia Flores, who was thanked for her interest and expertise in governance and organizational processes. Additional updates on the subcommittee's work will follow.
4. Executive Officer's Report on Elections, Unfair Labor Practice Complaints, and Hearings
 - Please refer to Appendix A
 5. Litigation Report
 - No report provided.
 6. General Counsel's Report- Presented by Julia Montgomery
 - Settlements:
 - Monterey County (Golden State Harvesting & Scurich Berry Farms): Charges filed in 2023 alleged retaliation after complaints regarding sanitation, drinking water, and foreperson mistreatment. Settlement includes \$13,932 in back pay with interest to four workers, standard notice remedies, and offers of reinstatement for two workers.
 - Ventura County (Ichigo Berry Farms): Charge filed in June 2025 and resolved within six months. Alleged retaliation and termination after worker complaints. Settlement includes \$4,854 in back pay, \$1,500 per worker in lieu of reinstatement, and standard notice remedies.
 - Outreach:
 - Staff conducted outreach during late December, including workshops in Santa Maria, tabling events in Santa Paula and Los Banos, and media appearances on La Hora Mixteca and Telemundo addressing ALRB information and workers' rights in cold weather.
 - The Chair thanked staff for continued outreach efforts.

7. 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 10:19 AM and returned at 11:39 AM.

12. Announcements

- The next regularly scheduled meeting is Wednesday, January 21, 2026 at 10:00 AM.

13. Adjournment

- Meeting adjourned at 11:39 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: January 7, 2026
TO: Agricultural Labor Relations Board
FROM: Santiago Avila-Gomez, Executive Secretary

Election Activity

1. *Golden Fields Produce, Inc.*, 2025-RM-004 (November 4, 2025 [UFW certified exclusive collective bargaining representative]; Vegetables; Santa Clara County)

Complaints

1. *Red Blossom Farms, Inc.*, 2024-CE-003 (December 15, 2025; Strawberries; Santa Barbara County)
2. *Rastegar Farms Management*, 2024-CE-107 (December 26, 2025; Crops [including avocados, cilantro, and lemons]; Ventura County)
3. *Healthy Harvest Berries, Inc.*, 2024-CE-018 (December 30, 2025; Strawberries; Monterey County)
4. *Sorrento Berry Farms, LLC*, 2023-CE-023-SAL (December 30, 2025; Strawberries; Ventura County)
5. *Moonlight Packing Company, LLC*, 2025-CE-016 (December 30, 2025; Stone Fruit; Fresno County)
6. *Reitz Ranches, Inc.*, 2023-CE-021-VIS (December 31, 2025; Grapes; Tulare County)

Amended Complaint

1. *Ho Sai Gai Farms, Inc.*, 2023-CE-014-VIS (December 26, 2025, amended December 30, 2025; Asian Vegetables; Kern County)

Consolidated Complaint

1. *Ho Sai Gai Farms, Inc.*, 2024-CE-034 et al. (December 30, 2025; Asian Vegetables; Kern County)

Complaint Settled

1. *Mucci Farms, Inc., aka Mucci Tehachapi, Inc.*, 2025-CE-035 (November 4, 2025 [informal bilateral settlement agreement]; Tomatoes; Kern County)

Complaint Withdrawn

1. *Valadao Dairy*, 2023-CE-028-VIS (December 11, 2025; Dairy Cows; Kings County)

Administrative Order

1. *Tri-Fanucchi Farms* (December 11, 2025) ALRB Admin. Order No. 2025-15 (Order Directing Parties to Refile Exceptions in Compliance with Board Regulation 20282; 40 ALRB No. 4 [2013-CE-008-VIS and 2013-CE-014-VIS])

Pending Matter

1. *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)