

### Upcoming Workshops and/or Trainings

August/Sept 2012:

- ◆ Heat Illness Prevention presented by Raul Calvo  
Date: Aug 2012 - TBD  
Time: 9:00 a.m. to noon
- ◆ When the Union Visits ...  
TWO PART PROGRAM  
Best Practices & Legal Implications Presented by Terrence O'Connor, Esq.  
Date: Wed Aug 8, 2012  
Time: 9:00 - 11:00 a.m.
- ◆ Fostering a Collaborative Labor Force presented by Julio Lopez, HR, Safety and Ag Labor Expert and Raul Calvo, HR and Loss Control Consultant  
Date: Wed Aug 8, 2012  
Time: 3:30 - 5:30 p.m.
- ◆ Leaves - Understanding the Often Complicated Maze of Fed/State Leaves and Options presented by Ignacio Alvarez, PHR  
Date: Thurs Aug 16, 2012  
Time: 11:30 - 1:30 p.m.  
Brown bag luncheon
- ◆ Occupational Health & Safety in an Industrial Environment - Industrial Hygiene. Presented by Jorge Vizcaino, Certified Industrial Hygienist, Aero-Environmental  
Date/Time: Aug 23 2012
- ◆ Personal Fitness with Certified Trainer, Denise Connors  
Next 12 week program begins in Sept 2012
- ◆ For the Jobseeker: Interview Tips to be Tops Bring Your Resume!  
Date/Time: Aug 28, 2012

*What presentations or instruction would you like to see???*

*Send your suggestions to info@agforce.us*

# WORKPLACE ARCHITECTS

DESIGN | PLAN | BUILD ~ THE Work/Life FORCE You ENVISION

## Best Practices When the Union Visits and Potential Legal Implications

*Presented by*



*Terrence O'Connor, Esq.*

Your presenter, Terrence O'Connor w/ Noland, Hamerly, Etienne & Hoss, has a general employment practice that emphasizes counseling and representing business owners in employment and labor practices to prevent or defend claims of sexual harassment, discrimination, retaliation, wrongful termination and employee relations including union avoidance and best practices.

Mr. O'Connor defends a variety of wage and hour claims before administrative agencies and in state and federal court as well as has extensive experience representing clients before such national and state agencies as:

- \*California Labor Commissioner
- \*U.S. Department of Labor
- \*Cal-OSHA
- \*California Department of Fair Employment and Housing
- \*Equal Employment Opportunity Commission

- \*California Agriculture Labor Relations Board
- \*National Labor Relations Board
- \*Public Employment Relations Board

Mr. O'Connor serves on the board for Ag Against Hunger and Cal State University Monterey Bay Business Advisory Council. He further served for three years as General Counsel to the Western Growers Association and its 3,000 grower/shipper members in California and Arizona.

**When: Wednesday Aug 8 2012**

**Time:** 9:00 a.m. to 11:00 a.m

**Cost:** \$75.00 per person or ...

No Cost for MCFB Members

**Where:** 931 Blanco Circle, Salinas

Monterey County Farm Bureau Conf

### Same Day | Part Two

## Fostering a Collaborative Labor Force

*Presented by Julio Lopez,  
HR/Safety & Labor Expert  
in Spanish*

With the shrinkage of available labor and recent union activity, the rules of the game have changed giving the union an edge. The key to success is ongoing communication and training supervisors to be prepared to deal with employee issues by proactively creating a collaborative workplace.

**When: Wednesday Aug 8 2012**

**Time:** 3:30 p.m. to 5:30 p.m.

**Cost:** \$75.00 per person or

\$55.00 for MCFB Members

**Where:** 933 Blanco Circle, Salinas  
AGFORCE Staffing & Exec Search

**RSVP:** Registration form is attached and can be faxed to (831) 417-2796 or mailed with payment to PO Box 1715, Salinas, CA 93902

### What will be covered:

- \*It all starts with your Supervisor/Foreperson.
- \*Supervisor's role in your organization.
- \*Simple employee relations techniques.
- \*Managing employee pinch points/problems.
- \*Know your company policy.
- \*Why unions organize!

### Role Play:

- \*Handling the union organizer when he shows up to your property.
- \*Employee and supervisor's rights under the ALRA Act.
- \*What Supervisor's must say
- \*Do and Don'ts (TIPS) to avoid ULP's
- \*25 practical tips for your supervisor's



**See registration form - Page three**

July 22, 2012

Effective January 1, 2012, California's Agricultural Labor Relations Act (ALRA) was amended in ways that will help unions to organize agricultural employees in California and obtain favorable labor contracts with agricultural employers. Specifically, the ALRA has been amended to:

(1) permit the Agricultural Labor Relations Board (ALRB), if it finds that an agricultural employer committed significant misconduct affecting the result of a union election, to issue an order requiring the employer to recognize and bargain with a union even if a majority of the employees voted against union representation in the election;

(2) require the ALRB to process election objections and challenged ballot disputes within an expedited timeframe;

(3) enable the ALRB to obtain injunctive relief more easily;

(4) shorten the time within which the ALRB may compel mandatory mediation/interest arbitration of a first collective bargaining agreement; and

(5) prevent an employer's appeal to an appellate court from stopping commencement of the ALRA's mandatory mediation process.

These changes place significant new power in the hands of unions seeking to represent agricultural employees.

Sourced from and reprint courtesy of [www.Law.com](http://www.Law.com)

Growers must be watchful and take necessary steps to ensure that their labor is appropriately and proactively educated of their rights under the law. All supervisors of agricultural workers should be trained on spotting and responding to union organizing activity.

