



**STATE OF CALIFORNIA
AGRICULTURAL LABOR RELATIONS BOARD
PUBLIC MEETING MINUTES
Wednesday, March 4, 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: Barry Broad, Isadore Hall and Ralph Lightstone
Executive Secretary: Santiago Avila-Gomez

Board Counsels: Chief Board Counsel: Laura Heyck, Scott Inciardi and
Thomas Barnes

Technical Support: Satya Mathan

Open Session

1. Call to Order

- Chair Hassid called the meeting to order at 10:00 A.M.
- Board Members Present: Board Member Broad, Board Member Hall and Board Member Lightstone.

2. Approval of Minutes from Public Board Meeting, February 18, 2026.

- Board Member Broad moved to approve the minutes from the Public Board Meeting from February 18, 2026.
- Board Member Hall seconded the motion.
- Motion approved unanimously.

3. Chair's Report – Presented by Chair Hassid

- Chair Hassid and the Board recognized that Board Member Flores' term has concluded and expressed their gratitude for her outstanding service. She was commended for her professionalism, personal friendship, and dedication to the agency.

- Chair Hassid highlighted several of her contributions, including:
 - Leadership on subcommittees related to immigration, governance, and compliance.
 - Initiatives to improve language access and overall accessibility of services for farmworkers.
 - A consistent willingness to actively participate in outreach efforts and support the work of the Board.
- The Board noted that she will be greatly missed and expressed excitement about her continued contributions in other capacities outside the agency.
- Chair Hassid also shared that the Board will be travelling to Oxnard this month. She expressed enthusiasm about the Board visiting the Oxnard area on March 17–18, with a Board meeting scheduled for March 18.

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 Julie Montgomery

- Settlements:
- Church Brothers LLC & CB Harvesting (Imperial County): A romaine lettuce harvester filed an unfair labor practice (ULP) charge alleging retaliation. The matter settled with approximately \$1,000 in back pay for two workers, standard notices, and supervisor training.
- Benjamin Wrights & Reitz Ranches, Inc. (Fresno County): A grape harvester filed a retaliation claim. The settlement included \$3,337 in back pay for two workers, standard notices, supervisor training, and \$1,500 in civil penalties.
- Moonlight Packing (Fresno County): A stone fruit harvester alleged retaliation related to complaints about bathroom conditions. The settlement included \$7,586 in back pay for three workers, reinstatement offers for two workers, standard notices, and \$5,000 in civil penalties.
- Ho Sai Gai Farms (Kern County): Multiple ULP charges were consolidated. The settlement included \$150 in back pay for one worker, standard notices, and \$3,000 in civil penalties.
- King City & Ascona Harvesting: Workers alleged retaliation through reduced work hours. The settlement included \$340.86 in back pay for three workers and standard notices.

- Chalky Ridge Vineyard Management & Copper Cane LLC (Santa Barbara County): A worker alleged retaliation for supporting a co-worker. The settlement included reinstatement and standard notices, with no back pay.

Outreach Activities:

- Staff participated in multiple Rural Strategic Engagement Program clinics in Salinas, Coachella, Farmersville, and Santa Paula, collaborating with nonprofit organizations and agencies such as the Labor Commissioner's Office and Cal OSHA.
- Staff also participated in radio appearances, including "La Hora Triqui" in Monterey County and "El Campesino y sus Derechos" in Oxnard.
- Additional outreach efforts included tabling events, trainings, food distribution programs, and health clinics aimed at providing resources and services to farmworkers statewide.
- General Counsel Julie Montgomery thanked staff for their continued hard work. Board members expressed their appreciation for staff efforts. A follow-up question was raised regarding the specific Ho Sai Gai cases, and it was confirmed that all cases had been settled.

9. Legislative

- No report provided.

10. Public Comment

- None.

Closed Session

- The Board recessed into closed session at 10:16 AM and returned at 2:31 PM.

11. Announcements

- The next regularly scheduled meeting is Wednesday, March 18, 2026, in Oxnard.

12. Adjournment

- Meeting adjourned at 02:32 PM.

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: March 4, 2026
TO: Agricultural Labor Relations Board
FROM: Santiago Avila-Gomez, Executive Secretary

Complaints Settled

1. *Reitz Ranches, Inc.*, 2023-CE-021-VIS (February 20, 2026 [informal bilateral settlement agreement]; Grapes; Tulare County)
2. *Moonlight Packing Company, LLC*, 2025-CE-016 (February 23, 2026 [settlement agreement]; Stone Fruit; Fresno County)
3. *Ho Sai Gai Farms, Inc.*, 2023-CE-014-VIS (March 2, 2026 [informal settlement agreement]; Asian Vegetables; Kern County)
4. *Ho Sai Gai Farms, Inc.*, 2024-CE-034 et al. (March 2, 2026 [informal settlement agreement]; Asian Vegetables; Kern County)

Pending Matters

1. *Tri-Fanucchi Farms*, 2013-CE-008-VIS and 2013-CE-014-VIS (Decision and Recommended Order of Administrative Law Judge; Briefing Complete)
2. *Ocean Mist Farms*, 2017-CE-006-VIS ([46 ALRB No. 5] Regional Director's Compliance Update and Request that the Board Clarify It's Order to State That All Agricultural Workers Hired by Respondent's Farm Labor Contractors Including Premiere and Foothill are Respondent's Employees Who Must be Noticed Pursuant to the Board's Ordered Remedy in This Matter; February 12, 2026)
3. *Red Blossom Farms, inc.*, 2024-CE-003 (General Counsel's Request for Special Permission to Appeal and Interlocutory Appeal on the Merits of Administrative Law Judge's Order Denying a Fully Virtual Hearing; February 20, 2026)