



2025 Annual Forum

BROCHURE

February 5 - 7, 2025

Portola Hotel

Two Portola Plaza
Monterey, CA 93940



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Welcome to the 2025 APMA forum!!

We are excited to welcome you to this year's premier event for agricultural HR, labor and safety management professionals. Over the three-day conference, you will experience a thought-provoking keynote, engaging workshops, and invaluable networking opportunities designed to inspire and empower you.

Event highlights:

New for 2025: HR Bootcamp!

Perfect for new HR professionals, managers, or anyone needing a refresher, this session offers essential knowledge on employment law and workplace compliance.

Keynote and AI Insights

Discover how AI is revolutionizing HR with Neil Sahota, UN AI Advisor, and a panel of industry experts.

25 Informative Sessions

Gain insights on critical topics like wage & hour compliance, managing accommodations, preventing workplace violence, and creating civility-driven workplace cultures.

Expert Panels

Stay ahead with updates on employment and labor laws, the H-2A program, PAGA reform, and tech-driven HR solutions.

Networking Opportunities

Connect with industry peers during lunches, receptions, and vendor station visits, and don't miss your chance to win exciting prizes!

Whether you are an HR or safety professional, business leader, or compliance expert, the 2025 APMA Forum is your opportunity to gain actionable knowledge and build valuable connections.

Thank you for being part of APMA, we look forward to an incredible event!

Thank You Sponsors of the 2025 forum!

Lanyard

H H2 ORGANIZER

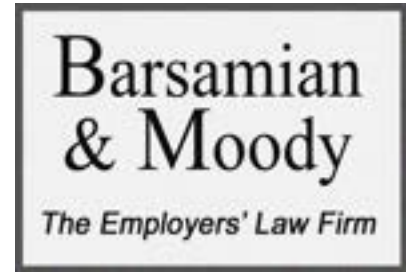
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J.G. Boswell Company

Sierra Cascade Nursery

The Almond Company

Visionary Vegetables

2025 APMMA forum Schedule

Wednesday, February 5, 2025

8:00 - 9:00	De Anza Foyer	Registration Open
9:00 - 12:00	De Anza Ballroom	Inside Scoop: Latest H-2A Updates & Insights Moderator: Jason Resnick - <i>Western Growers</i> Panel: Enrique Gastelum - <i>WAFLA</i> , Ruben Lugo - <i>Impact Ag Labor</i> , Brian Pasternak - <i>DOL</i> , Sonny Rodriguez - <i>The Growers Company</i> , Chris Schulte - <i>Fisher Phillips</i>
12:15 - 1:15	De Anza Ballroom	Networking Lunch & Sponsor Introductions
1:30 - 3:00	De Anza Ballroom	PAGA Reform & Legal Best Practices Rebecca Hause-Schultz - <i>Fisher Phillips</i> & Jason Resnick - <i>Western Growers</i>
3:15 - 4:45	De Anza Ballroom	Hot Topics in Wage & Hour + Kahoot! Trivia Showdown Michael Blankinship & Erica Rosasco - <i>Rosasco Law Group</i>
5:00 - 7:00	The Club Room	President's Reception

Recertification Credits

Participants will be awarded 15.5 hours of credit applicable toward SHRM, HRCA, and HRPMA certifications. Please obtain your certification code at the registration desk.



Thursday, February 6, 2025

7:45 - 8:00

De Anza Ballroom

Welcome & Opening Remarks: **Chana Hauben** - *UnitedAg, APMA President*

8:00 - 9:30

De Anza Ballroom

Keynote & Panel: Artificial Intelligence - The Possibilities Are Endless

Keynote Speaker: **Neil Sahota** - *UN AI Advisor*

Panel Moderator: **Teresa McQueen** - *Western Growers*

Panel: **Richard Meneghello** - *Fisher Phillips*, **Neil Sahota** - *UN AI Advisor*, **Gladys Wotring** - *JG Boswell Co.*

EMPLOYMENT LAW

De Anza Ballroom

9:45 - 10:45

Navigating Complex Accommodations: Managing Disability, Religion, Pregnancy & More
Jim Gumberg
Anais Mora
Patane Gumberg Avila

MANAGEMENT

Bonsai Ballroom

Workplace Investigations Unpacked: Best Practices for Handling Sensitive Situations
Catherine Houlihan
Barsamian & Moody
Gladys Wotring
J.G. Boswell Co.

HEALTH & SAFETY

Cottonwood

Preventing Workplace Violence: Strategies for a Safer Work Environment Under the New Regs
Chana Hauben
UnitedAg
Bryan Little
FELS

HR BOOTCAMP

Portola

Winning Recruitment Strategies: Hiring for the Modern Workforce
Blanca Miranda
Braga Fresh
Rebecca Hause-Schultz
Fisher Phillips

11:00 - 12:00

Wage & Hour Masterclass: Understanding the Complexities of Compliance
Mike Blankinship
Rosasco Law Group
Sharilyn Payne
NHEH

Maximizing Employee Benefits: A Guide to Total Rewards & Retirement Planning
Ashley McDonnell, *HUB*
Quoc Tran, *Tran Capital*
Brett Zall, *Fowler Packing*

Beat the Heat: Addressing Indoor & Outdoor Heat Illness in the Workplace
Bill Krycia
Zenith Insurance Co.

Wage & Hour 101: Essential Knowledge for HR Professionals
Adam Siegel
Jackson Lewis

12:15 - 1:15

De Anza Ballroom

Networking Lunch & Sponsor Introductions

1:30 - 2:30

Performance Management Reimagined: Coaching, Feedback & Discipline Essentials
Priscila Cisneros
Western Growers
Tina Huff
Accelerari Consulting

Staying Prepared: Navigating Recent ICE Enforcement Trends
Charlie Hamamjian
Sagaser, Watkins & Wieland
Bryan Little
FELS

Workers' Comp Fraud Update: Cappers, Cumulative Trauma Claims & Other Bottom-Line Challenges
Greg Hill
Zenith Insurance Co.

