



# 37th Annual APMA Forum

Monterey Plaza Hotel  
Monterey, California  
January 25-27, 2017



*A Conference for Human Resource, Labor and Safety Professionals  
in the Agricultural Industry*

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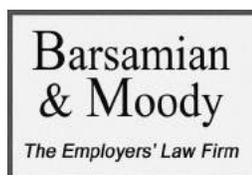
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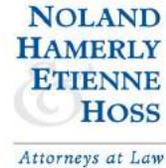
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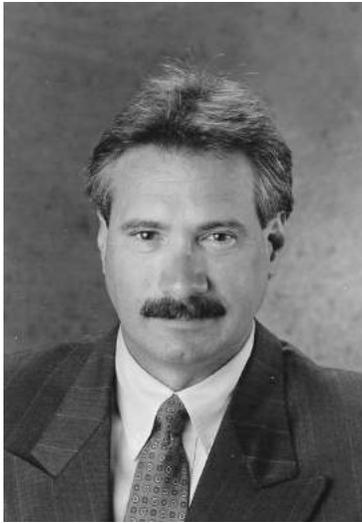
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## KEYNOTE SPEAKERS



### **Robert Roy**

Ventura County Agricultural Association

#### **Opening Keynote:**

#### **"What is the Future of California Agriculture"**

Mr. Roy received his B.A. degree from U.C. Irvine in Spanish, followed by a Juris Doctorate degree from California Western School of Law in San Diego, CA. He has been a practicing attorney in California for over 40 years. Mr. Roy is a member of the bars of the California Supreme Court, United States Supreme Court, the U.S. 9<sup>th</sup> Circuit Court of Appeals, as well all four U.S. District Courts in California.

Mr. Roy served as Chairman of the American Bar Association Sub-Committee on State Agricultural Labor Law Developments. From 1977 to the present, Mr. Roy has served as the President and General Counsel of Ventura County Agricultural Association, a non-profit agricultural trade association representing the interests of over 200 farmers, packing houses, farm labor contractors and related employers located in Ventura and Santa Barbara Counties. Mr. Roy specializes in labor and employment law and is engaged in extensive representation of the above employers before State and Federal courts and administrative agencies. Mr. Roy is a member of the Labor and Employment Sections of the American Bar Association and the California State Bar, respectively, and the Ventura County Bar Association. He is also listed in Who's Who in American Law.



### **Bob Gray**

#### **Thursday Dinner Keynote:**

#### **"My Past, Our Present, and Your Future"**

As of August 1, 2016, past President and CEO of the California Agricultural Leadership Foundation, a 501(c)(3) non-profit public benefit corporation committed to leadership development and transformational learning experiences in partnership with four California universities.

Mr. Gray joined Ag Leadership in 2009, after a distinguished career in the agricultural industry. He spent 29 years with the Duda Company and headed the largest subsidiary of the corporation, serving as CEO of Duda Farm Fresh Foods, Inc., with fresh produce operations in 11 states and Mexico, 5 sales offices, and 23 shipping points during his tenure. He was also an Executive Vice President of the parent corporation, A. Duda & Sons, Inc., of Oviedo, Florida. He was only the second non-family member of management to hold the title of Executive Vice President in the then 85-year history of the Duda Company.

Among many honors, in 2010, Mr. Gray was made an Honorary Officer of the Most Excellent Order of the British Empire by Her Majesty Queen Elizabeth II and was named Alumnus of the Year by the Honors College of the University of Arizona, Tucson. In 2013, he was given the "Ag Leader" award; and in 2014, Bob was presented a Marshall

Medal by H.R.H. Prince Charles, a once a decade award, for his continuing services to the Marshall Scholarship program and its American alumni. In 2015 he received Western Growers Association's Award of Honor, becoming the 36th recipient, for his service to the association and to the industry it represents.

Mr. Gray holds a B.A. With Highest Distinction from the University of Arizona (1971) and an Honours M.A. from the University of Edinburgh, Scotland (1973) where he was a British Marshall Scholar.



### **Rob Trice**

The Mixing Bowl

#### **Friday Keynote**

Rob Trice is the Founder of The Mixing Bowl. In 2013, he began to leverage his background in telecom, mobile and internet venture capital to the application of information technology to the food and agriculture sectors. He is also the Founder of Better Food Ventures, making seed-stage investments aligned with the theme of applying IT to the food and agriculture industries. Rob previously worked at Swisscom Ventures, SK Telecom Ventures, Nokia Growth Partners and Nokia Venture Partners (now BlueRun Ventures). Prior to his days in venture capital work, he was at DIRECTV in LA and at a think-tank in DC, the Center for Strategic & International Studies. He also founded the non-profit Corporate Innovators Huddle and serves on the board of San Francisco-based engaged philanthropy organization, Full Circle Fund. He splits his time between Menlo Park and Pescadero, CA.

# FORUM LEADERS

## Gabriela Ahumada

Human Resources Manager - RAMCO Enterprises, LP

### ***Co-Presenter for Workshop A: "Redrafting the Playbook Against Recent Class Action Litigation"***

Gabriela Ahumada is the Human Resources Manager at Ramco Enterprises LP. She graduated from San Jose State University with a Bachelor's degree in Public Relations. At RAMCO, Gabriela is involved in the day to day Human Resources operations which include, recruitment, hiring, retention, benefits and employee relations issues. She is a regular attendee of APMA Forum and Retreats.

## Jesse Alderete III

General Manager/Northern California - Premium Packing, Inc.

### ***Panelist for Workshop E: "Effective Grower-FLC Relations in the Age of Joint Liability"***

Jesse Alderete III is the General Manager of Northern California region for Premium Packing. He oversees all operations including row crops, vineyards, nurseries, cherry harvest and packing, irrigators, weeding crews, and packing sheds. Jesse is a third generation Farm Labor Contractor and has been working in agriculture since his start with the company in 2000. He also provides consulting for other agricultural companies as a Farm Labor Manager.

Jesse is a graduate of Fresno State University, and a member of Farm Bureau, Agricultural Personnel Management Association, AgSafe, Western Growers, UnitedAg, California Farm Labor Contractor Association, California Association of Winegrape Growers, and National Council of Agricultural Employers.

## Ernesto Alvero

Chief Executive Officer - Pinnacle HealthCare

### ***Presenter for Workshop K: "Health and Wellness Considerations for Farmworkers"***

Mr. Alvero is the founder and CEO of Pinnacle Healthcare, a multi-specialty urgent care network that provides comprehensive medical services for agricultural workers in Central California and Arizona. As a Stanford University Physician Assistant graduate, he has worked in numerous medical capacities over the past 30 years. Mr. Alvero has developed and implemented numerous occupational and wellness programs in diverse business settings ranging from agricultural business to hospital based programs.

## Rudy Avila

Director of Human Resources - Jaguar Farm Labor Contracting

### ***Co-Moderator for Safety Roundtable: "2017 Ready or Not Here We Come"***

For over 35 years, Rudy Avila has worked as a professional in Human Resources Management, including safety, labor management and workers' compensation. He has presented and trained on numerous topics for agricultural employers throughout California. Rudy also assists companies with Cal/OSHA appeals, DLSE hearings and compliance with Federal, State and County rules and regulations.

## John Barrientos

Labor Relations/Human Resources Manager - RC Farms, LLC

### ***Panelist for Workshop I: "Labor Shortages—The New Norm"***

John is currently employed as a Labor Relations/Human Resources Manager for a large farming & harvesting company in the Salinas Valley and has more than 40 years of experience in agricultural labor management. John has worked with a variety of agricultural employers including vineyards, tree fruit growers, floral nurseries, row crop harvesting & farming operations, agricultural trade associations, workers' compensation insurance companies and most recently with the California Farm Bureau/Farm Employers Labor Service. His experience includes work in labor management relations, human resources, safety management, supervisor training, ALRA/NLRA elections, conducting union avoidance campaigns for agricultural employers, safety training, safety program development and Cal/OSHA compliance issues.

