



**STATE OF CALIFORNIA
AGRICULTURAL LABOR RELATIONS BOARD
PUBLIC MEETING MINUTES
Wednesday, April 22, 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, 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 10:01 A.M.
- Board Members Present: Board Member Broad, and Board Member Lightstone.

2. Approval of Minutes from Public Board Meeting, April 15, 2026.

- Board Member Lightstone moved to approve the minutes from the Public Board Meeting from April 15, 2026.
- Board Member Broad seconded the motion.
- Motion approved unanimously.

3. Appeal Bond Forms (Lab. code §1160.11; Cal. Code Regs., tit. 8 § 20297.5) –
Presented by Santiago Avila-Gomez

- Santiago, Executive Secretary, presented a report on draft appeal bond forms developed under California Labor Code section 1160.11 and related regulations. He explained that the forms are for use when an agricultural employer chooses to submit a cash deposit instead of a surety bond in order to seek court review of a Board decision involving money. Two forms

were presented: (1) Agreement in Lieu of Appeal Bond, which includes employer information and required statements; and (2) Receipt in Lieu of Appeal Bond, which is issued after the deposit is received and processed.

- The Agreement requires the employer to confirm that, if the appeal is not successful or is denied, the employer must pay the amount owed within ten (10) days after the decision becomes final. If the employer does not pay within that time, the deposited funds may be taken, in whole or in part, up to the amount owed. He also noted that deposits may be made in cash or cash equivalents (such as cashier's checks, personal checks, or money orders), and that all funds will be placed in an interest-bearing account.
- For the process, he stated that employers will work with the Executive Secretary's office to arrange the deposit. A Board agent either the Executive Secretary or someone they assign will receive the funds, and the Administrative and Technology Services Division will handle the deposit and account.
- The Executive Secretary concluded that the forms are in draft form pending minor, non-substantive revisions. No further substantive changes are anticipated.

4. Public Comment

- None.

Closed Session

- The Board recessed into closed session at 10:10 A.M and returned at 11:44 A.M.

5. Announcements

- The next regularly scheduled meeting is Wednesday, April 29, 2026, in Sacramento.

6. Adjournment

- Meeting adjourned at 11:44 A.M.