

2022 APMA FORUM



JANUARY 19 - 21, 2022

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2022 FORUM SCHEDULE

Wednesday, January 19, 2022

9:00-12:00	H-2A Panel: <i>Jason Resnick (Moderator), Dax Deason, Ruben Lugo, Jeanne Malitz, Julio Sanchez & David Singh</i>
12:00-1:30	Lunch and 12th Annual HSPA Graduation Ceremony
1:45-3:00	Fireside Chat with Industry Leaders: <i>Bryan Little (Moderator), James Johansson & Karen Ross</i>
3:00-3:15	Break
3:15-4:15	Innovation and Technology in Ag: <i>Dennis Donahue (Moderator), Pauline Canteneur, Mike Dodson & Amy Tomlinson</i>
4:15-4:30	Break
4:30-5:00	Vendor Raffle
5:00-7:00	President's Reception

Thursday, January 20, 2022

8:00-9:00	Opening Remarks: <i>Laura Penner, APMA President</i> & Keynote: <i>Erica Alfaro</i>				
9:00-9:15	Break				
	EMPLOYMENT LAW	MANAGEMENT	HEALTH & SAFETY	HR TRENDS	H-2A
9:15-10:15	A. Class Action & PAGA Litigation <i>Joe Garcia & Erica Rosasco</i>	B. Effective Internal Investigations <i>Jim Gumberg</i>	C. Cal/OSHA Update: Preparing for 2022 <i>William Krycia</i>	D. Leave Laws and Employee Benefits in the Pandemic <i>Marilyn Monahan</i>	E. The Details of the H-2A Program; Preparing the Job Order <i>Jeanne Malitz & David Singh</i>
10:15-10:30	Break				
10:30-11:30	F. Wage and Hour: The Best Offense is a Defense <i>Rebecca Hause-Schultz & Alden Parker</i>	G. Knock, Knock: The Government is Here - Field Access Training & Responding to Govt. Inquires <i>Ron Barsamian</i>	H. Safety Beyond COVID-19, Safety Program 2.0 <i>Max Macias & Abraham Pichardo</i>	I. Pandemic Making You Feel Burned Out? <i>Anna Bilderbach</i>	J. H-2A Filings & H-2ALC—FLC Requirements <i>Jason Resnick</i>
11:30-11:45	Break				
11:45-1:00	Networking Lunch and Vendor Trivia				
1:00-1:15	Break				
1:15-2:15	K. Accommodation Issues and Failure to Accommodate <i>Seth Mehrten</i>	L. Ag Labor Trends into 2022 & Beyond <i>Guadalupe Sandoval</i>	M. Opiates and Related Drugs of Abuse in the Workplace <i>Don Anderson</i>	N. New Work Environment <i>Lourdes Gonzalez, Jacqueline Rios & Jonathan Siegel</i>	O. Accounting, Taxes & Benefits for H-2A <i>Adam Kantovich</i>
2:15-2:30	Break				
2:30-3:30	P. Top 10 Ways to Get Sued <i>Erica Rosasco</i>	Q. Management: Proper Discipline, Documentation & Development of Your Subordinates: <i>Jasmine Shams & Michael Studenka</i>	R. Understanding, Accepting, & Managing Stress <i>Chana Hauben</i>	S. What's Fresh and New in Benefits <i>David Nikssarian</i>	T. Recruiting for H-2A <i>Lydia Hock & David Singh</i>
3:30-3:45	Break				
3:45-5:00	U. Legalities of COVID-19 for Agricultural Employers <i>Adam Siegel</i>	V. Dealing with Misinformation, Employee Communication & Social Media in the Workplace <i>Lourdes Gonzalez</i>	W. Working Together to Improve the Lives of Farmworkers <i>Hernan Hernandez</i>	X. Recruitment, Onboarding & Retention in the New Work World <i>Jonathan Siegel</i>	Y. Housing & Transportation for H-2A <i>Dax Deason & Rebecca Hause-Schultz</i>
5:30-9:30	Reception & Annual Dinner/Dance				

Friday, January 21, 2022

8:00-8:45	Closing Remarks: <i>Patrick Moody</i> & Keynote: <i>John Aguirre</i>
8:45-9:00	Break
9:00-10:15	2022 Labor & Employment Law Update - <i>Patrick Moody & Jason Resnick</i>
10:15-10:30	Break
10:30-12:00	2022 Labor & Employment Law Update cont. - <i>Patrick Moody & Jason Resnick</i>

KEYNOTE SPEAKERS

THURSDAY KEYNOTE

January 20, 2022 – 8 AM

ERICA ALFARO

West Coast Tomato Growers – Human Resources



Erica Alfaro is the proud daughter of migrant farmworkers. Born in the heart of the central valley farmlands in Fresno and raised in Tijuana, Mexico. Her connection to agriculture is rooted in a proud family history working with the land in Mexico and California. As such, her heart and passion is to advocate for the rights of workers in this sector. She is currently part of the human resources department of West Coast Tomato Growers.

Erica is a book author, business owner, keynote speaker, fundraiser, and education advocate. She obtained a master's in education with a concentration in Counseling (plus a Mental Health Recovery and Trauma-Informed Care certificate) from San Diego State University.

Erica received a bachelor's degree in Psychology from California State University San Marcos and an office professional administrative certificate from Mira Costa Community college. She focuses her spare time on advancing the opportunities of other women and migrant children, giving them hope of a bright future like hers.

FRIDAY KEYNOTE

January 21, 2022 – 8 AM

JOHN AGUIRRE

California Association of Winegrape Growers – President



John Aguirre serves as president of the California Association of Winegrape Growers (CAWG). CAWG advocates for public policies, research and education programs, and sustainable farming practices to enhance the business of growing California winegrapes. The association represents the growers of more than 50-percent of the gross grape tonnage crushed for wine and concentrate in California.

John started with CAWG in June 2010. In addition, he also serves on the Board of Directors of the National Grape Research Alliance and is active in a variety of industry organizations on CAWG's behalf including the California Sustainable Winegrowing Alliance, Unified Wine & Grape Symposium, and the California Department of Food and Agriculture's Market Enforcement Advisory Committee. Prior to joining CAWG, John led the Oregon Association of Nurseries (OAN) for ten-and-half years as executive director. The OAN is a full-service trade association serving Oregon's nursery and greenhouse industry.