## James W. Bogart

President and General Counsel - Grower-Shipper Association of Central California

### ***Moderator for Workshop I: "Labor Shortages—The New Norm"***

Jim Bogart is the President and General Counsel of the Grower-Shipper Association of Central California (GSA), an agricultural trade association representing approximately 350 growers, shippers, harvester/packers, processors, cold storage facilities and other businesses affiliated with the agriculture industry in the Central California coastal counties of Monterey, Santa Cruz, San Benito and Santa Clara.

Jim is frequently sought out as a speaker on agricultural issues and labor/employment law topics. He is the author of several publications and articles on agriculture and the law. He was the editor and technical reviewer of the University of California's published text, Labor Management Laws In CA Agriculture.

His community activities include service on several boards of directors, including but not limited to the Community Foundation for Monterey County, Salinas Valley Chamber of Commerce, California Bar Association (Agribusiness Committee), Monterey County Bar Association (Labor Committee), Ag Against Hunger (Founding Director), Monterey County Agricultural Education (Founding Director), "AgKnowledge" Executive Leadership and Education Program (Past President and Founding Director), Hartnell College Ag Steering Committee (Founder and Past Chairman), Monterey County Legal Services (Founding Director), and the Salinas Valley Chapter of the American Cancer Society (Past President).

Jim received his undergraduate degree in 1973 from the University of Southern California (B.A. History). He earned his law degree in 1977 from the University of the Pacific, McGeorge School of Law.

## Dax B. Deason, Esq.

Founder - Deason Law, P.C.

### ***Presenter for Workshop P: "I-9, Electronic Storage, and Immigration Law Compliance"***

Dax Deason is the founder of Deason Law, PC, a boutique law firm with offices in Houston, San Diego and Mexico City. Throughout his legal career, Mr. Deason has been dedicated to providing effective representation to companies in various labor intensive industries, such as agriculture, steel production, food processing, engineering, farming and professional outsourcing. Mr. Deason's practice areas include providing I-9 compliance audits and related advice, litigating immigration cases and guiding U.S. and multinational companies through the process of hiring or transferring foreign professional employees, agricultural workers, artists, scientists and investors under various work visa programs. His Spanish fluency and familiarity with Latin American cultures provides companies with an added benefit when they seek to hire workers from south of the border. Mr. Deason's legal background is further complimented by his work in the area of labor and employment law. He frequently prepares employment agreements, handbooks and other policies, defends employers from employee claims of discrimination and provides representation to employers during Department of Labor wage and hour audits. Based on his legal experiences, Mr. Deason has been awarded Board Certification by the Texas Board of Legal Specialization in the fields of Immigration and Nationality Law and Labor and Employment Law.

## Jesse F. Duron

Executive Director - CITA H-2A Services and Resource Center

### ***Panelist for Workshop I: "Labor Shortages—The New Norm"***

Jesse Duron is co-founder and Executive Director of CITA H-2A Services & Resource Center. CITA was initiated in 2007 as a not-for-profit organization to develop a pilot social program. It was an innovative way to bring farmers and productive workers together through the federal H-2A guest worker visa program. The goal was met of reducing the negative impact of the ever-dwindling domestic workforce on farms across the nation.

Jesse was instrumental in transforming the program into what it is today. Today CITA works hard as Agent for the agricultural industry before the state and federal government agencies authorizing the H-2A program. Thanks to Jesse's commitment and vision, CITA continues to provide guaranteed petition and related services to farmers and contractors across America. His integrity and unique approach to training and support for his clients has given CITA a 100% government approval record that will continue to benefit farmers and their workers for many years to come.

## **Wesley Carlson, Esq.**

Attorney - Sutton Hague Law Corporation, P.C.

### ***Co-Presenter for Workshop N: "Managing Employee Social Media Activity and Off-Duty Conduct"***

Mr. Carlson is an associate attorney of Sutton Hague Law Corporation, P.C. He counsels clients on labor and employment law matters and represents clients in litigation of employment law and business-related cases, including wage and hour class actions and PAGA representative actions. Wes graduated from Cal Poly in 2010 with a degree in Agribusiness. While at Cal Poly, he was an Ag Ambassador and served as President of the College of Agriculture Student Council.

Wes obtained his law degree from San Joaquin College of Law in 2014, graduating with High Honors, and is a member of the San Joaquin Agricultural Law Review. During law school, Wes worked for a grower-representation organization where he educated farmers on regulatory issues affecting agriculture and advocated on behalf of the industry at the local, state, and federal level on a variety of issues, including heat illness prevention, water issues, and immigration.

## **Daniel M. Gallegos, SPHR**

Director of Human Resources - Sunview Vineyards of California, Inc.

### ***Co-Moderator for HR Roundtable: "Chaos or Calm...Where We Are Headed?"***

Mr. Gallegos is the Director of Human Resources with Sunview Vineyards of California, Inc. and related entities. He presently oversees human resource activities for companies involved in vineyard and tree fruit farming operations, winery operations, food processing and product storage operations, nursery operations, and sales/marketing. Mr. Gallegos has over 30 years of experience in human resource management in manufacturing and agricultural operations.

## **Vanessa Galvan**

Corporate Agriculture Safety & Health Manager - Zenith Insurance Company

### ***Presenter for Workshop C: "Safety Strategies and Initiatives - Are You Hitting the Mark?"***

Vanessa Galvan is the Corporate Agriculture Safety & Health Manager at Zenith Insurance Company. She has 14 years of experience as a safety professional and has built knowledge and expertise in various industries including agriculture, food manufacturing, warehousing, and construction. Prior to joining Zenith, Vanessa was the Safety Director for Rancho Harvest and the Regional Safety and Security Manager for Chiquita Brands International. In addition, she was the Director of Human Resources for a large farming operation on the Central Coast. She has developed and implemented safety culture initiatives at an international level and has worked on a number of projects that have resulted in innovative solutions to reduce the probability of risk as well as the severity of workplace injuries and illnesses. Vanessa believes that simplifying the information in a way that resonates with all levels of the organization is the key to a successful safety program. Vanessa graduated from the University of California, Santa Barbara, with a B.A. in International Relations and a B.S. in Economics.

## **Lourdes Gonzalez, MBA, HRP, CIHM, CLCS, AFIS**

Director of Human Resources - Gowan Company

### ***Co-Moderator for HR Roundtable: "Chaos or Calm...Where We Are Headed?"***

### ***Presenter for Workshop F: "HR Connection - Have a Seat at the Table"***

Lourdes Gonzalez has worked in the industry as a Safety Director, Loss Control Consultant, HR Consultant and Account Executive in California and Arizona. Lourdes has extensive experience in safety and supervisory training, HR management, as well as consulting on risk management and operational productivity in various industries. She has lectured on labor relations, human resources, safety and organizational development to companies, associations, and organizations in California, Arizona and Colorado. She is a frequent speaker for SHRM chapter in Yuma, AZ. She contributes as a writer to various newsletters and magazines on topics related to human resources, safety and risk management. She is a member of the Society of Human Resources Management (SHRM), the American Society for Training & Development (ASTD), AgSafe and APMA. Lourdes, a graduate of Cal Poly San Luis Obispo, has a Master's Degree in Business Administration from Columbia Southern University. She is a Certified Industrial Hygiene Manager (CIHM), is a licensed Property & Casualty, Life and Health Producer, holds a Commercial Lines Coverage Specialist (CLCS) certification and an Agribusiness & Farm Insurance Specialist (AFIS) designations.

