



40th Annual APMA Forum

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



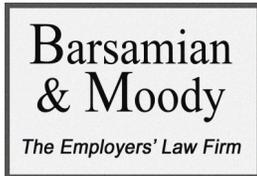
Monterey Plaza Hotel

January 22-24, 2020

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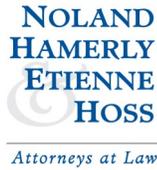
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KEYNOTE SPEAKERS

Douglas Parker

Wednesday Keynote — January 22, 2020 at 8:30 AM

Chief — Cal/Osha



Prior to his new position of Cal/OSHA Chief, Doug Parker, has been the executive director of the Oakland worker advocacy group Worksafe since 2016. Parker is an attorney and has a long resume in occupational safety and health. He is a former assistant to the late Minnesota senator Paul Wellstone, then worked in press operations for the Democratic National Committee before and during the Clinton administration. He was a staff attorney for the United Mine Workers of America in the late 1990s, and during most of the 2000s was a partner at the Mooney, Green, Baker & Saindon law firm. Starting in 2009, he was named a senior policy advisor and special assistant at the Mine Safety and Health Administration and served as assistant secretary of labor for MSHA from 2014 to 2015. Parker attended the University of Virginia School of Law. He was admitted to the California bar in 2016. He replaces Juliann Sum, who retired earlier in 2019.

Craig Regelbrugge

Thursday Keynote — January 23, 2020 at 8 AM

Senior Vice President — Industry Advocacy & Research, AmericanHort



Craig Regelbrugge serves as AmericanHort's senior vice president, where he is responsible for industry advocacy and research programs. Formally known as the American Horticulture Industry Association, AmericanHort launched in January, 2014, as the consolidation of the American Nursery & Landscape Association (ANLA) and OFA - The Association of Horticulture Professionals. The mission of AmericanHort is to unite, promote, and advance our industry through advocacy, collaboration, connectivity, education, market development, and research. Regelbrugge received his undergraduate degree in horticulture from Virginia Tech, and he worked in the retail nursery industry and served as a county horticultural extension agent in Virginia before joining ANLA in December, 1989. Regelbrugge serves in several national leadership positions representing the horticulture industry on matters relating to the labor force, plant health, and trade. He co-chairs the Agriculture Coalition for Immigration Reform, a broad-based coalition seeking legislation to ensure a stable and legal agricultural workforce, and is chairman of the board of the National Immigration Forum Action Fund. He chairs the North American Plant Protection Organization – US Industry Advisory Group, and serves on the steering committee of the Specialty Crop Farm Bill Alliance. From 2005 through 2010, he served on the federal Specialty Crop Committee, which advises the Secretary of Agriculture on federal policy relating to specialty crop

agriculture. He is a frequent presenter, author, and spokesperson on topics relating to the workforce and immigration, production, trade, and environmental issues impacting farmers and small businesses in and serving the horticulture industry. In his free time, he enjoys travel and, of course, gardening.

Congressman Jimmy Panetta

Friday Keynote — January 24, 2020 at 8 AM

Representing the 20th District of California



Congressman Jimmy Panetta is dedicated to public service and proudly serves California's 20th Congressional District in the U.S. House of Representatives. His district includes Monterey and San Benito Counties, and parts of Santa Cruz and Santa Clara Counties. First elected 2016, he is serving his second term in Congress. He currently serves on the House Committee on Ways and Means, the House Committee on Budget, and the House Committee on Agriculture. Having grown up on the central coast of California, Congressman Panetta understands the importance of giving back to the community and country that gave him and his family so much. He was instilled with a sense of public service and its importance to our democracy, and has made sure that his work is reflective of the values of the people who entrusted him to be their voice in our nation's capital. During his time in Congress, he has fought for immigration reform, the continued protection of our pristine coastline and environment, affordable and accessible health care, to ensure that our agriculture industry and its farmers and farmworkers are taken care of, to reduce gun violence, for our military installations which are an integral part in our community and our country's national security, and for our veterans to receive the benefits that they were promised and deserve. Through policy implementation in Congress and service to constituents, he remains committed to being that bridge for the people of the Central Coast to the federal government and its resources.

Prior to being sworn in Congress, Congressman Panetta served his community as a deputy district attorney for Monterey County, which includes the city of Salinas. In this role, he prosecuted violent gang members to pursue justice for victims, protect families and make communities safer. In 2007, Congressman Panetta volunteered for active duty and was deployed to Afghanistan in support of Operation Enduring Freedom. He worked with Special Forces units and as a result of his meritorious service in a combat zone, Congressman Panetta was awarded the Bronze Star. Upon returning home, he served as a board member of the Veterans Transition Center where he focused on ending veterans' homelessness and improving resources for his fellow veterans and their families. He was also instrumental in the opening of Monterey County's first Veterans Treatment Court to ensure veterans receive the services they earned. Moreover, he worked with local leaders and veterans to establish the Central Coast Veterans Cemetery on the former Fort Ord. He was honored to be named a Monterey County Veteran of the Year in 2015. Growing up in Monterey County, Congressman Panetta attended Monterey Peninsula College and the local public schools. He graduated from the University of California at Davis with an undergraduate degree in International Relations and earned his law degree from Santa Clara University. His wife, Carrie McIntyre Panetta, is a Superior Court judge in Monterey County, and they have two daughters, Siri and Gia.

