



# AGENDA

## California Avocado Commission Grievance Committee Meeting

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### Meeting Information

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**Date:** January 22, 2026

**Time:** 10:00 a.m.

**Location:** Hybrid Meeting

**Physical Meeting Location:**  
Yorba Linda Public Library  
Olinda Conference Room  
4852 Lakeview Avenue  
Yorba Linda, CA, 92886

**Web/Teleconference URL:**

<https://californiaavocado.zoom.us/j/85124770261?pwd=bab2feigdumNE41LqTmnQLKXZHk98.1>

**Conference Call Number:** (669) 900-6833

**Meeting ID:** 851 2477 0261

**Passcode:** 202142

**Meeting materials will be posted online at least 24 hours prior to the meeting at:**

<https://www.californiaavocadogrowers.com/commission/industry-calendar>

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### Committee Member Attendance

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**As of Wednesday, January 21, 2026, the following Committee members have advised the Commission they will participate in this meeting:**

**John Haskett**

**Andy Sheaffer**

**Al Stehly**

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Time	Item
10:00 a.m.	<ol style="list-style-type: none"><li><b>Call to Order – Al Stehly, Grievance Committee Chair</b><ol style="list-style-type: none"><li>Roll Call/Quorum</li><li>Introductions</li></ol></li><li><b>Opportunity for Public Comment</b> Persons may address the Board on subjects within the jurisdiction of the Commission.</li><li><b>Approval of Grievance Committee minutes of December 19, 2025</b></li><li><b>Grievance investigation</b></li></ol>
12:00 p.m.	<ol style="list-style-type: none"><li><b>Adjourn Meeting</b></li></ol>

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## Disclosures

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Some agenda items may not be discussed prior to adjournment. Such items will be rescheduled for a subsequent meeting. All meetings of the Commission are open to the public and subject to the Bagley-Keene Open Meeting Act.

All agenda items are subject to discussion and possible action.

For information or a request regarding disability-related modification or accommodation for the meeting, please contact April Aymami at 949-341-1955 via email at [aaymami@avocado.org](mailto:aaymami@avocado.org). Such requests should be made at least 48 hours prior to the meeting.

This meeting schedule notice and agenda is available on the internet at

<https://www.californiaavocadogrowers.com/commission/meeting-agendas-minutes> and

<http://it.cdfa.ca.gov/igov/postings/detail.aspx?type=Notices>.

Contact April Aymami at [aaymami@avocado.org](mailto:aaymami@avocado.org) or 949-341-1955 if you have any questions.

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## Summary Definition of Conflict of Interest

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Members and alternates are responsible to determine whether they have a conflict of interest and whether to recuse themselves from discussion or vote during a meeting. The following ***Summary Definition of Conflict of Interest*** may be helpful.

A Commission *member or employee* has a conflict of interest in a decision of the Commission if it is reasonably foreseeable that the decision will have a material effect, financial or otherwise, on the member or employee or a member of his or her immediate family that is distinguishable from its effect on all persons subject to the Commission's jurisdiction.

No Commission member or employee shall make, or participate in making, any decision in which he or she knows or should know he or she has a conflict of interest.

No Commission member or employee shall, in any way, use his or her position to influence any decision in which he or she knows or should know he or she has a conflict of interest.

**CALIFORNIA AVOCADO COMMISSION  
GRIEVANCE COMMITTEE MINUTES  
December 19, 2025**

A meeting of the California Avocado Commission (CAC) Grievance Committee was held on December 19, 2025 at 10:00 a.m. with the following people present:

**MEMBERS PRESENT**

John Haskett  
Andy Sheaffer  
Al Stehly  
Rachael Laenen, *CAC Chair Ex-officio*

**STAFF PRESENT**

April Aymami  
Ken Melban

**GUESTS PRESENT**

John Berns  
Dan Coxe  
Paula Coxe  
John Dmytriw  
Enrico Ferro  
Adam Franscioni  
Robert Jackson  
Norm Kachuck  
Ohannes Karaoglanian  
Tina Wolford

**OFFICIALLY PRESENT**

Ben Kardokus, *CDFA*  
George Soares, *Kahn, Soares & Conway*

**Item #1 Call to Order**

*Roll Call/Quorum – Item 1.a.*

Al Stehly, CAC Grievance Committee chair, called the meeting to order 10:00 a.m. and established a quorum.

*Introductions – Item 1.b.*

Mr. Stehly asked Committee members to provide brief introductions.

**Item # 2 Opportunity for Public Comment**

Norm Kachuck stated that his concerns had been brought as a grievance because things were not getting done. He commented that CAC had not fulfilled its obligations over the last decade to address the community's concerns regarding the import pipeline. Of the five grievances filed, Mr. Kachuck stated that the most important to address were I and III, who serves and conflict of interest. He noted that the number of votes cast is dismal and that he receives five ballots when he is just one entity. Mr. Kachuck asserted that the Committee must complete this work before 60 days and before the referendum.

**Item # 3 Items for Discussion and Possible Action**

*Review of CAC Grievance Procedures – Item 3.a.*

Mr. Stehly provided an overview of the CAC Grievance Procedures, highlighting the action steps and timelines outlined in the procedures.

The *CAC Grievance Procedures* are included in the December 19, 2025 Grievance Committee Packet and attached to the permanent copy of these Minutes and identified as EXHIBIT A, Item 3.a.

*Review of Kachuck Grievance Claims I, II, III, and IV – Item 3.b.*

Mr. Stehly read an abbreviated list of the four grievances filed by Mr. Kachuck and accepted by the Commission as follows:

- Board member eligibility, conflict of interest, and recusal policy
- Board indemnification from personal liability for payment of legal fees
- Validation of producer voter eligibility and independent audit of the election process
- CAC failed to fulfill statutory and fiduciary duties

Mr. Kachuck confirmed that the grievances, as read, were accurate.

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Information Needed for Next Steps – Item 3.c.

Mr. Stehly reported that items sent by Mr. Kachuck would be shared with the Committee. He noted that the Committee would take at least 30 days to review these documents.

Ken Melban, CAC president, requested that Mr. Kachuck include him on all Commission communications.

Timeline/Schedule Next Meetings – Item 3.d.

The Committee did not schedule its next meeting at this time.

**Item # 4 Closed Session**

**Item #5 Return to open session and announce action taken in closed session, if any**

Closed session regarding pending and/or ongoing litigation pursuant to Government Code Section 11126(e) – Item 4.a.

The Committee did not convene a close session.

**ADJOURN MEETING**

Mr. Stehly adjourned the meeting at 10:17 a.m.

Respectfully submitted,

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April Aymami, CAC Director of Industry Affairs and Operations

**EXHIBITS ATTACHED TO THE PERMANENT COPY OF THESE MINUTES**

Exhibit A      December 19, 2025 Grievance Committee Packet