Much of John's professional career has focused on public policy and government affairs. After graduating from Virginia Tech in 1985, John started his career as a congressional staff person. He spent five years in Congress working for the Senate Committee on Agriculture, Nutrition and Forestry and later for the House Committee on Agriculture. In June 1991, John left Capitol Hill for a career as a lobbyist. He served as director of government relations for the National Food Processors Association before taking the position of vice president of government affairs for the United Fresh Fruit and Vegetable Association (now known as United Fresh Produce Association).

This panel of experts will discuss H-2A program regulations and compliance, as well as share practical solutions. This presentation is designed for H-2A practitioners and anyone who is considering the program.

JASON RESNICK (MODERATOR)

Western Growers – Senior Vice President and General Counsel

Jason Resnick joined Western Growers in 2003 as a staff attorney. Today as Senior Vice President and General Counsel, he has responsibility for overseeing the organization's legal affairs and serves as Western Growers' corporate secretary. As a member of the Western Growers' executive team, Jason provides advice and counsel on various legal, business and policy matters. Jason also oversees Western Growers H-2A Services, which serves as a full-service H-2A agent exclusively for Western Growers members.

Jason is a frequent speaker and magazine contributor on employment law and ag labor issues. He serves as vice president on the board of directors for the Agricultural Personnel Management Association (APMA), is on the board of ag tech startup iFoodDS, and is a past co-chair of the Agribusiness Committee of the State Bar of California.

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

DAX DEASON

Deason Law, PC – Founder and Managing Attorney

Born in El Paso, Texas, Dax Deason is the founder and managing attorney of Deason Law, PC. Throughout his career, Mr. Deason has been dedicated to providing effective legal representation to U.S. companies, multinational corporations, investors, and individuals with their immigration, employment, and litigation matters. Mr. Deason's primary practice area is devoted to corporate immigration and employment law, which typically involves helping companies to sponsor work visas for key foreign nationals, defending companies during government regulatory audits, litigating administrative lawsuits before various labor and immigration agencies, providing training to management and assisting investors to launch new enterprises.

He has also helped corporate clients to manage a high-volume of visa matters who operate in the information technology, outsourcing, food manufacturing, oil & gas, and life science industries. He also guides companies through the process of sponsoring permanent residency for professional employees, managers, skilled employees and foreign labor under the H-2A and H-2B visa programs. His Spanish fluency and familiarity with Latin American cultures provide an added benefit when representing clientele.

RUBEN LUGO (INVITED)

US Department of Labor, Wage and Hour Division, Western Region – Agriculture Enforcement Coordinator

Ruben Lugo started working as an investigator for Department of Labor Wage and Hour in 1995. Conducted federal labor investigations on various 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 H-2A program for the Wage and Hour's Western Region.

JEANNE M. MALITZ

MalitzLaw, Inc. – Principal



Jeanne M. Malitz is the principal of Malitzlaw, Inc., a boutique law firm specializing in employment-based immigration matters. Malitzlaw, Inc. has a national presence representing employers on a wide variety of immigration-related matters with an emphasis on permanent labor certification 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 served as a member of AILA's national Department of Labor Committee for 14 years. Ms. Malitz also chaired 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 (Magna Cum Laude, 1985) and her J.D. degree from the Boston University School of Law (1990). She was employed by several national and international law firms including: Gray Cary Ames & Frye and Morrison & Foerster. Ms. Malitz has been nominated as a San Diego "Top Lawyer" for the years 2013 to the present.

JULIO C. SANCHEZ

RAMCO Enterprises – General Manager



Julio Sanchez is the General Manager at RAMCO Enterprises, L.P. After graduating from Cal Poly San Luis Obispo in 2001 with a degree in Agricultural Business, he joined RAMCO holding various positions including Information Systems Manager, Director of Safety & Human Resources, and Marketing. RAMCO is headquartered in Salinas with offices in Watsonville, Santa Maria, Oxnard, and Yuma, AZ., providing employment services to the agricultural, food processing, and light manufacturing industries. RAMCO is also involved in various conventional and organic contract growing ventures of both vegetables, and strawberries. In 2005, Julio received his MBA with an emphasis in Management from Golden Gate University, San Francisco. He is a past President of the Board of Directors of the Agricultural Personnel Management Association, and frequently presents for various agricultural organizations on topics related to labor, safety, employment law, and human resources.

H. DAVID SINGH

West Coast Tomato Growers – Director of Human Resources



H. David Singh, a third generation farmer, began working for the family farm in 1991. The Singh family established its major Agri business in San Diego County in 1939. David is the Director of Human Resources for West Coast Tomato Growers, Inc., which is one of the largest producers of vine ripe tomatoes in the US. The Singh family was the first large scale user and pioneer of the H-2A program in California. David's responsibilities include overseeing and coordinating all HR functions. These include benefits, compensation, health and safety, workers' compensation, labor law compliance, labor management, housing, including food service, and transportation. For the last 20 years David has administered the H-2A program developing a strong expertise in every aspect of the program both in the US and Mexico.

Please join us for an interactive discussion with a distinguished panel of agricultural leaders as they address the current state of the agriculture industry including challenges, positive developments and what they see as important for the success of agriculture in the future.

C. BRYAN LITTLE (MODERATOR)

Farm Employers Labor Service – Chief Operating Officer



C. 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.

JAMES D. JOHANSSON

California Farm Bureau Federation – President



James D. "Jamie" Johansson was elected president of the California Farm Bureau in December 2017 and was re-elected in 2019. In 2021, he was elected to the American Farm Bureau Federation Board of Directors.

He grows olives and citrus fruit in Oroville and operates an olive oil company, Lodestar Farms. He is a co-founder of the Sierra Oro Farm Trail Association and a former board member of the California Olive Oil Council. Johansson served four years on the Oroville City Council, which selected him to serve as vice mayor. His community involvement also includes service on the Oroville Chamber of Commerce board. He received the Business Advocate of the Year award from the Chamber of Commerce and his farm was named Butte County Specialty Farm of the Year by the Economic Planning Corp. Johansson attended the University of Alabama and Colorado State University, where he studied political science.