GUEST SPEAKERS



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

Director of Human Resources, Gowan Company

"HR Professional Development – Steps to Success"

Lourdes Gonzalez is Human Resources Director for a global company operating in 13 Countries. She brings more than 36 years in human resources and loss control. Lourdes has extensive experience in HR management, safety and supervisory training, 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. She serves on the board of APMA as Director of Professional Development, is a member of the Society of Human Resources Management (SHRM) and the American Society for Training & Development (ASTD). Lourdes has a Master's Degree in Business Administration from Columbia Southern University, is a graduate of Cal Poly San Luis Obispo, is a Certified Industrial Hygiene Manager (CIHM). She holds a Commercial Lines Coverage Specialist (CLCS) certification and an Agribusiness & Farm Insurance Specialist (AFIS) designations.



Jonathan A. Siegel, Esq.

Principal, Jackson Lewis PC

"Aging Workforce: The Fastest Growing Employee Population"

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.



Cathi Marx, ALCM, COSS, COSM, CHPP

Principal and President, Aspen Risk Management Group

"Violence, Active Shooter and Situation Awareness Training"

Cathi Marx is a health, safety, insurance, and risk management professional with nearly 30 years of hands-on and consulting experience. Cathi has served and/or trained others on Risk and Safety Management and has spent time on both the carrier and insurance agency/broker side of business. She has been involved with numerous industry-related associations, including stints as the President of the local chapter of the American Society of Safety Professionals, President of the Professional Women in Insurance of San Diego, as a trainer for the San Diego Community Emergency Response Teams (CERT) continuing education requirements, and as an instructor at UCSD-OSHA Training Institute. As a risk and safety consultant for hundreds of companies and institutions, Cathi has conducted numerous site assessments evaluating clients' risk and risk potential. Industries include agriculture, warehouse, transportation, manufacturing, hospitality, chemical manufacturing, storage and transportation facilities. She has been a speaker at homeland security conferences sponsored by the American Board for Certification in Homeland Security. Cathi has received numerous awards in her career the most recent as Insurance Woman of the Year – San Diego Chapter Independent Insurance Agents & Brokers – 2018, and the International Risk Manager of the Year Region IIV - Association of Insurance Professionals – 2017.

FORUM LEADERS

Dean Callender, CLCS, AFIS – Senior Vice President, Pan American Insurance Services

Presenter for APMA 40th Anniversary Celebration

Dean has worked for Pan American for the past 15 years, after serving as the Executive Director of the Agricultural Personnel Management Association for 6 years. He holds both Commercial Lines Coverage Specialist and Agribusiness and Farm Insurance Specialist designations. Dean specializes in Workers' Compensation and Employee Benefits.

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

Presenter for K: Defending an OSHA Citation and WINNING!

Tony Canizales 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 and one of the State's largest privately owned Insurance Brokerages. In addition to his Risk Management/insurance carrier, Tony has also managed the safety efforts for several Fortune 500 Companies such as The Gap, Inc. and Kraft Foods. During his 25 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 and The National Safety Council. In 2019 The American Society of Safety Professionals Central Valley Chapter awarded him with their "Safety Professional of Year" award for his innovative trainings and commitment to injury prevention.

Carlos Castañeda – Principal, SARC

Panelist for H-2A Panel

Carlos Castañeda owns and operates Castañeda & Sons, Inc. is based on the Central Coast of California and employs farm workers for maintenance and harvest in vegetable, nursery, vineyard and tree crop industries - ensuring that the growers can continue to produce the best food products in the world and get them to consumers everywhere in a timely manner. He is an alumni member of the California Ag Leadership Class 36, where he participated in skill and relationship building that have proved to be essential in problem solving for agriculture and the local, national and international community levels. Castañeda is an advocate for farming and an expert in the subject of Labor and Immigration related programs, people and issues. For several years, he has participated in a nationwide network of labor and agriculture in implementing the H-2A Temporary Non-immigrant Workers Act. He is a past-president of the San Luis Obispo County Farm Bureau, a past chair of the California Farm Bureau Federation Labor Committee and is currently serving as vice chair; Chair of the Agricultural Labor Working Group and was appointed by Congresswoman Lois Capps (D- Santa Barbara, San Luis Obispo) to U.S. Department of Agriculture's (USDA) Fruit and Vegetable Industry Advisory Committee, and is current chair of the Labor Subcommittee. He was honored by the San Luis Obispo Tribune Newspaper as one of its 2008, "Top 20 under 40," recipients.

George Flores – Account Manager, DigiStream

Co-presenter for N: Advance Investigative Tactics: The Age of Social Media

George Flores is the Account Manager for DigiStream's Bay Area. He oversees case management and develops complex strategies to implement actionable intelligence for critical business decisions providing strong intelligence analysis in social media investigations, and effective tactical skills in surveillance operations. He has also worked in the field as the lead investigator and was responsible for managing and training investigators for the San Diego office. He has assisted in high profile cases throughout the country and was an integral team member to the affiliate offices in major cities stretching from coast to coast. George graduated with a Bachelor's Degree in Criminal Justice with an emphasis in Crime and Behavior from San Diego State University.

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

Presenter for M: Mandatory Leave Laws in California

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 paystub issues.

Chana Hauben – Vice President Human Resources, UnitedAg

Co-presenter for T: Setting the Stage for Termination

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 organiz

Rebecca Hause-Schultz, Esq. – Associate Attorney, The Saqui Law Group, a Division of Dowling Aaron, Inc.

Panelist for H-2A Panel

Originally from rural Calaveras County, Rebecca Hause-Schultz spent her high school days involved in FFA (Future Farmers of America) and eventually earned her Bachelors of Science in Agriculture from Cal Poly, San Luis Obispo. In 2016, Rebecca joined Saqui Law Group to return to her roots in agriculture by defending farmers in employment litigation suits. Rebecca graduated from McGeorge School of Law in 2013. Since joining the California bar, Rebecca has practiced in the Sacramento area in a wide range of civil litigation matters. Rebecca has represented plaintiffs and defendants in professional malpractice, medical malpractice, personal injury, and employment law cases. Rebecca has also litigated cases in both federal and state court. In her free time, Rebecca enjoys spending time with her husband Zach and dog Gracie, visiting her family, and cheering for the Sacramento Kings.

