



# 39th Annual APMA Forum



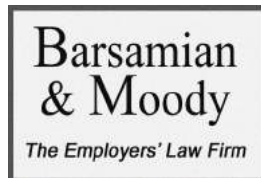
Monterey Plaza Hotel  
Monterey, California  
January 23-25, 2019

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

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## KEYNOTE SPEAKERS



### **Vic Smith** President and CEO — JV Smith Companies

#### Opening Keynote: "Being an Employer of Choice"

Vic Smith is the president and CEO of JVSmith Companies, a diverse group operations with farming, cooling and distribution facilities and shipping capacities in Yuma, Arizona, Colorado and Mexico.

Skyview Cooling was their first operation formed in 1970 and began as a cooling company in Colorado and New Mexico. By 1977 it had expanded to Yuma and then in 1982 it began operations in northern Mexico. Today, JVSmith Companies farm a number of commodities including conventional romaine, iceberg lettuce, spinach, potatoes, mixed leaf, organic spring mix, carrots, celery, romaine, and green onions.

Vic studied economics and business law at the University of Colorado from 1970-1974. He went on to study finance at Arizona State University in 1975. Since 1991, he has overseen all the companies' farming, packing and cooling operations, including 15,000 acres of vegetable production annually.

Vic served on the boards of United Fresh Produce Association and the Produce Marketing Association, and is currently on the board of Western Growers where he was also elected chairman in 2015.



### **Dave Puglia** Executive Vice President — Western Growers

#### Closing Keynote: "Divided Government in Washington, DC and One-Party Rule in Sacramento: What Next for California Employers"

Dave Puglia joined Western Growers in 2005, leading the association's state government affairs team and media communications staff on behalf of the association's 2,500 members in California, Arizona and Colorado. He was promoted to Executive Vice President in July 2015 in recognition of expanded responsibilities for Western Growers' operations and his extensive work on water policy issues affecting western agriculture.

Prior to joining Western Growers, Puglia was Vice President of APCO Worldwide, a global public affairs consulting firm. During his six-year tenure, he helped build the firm's Sacramento practice, providing strategic advice and issues management expertise on public policy issues to numerous corporations and industry associations.

Puglia previously served for seven years in the California Attorney General's Office, first as Press Secretary and later as Director of Public Affairs and Communications. In addition to serving as chief spokesperson for the state Department of Justice, Puglia directed the agency's public policy research and was a senior adviser to Attorney General Daniel E. Lungren. Puglia has also served in senior roles on three statewide political campaigns in California.

He currently serves on the Advisory Committee of the Public Policy Institute of California Water Policy Center and is a member of the board of directors of SWIIM System, Ltd©., a Denver-based irrigation management company.

A native of Sacramento, Puglia earned a bachelor's degree from California State University, Sacramento, in Government Journalism. Dave and his wife Lezlie, and their twin sons, live in Orange County, California.

## SPECIAL GUEST SPEAKER



### **Geni Whitehouse, CPA.CITP, CSPM**

#### Countess of Communication — Even a Nerd Can be Heard

#### Workshop: "Raising Your Value Through Better Communication"

Geni Whitehouse divides her time between working as a winery consultant at Brotemarkle, Davis & Co in the Napa Valley and writing, speaking, and tweeting. A LinkedIn Influencer, she has been named one of the 25 Most Powerful Women in Accounting, one of the Top 100 Influencers in Accounting and a Top 25 Thought Leader in the Accounting Profession. She is a frequent keynote presenter at accounting and technology conferences around the country and was a member of the TEDxNapaValley organizing committee from 2013-2016. She was the first speaker at the inaugural TEDxNapaValley event in 2012.

She is a co-founder of Solve Services, a remote bookkeeping business for the wine industry and is the author of "How to Make a Boring Subject Interesting: 52 Ways Even a Nerd Can be Heard" which is available on Amazon.com.

A native of Greenville, South Carolina, she has made it her mission to teach people in California that grits and polenta are the same thing.

## FORUM LEADERS

### **Tony Canizales, CSHO-GI, CSHO-CON, STS-GI – Vice President of Loss Control, DiBuduo & DeFendis**

Co-presenter for J: "Floods, Fires, Mudslides and Other Disasters - What Employers Need to Know"

Tony Canizales, Vice President of Loss Control, began his career in 1995 as a Safety Technician for a Hispanic owned Fortune 500 Company in Central California. Since then, he has worked for large, multi-line insurance carriers that specialize in construction, agriculture, hospitality, health care, manufacturing, retail, education, non-profit, and logistics. During his 22 year career, Tony has assisted in the development of proven injury prevention methods, programs, and exposure reduction through proper hazard identification. As a Bilingual (Spanish) Safety Professional, Tony has taught injury prevention courses for safety organizations throughout the United States such as The American Society of Safety Professionals (ASSP), National Safety Council (NSC), and the National Fire Protection Association (NFPA).

### **Faith L. Driscoll, Esq. – Attorney, Barsamian & Moody**

Presenter for E: "Critical Mistakes in Reasonable Suspicion Testing and Background Checks"

Faith Driscoll practices in the areas of employment compliance and litigation at Barsamian & Moody in Fresno. She assists union and non-union employers in resolving disputes involving claims of unpaid wages, discrimination, harassment, retaliation and wrongful termination. She also drafts employment agreements and contracts, handbooks and provides training for business owners, supervisors and human resource practitioners. As an advocate, she develops legal strategies for discovery, investigations, hearings and trials. She has represented employers in cases in court, as well as before the ALRB, OSHA, the EEOC, DFEH and Labor Commissioner in all stages of litigation. She also conducts workplace investigations, wage and hour audits, and employee training. When she isn't fighting the good fight, Ms. Driscoll volunteers her time to improve our community. She has served as Legislative Director for the Tulare/Kings County Chapter of SHRM since 2014, keeping members up to date on the constantly changing employment laws, and she regularly speaks on labor and employment topics at business community seminars. Additionally, she is President of La Visionaria Guild of Valley Children's Hospital, an organization devoted to advocating for children, fundraising and promoting good will for the hospital. Her favorite way to spend her time is with her husband and young son making memories at the lake.