## **Monica Goodale, Ed.D.**

Sr. Director, National Learning & Development, Human Resources - Zenith Insurance Company

### ***Presenter for Workshop J: "Developing Key Talent in Your Organization"***

Known as a highly effective leader in her own right for over 25 years, Monica Goodale holds a Doctorate in Education specializing in Organizational Leadership from Pepperdine, where she serves as an Adjunct Professor and guest lecturer. Her professional career spans both, military and civilian experiences, and she was profiled by the research group, Bersin & Associates, as a "Best Practice Leader". Monica regularly speaks and teaches at professional conferences, including ASTD, ISPI, and APQC. Monica was invited to lead a pre-conference workshop on designing leadership development programs at the 2014 ASTD International Conference and Expo.

Most recently she has been working with the California AG Community – including the APMA and American Pistachio Growers. Monica has also supervised dozens of doctoral dissertations related to the development of leadership, organizational development issues, and bridging school-to-business needs. She is known for transforming traditional training and development teams into competitive assets, and for aligning learning efforts to directly support an organization's business goals. Since 2011, Monica has been leading the national learning and development function for a specialty workers' compensation insurance firm.

## **Pete Guerrero**

Vice President, Operations - Duncan Family Farms

### ***Presenter for Workshop B: "Leading the Generations at Work"***

Vice President of Operations, Pete Guerrero began his career in the produce fields as a Food Safety Manager and worked up to Director of Supply Chain and Procurement over an eight-year span with Duncan Family Farms. He played a critical role in strengthening the food safety program, a key part of the company's culture and process. He is responsible for managing daily operations of growing locations in Arizona and California. Based in Goodyear, Arizona, Duncan Family Farms, a leading family-owned, multi-regional grower of over 7,000 acres of certified organic produce.

## **Chana Hauben**

Vice President Human Resources - UnitedAg

### ***Co-Presenter for Workshop L: "Setting the Stage for Employee Separation"***

Chana Hauben joined UnitedAg as Vice President of Human Resources in 2014. A key member of the executive leadership team, Chana is responsible for establishing UnitedAg's HR structure, best practices and processes, as well as talent acquisition, management and development. She also conceived and leads the regional HR Roundtable sessions, which are provided as a service for UnitedAg members. With more than 20 years of experience in human resources management and related fields, including extensive experience in compensation management, recruiting and retention, she is extremely well-suited for the role of stewarding UnitedAg's exceptional people and talents, and planning for the organization's human resource needs during a time of dynamic growth.

Before joining UnitedAg, Chana was Global Human Resources Manager for gen-E, an international workplace advancement software company. Previously, she held leadership positions in finance and administration at the J. Paul Getty Trust and several other nonprofit organizations.

Chana holds a bachelor's degree in organizational development and sociology from Pitzer College, one of the Claremont Colleges, and an MBA in finance from the University of Southern California.

## **William J. Krycia, MPH, CIH**

Senior Safety Engineer – Department of Industrial Relations, Cal/OSHA Division

### ***Presenter for Workshop O: "Cal/OSHA Update"***

William J. Krycia's career spans over 30 years with the Department of Industrial Relations - Division of Occupational Safety and Health.

He obtained a Master's degree in Public Health from the University of Michigan, Ann Arbor. He is also a Certified Industrial Hygienist with the American Board of Industrial Hygiene. Currently he serves as a Senior Safety Engineer coordinating the Division's Agricultural Safety and Health Unit, as well as the Heat Illness Prevention Units.

### **Doug Larsen**

Shareholder – Fishman, Larsen & Callister

#### ***Presenter for Workshop H: "How Does Proposition 64 Affect Your Workplace?"***

Doug Larsen is an employment lawyer with Fishman, Larsen & Callister in Fresno, California. The focus of Doug's practice is to keep employers out of court, saving thousands of dollars and headaches. He works with businesses to establish and maintain legally-compliant employment practices and policies, provides training and conducts investigations. Doug also defends companies in litigation asserted by their employees in state and federal courts, as well as in administrative actions and investigations.

Doug is also the president of Sierra HR Partners. Sierra provides HR consulting services for clients throughout the state. Together, these companies provide an integrated solution for California employers to maintain a compliant workplace.

### **C. Bryan Little**

Chief Operating Officer – Farm Employers Labor Service

#### ***Panelist for Workshop E: "Effective Grower-FLC Relations in the Age of Joint Liability"***

Bryan Little, a labor-affairs specialist with extensive experience in both, government and agriculture, is the Chief Operating Officer of Farm Employers Labor Service. Bryan also serves as Director of Labor Affairs for the California Farm Bureau Federation, representing members on legislative, congressional and regulatory issues involving immigration and labor policy. Bryan formerly served with the U.S. Department of Labor, as Deputy Assistant Secretary for Occupational Safety and Health. Prior to joining OSHA, he 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.

### **Jeanne M. Malitz**

Principal – Malitzlaw, Inc.

#### ***Panelist for "H-2A Process A-Z: The Good, The Bad and The Ugly"***

Jeanne M. Malitz is the principal of Malitzlaw, Inc. which focuses on employment-based immigration matters with an emphasis on permanent and temporary labor certification for agricultural employers. Her practice also includes counseling on employment verification including E-Verify and I-9-related issues.

Ms. Malitz actively participates in advocacy for immigration reform through national committee work on behalf of the American Immigration Lawyers' Association (AILA) and the National Council of Agricultural Employers (NCAE). She is a member of AILA's national Department of Labor Committee and chairs the H-2A Committee for the NCAE. She frequently presents and writes on immigration-related topics. Ms. Malitz received her B.A. degree from the University of San Diego and her J.D. degree from the Boston University School of Law. Ms. Malitz has been listed in San Diego Magazine as a Top Lawyer for 2013 and 2014.

### **Kelly McMillin**

Chief of Police, Retired

#### ***Co-Presenter for Workshop G: "Preventing Workplace Violence and Rural Crime"***

Kelly McMillin began his law enforcement career in 1984 as a Deputy with the San Benito County Sheriff's Department. In 1986 he transferred to the San Diego County Sheriff's Department then came to the Salinas Police Department in 1988. As a Salinas Police Officer, Kelly has worked patrol, several gang units, vice/narcotics, administration and various assignments as a detective including homicide. He was a SWAT operator, team leader and tactical commander.

Kelly has held the ranks of Officer, Corporal, Sergeant, Lieutenant, Commander and Deputy Chief. He was appointed Chief of the Salinas Police Department on June 11, 2011 after 24 years of service to the Department, and was the first Chief to be promoted from within the ranks since 1965. Kelly implemented the department's Ceasefire strategy and is the police department's representative to the California Cities Gang Prevention Network and the National Forum for Youth Violence Prevention. He also oversees SPD's many collaborations with nonprofits, faith groups, education, CBOs and many other stakeholders. He retired from the Department in October of 2016.

He earned his AA from Hartnell College, a BA from Saint Mary's College of California and a Master of Public Policy from the Panetta Institute at California State University Monterey Bay. He is a 2003 graduate of the 213th session of the FBI National Academy at Quantico, Virginia. Kelly was recognized by the White House as a "Champion of Change" in April of 2012.

Kelly is active in the community, volunteering with a number of community events and as a board member for the Community Foundation for Monterey County, Rancho Cielo, the California Rodeo and the Central Coast YMCA.

