

# 2009 AgSafe CONFERENCE

February 24, 2009  
Pre-Conference Activities

February 25 - February 27, 2009  
Hyatt Regency Hotel

**HYATT**  
REGENCY  
MONTEREY

## WHO SHOULD ATTEND

Owners, managers, supervisors, pest control applicators, farm labor contractors, custom harvesters, educators, loss control professionals, students and other agricultural safety professionals

## PRESENTED BY

### AgSafe

*Supported by:*

California State University, Fresno  
California Agricultural Technology Institute  
Center for Agricultural Business  
National Institute for Occupational Safety and Health  
UC Center for Occupational and Environment Health  
UC Farm Safety Program



Over 95 workshops offered  
Workshops offered in Spanish and English  
FLC Continuing Education Hours  
Featured Keynote Presentations  
Safety Exhibits  
Networking Reception  
Awards Dinner & Dance

# 2009 CONFERENCE AT A GLANCE

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## CONFERENCE SCHEDULE

### Tuesday - February 24, 2009

8:00 a.m. Conference Registration Open  
 11:30 a.m. - 5:00 p.m. Second Annual AgSafe Golf Tournament  
 Meet at the Old Del Monte Golf Course Club House  
 5:30 p.m. Registration Closes for the day

### Wednesday - February 25, 2009

7:00 a.m. Conference Registration Open  
 7:15 a.m. Continental Breakfast  
 7:30 a.m. Exhibit Area Open  
 8:00 a.m. - 9:30 a.m. Morning Welcome  
**Keynote Address** - Steve Gilliland  
 10:00 a.m. - 12:00 p.m. Concurrent Sessions  
 12:00 p.m. - 1:30 p.m. Lunch  
 1:30 p.m. - 3:00 p.m. Concurrent Sessions  
 3:30 p.m. - 5:00 p.m. Concurrent Sessions  
 5:00 p.m. - 7:00 p.m. Wednesday Evening Networking Reception

### Thursday - February 26, 2009

7:00 a.m. Conference Registration Open  
 7:15 a.m. Continental Breakfast  
 7:30 a.m. Exhibit Area Open  
 8:00 a.m. - 9:00 a.m. Morning Welcome  
**Keynote Address** - Len Welsh  
 9:30 a.m. - 11:00 a.m. Concurrent Sessions  
 11:15 a.m. - 12:30 p.m. Concurrent Sessions  
 12:30 p.m. - 1:45 p.m. Lunch  
 1:45 p.m. - 3:15 p.m. Concurrent Sessions  
 3:45 p.m. - 5:00 p.m. Concurrent Sessions  
 6:30 p.m. - 11:00 p.m. Awards Dinner and Dance  
 Welcome and Introductions  
 Dinner  
 Special Presentations  
 California Agricultural Safety Certificate Program Graduates Honored  
 Music and Dancing

### Friday - February 27, 2009

7:00 a.m. Conference Registration Open  
 7:15 a.m. Continental Breakfast  
 8:00 a.m. - 9:30 a.m. Concurrent Sessions  
 9:45 a.m. - 11:00 a.m. Concurrent Sessions  
 11:15 a.m. - 12:30 p.m. Concurrent Sessions  
 12:30 p.m. General Conference Adjourn  
 2:00 p.m. California Agricultural Safety Certificate Program Class 105 Adjourn



# 2009 CONFERENCE AT A GLANCE

## PROUD TO PRESENT FLC CONTINUING EDUCATION HOURS

AgSafe is proud to announce that Continuing Education Hours for farm labor contractors have been approved by the Division of Labor Standards Enforcement (DLSE) for the Annual AgSafe Conference. The 2009 AgSafe conference offers a variety of educational seminars on a multitude of topics that would greatly benefit FLCs. Topics such as "Surviving and Thriving in the Farm Labor Contractor - Grower Relationship" and "Hot Topics in Labor and Employment Law" are just two examples of seminars we will offer at the conference. It is AgSafe's goal to provide farm labor contractors (FLCs) with practical information to assist their businesses in complying with the many state and federal laws and regulations.

FLCs who attend the 2009 AgSafe Conference have the opportunity to receive their eight (8) hours of continuing education required by the DLSE to apply for or renew an FLC license. FLCs have an opportunity to select from thirty (30) specific sessions to obtain credit toward the eight hour requirement. The approved sessions are identified by a "DLSE Approved for FLC Credit" notation after the class description.

As required by the DLSE, you will need to show proof of identification and attend the entire class to receive credit. Attendance reports and FLC verification letters will be provided to the DLSE upon completion of the conference.

Participants of these courses will receive their certificate of attendance by mail after the conference. Please note, seating is limited in these classes and you must pre-register to attend.

## AG SUPERVISION DEVELOPMENT PROGRAM

The Ag Supervision Development program is being offered within the Conference this year. It will deal with a broad range of supervisory functions and issues, including transition into a managerial role.