### **Robert Erickson – Owner, Foothill Packing**

Panelist for "H-2A Panel"

Robert Erickson is the owner of Foothill Packing an agricultural packing and labeling company based out of Salinas, California. Robert serves on the Board of Directors for UnitedAg since 2017.

### **Daniel M. Gallegos, SHRM-SCP, SPHR – Human Resources Executive, Sunview Vineyards of California, Inc. and Affiliated Entities**

Leader for Interactive Activity: "HR Super Bowl 2019"

Dan's first jobs were as a farmworker and potato processor. He now has over thirty (35) years of experience in human resources management in publicly and privately held corporations. He has worked with Sunview and its affiliated entities for over thirty (31) years and provides leadership for developing and executing human resource strategy in areas including talent management, change management, organizational and performance management, training and development, compensation, safety, and human resources technology. He is certified by the Society for Human Resource Management as a Senior Certified Professional and as a Senior Professional in Human Resources by the Human Resources Certification Institute. He is member of the Society for Human Resource Management, the Kern County SHRM Chapter, Agricultural Personnel Management Association, and is the vice-chairman of the California Fresh Fruit Association's Labor Committee. Dan graduated cum laude with a Bachelor of Science degree from CSU, Fresno and a Masters of Business Administration degree from CSU, Bakersfield where he received Beta Gamma Sigma and Financial Management Association honors.

### **Lourdes Gonzalez, MBA, HRP, CIHM, CLCS, AFIS – Director of Human Resources, Gowan Company**

Presenter for B: "Succession Planning & Leadership Transformation - Beyond HR Basics" and K: "Workplace Violence - Are You Ready for the Worst-Case Scenario?"

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. - Assistant Vice President – National Learning & Development, Zenith Insurance Co.**

Presenter for H: "Moving from HR Practitioner to Business Leader"

Known as a highly effective leader in her own right for over 30 years, Monica Goodale holds an Ed.D. specializing in Organizational Leadership from Pepperdine University. Her professional career spans both military and civilian experiences, and she regularly speaks and teaches at professional conferences. She has been working with the California AG Community – including the APMA and the American Pistachio Growers. Monica leads the national learning & development function for Zenith Insurance and is responsible for the development of key talent and programs across the organization.

### **James K. Gumberg, Esq. – Partner, Patane Gumberg Avila, LLP**

Presenter for F: "Understanding and Navigating the Administrative Process and Agencies that Regulate California Employers"

Jim Gumberg is the consummate counselor – he is dedicated to his clients and makes himself available for both routine questions and the unexpected crisis. Jim often travels to visit clients to learn about their business or issues or to provide employment and labor law training for businesses management and employees. Jim has deep experience and helps clients navigate state and federal laws and regulations in an understandable and reassuring manner. Jim received J.D., With Honors from Santa Clara University (1991) and B.A. Political Science from University of Florida (1987). His practice areas include: business law, civil litigation, contract issues, healthcare law, hospitality, labor & employment, real property, workplace and payroll issues.

**Martin R. Guzman, Esq. – CIO, Shareholder and Managing Attorney, Salinas and Sacramento, Patrico, Hermanson & Guzman, PC**

Co-presenter for C: "Do You Think You Know About Workers' Compensation?"

Martin is the Shareholder and Managing Attorney for the Salinas and Sacramento offices for Patrico, Hermanson & Guzman. He serves as a key role as the firm's CIO and an educator/mentor to many attorneys. His deeply rooted talents in technology and recent successes include continuous process improvement and management of the firm-wide case management software and executing special projects that streamline the litigation process. In his prior practice, Martin has engaged in a civil practice litigating Unfair Business Practices before State and Federal courts. Prior to practicing law, Martin was a California licensed private investigator and a financial crimes investigator for a national bank. Martin is a fun and informative speaker. He frequently lectures on pertinent issues relating to Workers' Compensation defense. He is the past president of the Northern California Workers' Compensation Defense Attorneys' Association and is the past President of the Statewide California Defense Attorneys' Association. He is a member of the California Bar Association, and participates in the La Raza Lawyers Association.

**Chana Hauben – Vice President Human Resources, UnitedAg**

Co-presenter for L: "Onboarding – A Key Factor in Ensuring Company Compliance and Employee Success"

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.

**Adriana Iglesias – Program Manager, US Department of Labor, Wage and Hour Division**

Panelist for "H-2A Panel"

Adriana V. Iglesias, is the Program Manager for the National FLC Certificate Processing unit located in San Francisco, CA. Ms. Iglesias has been with the Wage and Hour Division for over 20 years and has managed the unit for over 7 years. Under Ms. Iglesias and the Regional Administrator, Ruben Rosalez, the Western Region took control of the nationwide processing system in 2016 and has implemented innovative ideas such as the mobile processing events, where applicants can receive their certificates on the spot and the initiation of the creation of the Spanish FLC application. She is passionate about the guidance her team provides to farm workers and strives to provide the most up to date and relevant information available. Ms. Iglesias has a double major in Sociology and Criminal Justice with a Master's in Public Administration.

**William Krycia, MPH, CIH – Senior Safety and Health Consultant, Zenith Insurance Company**

Co-presenter for J: "Floods, Fires, Mudslides and Other Disasters - What Employers Need to Know"

William Krycia is the Senior Safety and Health Consultant at Zenith Insurance Company. Prior to that, he was Senior Safety Engineer for the Department of Industrial Relations, Cal/OSHA Division. His 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. He also served as a Senior Safety Engineer coordinating the Division's Agricultural Safety and Health Unit, as well as the Heat Illness Prevention Units.

**Dominic A. Lopez, Esq. – General Managing Partner, Llarena, Murdock, Lopez & Motschenbacher**

Co-presenter for C: "Do You Think You Know About Workers' Compensation?"