### **Patrick S. Moody, Esq.**

Shareholder - Barsamian & Moody

#### ***Co-Presenter for "2017 Labor & Employment Law Update"***

Patrick S. Moody is a shareholder with Barsamian & Moody, a law firm solely dedicated to representing employers. Mr. Moody provides the firm's management clientele with solutions and advice for complying with the numerous statutes and regulations relating to labor and employment law, as well as the intricacies of handling union organizing campaigns and working within the confines of collective bargaining agreements. He has represented employers before most state and federal administrative agencies, in judicial and labor grievance arbitrations, as well as in both state and federal trial and appellate courts.

Mr. Moody earned his undergraduate degree from the University of Florida, and his J.D. degree, with honors, from the California Western School of Law, where he served as a Staff Writer and was on the Executive Board of the California Western Law Review and the California Western International Law Journal. He was admitted to the California State Bar in 1991, and is also admitted to practice before all United States District Courts in CA, and the Ninth Circuit Court of Appeal. He is the Vice President of the Board of Directors of the Agricultural Personnel Management Association. Mr. Moody frequently speaks on many different topics related to labor and employment law, regularly contributes articles to a wide variety of publications, and is the author of several regularly published columns on topics relevant to employers.

### **Kimberly Naffziger**

Vice President and Agricultural Specialist - Zenith Insurance Company

#### ***Moderator for Safety Roundtable: "2017 Ready or Not Here We Come"***

Kimberly is Vice President and Agricultural Specialist with Zenith Insurance Company. A California native, Kimberly Naffziger has been involved with the agricultural industry for most of her life. Kimberly joined Zenith Insurance Company as an agricultural specialist in 2008 to help build strong relationships with California's agricultural industry, and to work collaboratively with Zenith's servicing departments throughout the state to help improve the health and safety of the agricultural and dairy policyholders' workforce. This successful approach has positioned Zenith as the premier agricultural insurance carrier in California.

Some of her accomplishments include developing innovative programs and resources for Zenith agricultural policyholders such as the Zenith Ag Leadership Program and the "Spotlight on Wellness" initiative. In addition, Kimberly currently serves as Vice-Chair of the Agricultural Safety & Health Council of America, and is a current board member of the Agricultural Personnel Management Association.

Kimberly's background includes serving as Program Development Specialist at California State University, Fresno's Center for Agricultural Business. In 1997, she was named the Executive Director for AgSafe, a non-profit organization. During her tenure at both the university and at AgSafe she has played an integral part in the development and implementation of educational programs for the industry including the California Agricultural Safety Certificate Program; the Farm Labor Contractor's Education Institute; the Motor Vehicle Education Program for Spanish speaking workers; the Ag

Lenders Institute and the Supervisor Development Program to name a few.

Kimberly has a Bachelor of Science Degree in Agricultural Business from California State University, Fresno. In her free time, she enjoys competing in the sport of barrel racing with her horses Sam and Rap.

### **Terrence O'Connor, Esq.**

Attorney - Noland, Hamerly, Etienne & Hoss

#### ***Panelist for Workshop I: "Labor Shortages—The New Norm" and for A: Redrafting the Playbook Against Recent Class Action Litigation***

Mr. O'Connor has a general employment practice that emphasizes counseling and representing business owners in employment practices to prevent or defend claims of sexual harassment, discrimination, retaliation and wrongful termination. Mr. O'Connor defends a variety of wage and hour claims before administrative agencies and in state and federal court. Mr. O'Connor has extensive experience representing clients before such state and national agencies as: California Labor Commissioner, U.S. Department of Labor, Cal-OSHA, California Department of Fair Employment and Housing, Equal Employment Opportunity Commission, California Agricultural Labor Relations Board, National Labor Relations Board, and Public Employment Relations Board. He is a member of State Bar of California (Labor and Employment Section), American Bar Association, and Monterey County Bar Association.

Mr. O'Connor was the founder of Monterey County Legal Services Corporation and is the past president of the Corral de Tierra Rotary Club. He is also past president and current Board Member of the Monterey Jazz Festival and served on the Board of Ag Against Hunger.

His career highlights include a three-year service as General Counsel to the Western Growers Association and its 3,000 grower/shipper members in California and Arizona.

Mr. O'Connor earned his JD from the University of California, Hastings College of the Law in 1979, MA from San Francisco State University in 1971, and a BA from Stanford University in 1967.

### **Lana Pieri**

Director of Human Resources - Monterey Peninsula Horticulture

#### ***Panelist for Workshop E: "Effective Grower-FLC Relations in the Age of Joint Liability"***

In 2014 Lana Pieri assumed the role of the HR Director for Monterey Peninsula Horticulture, leading the HR, Payroll, Safety and Benefits team in three subsidiaries and guiding the company in workplace compliance. Prior to that, she held positions of the Corporate HR Business Partner with Driscoll Strawberry Associates; HR Regional Business Partner for Monterey and Santa Cruz Counties with Unity Care Group, Inc.; and HR Generalist for Borland Software Inc.

Lana was also an independent HR consultant providing guidance for clients in a variety of for-profit, non-profit, private and public organizations. Her industry speaking engagements include Produce Marketing Association FIT Program speaker from 2010 to 2012 on Intern Recruiting.

She is a graduate of the Capella University, Minneapolis, with B.S. Business, Minor in HR Management; Certified in HR Management from UCSC at Santa Clara; and a graduate of Driscoll's Global Leadership Institute. She is a past board member for Santa Cruz County Community Foundation representing South County Agriculture and Santa Cruz Native Animal Rescue. She currently volunteers for Valley View Equine Rescue Sanctuary at Holly Hills Prunedale Ranch.

### **Susan Quale, PHR**

Vice President of Human Resources - Sierra Cascade Nursery, Inc.

#### ***Panelist for "H-2A Process A-Z: The Good, The Bad and The Ugly"***

Susan Quale is the Vice President of Human Resources for Sierra-Cascade Nursery, Inc., a leading supplier of strawberry plants to commercial fruit growers. Her responsibilities include the oversight and coordination of all HR functions, including benefits and compensation, health and safety, workers' compensation, labor law compliance, labor management including food service, housing and transportation for the company including administration of the H-2A program.

Sierra-Cascade Nursery grows many crops in addition to the strawberries and has multiple sites in California and Southern Oregon. The company employs in excess of 2400 people at its peak and utilizes multiple H-2A contracts each year, housing and feeding over 1200 employees. Susan has been with SCN for 19 years and is a Certified HR Professional.

### **Anthony P. Raimondo, Esq.**

President - Raimondo & Associates

#### ***Presenter for Workshop M: "Labor Relations and Union Avoidance in a Time of Uncertainty"***

Anthony P. Raimondo is the President of Raimondo & Associates, Fresno-based firm that conducts a practice concentrating in labor relations and employment law, including management representation in counter-organizing campaigns, unfair labor practice defense, grievance and arbitration defense, and collective bargaining negotiations. The firm defends employers in state and federal courts in actions ranging from harassment and discrimination to wage and hour

disputes. The firm advocates for employers in administrative agency proceedings and investigations including the National Labor Relations Board, the Agricultural Labor Relations Board, the California Labor Commissioner, U.S. Department of Labor, Cal/OSHA, EEOC, and others.

Mr. Raimondo has been representing employers since 2001 when he left the Fresno County Public Defender to enter private practice. He has assisted employers with strategic planning in labor relations, and has counseled employers in day to day workplace issues to avoid litigation.

Mr. Raimondo has successfully turned back organizing campaigns from some of America's most aggressive unions, and has negotiated favorable contracts for unionized employers. Mr. Raimondo has assisted clients with government investigations and audits, and regularly defends wage claims before the California Labor Commissioner.

Mr. Raimondo is the primary labor and employment resource for California's Western United Dairymen, and regularly publishes articles in industry newsletters.

