



The University of California Cooperative Extension, San Diego County Farm and Home Advisor in Collaboration with the California Farm Labor Contractor Association, Zenith Insurance Company and the San Diego County Farm Bureau present:

## **Human Resource Management & Legal Update for Agricultural Employers**

### **A Workshop for Growers, Farm Labor Contractors, HR & Safety Managers**

Wednesday – December 9, 2015

San Diego County Farm Bureau

1670 East Valley Parkway | Escondido, CA 92027

**7:30 am Registration, Continental Breakfast & Welcome**

**8:30 am Compliance Issues and Best Management Practices for Hiring - Guadalupe (Lupe) Sandoval, CFLCA & Sandoval Bilingual Safety**

This session will cover basic requirements for hiring compliance, common errors & consequences, review of checklists & required documentation, additional considerations for significant positions.

**10:00 am Break / Networking**

**10:15 am Wage and Hour Update – Paid Sick Leave, Beyond Hourly Pay – Anthony Raimondo, Raimondo & Associates**

This session will review paid sick leave requirements; understanding of workers' rights to request PSL; sample policies and procedures; managing projected end-of-year PSL use/abuse; review of AB 1513 for non-productive time & compensation for piece-rate work; and joint liability issues.

**12:15 pm LUNCH (Included with Registration)**

**1:15 pm Effective Strategies to Help Control and Reduce Your Workers' Compensation Costs - Jennifer Chargualaf, Zenith Insurance Company**

This session will provide an overview of workers' compensation and strategies to help you effectively control costs. You will learn about current trends and steps you can take to help your company reduce litigation.

**2:45 pm Break / Networking**

**3:00 pm Why Should Employers Update their Safety Programs? - Guadalupe (Lupe) Sandoval, CFLCA & Sandoval Bilingual Safety**

This session will provide information and tools to comply with Cal OSHA's updated safety regulations; from chemical safety to heat illness prevention, to appeals board decisions increasing the potential for serious violations, and improve on injury prevention.

**4:00 pm Facilitated Discussion on Local Agriculture HR Issues and Training Needs – Ramiro Lobo, UCCE San Diego & Group**

**4:30 pm ADJOURN**

**REGISTRATION: \$60.00 per person if paid online by Friday – December 4, 2015, \$75.00 thereafter if space allows.** You may register online at <http://ucanr.edu/2015-apmworkshop>. The registration fee covers handout materials, continental breakfast, refreshments and lunch. Please register in advance to help us plan for meals and handouts!!

**ACCESSIBILITY:** The San Diego County Farm Bureau is a Handicapped accessible facility. Please contact Roland Hills at (858) 822-7933 or by email at [rhills@ucanr.edu](mailto:rhills@ucanr.edu) for special accommodations you may need.