Mr. Lopez, the firm's general managing partner, has been practicing workers' compensation law exclusively since 2007. He is a Certified Workers' Compensation Specialist who represents insurance carriers, third-party administrators and self-insured employers in the defense of workers' compensation matters, alleged Labor Code Section 132(a) violations as well as Serious & Willful Misconduct claims. Mr. Lopez provides strong legal representation, aggressive case resolution, and successful litigation with a focus on client driven results. Prior to joining the Llarena, Murdock, Lopez & Motschenbacher, APC, Mr. Lopez was a Senior Attorney at a state-wide workers' compensation defense firm. There he earned his reputation for quick, decisive and tactical case handling. The settlement of claims became a trademark of his practice and resulted in a large number of file closures in a short period of time. He has been innovative in setting up large informal settlement conferences and has taken the lead on multiple file closure projects. Mr. Lopez obtained his double major undergraduate degrees in History and Latin American studies at the University of California, Los Angeles and his Juris Doctor from the University of California, Hastings College of the Law.

**Ruben Lugo – Ag Enforcement Coordinator, US Department of Labor, Wage & Hour Division**

Panelist for "H-2A Panel"

Ruben Lugo started working as an investigator for DOL Wage and Hour in 1995. He conducted federal labor investigations on various types of industries with a specialization in agriculture in Central California. Ruben was promoted to Agricultural Enforcement Coordinator for Wage and Hour Western Region in 2010 overseeing agricultural enforcement and agricultural outreach activity in the states of CA, AZ, NV, ID, WA, OR, AK and HI. He manages the compliance status of Farm Labor Contractors and is the point of contact for any technical questions on the Migrant and Seasonal Agricultural Protection Act and the H-2A Program for the Wage and Hour's Western Region.

**Jeanne M. Malitz – Principal – Malitzlaw, Inc.**

Panelist for "H-2A Panel"

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.

**Dale Martines – Controller, Fillmore Piru Citrus**

Co-presenter for P: "How to Attract and Retain Talent"

Dale Martines is the Controller for Fillmore Piru Citrus. Along with his duties as Controller for the company he is also the Director for the Human Resource Department. He has over 20 years' experience in Business Administrative Management. Dale is a current member of APMA



and has a degree in accounting. He is currently working towards his Master's Degree in Organizational Management. He specializes in reorganizing companies for maximum efficiencies. His creative out of the box thinking and willingness to try new ideas have led to better solutions.

**Loreana Medina – Senior Safety & Workers Compensation Manager, Ocean Mist Farms**

Co-presenter for C: "Do You Think You Know About Workers' Compensation?"

Loreana Medina is the Senior Safety & Workers Compensation Manager at Ocean Mist Farms, the largest grower of artichokes in the United States. She oversees regulatory compliance and provides safety leadership for Ocean Mist Farms and its affiliate partners including Boutonnet Farms, Desert Mist Farms, Laguna Mist Farms, Sea Breeze Harvesting, and Sea Mist Farms, and Valley Pride Inc. Loreana has over 23 years of combined experience in workers compensation claims management, occupational safety and as a licensed private investigator. In addition, as a former law enforcement accident investigator, she brings formidable technical and analytical skills with accident investigations, litigation support, and workers compensation insurance fraud. Past employers include Earthbound Farm, Tanimura & Antle, Yuma Police Department, Superior National Insurance, California Compensation Insurance and an internship with the County of Monterey, Workers Compensation Fraud Unit. Loreana is a graduate of the University of California San Diego Extension with a specific emphasis in Occupational Safety & Health, California P.O.S.T a distinguished Workers Compensation Claims Professional.

**Patrick S. Moody, Esq. – Shareholder, Barsamian & Moody**

Co-presenter for I: "Employee Transportation: Issues for Growers and FLCs to Consider Together" and co-presenter for "2019 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 California, and the Ninth Circuit Court of Appeal. He is the 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.

**Carl Morello, HSPA – Safety & Health Officer, Zenith Insurance Co.**

Presenter for O: "Effective Training Methods - Making Learning Fun Again: Developing and Using Techniques to Increase Retention and Decrease Napping"

Carl Morello has worked in the Safety & Health and Risk Management field of insurance since 1989. He relocated to California in 2006 and is presently with Zenith Insurance as a regional Safety & Health Officer. Prior to the insurance industry, Carl worked in the engineering and construction field. He holds a Professional Engineer's License and insurance industry designations of ALCM, (Associate in Loss Control Management), ARM, (Associate in Risk Management), and AFIS, (Agribusiness Farm Insurance Specialist). His undergraduate degrees are in Mechanical and Civil Engineering. He also has an MS in Management and his MBA. Carl has been published multiple times in the Insurance Journal and has presented on various risk management topics at national and regional conferences.

**Laura Penner, HSPA – Director of Human Resources, Braga Fresh Family Farms**

Co-presenter for L: "Onboarding – A Key Factor in Ensuring Company Compliance and Employee Success"

Laura Penner has been with Braga Ranch and Al Pak Labor for over seventeen 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, HSPA and Human Resource Series for Supervisors (HRSS) certificate programs and a frequent speaker at industry conferences.

**Cesar Ponce – Codes and Standards Administrator II, State of California Housing & Community Development**

Panelist for "H-2A Panel"

Cesar has been with HCD for nearly seven years. Prior to joining HCD, Cesar worked as a construction field inspector with local cities and private organizations. Cesar started his career at HCD as an office District Representative in the Manufactured Housing / Factory-built Housing and HUD State Administrative Agency programs. He was promoted to Administrator I within the MH/FBH/SAA program and was then promoted to Administrator II with the Mobilehome Parks/Special Occupancy parks/Employee Housing and Mobilehome Assistance Center programs. As Administrator for HCD's Employee Housing program, Cesar directs a team of individuals who oversee the construction, maintenance, use, and occupancy of privately-owned and operated employee housing facilities providing housing for five or more employees to assure their health, safety, and general welfare. Cesar also enforces state laws and regulations related to the Employee Housing Act through local enforcement agencies who assumed the enforcement of the Employee Housing Act.

**Anthony P. Raimondo, Esq. – President, Raimondo & Associates**

Presenter for A: "Immigration Update and Form I-9 Compliance" and Co-Presenter for I: "Employee Transportation: Issues for Growers and FLCs to Consider Together"

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 Dairyman, 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.