Mr. Raimondo is admitted to practice in the State of California and U.S. District Court, Eastern District of California and Northern District of California.

### **Jason Resnick, Esq.**

Vice President and General Counsel - Western Growers

#### ***Moderator for "H-2A Process A-Z: The Good, The Bad and The Ugly"***

#### ***Co-Presenter for "2017 Labor & Employment Law Update"***

Jason Resnick joined Western Growers in 2003 as a staff attorney. Today as Vice President and General Counsel, he has responsibility for overseeing the organization's legal affairs. Jason works closely with the Western Growers executive team on legal, business and policy matters and he has primary staff responsibility for the Western Growers Labor Committee.

Prior to joining Western Growers, Jason was a litigator at a prominent Orange County law firm. His litigation experience includes trying jury and bench trials, administrative proceedings before state and federal agencies, and drafting appellate briefs to the California Supreme Court and state and federal courts of appeal.

Jason is a frequent speaker and magazine contributor on employment and labor law matters affecting the fresh produce industry. He currently serves on the board of directors for the Agricultural Personnel Management Association and is a past co-chair of the Agribusiness Committee of the State Bar of California.

Jason received his bachelor's degree from the University of California, Irvine and his JD from the University of the Pacific, McGeorge School of Law.

## Julio Sanchez

General Manager - RAMCO Enterprises, LP

### **Co-Presenter for Workshop A: "Redrafting the Playbook Against Recent Class Action Litigation"**

Julio Sanchez is the General Manager at RAMCO Enterprises, L.P. After graduating from Cal Poly San Luis Obispo in 2001 with a degree in Agricultural Business, he joined RAMCO holding various positions including Information Systems Manager, Director of Safety & Human Resources, and Marketing. RAMCO is headquartered in Salinas with offices in Watsonville, Santa Maria, Oxnard, and Yuma, AZ., providing employment services to the agricultural, food processing, and light manufacturing industries. RAMCO is also involved in various conventional and organic contract growing ventures of both vegetables, and strawberries.

In 2005, Julio received his MBA with an emphasis in Management from Golden Gate University, San Francisco. He is the President of the Board of Directors of the Agricultural Personnel Management Association, and frequently presents for various agricultural organizations on topics related to labor, safety, employment law, and human resources.

## Guadalupe (Lupe) Sandoval

Managing Director - California Farm Labor Contractor Association

### **Moderator for "Workshop E: "Effective Grower-FLC Relations in the Age of Joint Liability"**

Guadalupe (Lupe) Sandoval is the founding Managing Director for the California Farm Labor Contractor Association and also heads Sandoval Bilingual Safety Solutions. The son of Mexican immigrants, he is a former farmworker, and has over 25 years of experience in the field of workplace health and safety, and personnel management. Mr. Sandoval has presented at many conferences at the national, state, and local levels. He is an OSHA authorized trainer, as well as an approved trainer of trainers by California's Department of Pesticide Regulation. He is a past president of the San Joaquin Human Resource Association, and has achieved the designation of Professional in Human Resources.

He has held positions on the board of directors for AgSafe, the San Joaquin Safety Council, and also for the Safety Center, Inc. Mr. Sandoval earned his Bachelor of Arts degree after completing studies at California State University, Stanislaus, and the University of San Francisco. He has also completed graduate work in the field of Public Administration. He lives in Sacramento with his wife Donna Paul, a consultant in the field of public health.

## Karen Schindler

Executive Director - AZTEC Foreign Labor, Inc.

### **Panelist for "H-2A Process A-Z: The Good, The Bad and The Ugly"**

Karen recently spent five years (2011-2016) serving the Office of Foreign Labor Certification at the U.S. Department of Labor in Washington, DC as a liaison for the Ombudsman Program, advocating for H-2A and H-2B employers. While there, she drafted and developed policy papers and made recommendations to improve program policy and procedures on a National level. She also worked alongside the National Monitor Advocate helping to ensure that American Job Centers provide equal services to Migrant and Seasonal Farmworkers (MSFWs). Prior to her serve at the Department, Karen spent seven years (2004-2011) forming and developing AZTEC Foreign Labor in Lexington, KY.

## Joel Sherman

Director of Safety, Workers' Compensation and Regulatory Compliance - Grimmway Farms

### **Co-Moderator for HR Roundtable: "Chaos or Calm...Where We Are Headed?"**

Joel Sherman is the Director of Safety, Workers' Compensation and Regulatory Compliance for Grimmway Farms, a large vegetable grower/packer/shipper based in Kern County, California. Mr. Sherman oversees three departments responsible for the safety and workers' compensation issues for more than 7,500 employees and contract laborers. Joel has more than thirty years' experience in the safety and workers' compensation field. He has served in a variety of capacities including claims adjuster, loss control consultant, policy services representative, and as the workers' compensation liaison for a large industrial medicine practice. A certified self-insurance administrator, Joel presently teaches Introduction to Workers' Compensation at CSUB, and was also certified by the state as a continuing education provider for Qualified Medical Evaluators. He was the Chairman of the board of directors of the California Coalition on Workers' Compensation (CCWC) for 2009 and 2010 and was recently elected to the board of directors of the California Self-Insurance Association (CSIA). He was actively involved in the comp reforms of 2004 and continues to participate in legislative reform of the system. In December of 2010, Governor Schwarzenegger appointed him to the Fraud Assessment Commission. Joel was also recently invited to participate in the Agricultural Sector of the NIOSH National Occupational Research Agenda, and is a member of the Cal/OSHA Advisory Committee.

## David Singh

Director of Human Resources - West Coast Tomato Growers, LLC

### **Panelist for "H-2A Process A-Z: The Good, The Bad and The Ugly"**

H. David Singh is the Director of Human Resources with West Coast Tomato Growers, LLC and is also an active participant in all other aspects of the company. David began his career in agriculture in 1991 at Harry Singh and Sons. Harry Singh and Sons had been farming pole tomatoes in the southern California since 1939. In 2011 Harry Singh Jr. restructured the company and in 2012 created WCTG.

David has been actively involved in the H-2A program since 2002 as one of the pioneering users in the state of California. During the last 15 years, David has developed a strong expertise in every aspect of the program from initial recruitment, logistics in México and orientation. Having established a strong rapport with the American Consulate General Post in Hermosillo, Mexico he has frequently been invited to speak with their adjudicating officers for the H-2A program. Due to his level of expertise David has also been identified as a knowledgeable trainer for new adjudicating officers with the U.S. Department of State, Embassy in Mexico City and U.S. Consulate Hermosillo. Although the H-2A program can seem intimidating and difficult, David has been able to maneuver the program forward with ease to maintain a successful and compliant program.

## Raul Solis

Director of Human Resources - Moody Western Cooling

### **Co-Presenter for Workshop L: "Setting the Stage for Employee Separation"**

Raul Solis is a human resources professional with Moody Western Cooling, a provider of produce precooling services located in Guadalupe, California. He joined the company in 1998 and has worked in many aspects of the operation, from driving forklifts and dispatch to payroll, budgeting and HR. Raul holds BA degree in history from Cal Poly San Luis Obispo and an MBA from the University of La Verne. He is a member of UnitedAg Board of Directors since 2016.

## S. Brett Sutton, Esq.

Owner - Sutton Hague Law Corporation, P.C.