Jonathan Herrera – Outreach Coordinator, CalSavers Retirement Savings Program

Co-presenter for B: CalSavers Retirement Savings Program

Jonathan Herrera is the Outreach Coordinator for the CalSavers Retirement Savings Program, the state's pioneering retirement savings program which will provide a path to retirement security for the seven million Californians who currently lack access to a retirement savings vehicle at work. Jonathan has 17 years of experience working in both personal and government finance. Prior to joining the CalSavers team, he spent 3 years at the State Treasurer's Office helping California's local agencies invest their idle funds in the Local Agency Investment Fund (LAIF), and 13 years at Citibank where he assisted with the organization's business development and outreach strategies, and worked with a team of advisors to provide wealth management services and solutions for individuals, families, and businesses. Jonathan has a BA in Government from California State University, Sacramento.

Tina Huff, PhD, MBA, SHRM-SCP – Vice President Human Resources, Duncan Family Farms

Presenter for L: Accelerate Employee Success: The Relationship Between Perceived Person-Supervisor Fit

Dedicated to helping people be successful at work, Tina enjoys serving managers and executives each day by coaching to engagement. Seven years ago, she decided to add some additional in-depth training to her 20+ years of HR expertise, and began the PhD journey, focused on Industrial and Organizational Psychology. Doctorate now complete, she shares with us her study's impactful findings for employers and potential employees on the relationship between perceived person-supervisor fit, perceived supervisor support, and employment tenure in the workplace, and provides practical recommendations for talent strategy.

Joseph J. Lazzarotti, Esq. – Principal, Berkeley Heights—Jackson Lewis PC

Presenter for F: California Consumer Privacy Act (CCPA)

Joseph J. Lazzarotti is a Principal in the Berkeley Heights, New Jersey, office of Jackson Lewis P.C. He founded and currently leads the firm's Privacy, Data and Cybersecurity Practice Group, edits the firm's Privacy Blog, and is a Certified Information Privacy Professional (CIPP) with the International Association of Privacy Professionals. Trained as an employee benefits lawyer, focused on compliance, Mr. Lazzarotti also is a member of the firm's Employee Benefits Practice Group. In short, his practice focuses on the matrix of laws governing the privacy, security, and management of data, as well as the impact and regulation of social media. He also counsels companies on compliance, fiduciary, taxation, and administrative matters with respect to employee benefit plans.

C. Bryan Little – Chief Operations Officer, Farm Employers Labor Service

Presenter for E: New Regulations

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 California Farm Bureau Federation, representing members on legislative, congressional and regulatory issues involving immigration and labor policy. Bryan served with the U.S. Department of Labor from December 2001 to May 2008, first as a Congressional Relations Officer, later as Deputy Assistant Secretary for Occupational Safety and Health. Prior to joining DOL, Little was senior director for governmental affairs for American Farm Bureau Federation in Washington, D.C. Bryan earned a bachelor's degree in political science and public administration from James Madison University in Harrisonburg, VA.

Ruben Lugo – Ag Enforcement Coordinator, USDOL Wage and Hour Division-Western Region

Moderator for H-2A Panel

Ruben Lugo started working as an investigator for DOL Wage and Hour in 1995. Conducted federal labor investigations on various of types of industries with a specialization in agriculture in Central California for 16 years. 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. Has coordinated National and Regional agricultural enforcement initiatives. Has conducted advance agricultural enforcement training for investigators on a national and regional level. 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 H2A program for the Wage and Hour's Western Region.

Max Macias – Senior Loss Control Consultant, Alliant Insurance Services

Co-presenter for O: Leadership Confirmation - Conviction to Impact

Max has been in the Occupational Safety and Health industry for over 30 years with experience in California, Oregon and Washington States in the area of Agriculture, Manufacturing, Industrial, Service and Repair shop industries. Max possesses a Baccalaureate Degree and Masters Degrees in Agriculture Science and Education, and Degrees in History and Communication from Cal Poly, San Luis Obispo and CSU Monterey. Currently, Max is working on his dissertation in pursuit of his PhD in California and Presidential History. Over his career Max has been active in several Agricultural leadership organizations as well as community programs designed to assist with developing the Latino community with upward mobility in their professions. With his department members, Max has focused on development of leadership in safety management for the last 23 years and has led more recently transitioned to promoting and confirming effective Agriculture safety leaders among Alliant Insurance Svcs client's field leadership staff. Max is among the Cal OSHA recognized instructors in Safety Industry. He taught OSHA's 10 certification courses, certifications from University California San Diego. He has been a member of the AgSafe project and involved with the Cal Pol Safety Institute from its beginnings, UCIPM pest management from the inception, Washington State Latino Business Advisory Council, American Red Cross, AHSA, Medic First aid. He is a member of the Knights of Columbus has been involved with Salinas Rodeo and California Historic Associations, Local and State Agricultural and Cultural Preservation groups and is currently serving as the Chairman of the Santa Maria-Patterson Rd school council. Max is fluent in English and Spanish.

Jeanne M. Malitz, Esq. – 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.