**Pavel Rodriguez – Sr. Loss Control Consultant, Arthur J. Gallagher & Co.**

**Presenter for G: "Safety and Health Issues in Agriculture"**

Pavel Rodriguez has over 18+ years of experience as a Bi-lingual/Bi-literate (English/Spanish) Occupational Health & Safety Manager. Pavel's role is developing information on clients and/or prospect accounts to determine Loss Control needs. Coordinate, manage and monitor carrier/third party/captive Loss Control services to assigned key clients. Conduct exposure assessments and site surveys to develop practical risk control solutions. Develop and conduct field train-the-trainer, safety-training programs (English/Spanish) targeting Management Team. Respond to client loss control needs and concerns. His education includes: B.S. in Mechanical Engineering – ISP, OSHA Certified Professional – Georgia Tech University, Behavioral Safety Consultant Certified – BST Institute, and Six Sigma-Green Belt Level – San Jose State University.

**Jason Resnick, Esq. – Vice President and General Counsel, Western Growers**

**Panel Leader for "H-2A Panel" and co-presenter for "2019 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 executive board of directors for the Agricultural Personnel Management Association as Secretary/Treasurer 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 J.D. from the University of the Pacific, McGeorge School of Law.

**Erica L. Rosasco, Esq. – Partner, McKague Rosasco LLP**

**Presenter for D: "#MeToo #HimToo #YouToo: Sexual Harassment & Bullying in Today's Workforce"**

Erica Rosasco is a partner at McKague Rosasco LLP in Rocklin, California. She has received an "AV® Preeminent™" Rating by Martindale-Hubbell, which is the highest rating available from Martindale-Hubbell, the leading independent attorney rating entity. She also has been named for the last two years as a Super Lawyer of Northern California and as a Super Lawyer California Rising Star in 2015, Sacramento Magazine's 2017 & 2016 Top Lawyers in Sacramento and a Who's Who Top Attorney for 2016. Her clients sing her praises, resulting in Ms. Rosasco receiving Avvo's Client's Choice award for 2015 and a "superb" attorney rating. Ms. Rosasco represents employers, agricultural employers, farm labor contractors, businesses, non-profits, and insurance carriers in all aspects of employment and civil litigation. She has experience with jury trials, bench trials, mediations and arbitrations. She is a frequent speaker on labor and employment trends, litigation avoidance and provides training on sexual harassment and discrimination. She has presented for the Sacramento Employer Advisory Council, Napa Valley Grap growers Association, California Farm Labor Contractors Association, California Cotton Ginners Association, Insurance Brokers and Agents of Sacramento, Sacramento Regional Builders Exchange, and at the 2016 & 2017 Wine & Vine Conference. Ms. Rosasco is admitted to practice before all the courts of the State of California, all Federal District Courts of California and the Ninth Circuit Court of Appeal. She obtained her J.D. degree with a concentration in Trial Advocacy from the University of Pacific, McGeorge School of Law in 2002, and graduated with distinction. Ms. Rosasco completed her Bachelor's in Political Science from CA State University, Stanislaus in 1999 and graduated with Summa Cum Laude Honors.

**Michael Saqui, Esq. – Principal, The Saqui Law Group**

**Presenter for N: "Next-Gen.....Mobilizing For Our Future"**

Michael Saqui's highly successful track record spanning over two decades makes him a powerful partner to the clients he represents in all aspects of employer-employee relations. Michael has fought and prevailed against many of the biggest and best financed labor organizations in the United States. He has managed over 100 union avoidance campaigns in dozens of states, resulting in maintenance of union-free status. He has successfully handled and tried literally hundreds of grievances and arbitrations involving just cause discipline, seniority, subcontracting, technological advances impacting bargaining units, and other contract interpretation issues. Michael represents clients before the National Labor Relations Board and other federal and state agencies and courts. He has also formulated and implemented preventive labor relations programs, trainings, procedures and union avoidance protocols for employers of all sizes and from virtually all industries. Michael is one of the most sought after public speakers in California on labor and employment matters, and does extensive public speaking including seminars, lectures and in-house training, to counsel employers in developing proactive approaches to address employment and labor relations matters. He has also written numerous trend reports and management guides that help clients understand the legal climate and build strategies to undo vulnerabilities, enhance labor relations and manage crises when they arise. Michael received his J.D. from California Western School of Law, San Diego in 1989 and his B.A. in Communications from Marquette University, Milwaukee in 1985. Mr. Saqui is a featured speaker for many industry organizations on labor and employment matters: Regional Commerce and Trade Organizations, Labor and Employment Relations Associations, Regional Hotel and Lodging Associations, and California Winegrape Industry.

**Jonathan A. Siegel, Esq. – Principal, Jackson Lewis**

**Presenter for M: "911" Wage & Hour Compliance**

Jonathan Siegel is a Principal in the Orange County, California office of Jackson Lewis P.C. Jackson Lewis P.C. represents employers with respect to all aspects of workplace law. He has spent his entire career with the firm practicing labor and employment law. He worked in the Los Angeles office and, subsequently, was one of the founding Principals of the Orange County office. For 2019, Mr. Siegel is recognized in Best Lawyers of America. In 2009, Mr. Siegel was selected as one of the Top 100 Labor Attorneys in America by Labor Relations Institute, Inc. Mr. Siegel regularly speaks on a variety of topics including wage and hour, labor, minimizing risks in workplace, current developments, harassment, current labor and employment trends, Workers' Compensation, EEO, managing leaves of absence under FMLA and California state leave laws. He has moderated numerous programs and is featured as a keynote speaker for several different organizations.

**Tyler Scheid – Managing Partner, Source Advisory**

**Co-presenter for P: "How to Attract and Retain Talent"**

Tyler Scheid is currently Managing Partner at Source Advisory, working with clients to envision and execute on their technology strategy. At his family company, Scheid Family Wines, Tyler focused on developing and implementing a technology strategy that would support the rapid growth of the company and the evolving business model. From 2011 to 2018, Scheid's bottling production grew from 20,000 cases to over 500,000 cases, tracking with a shift from direct to business sales of bulk wine and grapes to a fully vertical producer of bottled wine sold through international distribution channels. Tyler's experiences on the front lines with new recruits and veteran employees during this expansion informs the views he will present on the panel.



