



**STATE OF CALIFORNIA
AGRICULTURAL LABOR RELATIONS BOARD
PUBLIC MEETING MINUTES
Wednesday, September 16, 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, Board Counsels:
Scott Inciardi and Thomas Barnes

Technical Support: Satyadarshini Mathan

Open Session

1. Call to Order

- Chair Hassid called the meeting to order at 10:03 A.M.
- Board Members Present: Board Member Broad, and Board Member Lightstone.

2. Approval of Minutes, from Public Board Meeting, June 24, August 19, and September 2, 2026.

- Board Member Lightstone moved to approve the minutes from the Public Board Meeting from June 24, August 19 and September 2, 2026.
- Board Member Broad seconded the motion.
- Motion approved unanimously.

3. Chair's Report- Presented by Victoria Hassid

- No report provided.

4. Executive Officer's Report on Elections, Unfair Labor Practice Complaints, and Hearings – Presented by Santiago Avila-Gomez

- Santiago reported on the election in J&F Martin's Dairy, Case No. 2026-RC-001. A secret-ballot election was conducted, and a majority of valid ballots were cast for United Food and Commercial Workers (UFCW) Local 8, Golden State. Objections to the election have been filed and remain pending before the Board.
- A Settlement was reported that the matter involving Sunberry Growers, LLC, Case No. 2025-CE-033, had been resolved through an informal bilateral settlement agreement executed on September 1, 2026. The matter was taken off calendar.
- An Administrative Law Judge Decision was reported on Solo Mio, Inc., Case No. 2023-CE-002-VIS. Chief Administrative Law Judge Locker issued an order on September 9, 2026, granting in part and denying in part General Counsel's motion to deem allegations in the complaint admitted and denying General Counsel's motion for default judgment. The matter was transferred to the Board on September 9, 2026. Exceptions are due September 29, 2026, and replies are due October 9, 2026.
- Santiago stated that the matters currently pending before the Board include J&F Martin's Dairy and Solo Mio, Inc.

5. Litigation Report – Presented by Laura Heyck

- Laura Heyck reported that the Board received a brief litigation report concerning Olive Hill Greenhouses, pending in the Fourth District Court of Appeal, Division One, Case No. D088747. The matter concerns a challenge to a mandatory mediation decision issued by the Board.
- The court granted a temporary stay of the applicable bond provision on August 28, 2026, and subsequently requested informal responses concerning the stay.
- On September 8, 2026, the Board and the United Farm Workers filed preliminary oppositions/informal responses to Olive Hill's petition. Olive Hill was given ten days from September 8 to file a response.

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

Outreach Activities:

- General Counsel Julie Montgomery reported attending a notice reading to approximately 1,000 workers employed in spinach, kale, and artichoke operations at Ocean Mist Farms in the Salinas area concerning a Board decision. General Counsel commended the regional staff who organized and participated in the event.

- General Counsel commended Region 2 staff for conducting the J&F Martin's Dairy election within the statutory timeframe, noting the high degree of coordination required.
- General Counsel Montgomery reported on the ALRB's participation in Labor Rights Week activities conducted in conjunction with Mexican consulates throughout California:
 - ALRB staff participated in events with Mexican consulates in Sacramento, San Bernardino, Fresno, San Francisco, San Jose, and Calexico.
 - Staff participated in regional outreach activities at agricultural locations state-wide.
 - Photographs and additional details regarding these activities were shared on ALRB social media channels.
- ALRB staff participated in Labor Day weekend events with local labor councils in Santa Cruz, Santa Barbara, and Ventura Counties.
- General Counsel reported on a Rural Strategic Engagement Program (RSEP) clinic conducted in Riverside County in partnership with the nonprofit organization TODEC. ALRB participated alongside representatives from the Labor Commissioner's Office, Cal/OSHA, the Division of Workers' Compensation, the Civil Rights Department, and the Department of Social Services to bring government services and information directly to agricultural workers.

Settlement:

- General Counsel provided information on a settlement in Sunberry Growers, LLC (Case No. 2025-CE-033). The case involved a Monterey County strawberry worker who alleged that Sunberry Growers retaliated against her by altering her working conditions and refusing rehire after she requested additional worker safety measures.
- Following the ALRB's complaint filed on June 30, 2026, the parties entered into a post-complaint informal bilateral settlement agreement. Under the agreement, Sunberry Growers agreed to pay \$1,245 in back wages, \$1,000 in civil penalties, and provide non-monetary remedies including reading, posting, and mailing notices.

7. Legislative

- No report provided.

8. Public Comment

- None

Closed Session

- The Board recessed into closed session at 10:13 A.M and returned at 11: 02 A.M.

9. Announcements

- The next regularly scheduled meeting is Wednesday, September 30, 2026, in Sacramento.

10. Adjournment

- Meeting adjourned at 11:03 A.M.