Mastering Employee Leaves: Navigating Complex Leave Policies with Confidence
Patrick Moody
Barsamian & Moody

2:45 - 3:45

Legal Landmines: What to Know About Being Sued By Your Employee
Erica Rosasco
Rosasco Law Group

Transforming Culture: Creating a Civility-Driven, Engaged & Retained Workforce
Lourdes Gonzalez, *Gowan*
Carrie Jordan, *Babe Farms*
Sylvia Lopez, *D'Arrigo Bros.*

Mental Health & Substance Abuse: Protecting Employee Wellbeing in the Workplace
Chana Hauben
Peggy Plair
UnitedAg
Spring Health Rep.

Navigating Workplace Policies: Data Privacy, Investigations, AI & Compliance for HR Professionals
Gregory Blueford
Richard Meneghello
Fisher Phillips

4:00 - 5:00

Harvesting Change: Key Updates on the Changing Landscape of California Ag Labor Law
Raul Calvo
Employer Services Consulting
Seth Mehrten
Littler

Tech-Savvy HR Panel: Exploring Cutting-Edge Workforce Management Software Solutions
Moderators:
Laura Penera, *Braga Fresh*
Gladys Wotring, *JG Boswell*

WC 102: First Aid & Workers' Comp, Navigating Claims, Employee Pay Continuation & More
Christina Gomez
Relation Insurance

Navigating Employee Discipline & Terminations with Confidence
Patrick Moody
Barsamian & Moody
Blanca Wright
AgStaff Solutions

5:00 - 6:00

The Club Room

Reception / HRP&A & HR Bootcamp Certificate Presentation / Dinner on Your Own

7:45 - 8:15

De Anza Ballroom

Light Breakfast

8:30 - 11:30

De Anza Ballroom

2025 Labor & Employment Law Update

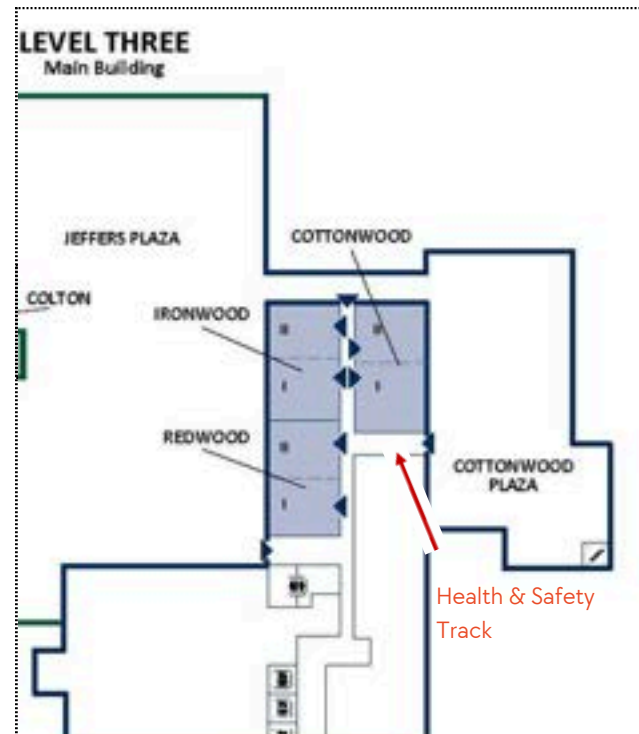
Seth Mehrten - Littler, Jonathan Siegel - Jackson Lewis

11:30

Thank You & Meeting Adjourned

Portola Hotel Map

Registration Desk & Exhibits: *De Anza Foyer*
Wednesday & Friday Sessions, Lunches & Keynote: *De Anza Ballroom*
Coffee & Giveaways: *The Club Room*
President's Reception & Thursday Reception: *The Club Room*
Employment Law Track: *De Anza Ballroom*
Management Track: *Bonsai Ballroom*
Health & Safety Track: *Cottonwood (3rd floor)*
HR Bootcamp: *Portola Room*
WGAT Coffee Bar & Lounge: *Private Dining Room @ the Club Room*
Chair Massages & Stretching Techniques by UnitedAg: *De Anza Foyer*



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Session Descriptions and Bios

Wednesday, February 5, 2025

9:00 - 12:00

Inside Scoop: Latest H-2A Updates & Insights

This session will bring together industry leaders to discuss the latest developments, regulations, and practical insights related to the H-2A program. The conversation will cover key updates from the Department of Labor (DOL) and real-world strategies to navigate labor challenges in agriculture.



Jason Resnick (Moderator)

Western Growers - Sr. Vice President & General Counsel

Jason Resnick is Western Growers Senior Vice President and General Counsel, overseeing the organization's legal affairs. A member of Western Growers Family of Companies' senior leadership team, Jason provides strategic counsel on legal, business, and policy matters. He also leads Western Growers H-2A Services, a full-service H-2A agency exclusively for WG members. He is the Immediate Past President of the APMA and is a frequent speaker and contributor on agricultural employment and labor law issues.



Enrique Gastelum

WAFLA - CEO

Enrique Gastelum is the CEO at the Worker and Farmer Labor Association (WAFLA) and is a champion of promoting the sustainability of labor-intensive agriculture. His experience as a farmworker, labor law regulator, educator, and CFO of the Washington Farm Bureau gives him a unique perspective on balancing the needs of seasonal employers with workers' rights. With over 20 years in the agricultural industry, he is a seasoned labor law expert, consultant, and advocate. He holds a Bachelor of Science in Zoology and an MBA in Public Administration.



Ruben Lugo

Impact Ag Labor - Principal

Ruben Lugo retired from the U.S. Department of Labor in 2024 after 30 years of investigating and managing federal agricultural labor compliance in the Western United States. He served as Agricultural Enforcement Coordinator for the Western Region, overseeing agricultural enforcement, outreach, and training across multiple states. Ruben also coordinated national and regional initiatives, provided technical expertise on the H-2A program, the Migrant and Seasonal Agricultural Worker Protection Act, and the Fair Labor Standards Act. Today, he owns Impact Ag Labor, a boutique consulting firm, offering clients innovative strategies to support sustainable compliance with challenging federal agriculture labor laws.



