Office of the Executive Secretary
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ALRB
AGRICULTURAL LABOR RELATIONS BOARD

GAVIN NEWSOM
GOVERNOR

STATE OF CALIFORNIA
AGRICULTURAL LABOR RELATIONS BOARD
PUBLIC MEETING MINUTES
Wednesday, October 28, 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 Counsel: Scott Inciardi and Thomas Barnes

Technical Support: Satyadarshini 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, and Board Member Lightstone.

2. Approval of Minutes, from Public Board Meeting, October 23, 2026

- Board Member Broad moved to approve the minutes from the Public Board Meeting from October 23, 2026.
- Board Member Lightstone seconded the motion.
- Motion approved unanimously.

3. Chair's Report – Presented by Victoria Hassid

- Chair Hassid acknowledged the passing of Dolores Huerta and recognized her significant contributions to the farmworker movement, civil rights, and the creation of the Agricultural Labor Relations Act.
- Board Members Broad and Lightstone shared personal reflections on Huerta's lifelong advocacy, generosity, and commitment to workers and underserved communities. Chair Hassid concluded by recognizing her

lasting legacy and the impact of her work.

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

- Executive officer provided an oral report, and mentioned that the written report will be posted on the website under meetings tab.

5. Litigation Report – Presented by Laura Heyck

- The Board received an update regarding Olive Hill Greenhouses, which filed a petition for writ of mandate with the Fourth District Court of Appeal challenging the Board's decision.
- On October 19, 2026, the Court denied Olive Hill's request for writ of mandate and ordered the company to show cause why its petition for review should not be dismissed.
- Olive Hill's response is due November 18, 2026. The Board's response is due December 9, 2026.

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

General Counsel Julie Mongomery began by recognizing Dolores Huerta's legacy and contributions to farmworkers and community advocacy.

- Settlements
    - Sunnybrook Ranch: Settlement included offers of reinstatement to 17 workers, $55,500 in back pay, and standard notice and posting remedies.
    - Fernandez Brothers: Settlement included $25,045 in back pay, $2,500 in civil penalties, and standard notice and posting remedies.
    - Fukutomi Farms, Inc.: Settlement included $3,239 in back pay and interest, an offer of reinstatement, and standard notice remedies.
    - D'Arrigo Brothers of California: Settlement included $155,074 in back pay and interest for five workers, offers of reinstatement where applicable, and standard notice remedies.

- Outreach Activities
    - The General Counsel highlighted recent outreach efforts throughout California, including community events, farmworker education, training sessions, radio interviews, food distributions, and informational clinics in San Diego, Santa Cruz, Riverside, Kings, Kern, Monterey, San Mateo, Ventura, and other counties. The General

Counsel thanked staff for their continued efforts to educate and assist agricultural workers.

7. Public Comment

- Ana Toledo – Attorney Representing Agricultural Employers

  Ms. Toledo expressed concerns regarding the General Counsel's investigation practices, particularly delays in notifying employers about additional unnamed workers seeking remedies.

  She stated that withholding worker identities limits employers' ability to investigate allegations, respond during investigations, and make timely reinstatement offers to mitigate back-pay liability. She requested that the Board review these practices.

  The Chair invited Ms. Toledo to submit her written statement to the Executive Secretary for distribution to the Board.

- Rob Roy – Ventura County Agricultural Association

  Mr. Roy discussed concerns regarding delays in ULP investigations and settlement practices. He emphasized the importance of early communication between the General Counsel's Office and employers to facilitate timely resolutions.

  His concerns included delayed investigations, nondisclosure of additional workers' identities, broad investigative requests, and settlement requirements involving training, translation services, and additional remedies.

  Mr. Roy encouraged the Board to review the General Counsel's procedures under Labor Code Section 1149 and promote more efficient and cooperative case resolution.

  Francesca Herrera, Deputy General Counsel, ALRB stated that the General Counsel's Division disputed certain characterizations made by Mr. Roy and expressed concerns about references to open cases. The Division declined to provide further comment at that time.

- Mr. Roy was subsequently recognized to clarify his comments regarding the Catalina's case and stated that he did not believe his reference constituted a prohibited ex parte communication.

Closed Session

- The Board recessed into closed session at 10:48 A.M and returned at 12: 22 P.M.

5. Announcements

- The next regularly scheduled meeting is Wednesday, November 18, 2026, in Sacramento.

6. Adjournment

- Meeting adjourned at 12:22 P.M.