CALIFORNIA AVOCADO COMMISSION
GRIEVANCE COMMITTEE MINUTES
April 10, 2019

A meeting of the Grievance Committee of the California Avocado Commission (CAC) was held on Wednesday, April 10, 2019 at 9:30 a.m. at the California Avocado Commission office located at 12 Mauchly, Suite L, Irvine, CA 92618, with the following people present:

MEMBERS PRESENT
Rob Grether, Chair
Jason Cole
Randy Douglas
Jessica Hunter
John Lamb, *CAC Chairman, Committee Ex-Officio*

STAFF PRESENT
April Aymami
Tom Bellamore
Ken Melban

ITEM #1 CALL TO ORDER
Roll Call/Establish Quorum- Item 1.A.
Chairman Rob Grether called the meeting to order at 9:30 a.m. with a quorum present.

ITEM #2 OPPORTUNITY FOR PUBLIC COMMENT
There was no public comment.

ITEM #3 ITEMS FOR DISCUSSION AND POSSIBLE ACTION
Review of CAC Grievance Procedures – Item 3.A
Tom Bellamore, CAC president, reviewed the CAC Grievance Procedures with the Committee, outlining the specific steps required to be taken by the grievant and timeframes/deadlines allowed for in each step of the process.

The Grievance Procedures are attached to these minutes as **Exhibit A**.

Review of Johnson Grievance Claim Dated March 18, 2019 – Item 3.B
Mr. Bellamore stated that as required in step one of the Grievance Procedures, Mr. Johnson had already spoken directly with Mr. Bellamore regarding the claims made in his grievance and together they were unable to come to a resolution, therefore Mr. Johnson submitted the formal grievance on March 18, 2019 which must now proceed through the steps outlined in the procedures.

The Committee reviewed the Grievance Claim dated March 18, 2019 from Mr. James Johnson, which asserts that three CAC Board members, who were also members of the Hass Avocado Board (HAB), had a conflict of interest in a vote taken at the February 21, 2019 CAC Board meeting, and should have recused themselves from participating in the vote. Mr. Johnson's grievance claim referenced sections of the Political Reform Act (PRA) and CAC's Conflict of Interest Code to substantiate his claim.

The Committee reviewed the referenced sections of the PRA, CAC's Conflict of Interest Code and the Summary Definition of Conflict of Interest.

The Referenced Sections of the Political Reform Act are attached to these minutes as **Exhibit B**.

CAC's Conflict of Interest Code is attached to these minutes as **Exhibit C**.

The Summary Definition of Conflict of Interest is attached to these minutes as **Exhibit D**.

Information Needed for Next Steps – Item 3.C
The Committee requested that a letter be sent to Mr. Johnson advising him that the Committee was in the process of investigating his claim and requesting that he provide written evidence supporting his allegations of conflicts of interest against the three named CAC Board members.

Timeline/Schedule Next Meeting – Item 3.D
Mr. Grether reviewed the timeline of events related to the grievance claim, noting that the next meeting of the Committee should be held in conjunction with the upcoming May 2019 Board meeting, in order to meet the specified Grievance Procedure deadlines.

ADJOURN
Chairman Grether adjourned the meeting at 10:30 a.m.

Respectfully submitted,

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April Aymami, Industry Affairs Director

EXHIBITS ATTACHED TO THE PERMANENT COPY OF THESE MINUTES

EXHIBIT A	CAC Grievance Procedures
EXHIBIT B	Referenced Sections of the Political Reform Act
EXHIBIT C	CAC's Conflict of Interest Code
EXHIBIT D	Summary Definition of Conflict of Interest