Brian Pasternak

U.S. DOL - Administrator, Office of Foreign Labor Certification

Brian Pasternak serves as the Administrator for the Office of Foreign Labor Certification in the Employment and Training Administration, United States Department of Labor (DOL). In this capacity, Mr. Pasternak provides executive leadership, management, and strategic direction over the operations of prevailing wage, permanent and temporary visa programs administered by the Department of Labor.

He also advises the ETA Assistant Secretary and Office of the U.S. Labor Secretary on legislative, regulatory, and policy issues affecting the organization and administration of employment-based immigration programs. Mr. Pasternak has served the Department of Labor as a senior manager for the last 21 years. He holds a Master of Public Policy degree from the College of William & Mary with a primary concentration in labor and international economics.



Sonny Rodriguez

The Growers Company - CEO

Sonny Rodriguez is the President and CEO of The Growers Company, Inc., founded in 1950 to support farmers. He officially joined the company in 1975 after graduating from Arizona State University with a bachelor's degree in business administration. Since he was 14 years old, he spent his summers in the fields.

Based in Yuma, Arizona, the company specializes in harvesting crops like lettuce, cauliflower, and broccoli. Sonny is a Project CENTRL Arizona Leadership Program's Class XII, co-founder of Yuma Catholic High School, and has served on various agricultural and community boards, including the Agricultural Employment Relations Board and the Diocese of Tucson Charity and Ministry Board, and was active in the Yuma Vegetable Shippers Association.



Chris Schulte

Fisher Phillips - Partner

Chris Schulte is a seasoned litigator and advocate who represents employers, including many in the agriculture industry, in connection with various workplace issues including immigration, labor, and wage and hour matters. He has nearly 15 years of experience advocating his clients' positions before Congress and federal agencies on key legislative and public policy issues affecting their businesses.

Prior to joining Fisher Phillips, Chris was a partner at an international AmLaw 200 firm where he advised and litigated on behalf of agricultural and seasonal employers on business immigration and employment matters, including wage and hour, and H-2A and H-2B non-immigrant worker program compliance matters.

1:30 - 3:00

PAGA Reform & Legal Best Practices

This session will provide an in-depth exploration of the Private Attorneys General Act (PAGA) and its evolving landscape. Industry experts will discuss recent reforms, legislative updates, and the implications for employers. Attendees will gain valuable insights into compliance strategies, risk management, and legal best practices to navigate PAGA claims effectively. Whether you're a business owner, HR professional, or legal advisor, this presentation will equip you with the tools to minimize exposure and maintain compliance in a shifting regulatory environment.



Rebecca Hause-Schultz

Fisher Phillips - Partner

Rebecca Hause-Schultz, a partner in Fisher Phillips' Sacramento office, leverages her agricultural background as a Calaveras County native and FFA alumna to represent farmers, food processors, manufacturers, and ag-tech businesses. She defends employers in federal and state courts, administrative agencies, and specializes in navigating the H-2A temporary foreign worker program, including related litigation.

Rebecca's expertise includes defending employers in Class/PAGA and single-plaintiff cases while helping clients implement best practices, address potential risks, and prepare for government investigations.



Jason Resnick

Western Growers - Sr. Vice President & General Counsel

Please see page 11 for Jason Resnick's bio.

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The advertisement features a dark background with a grid pattern. It includes three small images: a man in a cap looking at a laptop, a person in a field, and a tractor in a field.

3:15 - 4:45

Hot Topics in Wage & Hour + Kahoot! Trivia Showdown

Join us for a fun wage and hour hot topics session where we will go over all of the must know information about wage and hour laws in California. Whether you are an experienced practitioner or just starting out, this session is for you. We will follow up by testing what you have learned in a fun, fast and competitive trivia game 'Kahoot!'. Bring your "A" game to this session!



Mike Blankinship

Rosasco Law Group - Partner

Mike Blankinship, a partner at Rosasco Law Group, specializes in helping employers navigate California's complex wage and hour laws. He provides litigation support for PAGA and class action lawsuits, as well as proactive counsel through wage and hour audits to ensure compliance and mitigate risks.

With deep expertise in agricultural employment law, Mike is dedicated to supporting farm labor contractors and agricultural employers in California. A Redding native, he holds a B.A. in Political Science from UC Davis and a J.D. from the University of Oregon, and is licensed to practice in California and Oregon.



Erica Rosasco

Rosasco Law Group - Owner/Principal Attorney

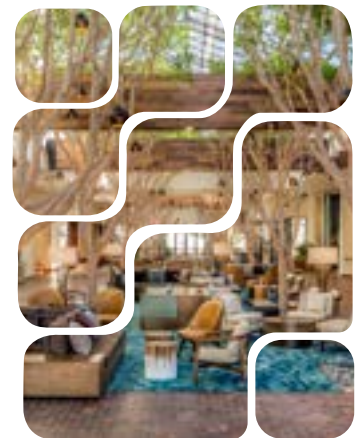
Erica Rosasco, owner of Rosasco Law Group in Rocklin, California, is an acclaimed attorney recognized as a Northern California Super Lawyer for seven consecutive years and holds an AV® Preeminent™ rating from Martindale-Hubbell. She specializes in employment and civil litigation, representing employers in cases involving wage and hour disputes, discrimination, retaliation, and more, while also providing proactive legal counsel to minimize litigation risks.

A board member of CFLCA and APMA, Erica comes from a central valley cattle ranching family. Outside of work, she enjoys traveling, concerts, and supporting her daughter in competitive horse shows.



President's Reception

Join us in the Club Room on Wednesday, February 5, 2025, from 5:00 to 7:00 PM for the President's Reception. Connect with APMA President Chana Hauben, Vice President of HR at UnitedAg, and meet the APMA Board of Directors. Don't miss this excellent opportunity to network with peers and industry leaders!



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7:45 - 8:00

Welcome & Opening Remarks



Chana Hauben, MBA, SPHR, SHRM-SCP

UnitedAg - Vice President of Human Resources

Chana Hauben is serving her first year as President of the Board of Directors for APMA.