# WORKSHOP DESCRIPTIONS

Wednesday, January 23, 2019

**H-2A Panel** – Panel leader: Jason Resnick (Western Gowers); Panel: Robert Erickson (Foothill Packing), Adriana Iglesias (US Department of Labor), Ruben Lugo (US Department of Labor), Jeanne Malitz (Malitzlaw), Cesar Ponce (CA Housing & Community Development)

Back by popular demand, this three-hour session will take participants from A to Z through the H-2A application process. This comprehensive presentation will explore the many complexities surrounding the H-2A program compliance. Attendees will learn best practices to ensure accurate calculation of pay, corresponding worker concepts, FLC registration issues, avoiding government claims based on U.S. worker discrimination, the new housing regulations and more. Current users or anyone considering using the H-2A program will benefit from this session.

**Special Guest Speaker Workshop: "Raising Your Value Through Better Communication"** – Geni Whitehouse (Brotemarkle Davis & Co.)

Good communication is one of the most sought-after skills for new hires. It is also one of the most under-developed abilities many of us possess. In this session, you will learn how to make the most of your own communication skills by appreciating different styles and how to work with them. We'll cover strategies and tools that will help you speak up and stand out. Leave this workshop with tools you can put to work immediately to increase your organizational value and impact.

**Interactive Activity: "HR Super Bowl 2019"** – Daniel Gallegos (Sunview Vineyards)

HR Super Bowl 2019...tackling icebreaker games, hard hitting hot topics, half-time music, passing the ball interaction, sideline commentating and making big plays to win at work. Kick off a great conference experience with this entertaining and educational session to learn training techniques, connect with HR professionals from across the state, and stay ahead of HR issues so you can score touchdowns in your role. Bring your questions and experiences regarding hiring on attitudes and behaviors rather than qualifications, the potential employee clash when rates increase and hours fall, mental health conditions in the workplace, what's really going at work that no one sees (until its too late), how you are transporting employees and don't even know it, calculating and reporting pay correctly and providing pay records to attorneys that request them, political diversity that is dividing us (the Colin Kaepernick debate), pay equity, gender issues, #metoo, and much much more.

Thursday, January 24, 2019

**A: Immigration Update and Form I-9 Compliance** – Anthony Raimondo (Raimondo & Associates)

Anthony will address the latest worksite immigration enforcement issues under the Trump Administration. You will hear up-to-date information on current I-9 regulations and compliance advice, as well as agriculture-specific advice on the I-9 process to protect employers from risk under immigration laws. You won't want to miss this real-world overview of the I-9 issues impacting your business.

**B: Succession Planning and Leadership Transformation - Beyond HR Basics** – Lourdes Gonzalez (Gowan Company)

Is succession planning and leadership transformation part of your HR function? Few organizations are really preparing for generational transition of the workplace and for continuity of talent. How do you beat the upcoming shortage of skills and talent? This workshop will cover how to navigate the complexities of assessing the current needs and the future resources needed to run your organization. Participants will share ideas on how to develop, select, and promote the right people.

**C: Do You Think You Know About Workers' Compensation?** – Martin Guzman (Patrico, Hermanson & Guzman), Dominic Lopez (Llarena, Murdock, Lopez & Motschenbacher), Loreana Medina (Ocean Mist Farms)

This presentation will cover interrelationships between all parties in a Workers' Compensation defense team with an emphasis on strategy, communication, and an outside of the box approach.

**D: #MeToo #HimToo #YouToo: Sexual Harassment and Bullying in Today's Workforce** – Erica Rosasco (McKague Rosasco)

In the face of the #metoo and now #himtoo movements, many employers are uncertain about the best way to protect themselves from harassment complaints. In this session, we will explore what qualifies as sexual harassment, hostile work environment and bullying, and a step by step guide on what to do when your company receives a complaint. Today, creating a policy and providing training is not enough to adequately protect your company from liability. Interactions with vendors, clients, growers and farm labor contractors can also expose a company to potential liability. We will discuss the new sexual harassment training requirements for employees and how this interacts and overlaps with existing laws. We'll also discuss some of the practical issues we face such as working with family members and dating in the workplace. The #metoo movement has challenged employers to do more to prepare for and respond to sexual harassment claims. Participants will walk away with actionable advice they can put to use to avoid the damage that these claims create.

**E: Critical Mistakes in Reasonable Suspicion Testing and Background Checks** – Faith Driscoll (Barsamian & Moody)

Does your workplace have someone trained to make reliable reasonable suspicion drug and alcohol testing referrals? Do you know when you can ask an applicant about prior wages or criminal history? Is your company making common mistakes in how it handles sensitive employee information? This session will also cover how to manage legal use of marijuana by employees, as well as ensure background checks are compliant with the recent 2018 employment law developments.

**F: Understanding and Navigating the Administrative Process and Agencies that Regulate California Employers** – James Gumberg (Patane, Gumberg & Avila)

EEOC; DOL; DFEH; DLSE; NLRB; ALRB; OSHA; Cal/OSHA; WCAB; DOL; EDD; CUIAB, .... The list goes on and on and on....: This presentation will identify the various administrative agencies and tribunals that oversee and regulate California workplaces, the sources of law that give them their power, and finally what to do when you are confronted with a violation, charge, stop notice, hearing notice, subpoena or investigation. When should you have a lawyer represent you? When can you go it alone?

**G: Safety and Health Issues in Agriculture** – Pavel Rodriguez (Arthur J. Gallagher & Co.)

Join this interactive session that will address safety and health issues impacting our workplaces. We will provide you with practical tools to conduct assessment of your safety program, identify the gaps and develop preventative action plans.

**H: Moving from HR Practitioner to Business Leader** – Monica Goodale (Zenith Insurance Company)

In this highly interactive session you will work with others to explore the qualities of effective HR Practitioners and business leaders. We'll explore the overlap between the two roles, and discuss the challenges of moving from a "just HR" position to one of business leader. You will learn useful tips and strategies that you can use to grow your career, and to be seen as a business leader. We'll discuss playing to your strengths and growing your business acumen. Create – and receive feedback on – your own development action plan that you can take with you to use on the job.

**I: Employee Transportation: Issues for Growers and FLCs to Consider Together** – Patrick Moody (Barsamian & Moody) and Anthony Raimondo (Raimondo & Associates)

This session will address transportation issues that are common to growers and FLCs, recent trends in Department of Labor enforcement, and ways for growers and FLCs to work cooperatively to help reduce potential liability.