KAREN ROSS

California Department of Food and Agriculture – Secretary



Karen Ross was appointed Secretary of the California Department of Food and Agriculture (CDFA) on January 9, 2019 by Governor Gavin Newsom. In re-appointing Secretary Ross, Governor Newsom cited her unmatched leadership experience in agricultural issues nationally, internationally, and here in California; including environmental stewardship, climate change adaptation, and trade. Secretary Ross was initially appointed by Governor Edmund G. Brown Jr. in 2011.

Before joining CDFA, Secretary Ross was chief of staff for U.S. Agriculture Secretary Tom Vilsack, a position she accepted in 2009. Prior to that appointment, she served as President of the California Association of Winegrape Growers from 1996–2009, and as Vice-President of the Agricultural Council of California from 1989–1996. Her prior experience before moving to California included staff work for a United States Senator, a presidential candidate, and government relations for rural electric cooperatives and public power districts.

During Secretary Ross' tenure, the Department has focused on core functions to protect and promote California agriculture, investing in the Department's employees to provide the best service to farmers, ranchers and consumers and fostering an agricultural industry that embraces its role as a global leader on everything from the most technical aspects of farming to the broadest environmental imperatives.

Secretary Ross grew up as a 4-H kid on a farm in western Nebraska. She and her husband, Barry, own 800 acres of the family farm where her younger brother, a fourth-generation farmer, grows no-till wheat and feed grains, incorporating cover crops and rotational grazing for beef production. The Secretary has a Bachelor of Arts degree from the University of Nebraska-Lincoln and is a graduate of the Nebraska Ag Leadership Program. She has served on numerous boards and committees in California agriculture and with various academic institutions.

This session will address the latest developments in innovation and technology in agriculture for HR and Safety professionals as they navigate the future of this business.

DENNIS DONOHUE (MODERATOR)

Western Grower's Center for Innovation and Technology - Director

Dennis Donohue is currently the Director of Western Grower's Center for Innovation and Technology. He spent 30 years in the Produce industry. He was the President of Royal Rose LLC a Salinas based grower-shipper. He is a past Chair of the Salinas Valley Chamber of Commerce and the Central California Grower Shipper Association. He served as Salinas Mayor from 2006–2012.

PAULINE CANTENEUR

FarmWise - Head of Business Development and Partnerships

Pauline Canteneur was born to multi-generation farmers in the North-Eastern part of France. She earned a master's degree in business management from EDHEC Business School in France before accepting a position at the French Embassy in Berlin for the Department of Food and Agriculture and later on working as a strategy analyst for BNP Paribas' Innovation Department in Paris, then San Francisco.

Pauline is the current Head of Business Development and Partnerships for farm robotics company FarmWise. For the past 3 years, she's been in charge of identifying new business opportunities for the company.

MIKE DODSON

Pago - Chief Executive Officer

Mike Dodson grew up working in the fields and packing houses of California's Central Valley. After obtaining a degree in Computer Science from UC Davis, Mike worked as a software engineer in Silicon Valley. Returning to his roots, Mike started a software development business in Fresno that serves agriculture clients throughout the US. Mike is the founder of Pago, an ag labor cloud and mobile software platform for growers and farm labor contractors.

AMY TOMLINSON

Concentric Power - Project Development Director

Amy Tomlinson has over 20 years of leadership and management experience including a strong background in instructing, mentoring, and project management. Her skills include combat operations, flight training, team building, planning, risk management, data analysis, public speaking and personnel management.

Amy has served her country as a Naval Aviator for 20 years, flying in the F-14 Tomcat and F/A-18 Super Hornet as a Weapons System Officer and accumulating over 1600 flight hours and 220 carrier arrested landings. She was the first female aviator ever selected to serve with the Blue Angels, the U.S. Navy's flight demonstration squadron.

With a B.A. in public relations from the University of Southern California, Amy recently earned her M.B.A. from Santa Clara University. She lives in Pacific Grove, CA with her husband and two children, and in 2018 was elected to serve her community as a City Council Member.

This track is designed to provide you with critical information on the requirements, considerations and the complexities of the H-2A Program.

9:15 – 10:15 AM

THE DETAILS AND OVERVIEW OF THE H-2A PROGRAM AND PREPARING THE JOB ORDER



JEANNE M. MALITZ

MalitzLaw, Inc. – Principal

Please see page 7 for Jeanne's bio.



H. DAVID SINGH

*West Coast Tomato Growers
Director of Human Resources*

Please see page 7 for David's bio.

10:30 – 11:30 AM

H-2A FILINGS AND H-2ALC—FLC REQUIREMENTS



JASON RESNICK

Western Growers – Senior Vice President and General Counsel

Please see page 6 for Jason's bio.

1:15 – 2:15 PM

ACCOUNTING, TAXES AND BENEFITS FOR H-2A



ADAM KANTROVICH, PH.D.

*Extension Specialist of Agribusiness, Clemson University Cooperative Extension
Director of Clemson University Extension Income Tax School*

Dr. Adam J. Kantrovich received his B.S. and M.S. from Southern Illinois University at Carbondale, a Ph.D. from Virginia Tech. Dr. Kantrovich has experience working in the commodity markets at the Chicago Mercantile Exchange, with the USDA-APHIS and has been in higher education for over 25 years. He currently is an Extension Specialist of Agribusiness, the Director of the Clemson University Extension Income Tax School, and Asst. Director of the Clemson Extension Agribusiness Team. Dr. Kantrovich specializes in Farm Management related topic areas including Financial Analysis, Succession & Transition planning, Tax Management, The Affordable Care Act, labor and ag policy related issues, Farm Stress and Mental Health.

2:30 – 3:30 PM

RECRUITING FOR H-2A



LYDIA HOCK

Labormex LLC – Founder

Lydia is an experienced H-2 visa facilitator with a demonstrated history of working in the foreign labor recruiting industry. She is a business development professional with a Bachelor's degree focused in Hospitality Administration/Management.



