



Ignacio V. Alvarez
Professional Human Resources
SHRM Certified

Upcoming Workshops and/or Trainings

May-June 2012:

- ◆ HR ESSENTIALS - Is your HR department in compliance? Presented by Ignacio Alvarez Thurs | May 31, 2012
- ◆ Meeting Federal OSHA and CAL OSHA Injury & Illness Prevention Requirements Presented by Raul Calvo Date/Time: TBA
- ◆ AB1825 (No Harassment Training) presented by Ignacio Alvarez in English and Spanish Thurs | Jun 14, 2012 (English) Thurs | Jun 28, 2012 (Spanish)
- ◆ Occupational Health & Safety in an Industrial Environment. Minimize workplace illnesses and injuries. Presented by Jorge Vizcaino, Certified Industrial Hygienist, Aero-Environmental Date/Time: TBA
- ◆ Union Avoidance | Maintaining and Retaining a Strong Labor Force Date/Time: TBA
- ◆ Heat Illness Prevention Date/Time: TBA
- ◆ Personal Fitness Sessions with Denise Connors Next 12 week program begins August 7, 2012
- ◆ For the Jobseeker: Interview Tips to be Tops Date/Time: TBA

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

Still time to register!

HR Essentials

If you are new to HR, or looking for a comprehensive overview, join our employment expert as he focuses on these core HR strengths:

- *New hire orientation
- *Benefits and compensation
- *Employee handbooks
- **Brinker* decision and how it changes meal and rest break requirements for non-exempt employees
- *Proper employee classification
- *Leaves of absence
- *Preventing discrimination
- *Reasonable accommodation
- *Performance and discipline
- *Termination and layoffs

When: Thurs - May 31, 2012

9:00 a.m. to 4:00 p.m.

(an hour break for lunch)

Cost: \$125.00 per person

Continental breakfast at 8:30 a.m.

included in price

About AGFORCE Workplace Architects

Design the Strategy.

Plan its Structure & Execution.

Build your Work/Life **FORCE**.

Be certain your team is able to successfully maneuver and/or administer the following areas: Employee Benefits, Company Handbooks, Safety Training and Risk Management,

Brinker Decision

The California Supreme Court finally released its long awaited decision in *Brinker Restaurant Corp. v. Superior Court*.

The most critical part of the decision is that **employers do not have to ensure employees take their meal breaks**. The state Supreme Court also provided some additional flexibility to employers regarding timing issues. The unanimous ruling is... not without potential pitfalls. Employers with vague policies may expose themselves to increased liability, and the case makes clear that meal and rest break cases are still subject to class action lawsuits.

Employers need to examine their meal and rest policies and strengthen their timekeeping practices. The *Brinker* decision leaves some meal and rest break questions unresolved.

Visit: www.CalChamber.com for further online information and webinar.

Ignacio V. Alvarez, PHR (pictured left)

Your presenter, **Ignacio V. Alvarez**, has over twenty years of combined human resources generalist, training, management, and legal administration experience. He has worked for two leading agricultural employers and has a solid understanding of the unique challenges associated with the ag industries.

Alvarez has worked for/with a diverse list of small and large businesses giving him keen insight and hands-on understanding and familiarity with government standards.

He is HRCI/SHRM Certified (PHR) and serves on the board for the local SHRM Chapter, Central Coast Human Resources Association. He is further a Franklin Covey and Achieve Global Certified Instructor as well as is certified through the American Red Cross.

Contact AGFORCE at 831/758 4473 for your on-sight training or human resources consulting needs!

Registration form attached



Health and Wellness, Professional Development, Wage & Hour Law, Employee Relations, and ...

Talent Acquisition

Available in English and Spanish.

Watch your e-mail for more details coming soon!!!

TALENT ACQUISITION AND MORE!

REGISTRATION FORM

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**.

- 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"/>	AB1825 No Harassment Jun 14, 2012 (Eng)	01:00 p.m.	\$ 45.00	
<input type="checkbox"/>	AB1825 No Harassment Jun 28, 2012 (Spn)	01:00 p.m.	\$ 45.00	
<input type="checkbox"/>	HR Essentials May 31, 2012	09:00 a.m.	\$ 125.00	
<input type="checkbox"/>	Personal Fitness Training (12) Tuesdays	05:30 p.m.	\$ 395.00	
<input type="checkbox"/>	Union Avoidance - Maintaining and Retaining a Strong Labor Force (TBA)	00:00	\$ 00.00	
<input type="checkbox"/>	Heat Illness Prevention (TBA)	00:00	\$ 00.00	
<input type="checkbox"/>	Occupational Health & Industrial Safety (TBA)	00:00	\$ 00.00	
	Subtotal:		_____	_____

Method of Payment Total: _____

Check Comments _____

Bill Me _____

Visa _____

MasterCard _____

American Express _____

Credit Card # _____ Exp. date _____

Signature _____

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