**J: Floods, Fires, Mudslides and Other Disasters - What Employers Need to Know** – Tony Canizales (DiBuduo & DeFendis) and William Krycia (Zenith Insurance Company)

California has experienced numerous natural disasters over the past several years. The impacts to Individuals, communities and businesses have been devastating. This session will explore and highlight critical issues that employers need to consider in the event of a disaster. From safety and health issues, to employee assistance, come share your ideas.

**K: Workplace Violence - Are You Ready for the Worst-Case Scenario?** – Lourdes Gonzalez (Gowan Company)

Learn how to recognize, avoid and defuse potential violent situations. During this session, participants will learn how to recognize signs that can potentially lead to violence in the workplace. If violence does occur, what can you do to minimize the impact on your employees. This session is for managers, supervisors and anyone who is responsible for the safety of your organization.

**L: Onboarding – A Key Factor in Ensuring Company Compliance and Employee Success** – Chana Hauben (UnitedAg) and Laura Penera (Braga Fresh Family Farms)

We all know how expensive the entire hiring and training process can be. With multiple vacancies, this number grows exponentially. Wouldn't you love every amazing hire to never leave? Recruiting, selecting and hiring an employee is just the beginning of the process. There are several areas to consider when onboarding. There are the legal documents and requirements, and then there is the engagement that you hope to create with your new hire from their first day at your company. This process will create an atmosphere where the employee starts building that understanding and ownership for their position and the company, and will ensure longer retention and loyalty for your organization. Come and learn how you can get creative with your onboarding process and what compliance issues you need to be aware of during this early stage of employment.

**M: "911" Wage & Hour Compliance** – Jonathan Siegel (Jackson Lewis)

Wage and hour litigation continues to be a minefield of costly litigation for all California employers – and Ag employers are no exception. During this presentation, the presenter will discuss the most frequent wage and hour violations found in lawsuits. The session will also address specific strategies that employers should take to proactively manage wage and hour compliance, including the benefits of conducting an internal payroll and timekeeping audit.

**N: Next-Gen.....Mobilizing For Our Future** – Michael Saqui (The Saqui Law Group)

During this session we will explore the following:

- Developing trends...current state of labor and compliance
- Consumer –Driven Social Responsibility...Becoming and An Employer of Choice™
- Sustainability through Exceptional HR and Safety Management; and
- Mobilizing the next generation of Ag Leaders

**O: Effective Training Methods - Making Learning Fun Again: Developing and Using Techniques to Increase Retention and Decrease Napping** – Carl Morello (Zenith Insurance Company)

We've all heard about "Death by PowerPoint". But in reality, usually it is the presenter that can make or break the success of a presentation. Studies have shown that attendees forget 75-90% of what they heard within 24 hours. So how do we improve on that statistic? More than just having subject knowledge, a trainer needs to have a passion and enthusiasm that will lead to the attendees retaining more of what you will share with them. This class will explore various training methods to engage your audience and increase participation.

**P: How to Attract and Retain Talent** – Dale Martines (Fillmore Piru Citrus) and Tyler Scheid (Source Advisory)

As an HR professional, you want to attract great employees. You want them to stay and contribute to your company's success. Remember, you are not in this alone. Join this interactive discussion on what we could do to make sure current and future employees want to be a part of our organizations. Let's share our experiences and develop strategies to transform our businesses into that 'desirable place to work'.

**Friday, January 25, 2019**

**2019 Labor and Employment Law Update** – Patrick Moody (Barsamian & Moody) and Jason Resnick (Western Growers)

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 2019 and beyond.

# 2019 FORUM SCHEDULE

## Wednesday, January 23, 2019

- 9:00-12:00 **H-2A Panel** – Panel leader: Jason Resnick; Panel: Robert Erickson, Adriana Iglesias, Ruben Lugo, Jeanne Malitz, Cesar Ponce
- 1:00-2:30 **Special Guest Speaker Workshop: “Raising Your Value Through Better Communication”**  
– Geni Whitehouse
- 2:30-3:00 Break and Vendor Stations
- 3:00-5:00 **Interactive Activity: “HR Super Bowl 2019”** – Daniel Gallegos
- 5:30-7:00 **President’s Reception**

## Thursday, January 24, 2019

- 8:00-9:00 Opening Remarks: **Patrick Moody, APMA President**  
**Keynote: Vic Smith, JV Smith Companies - “Being an Employer of Choice”**

9:00-9:15 Break

Concurrent Sessions	EMPLOYMENT LAW	MANAGEMENT	HEALTH & SAFETY	HR ESSENTIALS
9:15-10:30	<b>A. Immigration Update and Form I-9 Compliance</b> – Anthony Raimondo	<b>B. Succession Planning &amp; Leadership Transformation</b> – <b>Beyond HR Basics</b> – Lourdes Gonzalez	<b>C. Do You Think You Know About Workers’ Compensation?</b> – Martin Guzman, Dominic Lopez, Loreana Medina	<b>D. #MeToo #HimToo #YouToo: Sexual Harassment &amp; Bullying in Today’s Workforce</b> – Erica Rosasco
10:30-10:45	Break			
10:45-12:00	<b>E. Critical Mistakes in Reasonable Suspicion Testing and Background Checks</b> – Faith Driscoll	<b>F. Understanding and Navigating the Administrative Process and Agencies that Regulate CA Employers</b> – James Gumberg	<b>G. Safety and Health Issues in Agriculture</b> – Pavel Rodriguez	<b>H. Moving from HR Practitioner to Business Leader</b> – Monica Goodale
12:15-1:45	Networking Lunch			
2:00-3:15	<b>I. Employee Transportation: Issues for Growers and FLCs to Consider Together</b> – Patrick Moody & Anthony Raimondo	<b>J. Floods, Fires, Mudslides and Other Disasters - What Employers Need to Know</b> – Tony Canizales & William Krycia	<b>K. Workplace Violence - Are You Ready for the Worst-Case Scenario?</b> – Lourdes Gonzalez	<b>L. Onboarding – A Key Factor in Ensuring Company Compliance and Employee Success</b> – Chana Hauben & Laura Penner
3:15-3:30	Break			
3:30-5:00	<b>M. “911” Wage &amp; Hour Compliance</b> – Jonathan Siegel	<b>N. Next-Gen..... Mobilizing For Our Future</b> – Michael Saqui	<b>O. Effective Training Methods - Making Learning Fun Again: Developing and Using Techniques to Increase Retention and Decrease Napping</b> – Carl Morello	<b>P. How to Attract and Retain Talent</b> – Dale Martines & Tyler Scheid
5:30-6:00	Reception			
6:00-11:00	39th Annual Dinner & Dance 9th Annual HRPAs Graduation Ceremony			