Dr. Philip Martin – Professor Emeritus Agricultural and Recourse Economics, UC Davis

Presenter for J: The Latest Ag Labor Trends and Impacts for California

Philip Martin received his degree from the University of Wisconsin-Madison in 1975. His research focuses on immigration, farm labor, and economic development. Martin has earned a reputation as an effective analyst who can develop practical solutions to complex and controversial migration and labor issues. In the U.S., he was the only academic appointed to the Commission on Agricultural Workers to assess the effects of the Immigration Reform and Control Act of 1986. He assessed the prospects for Turkish migration to European Union between 1987 and 1990, and evaluated the effects of immigration on Malaysia's economy and its labor markets in 1994-95. In 2001-02, he assessed the options for dealing with unauthorized migration into Thailand. He received UC Davis' Distinguished Public Service award in 1994, and was a member of the Binational Study of Migration between 1995 and 1997.

Ed McClements, Jr., CLU, ChFC – President, McClements Insurance Services

Co-presenter for B: CalSavers Retirement Savings Program

Ed McClements has 43 years of employee benefit experience, and 29 years of serving the agricultural industry. He is the youngest person ever given an insurance license by the State of California (at age 14). Mr. McClements is a past Executive VP of United Agricultural Benefit Trust, a past Branch Manager for one of California's largest insurance brokerages and a past President of the Agricultural Personnel Management Association.

Garrett McGinn – Director of Intelligence Division, DigiStream

Co-presenter for N: Advance Investigative Tactics: The Age of Social Media

Garrett McGinn is the Director of DigiStream's Intelligence Division and has over eight years of experience in the private investigative industry. He is a licensed California Private Investigator as well as an Associate Certified Fraud Examiner. He holds a Master's Degree in TransAtlantic Relations from the Uniwersytet Jagielloński in Kraków, Poland, and a Bachelor's Degree in International Relations from the University of California, Davis. Mr. McGinn trained in advanced surveillance tactics in the United Kingdom, achieving a Level III Advanced Award in Food & Mobile Surveillance in 2007. He has headed the Intelligence Division since 2012, developing cutting edge services in the fight against fraud.

Seth G. Mehrten , Esq. – Associate Attorney, Barsamian & Moody

Presenter for Q: Wage & Hour Compliance

Seth Mehrten's practice involves all aspects of labor and employment law. He represents employers before the National Labor Relations Board, the Agricultural Labor Relations Board, the U.S. Department of Labor, Fair Employment and Housing Commission, Equal Employment Opportunity Commission, the California Labor Commissioner as well as various other state and federal administrative agencies. Prior to joining the firm, Mr. Mehrten served as a deputy city attorney in the Office of the City Attorney, City of Fresno. While at the City of Fresno, Mr. Mehrten advised the Office of the Mayor and City Manager, members of the City Council, and various City-departments on a wide array of legal issues. Mr. Mehrten began his career as a member of the legal staff of California Teaching Fellows Foundation where he was ultimately promoted to the position of General Counsel. He has presented at national and state conferences on various issues such as corporate governance, managing boards of directors, and avoiding conflicts of interest. Mr. Mehrten obtained his J.D. from San Joaquin College of Law, where he served as Managing Editor of the San Joaquin Agricultural Law Review. While in law school he was a law clerk for the Honorable Ernest J. Licalsi of the Madera County Superior Court, and published an article on the constitutionality of laws restricting the interstate shipment of wine. Prior to attending law school, Mr. Mehrten earned his B.A. in Psychology from Fresno State.

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

Co-presenter for 2020 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 – Safety & Health Officer, Zenith Insurance Co.

Presenter for S: Distracted Driving: It's More Deadly Than You Think!

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.

David Nikssarian – President & CEO, Nikssarian Insurance Services

Presenter for P: Employee Benefit Programs—Hot New Perks and Benefits

David is the President and CEO of Nikssarian Insurance Services, Inc. and has been a licensed insurance agent for over 35 years. In 2003, David and his business partner and wife Mary Khasigian Nikssarian realized their dream, and founded Nikssarian Insurance Services, Inc., an independent insurance agency that specializes in group health/employee benefit programs. David was born in Fowler, CA and raised on a family farm growing grapes and tree fruit. He graduated with a BA in Political Science from CA State University, Fresno (CSUF). While at CSUF he was active in student government, first serving as a Student Senator and Vice President, and was elected Student Body President. After graduation he worked at CA State Assemblyman Richard Lehman's office as a Field Representative. In 1980, he started with an agricultural trade association as an Account Executive in the Fresno office, later becoming a Regional Manager, and in 1987 moved to the Salinas office. David is an Eagle Scout and has been a Scoutmaster, Cubmaster, Troop Committee Chair and a Pack Committee Chair. He is the recipient of the Santa Lucia District Award of Merit and the Silver Beaver Award from the Monterey Bay Area Council, Boy Scouts of America. He currently serves as President of the Central Coast Chapter of the National Association of Insurance and Financial Advisors (NAIFA), the local broker association representing licensed insurance agents in Monterey, Santa Cruz, San Benito, San Luis Obispo, and Santa Barbara Counties.

Abrahan Pichardo – Loss Control Consultant, Alliant Insurance Services

Co-presenter for O: Leadership Confirmation - Conviction to Impact

Abrahan join the Alliant team in June of 2018 after working over four years as a Regional Safety Manager for a large self-insured organization in CA and Regional Safety Manager for the western U.S Region. Mr. Pichardo has over 20 years of management experience in professional, Agriculture, Manufacturing, Construction, Farm Labor Management, Healthcare, Retail, Staffing Industry with local, national and international organizations. He also has experience with new business development, customer service, customer retention, risk management compliance and labor laws compliance in several states. Qualified in OSHA subject matter expert, WCC, Safety Procedures, Safety Program Development, PIT-Forklift Instructor, CPR Training, DOT Compliance, CA Labor Laws and CAL OSHA. His specialties include: Risk Management, Workers' Compensation, Unemployment Insurance, Loss Control, Safety, Employee Relations, Mergers and Acquisitions, Strategic Planning, and Employment Law.