### **Co-Presenter for Workshop N: "Managing Employee Social Media Activity and Off-Duty Conduct"**

Mr. Sutton is the owner of Sutton Hague Law Corporation, P.C. with offices in Nevada and California. With 26 years in the legal profession, he brings extensive experience in counseling clients on labor and employment law matters and aggressively representing clients in litigation of employment law cases before federal and state courts and administrative agencies in both Nevada and California. He has trained thousands of individuals in a wide variety of employment law matters, including wage and hour law. For many years, he has been one of the few California attorneys selected to serve as a Contributing Editor to the leading treatise on California Employment Litigation. He also has been named by his peers as a Northern California Super Lawyer for the last five consecutive years and received the highest rating possible for legal ability and ethics from Martindale Hubbell (AV rated). In 2014 he received an award from the Nevada Restaurant Association for his legal advocacy on behalf of the industry. Brett's clients include national and international agricultural, dairy and food processing companies.

Brett obtained his undergraduate degree at Pepperdine University in 1986 where he graduated summa cum laude and Valedictorian of his class. He then

# 2017 WORKSHOP DESCRIPTIONS

Wednesday, January 25, 2017

## **H-2A Process: "The Good, The Bad and The Ugly"**

**Moderator: Jason Resnick; Panelists: Jeanne Malitz, David Singh, Susan Quale, Karen Schindler**

By popular demand, we are offering this three-hour session that will take participants from A to Z through the H-2A process. This comprehensive presentation will explore many complexities surrounding H-2A program compliance. Attendees will learn best practices to ensure accurate calculation of pay, avoiding corresponding worker issues, avoiding allegations of U.S. worker discrimination and more. Anyone considering using or now using the H-2A program will benefit from this session.

## **Safety Roundtable: "2017 Ready or Not Here We Come"**

**Moderators: Rudy Avila and Kimberly Naffziger**

Join your peers in a lively discussion on a range of safety topics impacting your business. From marijuana in the workplace, to indoor heat, transportation and night work, come share your concerns and strategies on these and other important issues.

## **HR Roundtable: "Chaos or Calm...Where We Are Headed?"**

**Moderators: Daniel Gallegos, Lourdes Gonzalez, Joel Sherman**

Kick off your conference experience with this educational and entertaining session. Engage other attendees in the 1-minute speed-networking activity; participate in a competition between baby boomers, generation X-ers, and millennials; and, learn from presenters that have over 100 years of combined experience who will discuss how to tackle the turbulent times ahead in HR and Safety. Topics will include (please add topics of importance – these are suggestions) agricultural worker issues, talent engagement, educating your work force, recruiting and retaining talent, employee accountability, changes in drugs and alcohol policy, terrorism vulnerability, problem employees, and other topics important to you.

Thursday, January 26, 2017

## **A: Redrafting the Playbook Against Recent Class Action Litigation**

**Presenters: Gabriela Ahumada, Terrence O'Connor and Julio Sanchez**

Join us for a discussion that will explore the root cause of most recently-filed wage and hour class action complaints. This presentation will discuss how to potentially safeguard your organization from such cases. We will also discuss opportunities on how to gain leverage if your company is already facing such litigation and is contemplating mediation.

## **B: Leading the Generations at Work**

**Presenter: Pete Guerrero**

For many companies, a core challenge over the next decade will be to attract and retain a skilled workforce as the labor market continues to tighten, technology is evolving, and immigration becomes more stringent. This situation is even more intricate as organizations find themselves managing different generations of worker. These generations think differently, vote differently, buy differently, and dress differently. Work ethic, respect, turnover, dress code, communication tools, fun at work can create real problems for management, and at the same time, open new opportunities. Join Pete Guerrero, Vice President of Operations for Duncan Family Farms in this lively discussion on how to effectively manage the multigenerational workforce towards positive and productive organizational culture.

## **C: Safety Strategies and Initiatives – Are You Hitting the Mark?**

**Presenter: Vanessa Galvan**

Employee work injuries have a significant impact on your bottom line. Unfortunately, many safety efforts don't always produce meaningful results. Often times, employers fall short because they do not dig deep enough to find the underlying root causes. Jumping to solutions before you know the real issue may not solve the problem; resulting in recurring events and frustration. Attend this session to learn a more strategic approach to ensure that you are truly "hitting the mark."

## **D: Doing It Right: Employee Engagement Starts from Day 1**

**Presenter: Monica Goodale**

New hires have a short window to prove themselves in a new job. The more efficient your onboarding process is, the faster new employee will feel welcome and prepared for their position, and in turn the faster they will be able to successfully contribute to your company. With recent shortages of qualified labor and high turnover costs, strategic use of onboarding will compliment your effective recruitment and selection processes to help your organization take the talent management to the next level. Join Justin Hurtado-Palomo who brings years of experience and his innovative coaching techniques for this stimulative discussion.

## **E: Effective Grower-FLC Relations in the Age of Joint Liability**

**Moderator: Guadalupe Sandoval; Panelists: Jesse Alderete III, Bryan Little, Lana Pieri**

AB 1897 has clarified the joint liability shared by growers/packers with their farm labor contractors. FLCs may also find a range of troublesome liabilities when entering into business relationships with growers/packers. Cal/OSHA, US Dept. of Labor, and other regulatory agencies will explore both, the primary and secondary employers, as subjects for penalties. This panel includes grower, FLC, and industry representatives who will examine the nature of this joint liability, as well as some of the best practices to mitigate and minimize costly joint liabilities, and enhance the business relationship.

## **F: HR Connection—Have a Seat at the Table**

**Presenter: Lourdes Gonzalez**

You have probably heard that HR "is a cost center" and "doesn't have its act together". How do we as HR professionals separate from these stereotypes? If you were asked to sit at the table, how do you build credibility and be taken seriously? Do you ask good business questions? Are you considered a strategic partner by your business leaders? How do you contribute to the growth and strategy of your company? This session will explore tactics and provide HR practitioners with tools on how to show the executive leadership that HR is a business partner that adds value to the organization and the bottom line.

**G: Preventing Workplace Violence and Rural Crime****Presenters:** *Kelly McMillin, Terry Rahiri (Invited)*

Workplace violence is the second leading cause of occupational fatalities in the U.S. Approximately two million workers are injured every year, with over 800 resulting deaths, according to the Bureau of Labor Statistics. And the National Institute for Occupational Safety and Health (OSHA) estimates the cost of workplace violence to employers is \$121 billion annually. Workplace violence has devastating effects on the productivity of organizations, employee morale, and safety of employees. This seminar will provide a review of the employer's legal obligation to provide a safe work environment and include workplace violence prevention strategies and instructions on the methods of recognizing warning signs of workplace violence, and dealing with an incident of violence if one does occur. Participants will also learn about rural crime and possible solutions to these unique crimes that afflict individuals, businesses and property in rural areas throughout CA.

**H: How Does Proposition 64 Affect Your Workplace?****Presenter:** *Doug Larsen*

Does the recreational use allow employees to use at work, come to the jobsite impaired, or have marijuana in their systems? When can you test employees for the illegal use of drugs? Under what conditions can you fire an employee who tests positive or who I think is impaired? What happens if you are wrong? Can I maintain a drug-free workplace? This presentation will answer these questions and other issues related to drugs and drug testing in the workplace.

**I: Labor Shortages—The New Norm****Moderator:** *James Bogart*; **Panelists:** *John Barrientos, Jesse Duron, Terrence O'Connor*

Employers face tremendous challenges with having adequate labor to get the job done. This session will focus on a myriad of issues from labor shortages to work stoppages and walk outs to name a few. Learn how to deal with the ever increasing rollercoaster of labor supply issues.

**J: Developing Key Talent in Your Organization****Presenter:** *Monica Goodale*

Worried about the tightening labor market, the development of next generation leaders, and succession planning? The search for talented staff begins at home! Learn how and what to look for during this highly interactive presentation. Leave with tools, templates, and an action plan to identify and develop your key talent. We'll share a simple process, offer advice based on our experiences and answer any questions you have.