H. DAVID SINGH

West Coast Tomato Growers – Director of Human Resources

Please see page 7 for David's bio.

3:45 – 5:00 PM

HOUSING AND TRANSPORTATION FOR H-2A



REBECCA HAUSE-SCHULTZ

Fisher Phillips LLP – Attorney

Please see page 13 for Rebecca's bio.



DAX DEASON

*Deason Law, PC
Founder and Managing Attorney*

Please see page 6 for Dax's bio.

8:00 – 9:00 AM

OPENING REMARKS AND KEYNOTE



LAURA PENERA
APMA PRESIDENT

*Braga Fresh Family Farms
Human Resources Director*



ERICA ALFARO
KEYNOTE PRESENTER

*West Coast Tomato Growers
Human Resources*

Please see page 5 for Erica's bio.

9:15 – 10:15 AM

CONCURRENT SESSIONS

CLASS ACTION AND PAGA LITIGATION

This presentation will address how to avoid being the next target of class action litigation and PAGA settlements in agriculture. Presenters will share lessons learned to help your company avoid being the next victim.

JOE GARCIA

Jaguar Farm Labor Contracting, Inc. – Principal

Joe Garcia was born in Mercedes, Texas but, grew up in the community of King City, CA, where he worked throughout his childhood in the fertile lands of the Salinas Valley. Joe comes from a family of farm workers who would travel from Texas to California following the harvest, Joe never has forgotten the hard work ethic of his Grandparents and family. Joe attended Hartnell College in Salinas, and Fresno City College, before transferring to Fresno State, completing his bachelor's in 1995. Joe began working for AG Producers a company that supported the citrus industry, and then as Director of Human Resources for Pandol Brothers Inc. After a successful career at Pandol, Joe then became a farm labor contractor by starting Jaguar Farm Labor Contracting, Inc, in 2005. Today, Joe is the owner of various companies throughout California, and during peak season, employs over 4,000 farmworkers throughout California. Joe is also the chairman and founder of the Central Valley Farmworker Foundation, a non-profit whose mission is to serve and support Central Valley farmworkers by providing programs and services to better their quality of life. Currently, Joe resides with his children, Joshua and Abigail in Visalia, CA, and is heavily involved in his children's academic and sports activities.

ERICA ROSASCO

McKague Rosasco LLP – Partner

Erica Rosasco is a partner at McKague Rosasco LLP in Roseville, 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 four years as a Super Lawyer of Northern California and as a Super Lawyer California Rising Star in 2012 & 2016, Sacramento Magazine's 2016-2019 Top Lawyers in Sacramento and a Who's Who Top Attorney for 2016 and 2019.

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 in all aspects of employment and civil litigation. Ms. Rosasco litigates cases in the areas of wage and hour class actions, PAGA actions, employment law, sexual harassment, discrimination, retaliation, wrongful termination, ADA defense, wage and hour disputes, business disputes, and breach of contract actions. She also provides advice and counsel to employers and businesses to avoid the high cost of litigation.



EFFECTIVE INTERNAL INVESTIGATIONS

Investigations are a critical component of an effective compliance program. Even companies with the best compliance programs inevitably experience violations of law and company policy. Join us and learn how to do them right!

JAMES GUMBERG

Patane Gumberg Avila, LLP – Partner



Jim 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.

He graduated from the University of Florida (1987) B.A. Political Science, Santa Clara University (1991) J.D., with Honors. His practice areas include: Agriculture Law, Business Law, Civil Litigation, Contract Disputes, Corporate Formation, Corporate Management, Employment Litigation, Federal Litigation, Hospitality Issues, Mediation, Real Property, Union Issues, Wage & Hour Class Action, Workplace and Paystub Issues.

PREPARING FOR 2022: AN OVERVIEW OF CAL/OSHA UPDATES AND EMERGING ISSUES

Cal/OSHA has passed several standards concurrent with the COVID-19 pandemic that many organizations may be unaware of which include but are not limited to mandatory amendments to the COVID-19 Prevention, Injury and Illness Prevention, Heat Illness, and Workplace Violence Prevention programs as well as the penalty schedules. This presentation will focus on these key areas in addition to a review of other pertinent emerging safety and health issues to be aware of going into 2022.

WILLIAM (BILL) KRYCIA, MPH, CIH

Zenith Insurance Company – Senior Safety and Health Consultant



Bill has been involved with Occupational Safety and Health for over 37 years. Prior to coming to Zenith, Bill's career at Cal/OSHA spanned the range from field inspector to Regional Manager. While at Cal/OSHA Bill led the Region II Enforcement Unit; coordinated the Division's statewide Agriculture Safety and Health and Heat Injury Prevention efforts; conducted and reviewed inspections on all industries; and was the Division's past team Leader for Emergency Response. Bill continues to be involved externally as the External Advisory Board Chairperson for the NIOSH Western Center for Agricultural Health and Safety at UC Davis. Bill is also the Agricultural Safety Work Group Lead person for NIOSH/National Occupational Research Agenda (NORA), and on the Review Panel for CDC/NIOSH National Agricultural Centers.

He is an American Board of Industrial Hygiene Certified Industrial Hygienist (CIH) and a graduate of the University of Michigan School of Public Health, Ann Arbor, and holds a Master's in Public Health (MPH). Bill's areas of specialty include agricultural safety and health; heat illness prevention; training and outreach; compliance issues, and industrial hygiene.

LEAVE LAWS AND EMPLOYEE BENEFITS IN THE PANDEMIC

Administering benefits during employee leaves is always challenging, but the pandemic adds another level of complexity. During this program we will discuss how to administer employee benefits when an employee goes out on leave under FMLA, CFRA, and PDL — supplemented with a discussion of federal and state leave laws that apply during the COVID-19 pandemic. The program will address which benefits employers must offer, for how long, and how are they paid for. Designed to answer common questions employers and insurance agents often hear, this program will include examples, best practices, and action items.