As Vice President of Human Resources for UnitedAg, Chana is responsible for establishing company's HR structure, best practices and processes, talent acquisition, management and development. She leads the regional HR Roundtable sessions, a service for UnitedAg members. With over 20 years of practice in human resources and related fields, including extensive experience in compensation management, recruiting and retention, she is extremely well-suited for the role of stewarding UnitedAg's talent.

8:00 - 9:30

Keynote and Panel Artificial Intelligence - The Possibilities Are Endless



Keynote:

Neil Sahota

IBM Master Inventor

United Nations (UN) Artificial Intelligence (AI) Advisor

Author of "Own the AI Revolution"



Neil's work experience spans multiple industries including legal services, healthcare, life sciences, retail, travel and transportation, energy and utilities, automotive, telecommunications, media/communication, and government. Moreover, he is one of the few people selected for IBM's Corporate Service Corps leadership program that pairs leaders with NGOs to perform community-driven economic development projects. For his assignment, Neil lived and worked in Ningbo, China where he partnered with Chinese corporate CEOs to create a leadership development program.

In addition, Neil partners with entrepreneurs to define their products, establish their target markets, and structure their companies. He is a member of several investor groups like the Tech Coast Angels and assists startups with investor funding. Neil also serves as a judge in various startup competitions and mentor in several incubator/accelerator programs.

He actively volunteers with nonprofits for event management, fund raising, grant reviews, and site visits. Neil is an active member of the UCI Alumni Association and serves on the Board of Directors for the Orange County Marathon, supporting their work with the OC Kids program in fighting childhood obesity.



Panel:

Teresa McQueen (Moderator)
Western Growers - Corporate Counsel

Teresa McQueen serves as Corporate Counsel for Western Growers, advising on employment law, HR, commercial agreements, and overseeing updates to the Western Growers Personnel Procedures Manual. A skilled trial attorney and certified business etiquette trainer, Teresa also provides legal guidance and educational opportunities to Western Growers members.

Previously, Teresa founded SAFFIRE LEGAL, PC, focusing on employment law and risk management, and worked as a named associate at Pedersen McQueen. She is an APMA Board member, recipient of the Orange County Bar Association's Harmon G. Scoville Award and has been recognized as a Southern California Super Lawyer and a leader in the legal community.



Richard Meneghello
Fisher Phillips - Chief Content Officer

Rich Meneghello is Fisher Phillips' first Chief Content Officer, overseeing the creation of over 500 annual legal insights to ensure timely, practical guidance for employers. A leader in the firm's Artificial Intelligence Practice Group, he develops resources like workplace AI policies, hosts the AI Workplace Forum webinar series, and organized the inaugural AI Solutions @ Work Conference.

A recognized expert on the gig economy, Rich has been featured in major outlets such as The New York Times and Bloomberg and appeared on NPR. As a former litigator, he achieved notable victories, including a unanimous U.S. Supreme Court decision in Albertsons v. Kirkingburg.

Outside of work, Rich is active in the soccer referee community, serving as Oregon's State Referee Administrator and a USSF-certified Regional Referee.



Gladys Wotring
J.G. Boswell Company - Vice President of Human Resources

Gladys Wotring is the Vice President of Human Resources at J.G. Boswell Company, bringing over 20 years of HR expertise to the role. Her career includes leadership positions at prominent agricultural companies such as The Wonderful Company and Del Monte Foods.

A proud Fresno State Agribusiness graduate, Gladys has called California's Central Valley home for more than two decades. She is deeply passionate about agriculture and dedicated to fostering employee growth and development.

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GROW YOUR WORKFORCE.

9:45 - 10:45

Winning Recruitment Strategies: Hiring for the Modern Workforce

Kick off the HR Bootcamp track with this essential session on mastering recruitment strategies for today's evolving workforce. Blanca Miranda and Rebecca Hause-Schultz will explore innovative techniques to attract and retain top talent while ensuring legal compliance in the hiring process. Learn how to leverage technology, develop a strong employer brand, and navigate complex hiring laws to meet the expectations of modern candidates. Attendees will leave with actionable insights to enhance their hiring practices, stay compliant, and build a workforce ready to thrive in today's dynamic environment.



Blanca Miranda

Braga Fresh - Human Resources

Blanca Miranda has over 27 years of experience in HR in the agricultural, manufacturing, and retail sectors. She currently manages HR operations at Braga Family Farms, Inc. She earned a degree in Business Administration from California State University, Monterey Bay, and holds HRP certification. She is actively involved in community outreach programs, advocating for high-quality education for children and families and serves as the State Representative for the Region XIV Migrant Program. In 2021, Blanca was honored with the Hispanic Heritage Resolution from the Monterey County Office of Education.



Rebecca Hause-Schultz

Fisher Phillips - Partner

Please see page 13 for Rebecca Hause-Schultz's bio.

11:00 - 12:00

Wage & Hour Basics: Essential Knowledge for HR Professionals

This session will provide participants with essential knowledge of wage and hour laws, including FLSA compliance, overtime, breaks, employee classification, and more! Learn to avoid common pitfalls, ensure accurate timekeeping, and manage payroll effectively while adhering to federal and state regulations.



Adam Y. Siegel

Jackson Lewis P.C. - Principal

Adam Y. Siegel, a principal at Jackson Lewis P.C.'s Los Angeles office, specializes in employment litigation and advising employers on workplace issues. He has extensive experience handling discrimination, harassment, retaliation, and wage and hour cases, including over 100 wage and hour class actions and PAGA cases.

Adam has secured defense verdicts, summary judgments, and successfully represented employers in various industries before state and federal courts and agencies like the EEOC and California Civil Rights Department. He also conducts workplace investigations, training, and speaks on employment law topics.

1:30 - 2:30

Mastering Employee Leaves: Navigating Complex Leave Policies with Confidence

This session is designed to help HR professionals navigate FMLA, CFRA, ADA, and other leave policies. Learn to coordinate overlapping laws, handle requests, and avoid compliance pitfalls. Gain strategies to address challenges and balance employee and organizational needs with confidence.