**K: Health and Wellness Considerations for Farm Worker****Presenter:** *Ernesto Alvero*

To help guarantee the future of the world's food supply, both, small and large companies, must provide proper corporate health and wellness programs that will help ensure physical and mental fitness of our workers and prevent possible illnesses, as well as injuries and accidents at work. In this session, we will explore many angles of worker health: access to health care, proper diet/fitness/assessment, worker health trends and preferences, physical and mental fitness, environmental hazards.

**L: Setting the Stage for Employee Separation****Presenters:** *Chana Hauben, Raul Solis*

Employee progressive discipline and separations are some of the most difficult aspects of any HR professional's job duties and can cause significant stress to the employee as well as the employer. When an employee is underperforming, you want to help them succeed, while still documenting all efforts in case the employee continues to not meet expectations. The art of a well-crafted performance plan, simplifying the discipline process, effective documentation, and ultimately preparing for, and setting the stage for separation, are essential to help the employee transition, and maximize protection to your organization.

Participants will be provided with complete sample separation packets, a hands-on review of what it takes to develop and work a performance plan, how to properly document throughout the process, creating separation paperwork, and how the final meeting should be orchestrated. We will be role playing and guiding you through this very complex process in an effort to provide you with solid solutions, effective documentation, practice, and helping you minimize the risks post separation.

**M: Labor Relations and Union Avoidance in a Time of Uncertainty****Presenter:** *Anthony Raimondo*

This presentation will provide a practical guide to union avoidance, including labor relations strategies, employee communication, effective front-line supervision, and labor relations issues raised by the use of staffing agencies and labor contractors. The presentation will include a discussion of multi-pronged union organizing strategies where employers may face negative publicity, litigation, and even sabotage.

**N: Managing Employee Social Media Activity and Off-Duty Conduct****Presenters:** *Wesley Carlson & S. Brett Sutton*

What control do employers have over employees once they clock-out? Can employees' tweets, Facebook, and Instagram posts be grounds for discipline? Should an employee be terminated for smoking marijuana off-duty? What steps can a business take to protect its own image and reputation on-line? Explore the changing landscape of employee off-duty conduct and social media management, including recent NLRB rulings and the effect of Prop 64, and learn what employers can do to avoid mistakes.

**O: Cal/OSHA Update****Presenter:** *William Krycia*

Attend this session to hear about the latest developments in Cal/OSHA regulations and enforcement activity for the coming year.

**P: I-9, Electronic Storage, and Immigration Law Compliance****Presenter:** *Dax Deason*

This session will have the most current information concerning immigration regulations, including the newly released Form I-9 and its changes. With the last presidential election, immigration law became one of the most pertinent and publicized issues in the US. Are you confident that your organization is in full compliance with federal immigration laws, or do you risk being assessed costly fines or potential violations? During this session, the participants will be provided with the information they need to ensure their companies are filling out the I-9 form correctly for each employee, collecting proper documentation and complying with recordkeeping best practices.

Friday, January 27, 2017

**2017 Labor and Employment Law Update****Presenters:** *Patrick Moody & Jason Resnick*

Be sure to finish off the Forum right, with Pat Moody and Jason Resnick, as they cover the latest and greatest in up to the minute labor and employment law issues. They will cover recent cases that you need to know about, and get you up to speed on all the laws that are going into effect this year. This will be a fast-paced session with a whole host of invaluable information to help you excel in 2017 and beyond.

# 2017 FORUM SCHEDULE

## Wednesday, January 25, 2017

- 9:00-12:00 **H-2A Process A-Z** “The Good, The Bad & The Ugly” - Moderator: Jason Resnick; Panelists: Jeanne Malitz, David Singh, Susan Quale, Karen Schindler
- 1:30-2:45 **Safety Roundtable:** “2017 Ready or Not Here We Come”  
Moderators: Rudy Avila & Kimberly Naffziger
- 2:45-3:15 Break and Vendor Stations
- 3:15-5:00 **HR Roundtable:** “Chaos or Calm...Where We Are Headed?”  
Moderators: Daniel Gallegos, Lourdes Gonzalez & Joel Sherman
- 5:30-7:00 **President’s Reception**

## Thursday, January 26, 2017

- 8:00-9:00 Opening Remarks: **Julio Sanchez, APMA President and General Manager of RAMCO Enterprises, LP**  
Keynote: **Robert Roy, "What is the Future of California Agriculture"**

- 9:00-9:15 Break

Concurrent Sessions	LABOR & EMPLOYMENT	MANAGEMENT	HEALTH & SAFETY	GENERAL
9:15-10:30	A. Redrafting the Playbook Against Recent Class Action Litigation - Gabriela Ahumada, Terrence O'Connor & Julio Sanchez	B. Leading the Generations at Work - Pete Guerrero	C. Safety Strategies and Initiatives – Are You Hitting the Mark? - Vanessa Galvan	D. Doing It Right: Employee Engagement Starts from Day 1 - Monica Goodale
10:30-10:45	Break			
10:45-12:00	E. Effective Grower-FLC Relations in the Age of Joint Liability - Jesse Alderete, Bryan Little, Lana Pieri, Guadalupe Sandoval	F. HR Connection - Have a Seat at the Table - Lourdes Gonzalez	G. Preventing Workplace Violence and Rural Crime - Kelly McMillin & Terry Rahiri (Invited)	H. How Does Proposition 64 Affect Your Workplace? - Doug Larsen
12:15-1:45	Networking Lunch			
2:00-3:15	I. Labor Shortages - “The New Norm” - James Bogart, John Barrientos, Jesse Duron, Terrence O'Connor	J. Developing Key Talent in Your Organization - Monica Goodale	K. Health and Wellness Considerations for Farm Worker - Ernesto Alvero	L. Setting the Stage for Employee Separation - Chana Hauben, Raul Solis
3:15-3:30	Break			
3:30-5:00	M. Labor Relations and Union Avoidance in a Time of Uncertainty - Anthony Raimondo	N. Managing Employee Social Media Activity and Off-Duty Conduct - Wesley Carlson & S. Brett Sutton	O. Cal/OSHA Update - William Krycia	P. I-9, Electronic Storage, and Immigration Law Compliance - Dax Deason
5:30-6:00	Reception			
6:00-11:00	37th Annual Dinner & Keynote: <b>Bob Gray, “My Past, Our Present, and Your Future”</b> 7th Annual HRPAs Graduation Ceremony & Dance			

## Friday, January 27, 2017

- 8:00-9:00 President’s Remarks: **Julio Sanchez, APMA President and General Manager of RAMCO Enterprises, LP**  
Friday Keynote: **Rob Trice, *The Mixing Bowl***
- 9:00-9:15 Break
- 9:15-12:00 **2017 Labor & Employment Law Update:** Patrick Moody & Jason Resnick

# APMA

## Agricultural Personnel Management Association

37th Annual Forum - Monterey, California  
January 25-27, 2017

### REGISTRATION FORM

Please complete this form and Workshop Selections form (next page) and mail both to:  
**APMA, 512 Pajaro Street, Suite 7, Salinas, CA 93901**  
Or Fax to: **(831) 422-7318** or Email: [apma20@pacbell.net](mailto:apma20@pacbell.net)  
You can also register and pay online at [www.agpersonnel.org](http://www.agpersonnel.org)  
For more information, please call the APMA office at **(831) 422-8023**.