## Friday, January 25, 2019

- 8:00-9:00 Closing Remarks: **Patrick Moody, APMA President**  
**Keynote: Dave Puglia, Western Growers - “Divided Government in Washington, DC and One-Party Rule in Sacramento: What Next for California Employers”**
- 9:00-9:15 Break
- 9:15-12:00 **2019 Labor & Employment Law Update: Patrick Moody & Jason Resnick**



## HOTEL INFORMATION

## Monterey Plaza Hotel

400 Cannery Row, Monterey, CA 93940-1489  
[www.montereyplazahotel.com](http://www.montereyplazahotel.com)

*Please join us at this beautiful oceanfront venue located in the heart of the historic Cannery Row and great proximity to many Monterey Bay area attractions!*

APMA's negotiated hotel rate of \$177/night (inland view), \$260/night (partial ocean view) and \$335/night (harbor view) plus \$20/day resort fee will end on Dec. 31, 2018. Please call the Monterey Plaza Hotel directly to make your reservation at 1-844-508-5578 and mention "APMA Forum" or "APMA Group".

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

**844-508-5578**

## RECERTIFICATION CREDITS

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

2019 Annual APMA Forum program has been submitted for **15.50 credit hours** through HR Certification Institute® (HRCI®) toward aPHR™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™. Pending approval.



APMA is also recognized by the Society for Human Resource Management (SHRM) to offer Professional Development Credits (PDCs) for the SHRM-CP™ or SHRM-SCP™. The Forum is valid for **15.5 PDCs** for the SHRM-CP™ or SHRM-SCP™.



## GRADUATION CEREMONY

### Congratulations graduates!

This year, we will honor the 9th Graduating Class of Human Resource Professionals in Agriculture (HRPA™).

We will recognize the graduates at APMA's 39th Annual Dinner on Thursday, January 24, 2019.



# APMA

## Agricultural Personnel Management Association

39th Annual Forum - Monterey, California  
January 23-25, 2019

### 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 1: \_\_\_\_\_ 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 **December 31, 2018**)..\$495.00 x \_\_\_\_\_  
Register and pay after December 31, 2018.....\$525.00 x \_\_\_\_\_ \$ \_\_\_\_\_

**Non-Member Registration** (By **December 31, 2018**).....\$595.00 x \_\_\_\_\_  
Non-Member Registration (After December 31, 2018).....\$625.00 x \_\_\_\_\_ \$ \_\_\_\_\_

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

**President's Reception** (Wed. Jan. 23, 2019, 5:30—7:00 P.M.) Yes  No

**Thursday Lunch** (Jan. 24, 2019, 12:15—1:45 P.M.) Yes  No

**Thursday Dinner/Graduation** (Jan. 24, 2019, 6:00—11:00 P.M.) Yes  No

#### Additional Guest(s):

President's Reception Guest .....\$60.00 x \_\_\_\_\_ \$ \_\_\_\_\_

Thursday Dinner Guest .....\$100.00 x \_\_\_\_\_ \$ \_\_\_\_\_

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

**\*Company Discount** for 3 or more attendees from the same company (members only): \$470.00/person if you register and pay by **December 31, 2018**. Registration after December 31 will be \$500.00/person with the company discount.

We apologize but due to financial commitments, no refunds after **December 31, 2018**.

APMA's negotiated hotel rate of \$177/night (inland view), \$260/night (partial ocean view) and \$335/night (harbor view) plus \$20/day resort fee will end on Dec. 31, 2018. Please call the Monterey Plaza Hotel directly to make your reservation at 1-844-508-5578 and mention "APMA Forum" or "APMA Group".



# 2019 FORUM WORKSHOP SELECTIONS

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

## WEDNESDAY, JANUARY 23, 2019

### **9:00 A.M. – 12:00 P.M. H-2A Panel**

Panel leader: Jason Resnick; Panel: Robert Erickson, Adriana Iglesias, Ruben Lugo, Jeanne Malitz, Cesar Ponce **Yes**  **No**

### **1:00 P.M. – 2:30 P.M. Special Guest Speaker: "Raising Your Value Through Better Communication"**

Geni Whitehouse **Yes**  **No**

### **3:00 P.M. – 5:00 P.M. Interactive Activity: "HR Super Bowl 2019" – Daniel Gallegos**

**Yes**  **No**

### **5:30 P.M. – 7:00 P.M. President's Reception**

**Yes**  **No**

## THURSDAY, JANUARY 24, 2019

### **8:00 A.M. – 9:00 A.M. Opening Keynote: "Being an Employer of Choice" – Vic Smith**

**Yes**  **No**

### **9:15 A.M. - 10:30 A.M.**

**CONCURRENT SESSIONS** (please select one session - A, B, C or D):

**A: Immigration Update and Form I-9 Compliance – Anthony Raimondo**

A

**B: Succession Planning & Leadership Transformation - Beyond HR Basics – Lourdes Gonzalez**

B

**C: Do You Think You Know About Workers' Compensation? – Martin Guzman, Dominic Lopez, Loreana Medina**

C

**D: #MeToo #HimToo #YouToo: Sexual Harassment & Bullying in Today's Workforce – Erica Rosasco**

D

### **10:45 A.M. – 12:00 P.M.**

**CONCURRENT SESSIONS** (please select one session - E, F, G or H):

**E: Critical Mistakes in Reasonable Suspicion Testing and Background Checks – Faith Driscoll**

E

**F: Administrative Process and Agencies that Regulate CA Employers – James Gumberg**

F

**G: Safety and Health Issues in Agriculture – Pavel Rodriguez**

G

**H: Moving from HR Practitioner to Business Leader – Monica Goodale**

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: Employee Transportation: Issues for Growers and FLCs – Moody & Anthony Raimondo**