MARILYN A. MONAHAN

Monahan Law Office - Principal

Marilyn A. Monahan is the owner of the Monahan Law Office in Marina del Rey, CA. Marilyn focuses her practice on advising employers and consultants on compliance with employee benefit and insurance laws impacting health and welfare plans, including ACA, ERISA, HIPAA, and COBRA, and related Internal Revenue Code provisions.



10:30 – 11:30 AM

CONCURRENT SESSIONS

WAGE AND HOUR: THE BEST OFFENSE IS A DEFENSE – WHAT YOU NEED TO KNOW TO PROTECT YOURSELF IN LITIGATION

As California employers know all too well, navigating wage and hour law in this state is an ever-moving target, especially in agriculture. This presentation will cover how employers can prepare for litigation and arm themselves with the tools needed to put on an effective defense in a wage and hour action, from the litigator's perspective.

REBECCA HAUSE-SCHULTZ

Fisher & Phillips, LLP - Attorney

A native of rural Calaveras County and a Future Farmers of America alumna, Rebecca Hause-Schultz draws on her deep roots in agriculture to defend farmers, food processors, manufacturers, and ag-tech businesses in employment litigation lawsuits and help avoid disputes. Rebecca litigates cases in federal and state courts, as well as state administrative agencies including the Division of Labor Standards Enforcement (DLSE) and Department of Fair Employment & Housing (DFEH), with a focus on wage and hour class actions and California Private Attorneys General Act (PAGA) claims. A key part of her practice involves teaming with clients to foresee potential concerns, institute best practices, and ensure compliance. Before joining Fisher Phillips, Rebecca was a litigator at a labor and employment law firm in Sacramento.



ALDEN J. PARKER

Fisher & Phillips LLP - Managing Partner

Alden Parker is the managing partner of the firm's Sacramento office and the co-chair of the Hospitality Industry Group. Alden represents employers in all facets of employment law matters. His clients are involved in a variety of food chain related industries. From growers, packers, and shippers to grocers, restaurants and hotels, Alden works tirelessly on behalf of employers from the farm to the fork. Alden has considerable experience defending employers in single plaintiff and Class/PAGA litigation. Those claims have involved the California Fair Employment and Housing Act (FEHA), California's wage and hour laws, Family and Medical Leave Act (FMLA), California Family Rights Act (CFRA), and the Age Discrimination in Employment Act (ADEA). Alden has also defended employers against whistleblowing and retaliation claims, including claims under the California Whistleblower Act and various provisions of the California Labor Code. Alden has extensive experience defending employers in federal and state court, as well as in investigations by the Equal Employment Opportunity Commission (EEOC), the California Department of Fair Employment and Housing (DFEH), United States Department of Labor (DOL), California's Agricultural Labor Relations Board (ALRB) and the National Labor Relations Board (NLRB). Alden has been recognized in Northern California Super Lawyers since 2013 and Northern California Top Lawyers since 2014.



KNOCK, KNOCK: THE GOVERNMENT IS HERE: FIELD ACCESS TRAINING & RESPONDING TO GOVERNMENT INQUIRES

How do you respond when agency investigators show up and want to come onto your property? How about employee advocates like the CRLA or the UFW or plaintiffs' attorneys? What about politicians or political appointees? What do you have to let them do, and what can you legally do to keep them out? Mr. Barsamian's presentation will cover the most common situations so you are prepared to defend your property when it happens.

RONALD H. BARSAMIAN

Barsamian & Moody – Shareholder



Ron Barsamian's legal practice of over 42 years involves all aspects of agricultural labor and employment law. He represents agricultural employers before the National Labor Relations Board, Agricultural Labor Relations Board (California), U.S. Department of Labor, Department of Fair Employment and Housing (California), U.S. Equal Employment Opportunity Commission, the California Labor Commissioner, Cal-OSHA as well as various other state and federal administrative agencies. His litigation expertise in both state and federal courts includes many cases of both state and nationwide significance to the agricultural industry. Mr. Barsamian represents employers in labor relations matters, ranging from union organizational activities to collective bargaining.

Mr. Barsamian teaches Agricultural Labor and Employment Law at California State University, Fresno. He is a past President and Member of the Board of Directors of the Agricultural Personnel Management Association. Mr. Barsamian is a member of the Legal Forum for Western Growers Association and served as WGA's Assistant General Counsel and Chief Negotiator before entering private practice in the late 1980s. He served as the President and Member of the Board of Directors of the Clovis Chamber of Commerce. He also served on the Board of Directors for the 21st Agricultural District (the Fresno Fair).

Mr. Barsamian has authored various articles on agricultural labor and employment and lectures at industry seminars throughout California.

PANDEMIC MAKING YOU FEEL BURNED OUT?

Managers and leaders need support and career development too. Sixty percent of leaders surveyed in 2020 said they feel "used-up" at the end of the day according to the Global Leader Institute. Could this be you too? In this session, discover practical techniques how to manage your own burnout and navigate through uncertainty effectively.

ANNA BILDERBACH

Western Growers – HR Learning and Development Manager



Anna is Western Growers Learning and Development Manager. With 20-years experience in Learning and Development Specialist, and HR, she specializes in Human Resources policies and Employment Law. Anna has trained over 5,000 Ag employees throughout California and Arizona, built two business universities, and designed curriculum to develop leaders and managers, boost productivity, and increase job satisfaction.

With degrees in Administration and Information Systems, Business Administration and Management, and Accounting, Anna completed her training in HR Management at the University of California, Irvine and is now pursuing another degree in Management and Organizational Leadership from University of Massachusetts Global.

SAFETY BEYOND COVID-19, SAFETY PROGRAM 2.0

In the past two years, a focal point of safety has been on the COVID-19 protocols and remote work that affected the effectiveness of your safety program. This presentation will address how you can “reset the button” and namely get back to the business of effective safety management. We’ll cover our experiences with pre-and post-pandemic safety, current regulations, documentation, recordkeeping among other topics. How do we deal with safety training and shortage of labor, new restrictions and how to be efficient and productive in this new environment? As always, we will keep this session very interactive and outcome based.