Patrick S. Moody

Barsamian & Moody - Shareholder

Patrick S. Moody, a shareholder at Barsamian & Moody, has over 30 years of experience in labor and employment law. Recognized with Martindale-Hubbell's highest AV rating, he advises employers on compliance, union avoidance, and litigation, including class actions and wage and hour claims. Patrick holds a J.D. with honors from California Western School of Law and is admitted to practice in California and federal courts. A frequent speaker and published author, he shares insights with many industry organizations.

2:45 - 3:45

Navigating Workplace Policies: Data Privacy, Investigations, AI & Compliance for HR Professionals

This session will prepare HR professionals to address critical workplace issues, including data privacy, conducting investigations, and managing AI tools. Participants will gain practical strategies to ensure compliance and adapt to evolving regulations while supporting organizational goals.



Gregory Blueford

Fisher Phillips - Partner

Gregory Blueford is a partner in the firm's Sacramento office. He represents employers in all aspects of employment law in both state and federal courts. Greg's practice focuses on wage and hour collective class actions, discrimination, retaliation, wrongful termination claims, as well as labor relations. He also regularly counsels employers to assist them in avoiding litigation and staying compliant with California's complex employment laws.



Richard Meneghello

Fisher Phillips - Chief Content Officer

Please see page 17 for Richard Meneghello bio.

4:00 - 5:00

Navigating Employee Discipline & Terminations with Confidence

This session will prepare HR professionals to handle employee discipline and terminations effectively and legally. Participants will learn strategies for addressing workplace conflicts, ensuring compliance during terminations, and mitigating risks, all while fostering a respectful work environment.



Patrick S. Moody

Barsamian & Moody - Shareholder

Please see page 20 for Patrick Moody's bio.



Blanca Wright

AgStaff Solution - Partner

Blanca Wright is a partner at AgStaff Solutions, LLC. She holds a B.S. in Administration/Accounting from Sacramento State, an Agricultural Human Resource Professional (HRPA) Certificate from APMA, and a Labor Management Relations Certificate from UC Davis. With over 20 years of experience as an accounting and human resource professional, Blanca is dedicated to providing expert HR solutions for the agriculture industry. She is the Treasurer for the California Farm Labor Contractor Association (CFLCA) and Vice President for Puertas Abiertas, both which are non-profits. She is a frequent presenter at industry conferences and travels to Washington, D.C. to address agricultural challenges on Capitol Hill.

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Navigating Complex Accommodations: Managing Disability, Religion, Pregnancy & More

This session will explore the challenges of managing workplace accommodations for disabilities, religious practices, pregnancy, and other protected categories. Jim Gumberg and Anais Mora will provide practical strategies to navigate these complex situations while staying compliant with federal and state laws.

Gain insights into effective communication, interactive processes, and balancing employee needs with business operations. Ideal for HR professionals, managers, and employers, assisting you to confidently address accommodation requests while fostering an inclusive and legally compliant workplace.



James K. Gumberg

Patane Gumberg Avila - Partner

Jim is a dedicated counselor, known for his accessibility and practical guidance on both routine and complex legal matters. He frequently visits clients to understand their businesses, provide labor law training, and offer clear, reassuring advice on navigating state and federal regulations.

Jim earned his B.A. in Political Science from the University of Florida (1987) and his J.D. with honors from Santa Clara University (1991). His practice covers agriculture law, business law, civil litigation, employment litigation, mediation, real property, union issues, and wage and hour class actions, among other areas.

With extensive experience and a client-focused approach, Jim is a trusted partner in addressing challenging legal issues.



Anais Mora

Patane Gumberg Avila - Partner

Anais is a partner in the firm Patane Gumberg Avila. She has been named a "Rising Star" by Super Lawyers for the last three years. Being named to the Rising Stars list is a prestigious distinction that only the top 2.5% of attorneys in Northern California receive. Anais has a long history with the firm's civil litigation department and considerable experience defending complaints of wage and hour (individual/Class/PAGA/Labor Commissioner), FEHA, EEOC, retaliation, and discrimination. She has experience defending employers in state and federal courts, arbitration proceedings, various administrative agencies including the ALRB, EDD, and Cal OSHA.

Anais is a Salinas native and has resided in San Benito County since 2005. She accelerated her way through Monterey College of Law where she now serves as a professor.

Workplace Investigations Unpacked: Best Practices for Handling Sensitive Situations

Gain practical insights into conducting effective workplace investigations with this in-depth session on best practices for handling sensitive situations. From managing employee complaints to navigating legal complexities, Catherine Houlihan and Gladys Wotring will guide you through the key steps of an investigation. Attendees will leave with actionable strategies and a comprehensive checklist to ensure compliance, confidentiality, and fairness throughout the process.



Gladys Wotring

J.G. Boswell Company - Vice President of Human Resources

Please see page 17 for Gladys Wotring's bio.



Catherine M. Houlihan

Barsamian & Moody - Senior Associate

Catherine M. Houlihan is a Partner at Barsamian & Moody, specializing in labor and employment law, compliance, and litigation, including class actions and PAGA claims. She has extensive litigation experience in state and federal courts, covering discovery, motions, settlements, and trials.

Ms. Houlihan earned her law degree with honors from Appalachian School of Law. Prior to law school Ms. Houlihan earned her B.S. in Animal Science from California State University, Fresno. In her free time, she enjoys spending time with her husband and their two dogs.

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Professional Development: Lourdes Gonzalez, *Gowan Company*

H-2A Program Coordinator: Susan Quale, *Sierra Cascade Nursery*

Preventing Workplace Violence: Strategies for a Safer Work Environment Under the New Regs

With new regulations in place, creating a safe and secure workplace is more critical than ever. In this session, Chana Hauben and Bryan Little will provide practical strategies for preventing workplace violence, ensuring compliance with the latest requirements. Learn how to develop proactive policies, identify potential risks, and foster a culture of safety and preparedness. Attendees will leave equipped with tools to enhance workplace security and protect employees under the new regulatory landscape.