I

**J: Disasters - What Employers Need to Know – Tony Canizales & William Krycia**

J

**K: Workplace Violence - Are You Ready for the Worst-Case Scenario? – Lourdes Gonzalez**

K

**L: Onboarding – Company Compliance and Employee Success – Chana Hauben & Laura Penera**

L

### **3:30 P.M. – 5:00 P.M.**

**CONCURRENT SESSIONS** (please select one session - M, N, O or P):

**M: "911" Wage & Hour Compliance – Jonathan Siegel**

M

**N: Next-Gen.....Mobilizing For Our Future – Michael Saqui**

N

**O: Effective Training Methods - Making Learning Fun Again – Carl Morello**

O

**P: How to Attract and Retain Talent – Dale Martines & Tyler Scheid**

P

### **5:30 P.M. – 11:00 P.M.**

39th Annual APMA Dinner & Dance with HRPAs Graduation Ceremony

**Yes**  **No**

## FRIDAY, JANUARY 25, 2019

**8:00 A.M. - 9:00 A.M. Closing Keynote: "Divided Government in Washington, DC and One-Party Rule in Sacramento: What Next for California Employers" – Dave Puglia**

**Yes**  **No**

### **9:15 A.M. - 12:00 P.M.**

2019 Labor and Employment Law Update – Patrick Moody & Jason Resnick

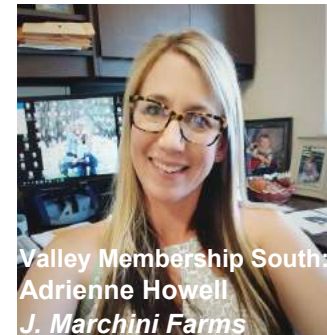
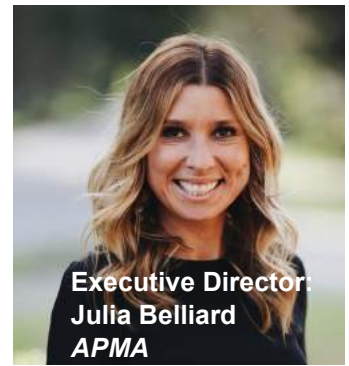
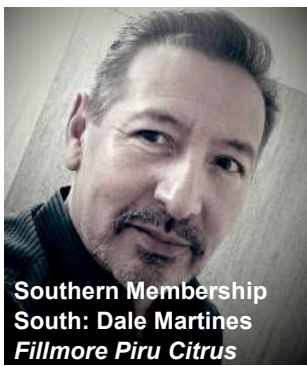
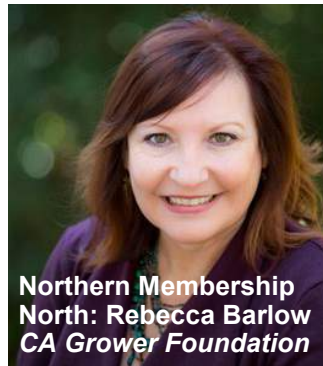
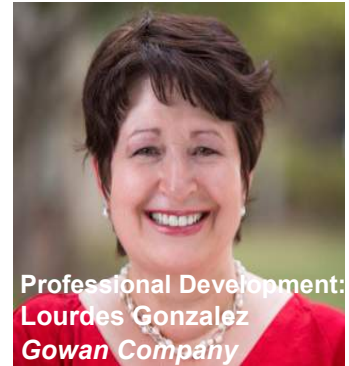
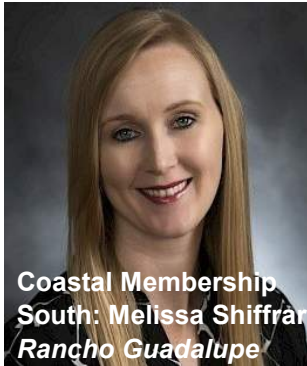
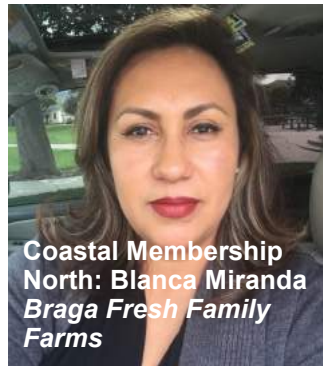
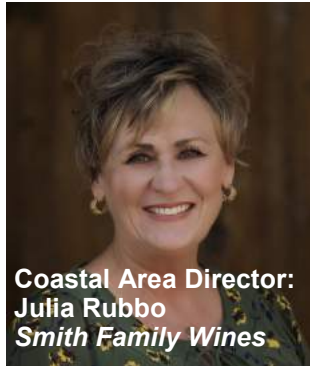
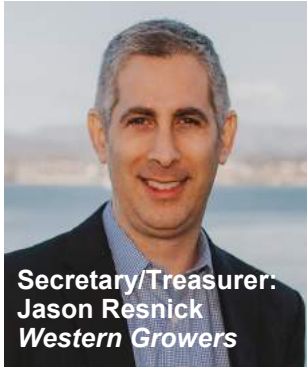
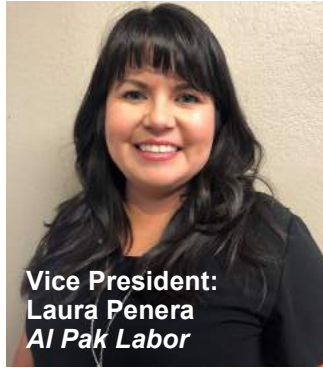
**Yes**  **No**

Please fax your workshop selections (831) 422-7318 or mail to: APMA, 512 Pajaro Street, Suite 7, Salinas, CA 93901.





## 2018—2020 APMA Board of Directors







512 Pajaro Street, Suite 7  
Salinas, California 93901

# 39th Annual APMA Forum

Monterey Plaza Hotel  
Monterey, California  
January 23-25, 2019

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