Susan Quale, PHR – Vice President of Human Resources, Sierra Cascade Nursery, Inc.

Panelist for H-2A Panel

Susan Quale is the VP 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 22 years and is a Certified HR Professional.

Anthony P. Raimondo, Esq. – President, Raimondo & Associates**Presenter for R: Structuring Legal Entities for Risk Management**

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**Panelist for H-2A Panel and co-presenter for 2020 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 I: Legal Aspects of Onboarding and Offboarding**

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 Grapegrowers 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 – Principal, The Saqui Law Group, a Division of Dowling Aaron Incorporated**Presenter for A: Let's Talk Immigration:Where Do We Go From Here?**

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 U.S. 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.

Jennifer Schiffers, MD – Vice President of Health Management, Pinnacle Health Management**Presenter for G: Health Management and Wellness in the Workplace**

Dr. Jennifer Schiffers is the Vice President of Pinnacle Health Management (PHM) and joined the company in 2018. In this important role, Jennifer oversees all aspects of the Pinnacle-branded company, which includes the care management program, corporate wellness program, utilization review, provider contracting and leading a team of caring and dedicated nurses and administrative staff. Jennifer's interest in healthcare began more than 15 years ago when she worked as a licensed paramedic in Germany. She enjoyed serving others and especially liked giving people hope as she helped them medically in their time of need. She earned her medical degree in Germany, with residencies in psychiatry and neurology, ultimately becoming a board certified psychiatrist. In addition, she is a certified healthcare interpreter and served as a Major in the German Medical Corps. After practicing medicine for a time, Jennifer made the career shift to health administration so she could make an impact on people's lives in another way. She learned the business side of providing healthcare and started working in behavioral health administration and has experience working in a few large U.S. organizations. With her unique background and achievement-oriented persona, Jennifer has been able to establish herself as an accomplished and versatile health professional who has a proven record of driving organizational success in both clinical and corporate environments.

Joel Sherman – Vice President, Safety & Corporate Affairs, Grimmway Farms**Presenter for C: OSHA 2020: What's on the Horizon**

As Vice President of Safety and Corporate Affairs, Joel Sherman oversees Grimmway's safety, workers' compensation and regulatory compliance departments and is responsible for creating and maintaining company-wide safety programs and training practices. He has worked with the company for more than 15 years and has extensive experience in workers' compensation and safety management. Previously, Sherman directed workers' compensation and safety programs for companies in the healthcare industry and was an associate professor at California State University, Bakersfield. Sherman is currently a member of the Cal/OSHA Advisory Committee, a member of the National Occupational Research Agenda Council for the Agriculture, Forestry and Fishing sector and a member of the California Fraud Assessment Commission. He holds a bachelor's degree in communications from California State University, Bakersfield.

Veronica Urzua-Alvero – Vice President of Human Resources, Church Brothers / True Leaf Farms

Co-presenter for T: Setting the Stage for Termination

Having worked her way up through the ag industry for the past 25 years, Veronica Urzua knows a thing or two about what impacts agribusiness operations and motivates people. As Vice President of Human Resources for Church Brothers Farms / True Leaf Farms, a vertically-integrated family owned and operated company that produces a full line of fresh vegetables year round with an in-house farming/harvest program and state-of-the-art processing plant, True Leaf Farms. Veronica plays a unique and dynamic role on the executive team that includes strategy development, crisis management, employment relations. With such a range of responsibilities, to say there's never a dull moment on the job would be an understatement. Growing up in an ag family in Salinas, California, Veronica credits her parents with giving her a deep understanding and respect for the business, including the value of hard work, goal-setting and achievement. They are valuable lessons that continue to benefit her today. They also helped inspire her passion for finding effective solutions to the broader challenges facing agribusiness. It's a passion she shares with the leadership and staff of UnitedAg, and the reason she serves as Treasurer of UnitedAg's Board of Directors.

Christopher Valadez – President, Grower-Shipper Association of Central California

Introduction for Congressman Jimmy Panetta

Christopher Valadez was selected to serve, beginning in May 2019, as President of the Grower-Shipper Association of Central California, an agricultural trade association focused on federal, state and local policy matters affecting the Central Coast's agricultural communities. Previously, Valadez was the Director of Environmental & Regulatory Affairs for the California Fresh Fruit Association where he shaped and drove initiatives affecting economic sustainability, competitiveness, farm employee empowerment, management/employee relations, water quality and supply, and food safety. From 2004 to 2008, he served as Deputy District Director for former Congressman George Radanovich and is a graduate of Arizona State University.

Matthew Weise, MBA – Field Operations Manager, CA Department of Housing and Community Development

Panelist for H-2A Panel

Matthew Weise is the Southern Field Office Manager (CSA-II) for Housing & Community Development. He is a frequent speaker on H-2A compliance programs.

Gladys Wotring – Director of Human Resources, JG Boswell Company

Presenter for H: Hiring Right

Gladys Wotring serves as the Human Resources Director at J. G. Boswell Company, bringing over 20 years of HR Experience to the team. Prior to joining J. G. Boswell, she has worked at other successful operations in the ag sector such as The Wonderful Company and Del Monte Foods. Gladys is a Fresno State Agribusiness graduate that has lived in the central valley for over 20 years. She has a passion for agriculture and employee development.