### Recent Union Activity

**June 21, 2012.** Just 29 hours after workers at George Amaral Ranches went on strike, the United Farm Workers Union forced an election, resulting in a vote of 265-65 in favor of the union. Despite the election results, UFW representatives told Amaral Ranches that workers would not return to work unless the company waived its legal right to file any unfair labor practice (ULP) charges with the ALRB; waived its legal right to file post-election objections and signed a unilateral "take it or leave it" contract. To read this article in its entirety, [click here](#)

**July 9, 2012.** The UFW filed a Notice of Intent to Take Access, Notice of Intent to Organize, and a Representation Certification against Gargiulo, Inc. in Firebaugh, California. Raul Calvo is on the scene and will be sharing up-to-date details on Tuesday, July 17, 2012.



### Recent Legislation Regarding Heat Illness

**AB 2346 (Butler)** makes substantial changes to Cal/OSHA's heat illness prevention regulation, allows farm workers to sue their employers for violations of the standard, and holds farmers and ranchers responsible for non-compliance by farm labor contractors. This bill requires cool water to be within ten feet of employees at all times, shade within 200 feet, all regardless of the ambient air temperature. The Senate Labor and Industrial Relations Committee approved the bill on June 27th, in spite of strong testimony opposing the unworkable requirements by CFBF and individual farmers. This bill is now referred to the Senate Rules Committee.

**AB 2676 (Calderon)** was 'gutted and amended' with new language to make a second heat illness bill; this bill now requires farm employers supervising outdoor work of ag employees to provide those employees with continuous, ready access to an area of shade sufficient to allow the body to cool, and potable water that is suitably cool and available in quantities sufficient to allow employees to drink one quart of water per hour throughout their shift. There are fines and jail time penalties included as remedies for violations. CFBF is opposed and the bill will be heard in the Senate Public Safety Committee this week.

Reprint Courtesy of  
Monterey County Farm Bureau

# REGISTRATION FORM

Cancelations will be accepted with two days advance notice. Registered attendees without a written cancelation and no-shows will be invoiced and payment expected. Invoice is due upon receipt.

## Attendee Information

Date \_\_\_\_\_

Name: \_\_\_\_\_ Prefer to be called: \_\_\_\_\_  
Last First Middle

Address: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_ Zip \_\_\_\_\_

Home Phone (\_\_\_\_\_) \_\_\_\_\_ Work Phone (\_\_\_\_\_) \_\_\_\_\_ Cell Phone (\_\_\_\_\_) \_\_\_\_\_

The best time to contact me is: \_\_\_\_\_ A.M.  P.M.  on my Home phone  Work phone  Cell phone  E-mail

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

How did you hear about us? Employer  E-mail  LinkedIn  Facebook  Other \_\_\_\_\_

Email Address \_\_\_\_\_ Would you like to receive our e-newsletter?  Yes  No

Please make checks payable to **AGFORCE** | Mail to: Post Office Box 1715, Salinas, CA 93902 | E-Fax Number: 831/417-2796

## WHO WE ARE | WHY AGFORCE?

Talent Acquisition, Staffing and Executive Search for Grower Operations, Fresh Produce, Food & Beverage Processing, and Agribusiness. We operate with the highest level of consideration and ethical standards. We are local seasoned professionals dedicated to the industry and the Central Coast Community.

AGFORCE is now offering workshops, classes, ongoing **safety training** and **human resources consulting** to our valued food/beverage manufacturing, producers, processors, and agribusiness clients as well as personal and professional development on various human interest topics.

Additional office space provides the opportunity to have intimate **focus groups** offering professional development and **classes meeting compliance requirements**. On-site training available!

**Design | Plan | Build**

Compliance Training

Safety and Risk Assessment

Labor and Human Resources Consulting

**Talent Acquisition, Staffing and Executive Search**

## Training | Workshops | Classes

Yes! Please sign me up for:	Time	Price	Units
<input type="checkbox"/> Heat Illness Prevention by Raul Calvo TBD	09:00 a.m.	\$ 75.00	
<input type="checkbox"/> Union Avoidance and Potential Legal Implications   Terrence O'Connor Aug 8	09:00 a.m.	\$ 75.00	
<input type="checkbox"/> Fostering and Maintaining a Collaborative Labor Force   Julio Lopez Aug 8	03:30 p.m.	\$ 75.00	
<input type="checkbox"/> Mastering the Maze of Leaves of Absence Presented by Ignacio Alvarez Aug 16	11:00 a.m.	\$ 45.00	
<input type="checkbox"/> Industrial Air Quality & Unseen Hazards Presented by Jorge Vizcaino August 23	01:00 p.m.	\$ 75.00	
<input type="checkbox"/> Interviewing Tips to be Tops Presented by Robyn DaRosa August 28	01:00 p.m.	\$ 45.00	
<input type="checkbox"/> Health & Fitness Training by Denise Connors Twelve Week Program Begins in Sept	05:00 p.m.	\$ 395.00	
	Subtotal:	_____	_____
Method of Payment		Total:	_____
<input type="checkbox"/> Check			_____
<input type="checkbox"/> Bill Me at address above			_____
<input type="checkbox"/> Visa - <a href="#">Click here</a>			Comments - Special price for MCFB _____
<input type="checkbox"/> MasterCard - <a href="#">Click here</a>			_____
<input type="checkbox"/> American Express - <a href="#">Click here</a>			_____

To pay by credit card, you must register by visiting [www.eventbrite.com](http://www.eventbrite.com) to purchase your "ticket". Thank you.

Signature \_\_\_\_\_

Mailing Address:  
 Post Office Box 1715  
 Salinas, CA 93902

Phone: 866 440 7932  
 Phone: 831 758 HIRE | 4473  
 Fax: 831 417 2796  
 E-mail: [info@AGFORCE.us](mailto:info@AGFORCE.us)

Office Address:  
 933 Blanco Circle  
 Salinas, CA 93901

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