MAX G. MACIAS

Alliant Insurance Services, Inc. – Sr. Loss Control Consultant



Max has been in the Occupational Safety and Health industry for over 30 years with experience in California, Oregon and Washington State 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. In the past, Max has developed and worked with Cal Poly San Luis Obispo on internship development with a focus on Ag Safety and personnel development and compliance. Currently Max is working on his dissertation in pursuit of his PhD in California and Hyde Park 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 and personnel management for the last 25 years and has led more recently transitioned to promoting and confirming effective agriculture personnel and safety leaders among Alliant Insurance Svcs. client’s field leadership staff. Max is among the Cal OSHA recognized instructors in General Industry Safety Industries. OSHA certification courses with certifications from University California San Diego Professionally he has been a member of the AgSafe project and involved with the Cal Poly Safety Institute from its beginnings, UCIPM pest management from the inception, Washington State Latino Business Advisory Council, American Red Cross, AHSI, Medic First aid. Max has also been involved in the APMA management training programs with emphasis on recruitment, management and training of personnel, Personally, 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 has served as the Chairman of the Santa Maria-Patterson Rd school council. Max is fluent in English and Spanish.

ABRAHAN PICHARDO

Alliant Insurance Services, Inc. – Loss Control Consultant



Abrahan joined 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. Qualified in OSHA matters, 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.

ACCOMMODATION ISSUES AND FAILURE TO ACCOMMODATE

This presentation will cover the requirements and best practices for engaging applicants and employees with disabilities in the interactive process, identifying reasonable accommodations for agricultural workers, common pitfalls, and important takeaways from failure to accommodate cases.

SETH G. MEHRTEN

Barsamian & Moody – Associate Attorney



Seth G. Mehrten is an associate attorney for Barsamian & Moody. His 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.

OPIATES AND RELATED DRUGS OF ABUSE IN THE WORKPLACE

Opiate and other prescription drug use has impacted every aspect of the American workforce over the last 5 decades. Throughout the mid 2000's to current, the impact has been significantly worse and workplace environments and productivity have suffered greatly. We will discuss both the past and present states of drug use in the workplace setting, as well as what the future holds in this arena. We will share thought processes around how to model benefit designs to minimize exposure and abuse, as well as how to preemptively manage a workforce with pain issues.

DON ANDERSON, PHARM.D.

Pinnacle Claims Management – VP of Pharmacy Benefit and Health Management



Dr. Don Anderson is the Vice President of Pharmacy Benefit and Health Management at Pinnacle Claims Management in Irvine, California. Don has over 15 years of experience in pharmacy benefit services and clinical patient management in both private payer and managed care markets. Don has spent the majority of his career focused on population health management and initiatives that improve the health and wellness of members across a broad spectrum of diseases. He has successfully created specialized service provisions for high risk populations in oncology, immune illness, infectious disease and micro strategies for rare diseases. Dr. Anderson is an academic preceptor for his alma mater University of the Pacific and University of California San Francisco pharmacy programs, and is an AMCP Diplomat.

AG LABOR TRENDS INTO 2022 AND BEYOND

Agricultural employers face a range of challenges and opportunities regarding labor issues. Labor shortages, an aging workforce, temporary visa workers, pandemics, increasing regulation, joint liabilities for growers and FLCs, increased mechanization, and rising labor costs will challenge HR practitioners and others who help manage the workforce. Learn more about what employers are doing to address these and other challenges.

GUADALUPE (LUPE) SANDOVAL

Sandoval Bilingual Solutions – Principal



Guadalupe Sandoval has enjoyed over 33 years as an instructor, consultant, and advocate in the field of agricultural worker safety and labor management issues. Recently retired after 12 years as the founding director of the California Farm Labor Contractor Association, he continues to consult with agricultural employers in developing safe, healthy, and respectful places of employment. Trust him to cut through the fluff and to tell us how it really is.

NEW WORK ENVIRONMENT

A panel of practitioners and legal experts will discuss workplace accommodations, remote work, hybrid work, company culture, and productivity post pandemic.

LOURDES GONZALEZ

Gowan Company – Global Director of Human Resources



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.

JACQUELINE RIOS, ESQ.

Fowler Packing – Director of Human Resources



Jacqueline Rios joined the APMA board in 2021. She is the Director of Human Resources for Fowler Packing Company and a labor and employment attorney. She has worked with agriculture companies for over 7 years and is passionate about educating employers about labor and employment law issues.

JONATHAN A. SIEGEL

Jackson Lewis P.C – Principal



Jonathan A. Siegel is a principal in the Orange County, California, office of Jackson Lewis P.C. He has spent more than 25 years at Jackson Lewis representing employers in workplace law matters in California.

Please see page 21 for Jonathan's bio.

TOP 10 WAYS TO GET SUED

Employers in California face unique challenges with a complex set of labor laws and ever changing court decisions.

Employers are finding themselves staring down the barrel of a lawsuit more and more often. Most of these lawsuits are focused on a just a few reoccurring violations. This presentation will focus on the top ten violations you are most likely to be sued for.



ERICA ROSASCO

McKague Rosasco LLP – Partner

Erica Rosasco is a partner at McKague Rosasco LLP in Roseville, California.

Please see page 11 for Erica's bio.

MANAGEMENT – PROPER DISCIPLINE, DOCUMENTATION, AND DEVELOPMENT OF YOUR SUBORDINATES

This presentation covers the crossroads of leadership and discipline and how both are needed to manage a team successfully. We will provide leadership strategies on how to motivate your workforce. Also, we will discuss human resources and supervisors' roles during investigations and discipline and the importance of proper documentation.

JASMINE SHAMS

Newmeyer Dillion – Associate



Jasmine Shams is an associate in the Newport Beach office of Newmeyer Dillion whose practice focuses primarily in labor and employment law.

Jasmine advises businesses on a wide range of labor and employment issues, including general practices, termination and disciplinary decisions, wage and hour issues, and compliance with the NLRA, ALRA, Title VII, FEHA, the FMLA, the FLSA, OSHA and other federal, state, and local laws. She is a frequent speaker on litigation avoidance, labor and employment trends, and sexual harassment and discrimination prevention. Jasmine's analytical approach of her clients' business and legal needs allows her to develop and implement practical solutions to complex legal issues.