WORKSHOP DESCRIPTIONS

WEDNESDAY, JANUARY 22, 2020

H-2A Panel – Panel leader: Ruben Lugo (US Department of Labor); Panel: Carlos Castaneda (SARC), Jason Resnick (Western Growers), Rebecca Hause-Schultz (The Saqui Law Group, a Division of Dowling Aaron Incorporated), Jeanne Malitz (Malitzlaw), Susan Quale (Sierra Cascade Nursery), Matthew Weise (California Department of Housing and Community Development)

Back by popular demand, this three-hour session will take participants 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, avoiding government claims based on U.S. worker discrimination, the housing regulations and more. Current users or anyone considering using the H-2A program will benefit from this session.

Welcome: "HR Professional Development – Steps to Success" – Lourdes Gonzalez (Gowan Company)

Your network is the foundation for your success, in business and in life. When you know how to build strategic long-term relationships, you can access them when you need to. Networking is not just collecting cards; you need to make meaningful connections and nurture your network. During this workshop we will discuss how to improve your networking skills. How to maintain an efficient networking plan to manage your time, energy, and contacts. How to surround yourself with smart, supportive people who will help you in your career path. Who should attend? This session will work for you whether your goal is to land a new job, find new clients, build your professional brand, or meet new people. Come and discover the wonderful opportunities that come from networking.

Guest Speaker: "Aging Workforce: The Fastest Growing Employee Population"– Jonathan Siegel (Jackson Lewis)

This session will review how the mature worker is the fastest growing employee population. We will discuss creative programs to take advantage of mature workers and their different skill sets. It will review developments to retain mature workers and programs to better utilize the aging workforce.

Special Presentation: "Violence, Active Shooter and Situation Awareness Training" – Cathi Marx (Aspen Risk Management Group)

There is no cookie cutter approach to follow when it comes to reacting to an unpredictable situation such as an active shooter event. The best defense is to not be in the situation to begin with. The first step to protecting yourself is being "situationally aware" and training yourself to respond quickly and without hesitation. This presentation will begin with a focus on the four types of workplace violence identified by OSHA and the FBI. We will review several steps employers and employees can take to reduce the possibility of a workplace violence event.

Secondly, we will discuss the campaign "If you see something say something" but do we really know what we are to look for? Attendees will learn how to build their situational awareness skills, identifying a baseline of what is normal, and then learning to spot anomalies. We will discuss kinesics and what body language can tell us of a potential threat using stories from survivors as they responded to active shooter events.

Lastly, we will review the concepts of run-hide-fight, the recommended action to take should you find yourself in an active shooter event.

THURSDAY, JANUARY 23, 2020

A. Let's Talk Immigration:Where Do We Go From Here? – Michael Saqui

This comprehensive session will address the state of enforcement actions, handling Form I-9, what to do when shows up, dealing with Notices Of Inspections (NOI's), Social Security mismatches, and brief introduction to the H-2A Program.

B. CalSavers Retirement Savings Program – Jonathan Herrera (CalSavers) & Ed McClements (McClements Insurance Services)

Starting July 1, 2020, California Employers with 100 or more employees will be required (if they do not already have a qualified retirement plan available to their employees) to participate in CalSavers, a new program run by an arm of our State Government. In a nutshell – CalSavers requires employers to deduct 5% of employees' wages and forward that money to CalSavers, so it can be deposited into the employee's CalSaver ROTH IRA account. We will cover the basics of what the CalSavers program means to your business – and give you productive alternatives that are designed to keep you - not the State of California - in control of your workers and their paychecks.

C. OSHA 2020: What's on the Horizon – Joel Sherman (Grimmway Farms)

With a new administration and a new chief of OSHA, what changes can we expect in regulation and enforcement in the coming years? This presentation will discuss several items that are expected to come to fruition in the coming year and several other items that are on the drawing board.

D. Employee Assistance Programs (EAPs) – LifeWorks

LifeWorks has been helping organizations develop healthy work environments while improving the well-being of their people for more than 50 years. This session will give an overview of the features that are available to all employees at no charge and how to access these features.

E. New Regulations – Bryan Little (FELS)

This session will address the new Emergency Wildfire Smoke Standard, the new Outdoor Agricultural Operations During Hours of Darkness regulation and more.

F. California Consumer Privacy Act (CCPA) – Joseph Lazzarotti (Jackson Lewis)

The California Consumer Privacy Act (CCPA), enacted in 2018, creates new consumer rights relating to the access to, deletion of, and sharing of personal information that is collected by businesses. It also requires the Attorney General to solicit broad public participation and adopt regulations to further the CCPA's purposes. The proposed regulations would establish procedures to facilitate consumers' new rights under the CCPA and provide guidance to businesses for how to comply. Come and learn how CCPA is relevant to your organization.

G. Health Management and Wellness in the Workplace – Jennifer Schiffers (Pinnacle Health Management)

Jennifer Schiffers, MD is the Vice President of Health Management for Pinnacle Health Management. She will address challenges and successes in health management and wellness in the workplace.

H. Hiring Right – Gladys Wotring (JG Boswell Company)

This session will review the cost of hiring, recruitment metrics and how to convince leadership that you have found the right hire for the organization.

I. Legal Aspects of Onboarding and Offboarding – Erica Rosasco (McKague Rosasco)

A successful onboarding process is one that brings your new hires into your organization and helps them make a positive impact. However, onboarding is more than just getting your new hires introduced to your company and their new roles. It is actually your interactions with new employees in regard to the state law compliance obligations all employers face. All of the forms and processes associated with employee onboarding, if completed incorrectly, can put the company at risk both at the time of hire and through the employee's time with the company. On the other hand, one of the questions most commonly asked of an attorney is: "Can I fire this employee?" and the number one way for a company to find themselves in a lawsuit is a "bad" termination. This presentation will also cover, how to effectively terminate the relationship with an employee without facing liability at the end of the day.