Bryan Little

Farm Employers Labor Service - Chief Operating Officer

C. Bryan Little, an employment policy specialist with extensive experience in both government and agriculture has served as the Chief Operating Officer of Farm Employers Labor Service since 2009. Bryan also serves as Director, Employment Policy for California Farm Bureau Federation, representing members on legislative, congressional and regulatory issues involving immigration and labor policy. Bryan served with the U.S. Department of Labor from December 2001 to May 2008, first as a Congressional Relations Officer, later as Deputy Assistant Secretary for Occupational Safety and Health. Prior to joining DOL, Little was senior director for governmental affairs for American Farm Bureau Federation in Washington, D.C. Bryan earned a bachelor's degree in political science and public administration from James Madison University in Harrisonburg, Va.



Chana Hauben, MBA, SPHR, SHRM-SCP

UnitedAg - Vice President of Human Resources

Please see page 16 for Chana Hauben's bio.



Thursday Reception

Join us in the Club Room on Thursday, February 6, 2025, at 5:00 PM for a special reception honoring the graduates of the Human Resource Professional in Agriculture (HRPA) program. During the event, we will also celebrate the accomplishments of our HR Bootcamp participants with a certificate presentation. Enjoy tacos and margaritas as we toast to their success!



Wage & Hour Masterclass: Understanding the Complexities of Compliance

This masterclass will provide HR professionals with an in-depth understanding of wage and hour laws, focusing on compliance with state regulations. Participants will explore critical topics such as employee classification, overtime rules, meal and rest breaks, accurate recordkeeping, and avoiding common pitfalls.

Through practical examples and expert insights, attendees will gain the tools to navigate complex wage and hour issues confidently, ensuring compliance and reducing legal risks for their organizations.



Mike Blankinship

Rosasco Law Group - Partner

Please see page 14 for Mike Blankinship's bio.



Sharilyn R. Payne

Noland, Hamerly, Etienne & Hoss - Shareholder

Ms. Payne is a shareholder at NHEH and has been practicing in the area of employment law for over 20 years.

Her practice focuses on counseling employers in the intricacies of California law to avoid litigation, and on defending employers in lawsuits in state and federal court and before administrative agencies. Sharilyn obtained her JD from University of California Law San Francisco (formerly Hastings), and also has an MA as a translator/interpreter of English/Spanish from the Middlebury Institute of International Studies, and a BA in Latin American Studies from UCLA. She speaks, reads, and writes Spanish fluently.

Beat the Heat: Addressing Indoor & Outdoor Heat Illness in the Workplace

This session will equip employers and HR professionals with the knowledge to recognize, prevent, and address heat illness in both indoor and outdoor work environments. Participants will learn about heat illness regulations, effective prevention strategies, and best practices for training employees and responding to heat-related incidents. Stay compliant and keep your workforce safe and productive.



William (Bill) Krycia, MPH, CIH

Zenith Insurance Company - Consultant

With over 40 years in Occupational Safety and Health, Bill has extensive experience, including leadership roles at Cal/OSHA and ongoing contributions to national safety initiatives. He is the External Advisory Board Chair for the NIOSH Western Center for Agricultural Health and Safety and leads the Agricultural Safety Work Group for NIOSH/NORA. A Certified Industrial Hygienist (CIH) with an MPH from the University of Michigan, Bill specializes in agricultural safety, heat illness prevention, training, compliance, and industrial hygiene.

Maximizing Employee Benefits: A Guide to Total Rewards & Retirement Planning

This dynamic session, led by a practitioner, a financial planner, and an insurance expert, will explore strategies for designing and managing comprehensive total rewards programs. Attendees will gain insights into aligning benefits, retirement planning, and risk management with organizational goals.

Learn how to maximize employee engagement, retain top talent, and ensure financial wellness through effective benefit offerings and retirement solutions.



Ashley McKell McDonnell

HUB International - VP of Employee Benefits, Property & Casualty

Ashley McKell McDonnell, Vice President at HUB International, has over 15 years of experience in insurance consulting, specializing in designing innovative employee benefit and risk mitigation programs for employers nationwide. She is passionate about simplifying insurance, controlling costs, and enhancing workforce well-being to create win-win solutions for employers and employees.

A Monterey County resident, Ashley is deeply involved in the community as a Rotarian and volunteer. Outside of work, she enjoys traveling, scuba diving, skiing, fishing, and hiking with her dogs.



Quoc Tran

Tran Capital Management - Chairman & Chief Investment Officer

Co-founded Tran Capital Management in 2017 upon leading a management buyout of Lateef Investment Management, which he joined in 2005. Mr. Tran has over 20 years of investment management experience. Prior to TCM, Mr. Tran worked at Wallace R. Weitz & Co. and held various positions in portfolio management and research. Prior to that, he spent five years at Goldman Sachs and Co. and left the company as Vice President and Director in the Equities Division. Mr. Tran serves on the Investment Committee Board of the Marin Community Foundation. Mr. Tran received a B.A. degree with high honors in Rhetoric from Bates College and his MBA in Finance and Competitive Strategy at the University of Chicago where he was also a Business Fellow.



Brett Zall

Fowler Packing Co. - Vice President of Human Resources & Risk

Brett Zall, Vice President of Human Resources & Risk at Fowler Packing Company, brings 23 years of HR experience. He oversees HR, payroll, risk management, and workplace safety for the company's headquarters, Fresno-area packing facilities, nationwide sales force, and California agricultural operations.

He holds an MBA in Human Resources Management along with SPHR, SHRM-SCP, and CPSP certifications. Before joining Fowler Packing, Brett held HR leadership roles at Lyons Magnus, LiDestri Food & Beverage, and US Foodservice, with expertise in talent management, compliance, and organizational strategy.

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Performance Management Reimagined: Coaching, Feedback & Discipline Essentials

This session will provide attendees with modern approaches to performance management, focusing on practical tools for coaching, delivering feedback, and managing discipline effectively.



Priscila Cisneros

Western Growers - Learning and Development Manager

With over 15 years of HR and Organizational Development experience, Priscila Cisneros specializes in leadership development, employee engagement, and compliance training across various sectors. A SHRM-CP, she holds an Executive MBA from California Lutheran University and a BA from UCLA. Bilingual in English and Spanish, Priscila, originally from Jalisco, Mexico, has been a Ventura County resident for over 30 years and enjoys family traditions and exploring new places.