Jasmine is a member of Orange County Bar Association, Labor & Employment Law Section and Orange County Women Lawyer Association. She graduated from Albany Law School (J.D., 2011), California State University, Northridge (M.B.A., 2007), and received her B.A. in Political Science from California State University, Northridge (2004).

MICHAEL STUDENKA

Newmeyer Dillion – Partner



Michael Studenka wins complex cases based on decades of legal knowledge fueled by a drive to fight for his clients and win courtroom battles against all odds. Charting a stellar trajectory for the firm's labor and employment group, Michael goes the distance to proactively advise business owners on best employment practices, and when needed, defend against California's stringent employment laws. He focuses his practice on employment litigation for employers, and on commercial construction disputes for general contractors. As evidenced by his recent successes, Michael defends all aspects of litigation and overcomes the myriad issues that arise in California's employee-friendly regulatory climate for companies doing business in the Golden State.

Michael was selected to the Southern California Super Lawyers list, 2014-2018; he was selected to the Southern California Super Lawyers Rising Star list, 2013; and USMC, Defense Counsel of the Year Award, 2005-2006. He is a graduate of University of San Diego School of Law (J.D., 1999), and College of William & Mary (B.A., 1996) in History (High Honors) and Government.

UNDERSTANDING, ACCEPTING, AND MANAGING STRESS

Everyone who has ever held a job has, at some point, felt the pressure of work-related stress. Especially with the last year and a half we've all had! Any job can have stressful elements, even if you love what you do. In the short-term, you may experience pressure to meet a deadline or to fulfill a challenging obligation. But when work stress becomes chronic, it can be overwhelming—and harmful to both physical and emotional health.

We will cover the topic of stress, collaborate on ways to combat stress, accept stress, and learn to manage stress over time by practicing some helpful guidelines such as – tracking your stressors, developing healthy responses, establishing boundaries, taking time to recharge, learning how to relax, working with your supervisor, and asking for help.

CHANA HAUBEN, MBA, SPHR, SHRM-SCP

UnitedAg – Vice President, Human Resources



Chana is responsible for establishing UnitedAg's HR structure, best practices and processes, as well as talent acquisition, management and development. She also 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 talent.

Chana joined UnitedAg as Vice President of Human Resources in 2014.

WHAT'S FRESH AND NEW IN BENEFITS

The Patient Protection and Affordable Care Act (PPACA) completely changed health insurance as we know it, with the major provisions such as the Employer Shared Responsibility Act ("Play or Pay") taking effect in 2015. Six years is not a lot of time for any major law, and there continue to be new approaches to deal with the many unintended consequences of the PPACA. Adding to this is the COVID-19 pandemic, which has impacted the health care system in unimaginable ways (many of which may very well be permanent). Our seminar will review how the health insurance industry has created out of the box solutions to meet the challenges of the PPACA and more recently COVID-19.

DAVID NIKSSARIAN

Nikssarian Insurance Services, Inc. – President and CEO



David Nikssarian proudly serves with a commitment to excellence. He is President and CEO of Nikssarian Insurance Services, Inc., which he established with his wife and business partner, Mary, in 2003. Their agency is a large and well-respected family-owned and operated independent insurance broker specializing in group health benefits in the Central Coast.

He has been the instructor for APMA Human Resources Professional in Agriculture (HRPA) "105: Managing Employee Benefits" class since inception in 2011. He has also taught classes at APMA, AgSafe, and to employers on topics such as the PPACA, HIPAA/Cybersecurity, 1094C-1095C, and Eligibility Policies.

David is a licensed Life and Health Agent since 1982. He is the past President of the Central Coast Chapter of the National Association of Insurance and Financial Advisors (NAIFA).

David obtained his Bachelor of Arts in Political Science with an emphasis in Public Administration at California State University of Fresno, where he served as President of the Associated Students. He is an Eagle Scout, a past Scoutmaster and Cubmaster, and has been awarded the Santa Lucia District Award of Merit and the Silver Beaver Award from the Monterey Bay Area Council, Boy Scouts of America.

LEGALITIES OF COVID-19 FOR AGRICULTURAL EMPLOYERS

Agricultural companies are still dealing with ramifications of COVID-19. Bring your questions and let's discuss them!

ADAM Y. SIEGEL

Jackson Lewis P.C – Principal



Adam Y. Siegel is a principal in the Los Angeles, California, office of Jackson Lewis P.C. His practice focuses on employment litigation, as well as on advising employers regarding daily workplace issues. Adam has litigated cases in both state and federal court. Adam's litigation experience includes handling a wide range of employment-related issues including discrimination, harassment, wrongful termination, retaliation, whistleblower claims, and wage and hour claims. Adam has defended more than 100 wage and hour class action and PAGA cases. The size of the putative classes in these matters ranges from a low of approximately 15 to a high of more than 40,000 putative class members. These matters have included claims brought under a wide variety of California and federal wage and hour laws, involving issues such as misclassification of exempt status, meal and rest breaks, work off the clock, failure to pay commissions, expense reimbursement, accurate wage statements, and Business and Professions Code section 17200.

DEALING WITH MISINFORMATION, EMPLOYEE COMMUNICATION AND SOCIAL MEDIA IN THE WORKPLACE

Dealing with misinformation in the workplace, especially about social media in the workplace is crucial for the smooth running of an organization. Workplace change, restructures, personnel issues and project setbacks and pandemics are all rich areas to spread false information that poses an increasing risk to organizations. Some of the communication tools used in today's workplaces foster this miscommunication. Chat channels make it easy for employees to send messages that reach a large number of colleagues quickly spreading miscommunication. During this workshop, we will discuss the ways you can leverage your business communication to address misinformation and align your workforce to combat the harmful spread of misinformation. We will also discuss useful recommendations to help you handle misinformation spreading in your workplace.



LOURDES GONZALEZ

Gowan Company – Global Director of Human Resources

Lourdes Gonzalez is the Global Director of Human Resources for Gowan Company. Please see page 17 for Lourdes's bio.