J. The Latest Ag Labor Trends and Impacts for California – Dr. Philip Martin (UC Davis)

Dr. Philip Martin is Professor Emeritus of the UC Davis Agricultural and Resource Economics. He is the Chair of the UC Comparative Immigration & Integration program and editor Migration News and Rural Migration News. Dr. Martin has done extensive research and authored many books and articles on farm labor and migration issues and will present the latest ag labor trends and impacts for the industry.

K. Defending an OSHA Citation and WINNING! – Tony Canizales (DiBuduo & DeFendis)

How a citation is handled can either save you money or cost your company thousands! The safety professional is often key to this process and how much you are informed will pay dividends. Come join us as our instructor dives into the OSHA citation defense process and assists you in setting yourself up for success in shark infested waters!

L. Accelerate Employee Success: The Relationship Between Perceived Person-Supervisor Fit, Perceived Supervisor Support and Tenure – Tina Huff (Duncan Family Farms)

Studies show leaders play a critical role in employee retention and engagement. This presentation shares results from newly released research on the relationship between an employee's perceived fit to his or her supervisor, an employee's perception of supervisor support, and an employee's tenure. The results of this study underscore the importance of the assessment of employee and supervisor fit both at the onset as well as throughout the employment relationship. Findings are presented and foundational research regarding culture, engagement, and trust is provided. The presentation concludes with practical recommendations for assessment, training, and career development.

M. Mandatory Leave Laws in California – James Gumberg (Patane Gumberg Avila)

This session will provide an overview of the many mandatory Leave Laws in California, including FMLA/CFRA, Worker's Compensation, PDL, PFL, PSL, ADA, School and Child Care Activities and more.

N. Advance Investigative Tactics: The Age of Social Media – George Flores & Garrett McGinn (DigiStream)

Learn how social media is being used to uncover fraud, as well as enhance the quality of other investigations. Learn what geosocial data is, and exactly how this type of information is used to investigate insurance claims of all kinds. Understand how to gain eye-opening insight into accidents, site security, and high exposure incidents, by locating social media photographs, videos, and posts at specific locations and times anywhere in the world. The session examines successful real-life cases, fascinating trends in social media investigations, privacy and legal issues, as well as preserving, authenticating and presenting the evidence in court. The dynamic between social media monitoring and surveillance will also be examined through a case study involving 17,000 days of surveillance data. Attendees will come away with an understanding of the investigative best practices required for a successful investigation and a better understanding of the best investigative practices required for a successful geosocial investigation and exactly how to add this new information to their wide range of skills.

O. Leadership Confirmation - Conviction to Impact – Max Macias & Abraham Pichardo (Alliant Insurance Services)

Over the past 2 decades, we have made efforts to genuinely improve the leadership skillset of crew leaders and supervisors through leadership development training. Has leadership development been effective for your organization? We believe it is now time to take the next steps to improve our industry in order to keep up with changing industry trends and needs of our agricultural organizations. This course will focus on ways to determine if your management team has in fact "developed" and evolved into the safety and management leaders they can be and in turn help your organization meet today's safety and production challenges. It is time to look toward to "LEADERSHIP CONFIRMATION".

P. Employee Benefit Programs - Hot New Perks and Benefits – David Nikssarian (Nikssarian Insurance Services)

This seminar will explore various benefit trends that are available. Participants will learn how to use employee benefits and other programs to attract and retain their workforce.

Q. Wage & Hour Compliance – Seth Mehrten (Barsamian & Moody)

Wage and hour litigation continues to be a minefield of costly litigation for all CA 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.

R. Structuring Legal Entities for Risk Management – Anthony Raimondo (Raimondo & Associates)

If you have a sole proprietorship or partnership, your personal assets can be pursued by creditors. To avoid this risk, you should consider setting up a business structure, such as an LLC, as one example, to limit your liability for debts owed by the business, and other claims on the business, including liens and lawsuits. Those creditors holding such liens and claims against the business cannot pursue the personal assets of the business owner in most states and under most circumstances.

S. Distracted Driving: It's More Deadly Than You Think! – Carl Morello (Zenith Insurance Company)

This session will review the risks associated with operating a motor vehicle focusing on the dangers of distracted driving. According to the Insurance Institute for Highway Safety, 35,092 people died in motor vehicle crashes in 2015. Contributing to the death toll is the latest concern of distracted driving. When a driver is driving "distracted", they are four times more likely to be become involved in a collision. Learn how to integrate risk-reduction information into a driver safety program and prevent vehicle loss and driver injuries. This session incorporates videos to emphasize the effects of distracted driving.

T. Setting the Stage for Termination – Chana Hauben (UnitedAg) & Veronica Alvero (Church Bros.)

Employee progressive discipline and separations are some of the most difficult aspects of any Human Resources 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.

FRIDAY, JANUARY 24, 2020

2020 Labor & Employment Law Update – Patrick Moody (Barsamian & Moody) & 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 2020 and beyond.