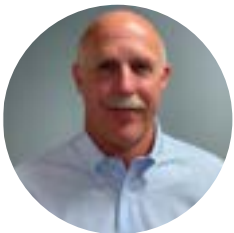
Tina Huff, PhD, SHRM-SCP, MBA

Accelerari Consulting - President

Dr. Tina Huff, President of Accelerari Consulting, brings over 30 years of experience as a former Chief People Officer and HR executive in agriculture, hospitality, and retail. With a Ph.D. in Psychology, an MBA, and SHRM-SCP certification, she specializes in designing HR programs, training leaders, and implementing Human Capital Management Systems. Passionate about leadership and employee development, Tina teaches HR and career management courses, and helps organizations build strong teams and achieve exceptional results.

Workers' Comp Fraud Update: Cappers, Cumulative Trauma Claims & Other Bottom-Line Challenges

This session will provide an in-depth look at the latest trends and challenges in WC fraud, including the impact of cappers, cumulative trauma claims, and other fraudulent activities. Participants will learn strategies to identify and combat fraud, mitigate risks, and protect their organization's bottom line.



Greg Hill

Zenith Insurance Company - Senior Fraud Specialist

Greg Hill is a Senior Fraud Specialist and licensed Private Investigator with over 20 years of experience investigating insurance claims. He also worked as a consultant with many high tech companies, providing expertise in technical writing, training and instructional design.

Staying Prepared: Navigating Recent ICE Enforcement Trends

This session will equip HR professionals and employers with key updates on recent ICE enforcement activities and their workplace implications. Learn how to prepare for audits, inspections, and investigations while maintaining compliance with immigration laws. The session will also provide practical guidance on having transparent, supportive conversations with employees about their rights and how to handle potential enforcement actions. Gain strategies to protect both your business and your workforce in today's regulatory climate.



Charles P. Hamamjian

Sagaser, Watkins & Wieland P.C. - Partner

Charles Hamamjian, a partner at Sagaser, Watkins & Wieland, specializes in representing employers in complex civil litigation, agricultural labor relations, and administrative proceedings before state and federal agencies. He also advises on California and federal employment law compliance.

A Fresno native, Charles earned a B.S. in Business Administration from California State University, Fresno, and a J.D. from San Joaquin College of Law. Admitted to the California State Bar in 2014, he is a member of the Fresno County Bar Association, APMA, and serves on the board of the Fresno County Young Lawyers Association.



Bryan Little

Farm Employers Labor Service - Chief Operating Officer

Please see page 24 for Bryan Little's bio.

Thursday, February 6, 2025

2:45 - 3:45

Legal Landmines: What to Know About Being Sued By Your Employee

Doing business in California will mean that you will eventually find yourself embroiled in litigation with an employee. In this informative session learn what you need to know about the litigation process, litigation strategy and tips, what you should ask your attorney, preserving evidence to avoid disastrous sanctions, the attorney client privilege, when you can expect confidentiality, tools to get out of litigation efficiently, whether you should elect for arbitration, mediation and how to use discovery to your advantage.



Erica Rosasco

Rosasco Law Group - Owner/Principal Attorney

Please see page 14 for Erica Rosasco's bio.

Transforming Culture: Creating a Civility-Driven, Engaged & Retained Workforce

Discover how fostering civility can transform workplace culture, drive engagement, and improve employee retention. This interactive workshop explores the hidden costs of incivility and provides actionable strategies for building respect and collaboration. Join us to learn how small acts of civility can create big changes in morale, performance, and team dynamics. Perfect for leaders and teams seeking to enhance workplace harmony and success.



Lourdes Gonzalez

Gowan Company - Strategic Development Director

Lourdes Gonzalez brings 40 years of experience in Human Resources, Risk Management, Safety, and Health Resources. She currently serves as Director of Strategic Development for a global chemical company operating in 14 countries, where she navigates international regulations and cultural diversity.

With expertise in health, safety, labor law, and workers' compensation, Lourdes has a proven track record in global HR practices and compliance. A sought-after speaker and writer, she shares valuable insights on HR, safety, and compliance, making her an essential resource for professionals and organizations alike.



Carrie Jordan

Babe Farms - Human Resources Director

Carrie Jordan is a dedicated HR professional and APMA Board member with extensive experience in agriculture. A graduate of the HRPA program, and California State University, Fresno, where she earned a B.A.Sc. in Agricultural Business and Management, Carrie has over 32 years of experience at Babe Farms, Inc.

Currently serving as the Human Resources Director for Babe Farms, BFI Harvesting, and Coastal Valley Farms, she oversees HR operations, accounting, and health and workers' compensation insurance. Carrie is committed to fostering effective workplace practices and delivering exceptional results for her organizations.



Sylvia Lopez

D'Arrigo Bros. of CA - Employee Relations Director

Sylvia Lopez is the Employee Relations Director at D'Arrigo Bros. of California, where she oversees employee relations, workplace culture, and labor law compliance. She manages three collective bargaining agreements (UFW, UFCW, and Teamsters), handles grievance procedures, and ensures fair dispute resolution among employees, management, unions, and agencies.

With extensive HR and payroll experience, Sylvia takes a comprehensive approach to fostering transparent communication and engagement. As an APMA Board member and industry speaker, she shares her expertise in building supportive and productive workplaces.

Mental Health & Substance Abuse: Protecting Employee Wellbeing in the Workplace

This session will focus on addressing mental health and substance abuse challenges in the workplace, equipping employers with tools to support employee well-being. Learn how to recognize warning signs, foster a culture of openness, and implement policies that balance compassion with compliance. Gain practical strategies for managing workplace impacts while promoting a healthy, supportive environment for all employees.



Chana Hauben, MBA, SPHR, SHRM-SCP

UnitedAg - Vice President of Human Resources

Please see page 16 for Chana Hauben's bio.