WORKING TOGETHER TO IMPROVE THE LIVES OF FARMWORKERS

California Farmworker Foundation (CFF) will highlight its one-of-a-kind partnership with Growers to improve the lives of Farmworkers in California. CFF will discuss its Company Ambassador Program as a model that can significantly impact the lives of Farmworkers and their families. CFF will showcase their past, present, and future health initiatives for Farmworkers. CFF health initiatives have translated into positive health behaviors while creating healthier spaces for Farmworkers at their worksites and communities.

HERNAN HERNANDEZ

California Farmworker Foundation – Executive Director



Hernan Hernandez is the Executive Director of the California Farmworker Foundation, responsible for overseeing the operations of the non-profit. A native of Richgrove, California, Hernan grew up among Farmworkers alongside his siblings, as they worked in various commodities in the Central Valley. The first in his family to attend College, Hernan graduated with a bachelor's degree and an M.A. and M.P.A. from California State University, Bakersfield. Hernan is also a proud alumnus of the Panetta Institute for Public Policy. Before working with CFF, Hernan worked for government institutions, non-profits, and political campaigns.

3:45 – 5:00 PM

CONCURRENT SESSIONS CONT.

RECRUITMENT, ONBOARDING, AND RETENTION IN THE NEW WORLD

Recruitment, onboarding and retention of employees is even more complicated since the pandemic. This session will explore legal obligations all employers face.

JONATHAN A. SIEGEL

Jackson Lewis P.C. – Principal



Jonathan A. Siegel is a principal in the Orange County, California, office of Jackson Lewis P.C. He has spent more than 25 years at Jackson Lewis representing employers in workplace law matters in California. In 2009, Jonathan was recognized as one of the Top 100 Labor Attorneys in America. In 2020 and 2021, Jonathan was recognized in Best Lawyers in America. Jonathan is also a member of the Board of Directors for APMA. Jonathan provides advice and counsel and training regarding labor and employment law with respect to various issues including wage and hour law, reduction in force, WARN Act, discipline, leave management, harassment and discrimination issues. Jonathan has represented management in union organizing drives and regularly defends employers in unfair labor practice proceedings as well as in collective bargaining and arbitrations. Jonathan regularly speaks on a variety of topics and has moderated numerous programs.

FRIDAY, JANUARY 21, 2022

8:00 – 8:45 AM

CLOSING REMARKS AND KEYNOTE



PATRICK S. MOODY APMA PAST PRESIDENT

*Barsamian & Moody
Shareholder*



JOHN AGUIRRE KEYNOTE PRESENTER

*California Association of
Winegrape Growers – President*

Please see page 5 for John's bio.

9 AM – 12 PM

2022 LABOR AND EMPLOYMENT LAW UPDATE

The 2022 Labor and Employment Law Update is a perfect way to complete your Forum experience. Pat Moody and Jason Resnick will cover the latest and greatest in up to the minute labor and employment law issues. This will be a fast-paced session with a whole host of invaluable information to help you excel in 2022 and beyond.

PATRICK S. MOODY

Barsamian & Moody – Shareholder



Patrick S. Moody is a shareholder of Barsamian & Moody, and has achieved Martindale-Hubbell's highest attorney rating of AV. Mr. Moody has over 25 years of experience providing employers with practical solutions and advice for complying with the full range of statutes and regulations relating to labor and employment law. He has successfully tried numerous cases in both state and federal trial and appellate courts, before most state and federal administrative agencies, and in labor grievance arbitrations. That litigation experience includes representing employers facing major class actions alleging cutting-edge issues in harassment, discrimination and wage and hour claims. Mr. Moody also advises clients on ways to remain union-free, as well as successfully defeating union organizing campaigns.

JASON RESNICK

Western Growers – Senior Vice President & General Counsel

Please see page 6 for Jason's bio.



NETWORKING ACTIVITIES

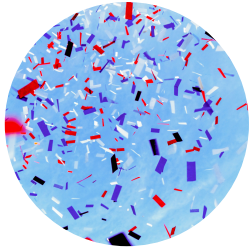
WEDNESDAY

January 19, 2022



NETWORKING LUNCH

12:00 PM – 1:30 PM, Cypress Ballroom



12TH ANNUAL HRPB GRADUATION (BY INVITATION)

12:00 PM – 1:30 PM, Monterey Ballroom



VENDOR RAFFLE

4:30 PM – 5:00 PM, Hallway/Cypress Ballroom



PRESIDENT'S RECEPTION

5:00 PM – 7:00 PM, The Plaza (outdoors)

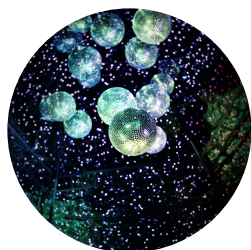
THURSDAY

January 20, 2022



NETWORKING LUNCH

11:45 AM – 1:00 PM, Cypress Ballroom



RECEPTION AND ANNUAL DINNER/DANCE

5:30 PM – 9:30 PM, Cypress Ballroom

EVENT INFORMATION

REGISTRATION

<http://agpersonnel.org/events/forum/>



We are delighted to welcome our members once again to the Monterey Plaza Hotel on the beautiful Monterey Coast for the 41st Annual APMA Forum. APMA's Forum is recognized as one of the premier educational and networking events for human resource and safety professionals in the agricultural industry.

You can [register online](#) or download the [PDF registration page](#) and email it to apma20@pacbell.net

Conference rates*:

Individual - \$495/person

Company discount (3 or more)- \$475/person

Non-member - \$595/person

*Rates will increase by \$100/person as of December 15, 2021.

Walk-in registration will be \$650/person for members and \$750/person for non-members.

RECERTIFICATION



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

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™.

HOTEL

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 \$191/night. Please note that room availability is limited and we suggest securing your reservation in advance.

Please make your reservations directly with the Monterey Plaza Hotel [online](#) by following the hyperlink or by calling 1-831-920-6709 and mentioning "APMA Group".



2022 APMA FORUM

JANUARY 19 - 21, 2022 - MONTEREY PLAZA HOTEL



512 Pajaro St., Ste 7
Salinas, CA 93901