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2020 FORUM SCHEDULE

Wednesday, January 22, 2020

8:30-9:00	Keynote: Douglas Parker - Cal/OSHA, Chief
9:15-12:00	H-2A Panel – Moderator: Ruben Lugo; Panel: Carlos Castaneda, Jeanne Malitz, Jason Resnick, Rebecca Hause-Schultz, Susan Quale, Matthew Weise
12:00-1:00	Lunch
1:00-2:00	Welcome: “HR Professional Development – Steps to Success” – Lourdes Gonzalez
2:00-2:15	Break
2:15-3:15	Guest Speaker: “Aging Workforce: The Fastest Growing Employee Population” – Jonathan Siegel
3:15-3:30	Break
3:30-5:00	Special Presentation: “Violence, Active Shooter and Situation Awareness Training” – Cathi Marx and representatives from Monterey County Sherriff’s Office and Salinas PD invited
5:30-7:00	President’s Reception

Thursday, January 23, 2020

8:00-9:00	Opening Remarks: Patrick Moody, APMA President Keynote: Craig Regelbrugge – Senior Vice President, Industry Advocacy & Research at AmericanHort			
9:00-9:15	Break			
Concurrent Sessions	EMPLOYMENT LAW	MANAGEMENT	HEALTH & SAFETY	HR TRENDS
9:15-10:15	A. Let’s Talk Immigration:Where Do We Go From Here? – Michael Saqui	B. CalSAVERS – Jonathan Herrera & Ed McClements	C. OSHA 2020: What’s on the Horizon – Joel Sherman	D. Employee Assistance Programs (EAPs) – LifeWorks
10:15-10:30	Break			
10:30-11:30	E. New Regulations – Bryan Little	F. CA Consumer Privacy Act (CCPA) – Joseph Lazzarotti	G. Health Management and Wellness in the Workplace – Jennifer Schiffers	H. Hiring Right – Gladys Wotring
11:45-1:00	Networking Lunch & 40th Anniversary Celebration - Dean Callender			
1:15-2:15	I. Legal Aspects of Onboarding/Offboarding – Erica Rosasco	J. The Latest Ag Labor Trends – Dr. Philip Martin	K. Defending an OSHA Citation and WINNING! – Tony Canizales	L. Accelerate Employee Success: Relationship Between Perceived Person-Supervisor Fit – Tina Huff
2:15-2:30	Break			
2:30-3:30	M. Mandatory Leave Laws in California – James Gumberg	N. Advance Investigative Tactics – George Flores & Garrett McGinn	O. Leadership Confirmation - Conviction to Impact – Max Macias & Abrahan Pichardo	P. Employee Benefit Programs—Hot New Perks and Benefits – David Nikssarian
3:30-3:45	Break			
3:45-5:00	Q. Wage & Hour Compliance – Seth Mehrten	R. Structuring Legal Entities for Risk Management – Anthony Raimondo	S. Distracted Driving: It’s More Deadly Than You Think! – Carl Morello	T. Setting the Stage for Termination – Chana Hauben & Veronica Alvero
5:30-6:00	Reception			
6:00-10:30	40th Annual Dinner & Dance 10th Annual HRP A Graduation Ceremony			

Friday, January 24, 2020

8:00-9:00	Closing Remarks: Patrick Moody, APMA President Keynote: Congressman Jimmy Panetta Introduction: Christopher Valadez – President, Grower-Shipper Association of Central California
9:00-9:15	Break
9:15-12:00	2020 Labor & Employment Law Update: Patrick Moody & Jason Resnick



Agricultural Personnel Management Association

40th Annual APMA Forum
Monterey Plaza Hotel - Monterey, California
January 22-24, 2020

REGISTRATION FORM

Please complete this form and mail to:
APMA, 512 Pajaro Street, Suite 7, Salinas, CA 93901
Or fax to: (831) 422-7318 or email: apma20@pacbell.net
You can also register and pay online at 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: _____

REGISTRATION FEES

Full event registration includes all 3 days (Sessions, President's Reception, Thursday Lunch & Dinner/Graduation Ceremony)

Table with 4 columns: Registration Category, Fee, Multiplier (x), and Total Amount (\$). Rows include APMA Members* and Non-Member Registration for different dates.

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

President's Reception (Wed. Jan. 22, 2020, 5:30—7:00 P.M.) Yes [] No []
Thursday Lunch (Jan. 23, 2020, 11:45—1:00 P.M.) Yes [] No []
Thursday Dinner/Graduation (Jan. 23, 2020, 5:30—10:30 P.M.) Yes [] No []

Additional Guest(s):

Table with 4 columns: Guest Type, Fee, Multiplier (x), and Total Amount (\$). Rows include President's Reception Guest and Thursday Dinner Guest.

*Company Discount for 3 or more attendees from the same company (members only): \$475.00/person if you register and pay by January 2, 2020. Registration after January 2, 2020 will be \$575.00/person with the company discount.

We apologize but due to financial commitments, no refunds after January 2, 2020.

APMA reserves the right to restrict participation in any APMA event.

APMA's negotiated hotel rate of \$184/night plus \$20/day resort fee will end on January 2, 2020. Please call the Monterey Plaza Hotel directly to make your reservation at 1-844-508-5578 and mention "APMA Forum" or "APMA Group". Please note that room availability is limited and we suggest securing your reservation in advance.

HOTEL INFORMATION

Monterey Plaza Hotel

400 Cannery Row, Monterey, CA 93940-1489
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 \$184/night plus \$20/day resort fee will end on January 2, 2020.

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

844-508-5578
and mentioning "APMA Group".

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RECERTIFICATION CREDITS

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

2020 Annual APMA Forum program has been submitted for **16.50 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 **16.5 PDCs** for the SHRM-CP™ or SHRM-SCP™.



GRADUATION CEREMONY

Congratulations graduates!

This year, we will honor the 10th Graduating Class of Human Resource Professionals in Agriculture (HRPA™).

We will recognize the graduates at APMA's 40th Annual Dinner on Thursday, January 23, 2020.

Class of 2019





512 Pajaro Street, Suite 7
Salinas, California 93901

40th Annual APMA Forum

Monterey Plaza Hotel
Monterey, California
January 22-24, 2020



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