Peggy Plair

UnitedAg - Senior Director of Claims

Over 30 years' experience in Health Care Operations, successfully leading operating teams related to Claims, Customer Service, Appeals, Grievances, , Financial Recovery and Project Management. Joined UnitedAg in 2021 as a Claims Process Manager to help evaluate current processes and implement process efficiencies. Now leads Claims, Member Services and Clinical Management as the Senior Director of Claims Operations.

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For questions, please feel free to contact:

Jonathan Siegel
Principal, Orange County | Jonathan.Siegel@jacksonlewis.com

Adam Siegel
Principal, Los Angeles | Adam.Siegel@jacksonlewis.com

Jimmy Macias
Associate, Silicon Valley | Jimmy.Macias@jacksonlewis.com

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Harvesting Change: Key Updates on the Changing Landscape of California Ag Labor Law

We're in the middle of a once-in-a-generation transformation in labor and employee relations, and it's time for all employers – whether unionized or non-unionized – to take a fresh look at their labor readiness plans. This presentation explores recent trends in union organizing, highlighting updates on the card check law, Deferred Action for Labor Enforcement (DALE), and restrictions on captive audience meetings. Attendees will gain insights into evolving labor policies and their implications for workers, employers, and union strategies in today's shifting labor landscape.



Raul Calvo

Employer Services Consulting, LLC - Owner

Raul Calvo specializes in Leadership & Management Development, HR and Employee Relations Training. He offers expertise in employee relations, sexual harassment prevention, handling workplace charges, managing terminations, and leadership training. With a proven track record in union campaigns, wage and hour cases, and harassment resolution, Raul also applies his skills as a loss control specialist to address complex HR challenges effectively.



Seth G. Mehrten

Littler - Shareholder

Seth is a partner at Littler Mendelson, P.C., focusing on representing agricultural employers in labor and employment law litigation. With extensive experience before the Agricultural Labor Relations Board (ALRB), Seth provides strategic counsel on responding to union organizing campaigns, collective bargaining, and defense against unfair labor practice charges. His deep understanding of agricultural labor laws and commitment to client advocacy have made him a trusted advisor to employers navigating the complexities of labor relations in the agricultural industry. Seth also has considerable experience defending wage and hour class and PAGA actions; advising on Cal/OSHA compliance and citation appeals; and litigating discrimination, harassment, and retaliation claims.

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Please visit <http://agpersonnel.org/membership/> for more information.

Tech-Savvy HR Panel: Exploring Cutting-Edge Workforce Management Software Solutions

Join industry experts as they discuss the latest innovations in workforce management software. This panel will showcase tools designed to streamline HR processes, enhance employee engagement, and optimize compliance. Discover how technology can revolutionize recruitment, payroll, scheduling, and data analytics while addressing challenges in implementation and adoption. Gain actionable insights to make your organization more efficient and tech-savvy.



Laura Penea, HRPA

Braga Fresh Family Farms - Director of Human Resources

Laura Penea has been with Braga Ranch and Al Pak Labor for over 20 years. She began processing payroll and worked her way into the Human Resources position. In her role, she is responsible for overseeing benefits, safety, workers' compensation, along with day-to-day HR operations of the business for nearly 600 employees. She is a graduate of the first APMA's Human Resource Professional in Agriculture (HRPA™) Certificate Program Class. Laura has been involved with APMA for nearly 16 years and currently serves on the Executive Board of Directors as Vice President of the association. She is an instructor for both, HRPA and Human Resource Series for Supervisors (HRSS) certificate programs and a frequent speaker at industry conferences.



Gladys Wotring

J.G. Boswell Company - Vice President of Human Resources

Please see page 17 for Gladys Wotring's bio.

4:00 - 5:00

Invited Panelists:



Special Activities at the Forum

Enhance your Forum experience with these exciting offerings:

- **Chair Massages:** Relax with complimentary 15-minute chair massages, presented by UnitedAg and APMA, at the UnitedAg Booth in the De Anza Foyer.
- **Stretching Techniques:** Learn practical stretching techniques from UnitedAg in partnership with Field Fit Wellness, also at the UnitedAg Booth.
- **WGAT Coffee Bar & Lounge:** Visit the Western Growers Assurance Trust Lounge (WGAT) Lounge in the Private Dining area of the Club Room to enjoy elevated barista coffee drinks and a special activity.

Please Note: Registration is required for these activities. For more details, visit the registration desk.

WC 102: First Aid & Workers' Comp, Navigating Claims, Employee Pay Continuation & More

This session will provide a deeper understanding of when an incident qualifies as first aid versus a workers' compensation claim. Learn how to navigate claims processes, handle employee pay continuation, and ensure compliance with state and federal regulations. Gain practical insights into documentation, communication, and best practices to manage workplace injuries effectively while minimizing risk and cost.



Christina Gomez, AFIS, CPDM, SIP

Relation Insurance Co. - Senior Client Advocate

Starting as a claims adjuster in 2001, Christina is now a Senior Client Advocate, coordinating with Sales and Producer Support to educate clients and assist employers in managing workers' compensation claims. She holds Agribusiness and Farm Insurance Specialist (AFIS) certificate, Certified Professional Disability Management (CPDM) designation and Self Insured Plan (SIP) designations, enhancing her expertise in claims management. Christina also presents at Fresno City College's Farm Labor Contractor continuing education program.

Friday, February 7, 2025

8:30 - 11:30

2025 Labor & Employment Law Update

This comprehensive session will cover key labor and employment law changes impacting agricultural employers in 2025. Attendees will gain practical insights to ensure compliance, update policies, and adapt to California's evolving legal landscape.



Seth G. Mehrten

Littler - Shareholder

Please see page 32 for Seth Mehrten's bio.



Jonathan A. Siegel

Jackson Lewis - Principal

Jonathan A. Siegel, a principal at Jackson Lewis P.C.'s Orange County office, has extensive experience advising and defending employers on labor and employment matters, including wage and hour law, leave management, discrimination claims, union organizing, collective bargaining, NLRB matters, and agency audits. He conducts compliance audits across various industries and regularly speaks on workplace law issues.



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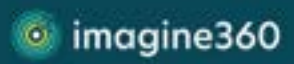
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