Name: \_\_\_\_\_ Email: \_\_\_\_\_

Name 2: \_\_\_\_\_ Email: \_\_\_\_\_

Name 3: \_\_\_\_\_ Email: \_\_\_\_\_

Company: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_ Fax: \_\_\_\_\_

### REGISTRATION FEES

*Full conference registration includes all three days (all Workshops, President's Reception, Thursday Lunch & Dinner/ Graduation Ceremony).*

**APMA Members\*** (Register and pay by **January 5, 2017**).....\$445.00 x \_\_\_\_\_  
Register and pay after January 5, 2017.....\$495.00 x \_\_\_\_\_ \$ \_\_\_\_\_

**Non-Member Registration** (By **January 5, 2017**).....\$545.00 x \_\_\_\_\_  
Non-Member Registration (After January 5, 2017).....\$595.00 x \_\_\_\_\_ \$ \_\_\_\_\_

*Please select networking activities that you will attend (cost included in full conference registration):*

**President's Reception** (Wed. Jan. 25, 2017, 5:30—7:00 P.M.) Yes  No

**Thursday Lunch** (Jan. 26, 2017, 12:15—1:45 P.M.) Yes  No

**Thursday Dinner/Graduation** (Jan. 27, 2017, 6:00—11:00 P.M.) Yes  No

#### Additional Guest(s):

President's Reception Guest .....\$55.00 x \_\_\_\_\_ \$ \_\_\_\_\_  
Thursday Dinner Guest .....\$95.00 x \_\_\_\_\_ \$ \_\_\_\_\_

**TOTAL REGISTRATION FEES:**..... \$ \_\_\_\_\_

**\*Company Discount** for 3 or more attendees from the same company (members only): \$425.00/person if you register and pay by January 5, 2017. Registration after January 3<sup>rd</sup> will be \$475.00/person with the company discount. Your check and registration form must be postmarked no later than **January 5, 2017** for early registration rates. We apologize but due to financial commitments, no refunds after January 5, 2017.

APMA's negotiated hotel rate of \$169/night (inland view), \$260/night (partial ocean view) and \$335/night (harbor view) plus \$18/day resort fee will end on Jan. 5, 2017. Please call the Monterey Plaza Hotel directly to make your reservation at 1-844-508-5578 and mention "APMA Forum" or "APMA Group".



# 2017 FORUM WORKSHOP SELECTIONS

Name: \_\_\_\_\_ Company: \_\_\_\_\_

## WEDNESDAY, JANUARY 25, 2017

**9:00 A.M. – 12:00 P.M.**      **H-2A Process A-Z “The Good, The Bad & The Ugly”**  
*Moderator - Jason Resnick; Panelists: Jeanne Malitz, David Singh, Susan Quale, Karen Schindler*      **Yes**  **No**

**1:30 P.M. – 2:45 P.M.**      **SAFETY ROUNDTABLE: “2017 Ready or Not Here We Come”**  
*Moderators: Rudy Avila and Kimberly Naffziger*      **Yes**  **No**

**3:15 P.M. – 5:00 P.M.**      **HR ROUNDTABLE: “Chaos or Calm...Where We Are Headed?”**  
*Moderators: Daniel Gallegos, Lourdes Gonzalez & Joel Sherman*      **Yes**  **No**

## THURSDAY, JANUARY 26, 2017

**8:00 A.M. – 9:00 A.M.**  
**Opening Remarks and Keynote - Julio Sanchez & Robert Roy, VCAA**      **Yes**  **No**

**9:15 A.M. - 10:30 A.M.**  
**CONCURRENT SESSIONS** (please select one session - A, B, C or D):

**A: Redrafting the Playbook Against Recent Class Action Litigation**      A   
*- Gabriela Ahumada, Terrence O’Connor & Julio Sanchez*

**B: Leading the Generations at Work - Pete Guerrero**      B

**C: Safety Strategies and Initiatives – Are You Hitting the Mark? – Vanessa Galvan**      C

**D: Doing It Right: Employee Engagement Starts from Day 1 – Monica Goodale**      D

**10:45 A.M. – 12:00 P.M.**  
**CONCURRENT SESSIONS** (please select one session - E, F, G or H):

**E: Effective Grower-FLC Relations - Jesse Alderete, Bryan Little, Lana Pieri, Guadalupe Sandoval**      E

**F: HR Connection - Have a Seat at the Table - Lourdes Gonzalez**      F

**G: Preventing Workplace Violence and Rural Crime - Kelly McMillin & Terry Rahiri (Invited)**      G

**H: How Does Proposition 64 Affect Your Workplace? – Doug Larsen**      H

**12:15 P.M. - 1:45 P.M. Networking Lunch**      **Yes**  **No**

**2:00 P.M. – 3:15 P.M.**  
**CONCURRENT SESSIONS** (please select one session - I, J, K or L):

**I: Labor Shortages - “The New Norm” - James Bogart, John Barrientos, Jesse Duron, Terrence O’Connor**      I

**J: Developing Key Talent in Your Organization - Monica Goodale**      J

**K: Health and Wellness Considerations for Farm Worker - Ernesto Alvero**      K

**L: Setting the Stage for Employee Separation - Chana Hauben, Raul Solis**      L

**3:30 P.M. – 5:00 P.M.**  
**CONCURRENT SESSIONS** (please select one session - M, N, O or P):

**M: Labor Relations and Union Avoidance in a Time of Uncertainty - Anthony Raimondo**      M

**N: Managing Employee Social Media Activity and Off-Duty Conduct - Wesley Carlson & S. Brett Sutton**      N

**O: Cal/OSHA Update – William Krycia**      O

**P: I-9, Electronic Storage, and Immigration Law Compliance - Dax Deason**      P

**6:00 P.M. – 11:00 P.M.**  
**37th Annual APMA Dinner, Keynote by Bob Gray and 7th HRP A Graduation Ceremony**      **Yes**  **No**

## FRIDAY, JANUARY 27, 2017

**8:00 A.M. - 9:00 A.M.**  
**Closing Remarks and Special Keynote –Julio Sanchez & Rob Trice, The Mixing Bowl**      **Yes**  **No**

**9:15 A.M. - 12:00 P.M.**  
**2017 Labor and Employment Law Update - Patrick Moody & Jason Resnick**      **Yes**  **No**



## HOTEL INFORMATION

### Monterey Plaza Hotel

400 Cannery Row, Monterey, CA 93940-1489

[www.montereyplazahotel.com](http://www.montereyplazahotel.com)

*Join us at this beautiful ocean front venue located in the heart of the historic Cannery Row and near many Monterey Bay area attractions!*

APMA negotiated rate is **\$169** per night (inland view) and **\$260** per night (partial ocean view) and **\$335** per night (harbor view) for the Forum attendees. Additional \$18/day resort fee includes valet parking with in/out privileges, wi-fi and other resort amenities. These rates are based on availability and will end on **January 5, 2017**.

Please make your reservations directly with the Monterey Plaza Hotel by calling

**844-508-5578.**

In order to receive our group rate, callers must identify themselves with **APMA**.  
The negotiated rate will end on **January 5, 2017**.

## GRADUATION CEREMONY

**Congratulations to the 7th Class of  
Human Resource Professionals in Agriculture (HRPA™)!**

We will honor the graduates at APMA's  
37th Annual Dinner on Thursday, January 26th 2017.



## RECERTIFICATION CREDITS

HRPA™ graduates will receive 2-year credit for attending the full conference.

The program was submitted to Human Resource Certification Institute (HRCI) and Society for Human Resource Management (SHRM) for 16.5 hours of general recertification credits. Approval pending.



**512 Pajaro Street, Suite 7  
Salinas, California 93901**

# 37th Annual APMA Forum

Monterey Plaza Hotel  
Monterey, California  
January 25-27, 2017

[www.agpersonnel.org](http://www.agpersonnel.org)

