

Upcoming Workshops and/or Trainings

August/Sept 2012:

- ◆ 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
- ◆ Heat Illness Prevention
presented by Raul Calvo
Date: Aug 2012 - TBD
Time: 9:00 a.m. to noon
- ◆ 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 organi-
zation.
- *Simple employee relations tech-
niques.
- *Managing employee pinch
points/problems.
- *Know your company policy.
- *Why unions organize!

Role Play:

- *Handling the union organizer
when he shows up to your prop-
erty.
- *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 supervi-
sor's



See Registration Form - Page Three

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

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 Wednesday, August 8, 2012 presentation.



The Maze of Government Leaves *Navigating Your Way*

Presented by Ignacio Alvarez, PHR



Whether you have one employee or one hundred employees, there are a myriad of leaves that could potentially affect your business. Some of these leaves are guaranteed by California regulations and some are protected under Federal regulations.

Attend this two hour seminar where you will be provided with practical information and indispensable tools on the appropriate administration of the following leaves of absence:

- Americans with Disability Act
- California Family Rights Act
- Family & Medical Leave
- Family-School Participation Act
- Jury Duty
- Pregnancy Disability Leave
- Time Off to Vote
- Victim of Domestic Violence or Sexual Assault Leave
- Workers' Compensation Leave

Obtain and/or review the necessary skills and knowledge to recognize and appropriately administer your Company's leaves. Learn to maneuver and navigate your way through the ever-changing and complex leaves that can take a toll on your resources and could potentially cost you your limited resources.

When: Thursday August 16, 2012

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	11:30 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		Comments - Special price for MCFB _____	
<input type="checkbox"/> Bill Me at address above		_____	
<input type="checkbox"/> Visa - Click here		_____	
<input type="checkbox"/> MasterCard - Click here		_____	
<input type="checkbox"/> American Express - Click here		_____	

To pay by credit card, you must register by visiting www.eventbrite.com to purchase your "ticket". Thank you.

Signature _____

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 Post Office Box 1715
 Salinas, CA 93902

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 Phone: 831 758 HIRE | 4473
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