



**STATE OF CALIFORNIA
AGRICULTURAL LABOR RELATIONS BOARD
PUBLIC MEETING MINUTES
Wednesday, April 15, 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: Satyadarshini Mathan

Open Session

1. Call to Order

- Chair Hassid called the meeting to order at 10:02 A.M.
- Board Members Present: Board Member Broad, Board Member Hall and Board Member Lightstone.

2. Approval of Minutes from Public Board Meeting, April 8, 2026.

- Board Member Broad moved to approve the minutes from the Public Board Meeting from April 8, 2026.
- Board Member Hall seconded the motion.
- Motion approved unanimously.

3. Chair's Report – Presented by Chair Hassid

- Chair Hassid delivered a brief report highlighting two items. First, she noted that on April 10, Governor Gavin Newsom proclaimed Dolores Huerta Day in honor of Dolores Huerta and her significant contributions to Californians, especially farm workers, including her role in establishing the Act and the agency.

- She mentioned that Ag Day at the Capitol is being celebrated today near N Street and 10th Street, with activities available for those interested in attending.

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

- Please refer to Appendix A.

5. Litigation Report - Presented by Laura Heyck

Chief Board Counsel Laura Heyck provided litigation updates on several matters.

- In *Wonderful Nurseries v. ALRB* (Kern County Superior Court, Case No. BCV-24-101649), she reported that the California Supreme Court denied review on March 18, finalizing the Court of Appeal's ruling. The Court of Appeal issued its remittitur on March 19, and on April 6, the Superior Court vacated the preliminary injunction, sustained the Board's demurrer, and dismissed the case for lack of jurisdiction. A potential petition to the U.S. Supreme Court remains possible, with a June 16 deadline.
- She also noted that the related Chavez individual employee case, previously on hold in Kern County, has a case management conference scheduled for May 4.
- In a separate matter, *Ocean Mist Farms* (Monterey County Superior Court, Case No. 25CV003585), involving subpoena enforcement and contempt proceedings, the April 3 hearing did not proceed due to lack of proper service. ALRB counsel will reissue and personally serve the order to show cause. A new hearing on contempt is scheduled for May 15 at 11:00 a.m.
- Finally, in the federal case challenging mandatory mediation, no updates were reported, and the Board is still awaiting a ruling on its motion to dismiss.

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

Settlements:

- *Sorrento Berry Farms*, a Ventura County case involving alleged retaliation and discrimination for organizing and participating in wage claims, the parties reached settlement following issuance of an ALRB complaint in December 2025. The employer will pay \$14,332 to the charging party, post and mail notices to employees, and pay \$1,500 in civil penalties.

- Red Blossom Farms (Santa Barbara County), workers alleged retaliation through refusal to rehire after participating in an ALRB investigation. The December 2025 complaint resulted in a settlement requiring \$66,925 in wage-related payments and payment in lieu of reinstatement, along with standard non-monetary remedies.
- Healthy Harvest Berries (Monterey County), a refusal-to-rehire allegation following worker complaints about supervisory conduct was resolved through an April 10 settlement after a December 2025 complaint filing. The agreement includes \$18,000 payment and standard non-monetary remedies.
- KEM Farm (Santa Barbara County), involving allegations of intimidation related to workers' participation in wage-and-hour litigation, the parties reached a pre-complaint settlement providing reinstatement offers for two workers, supervisor training, and standard noticing and mailing remedies.
- Eat Sweet Farms, allegations of interference with workers' rights and threats related to collective action were resolved through settlement with standard noticing and mailing remedies.
- Finch Farms, involving allegations of retaliation related to worker complaints and participation in an ALRB investigation, the parties entered a pre-complaint bilateral settlement providing reinstatement offers, \$6,855 in back pay covering multiple workers, supervisor training, standard noticing and mailing remedies.

Outreach Activities:

- Staff also reported ongoing outreach and education efforts across multiple agricultural regions, including tabling at community events, hosting office hours, and partnerships with community organizations. Activities included collaboration with ICUC (Inland Congregations United for Change), CBEA, and participation in events hosted with CBDIO, along with additional regional partners across the Central Coast, Central Valley, and surrounding agricultural areas.

9. Legislative

- No report provided.

10. Public Comment

- None.

Closed Session

- The Board recessed into closed session at 10:20 A.M and returned at 11:55

A.M.

11. Announcements

- The next regularly scheduled meeting is Wednesday, April 22, 2026, in Sacramento.

12. Adjournment

- Meeting adjourned at 11:55 A.M.

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: April 15, 2026
TO: Agricultural Labor Relations Board
FROM: Santiago Avila-Gomez, Executive Secretary

Complaints Settled

1. *Red Blossom Farms, Inc.*, 2024-CE-003 (March 19, 2026 [informal settlement agreement]; Strawberries; Santa Barbara County)
2. *Healthy Harvest Berries, Inc.*, 2024-CE-018 (April 10, 2026 [informal bilateral settlement agreement]; Strawberries; Monterey County)
3. *Sorrento Berry Farms, LLC*, 2023-CE-023-SAL (April 10, 2026 [informal bilateral settlement agreement]; Strawberries; Ventura County)

Board Administrative Orders

1. *Red Blossom Farms, Inc.* (March 6, 2026) ALRB Admin. Order 2026-02 (Order Dismissing as Moot General Counsel's Application for Special Permission to Appeal Order Denying Fully Virtual Hearing [2024-CE-003])
2. *Ocean Mist Farms* (March 18, 2026) ALRB Admin. Order 2026-03 (Order Regarding Regional Director's Request for Clarification of Board Order 46 ALRB No. 5 [2017-CE-006-VIS])

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. *Dixon Bee Company, LLC*, 2024-CE-093 (General Counsel's Renewed Request for Enforcement of Subpoena Duces Tecum; April 3, 2026)
3. *Rastegar Farms Management, Inc.*, 2024-CE-017 (Administrative Law Judge's Default Decision; Exceptions filed April 6, 2026, Replies due April 21, 2026)