



**STATE OF CALIFORNIA  
AGRICULTURAL LABOR RELATIONS BOARD  
PUBLIC MEETING MINUTES  
Wednesday, January 21, 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 Ralph  
Lightstone  
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 10:01 A.M.
- Board Members Present: Board Member Broad, Board Member Flores and Board Member Lightstone.

2. Approval of Minutes from Public Board Meeting, January 7, 2026.

- Board Member Broad moved to approve the minutes from the Public Board Meeting from January 7, 2026.
- Board Member Lightstone seconded the motion.
- Motion approved unanimously.

3. Chair's Report – Presented by Chair Hassid

- Chair Hassid announced that a new compliance subcommittee is being formed. The purpose of the subcommittee is to help with the ongoing work to update the compliance manual and related policies that started last year. Staff have been working hard on these updates, and the

subcommittee will help review the work and make recommendations to the board when board input is needed. The subcommittee will include Chair Hassid and Board Member Cinthia Flores.

4. Executive Officer's Report on Elections, Unfair Labor Practice Complaints, and Hearings

- No report provided.

5. Litigation Report

- No report provided.

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

- Settlements:

Julie Montgomery reported on one settlement involving Mann packing and Dominguez Farms. The case involved a broccolini harvester in Monterey County who said the employers interfered with his rights by telling him not to speak up for other workers while he raised concerns about working conditions, wages, and production standards. After the allegations were found to be supported, the ALRB filed a complaint in September 2025. A second worker later filed a charge claiming retaliation for participating in the investigation, including being pressured to work faster, having work closely scrutinized, and not being given proper equipment. The parties reached a settlement on January 16. Dominguez Farms agreed to pay \$4,000 in civil penalties and follow standard notice remedies. Julie praised Region 1 for resolving the matter quickly.

- Outreach:

She also highlighted outreach efforts so far in January. Staff participated in community events across the state, including presentations at a UFW toy drive, tabling at clinics, radio interviews, food distribution events, worker trainings, and office hours at family resource centers. These efforts were focused on educating workers about their rights and ALRB services.

7. Division of Administrative Services Report – Presented by Rasha Salama

- Rasha Salama provided a brief update on the January budget. For fiscal year 2025–26, the ALRB budget includes \$11.8 million from the General Fund and \$9.8 million from the Labor and Workforce Development Fund, with \$4.3 million dedicated to the Rural Strategic Engagement Program. The same funding levels are expected for fiscal year 2026–27.

- These funds support the ALRB's operations and staffing. The ALRB currently has 80 permanent positions and 12 limited-term positions for the Rural Strategic Engagement Program.
- Rasha also noted that the agency requested four additional positions in the Administration Division to support Information Technology and Human Resources, along with just over \$400,000 for IT costs, including oversight costs from the California Department of Technology. These requests were not funded, which has affected the agency's ability to meet some IT needs. The agency also requested upgrades to its enterprise network to improve reliability across its six regional offices.

#### 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 10:11 AM and returned at 11:58 AM.

#### 12. Announcements

- The next regularly scheduled meeting is Wednesday, February 4, 2026 at 10:00 AM.

#### 13. Adjournment

- Meeting adjourned at 11:58 AM.