This program has two complementary parts: the first part is a two-day short course, in Spanish, for first-line supervisors who are directly responsible for the work of production employees, (session in Spanish, S2A, and S6A Wednesday and Thursday), and the second part is a 2 - hour seminar, in English, for middle and upper-level managers who regularly rely on these supervisors or make decisions that affect their performance (session in English, 22A Friday morning). The ASDP is designed to build understanding and abilities of individual supervisors and to strengthen communication across levels of management.

Participation in the supervisory course (S2A & S6A) is limited to the first 60 registrants who commit to the entire Wednesday-Thursday program and who work for a company from which, at least, one higher level manager attends the Friday seminar (22A). If you have questions about this program or its requirements, please call the AgSafe office.

## SIMULTANEOUS INTERPRETATION OFFERED

Will you or someone you know need Spanish interpretation at this year's General Sessions? We have great news! To make sure that ALL attendees receive the same information and have the opportunity to enjoy our outstanding keynote speakers, simultaneous interpretation from English into Spanish will be available at the general session both Wednesday and Thursday. Please arrive promptly to pick up your headphones. This service will also be available for select classes throughout the conference. For those classes where this service is available look for the notation at the bottom of the class description that reads "Simultaneous Interpretation Offered"

## SE OFRECERÁ INTERPRETACIÓN SIMULTÁNEA

¡Tenemos grandes noticias! Para asegurar de que TODOS LOS asistentes reciban la misma información y tengan la oportunidad de gozar de los excepcionales presentadores durante los dos discursos, los dos discursos serán interpretadas simultáneamente de inglés a español en las sesión general, el Miércoles y el Jueves. Por favor lleguen puntualmente para recibir sus audifonos. Este servicio también estará disponible para otras clases a través de la conferencia. Para revisar las clases donde está disponible este servicio, busque la anotación en la parte bajo la descripción de la clase que indique "Interpretación Simultánea."

## SPECIAL EVENTS

### SECOND ANNUAL AGSAFE GOLF TOURNAMENT Tuesday, February 24, 2009

Old Del Monte Golf Course (on the Hyatt Property)  
Meet at the club house at 11:30 am  
Cost \$140 includes green fees, a cart, boxed lunch, and prizes  
*Must pre-register for the tournament*

Come join us at the Old Del Monte Golf Course for the Second Annual AgSafe Golf Tournament. Whether you are a novice golfer or a veteran, the golf tournament is for everyone. The golf tournament will be played in a four person scramble format.

With its opening in 1897, the Old Del Monte Golf Course holds the distinction of being the oldest golf course in continuous operation west of the Mississippi. Come enjoy one of the most beautiful golf courses on the peninsula and play a piece of history.

### WEDNESDAY EVENING NETWORKING RECEPTION Wednesday, February 25, 2009 - 5 to 7 pm

*The reception is included in the conference registration. Please indicate on the registration form if you plan to attend.*

Come relax, enjoy a cool beverage and a bite to eat while you visit with other conference attendees. The reception is included in your registration fee. Please feel free to bring your traveling companion to this event.

### THURSDAY AWARDS DINNER AND DANCE Thursday, February 26, 2009 - 6:30 to 11 pm

*Dinner is included in the conference registration. Please indicate on the registration form if you plan to attend. Guests are welcome to attend for an additional fee of \$50.*

AgSafe will host the Awards Dinner and Dance on Thursday, February 26, 2009. The festivities will begin at 6:30pm with a wonderful dinner. During the evening program the 2008 graduates of the California Agricultural Safety Certificate Program will be honored. Immediately following the awards presentation, kick off your shoes and move to the music brought to us by the DJs at Kool Inc. as they play everything from oldies rock and roll to the latest Latin beat. The dinner/dance is included in your conference registration fee. **It is very important that you indicate on the conference registration form if you plan to attend so we have an accurate head count for dinner.**

# ENGLISH CLASSES – Wednesday, February 25, 2009

California Agricultural Safety Certificate Program	General Safety	General Management	Train -the-Trainer
<b>10:00 a.m. - 12:00 p.m.</b>	<b>10:00 a.m. - 12:00 p.m.</b>	<b>10:00 a.m. - 12:00 p.m.</b>	<b>10:00 a.m. - 12:00 p.m.</b>
<p>Class Code 1A</p> <p><b>Certificate Program - Getting Started</b></p> <p><b>Ben Laverty III, Ph.D., CSP, DABFE, REA, President/CEO, California Safety Training Corporation</b></p> <p>If you are enrolled or plan to enroll in the California Agricultural Safety Certificate Program and you are new to the safety position, this class is a must. This session will give you a jumpstart on what you need to know as the new safety person.</p>	<p>Class Code 2A</p> <p><b>Snakes - Spiders - Scorpions, Identification &amp; Worker Safety</b></p> <p><b>Mike Glassey PhD, Owner, All-Pro Environmental Service and Pest Control</b></p> <p>This class will provide you with the ability of identify various types of snakes, spiders &amp; scorpions found in California. It will cover safety procedures and basic first aid.</p> <p><i>Simultaneous Interpretation Offered</i></p>	<p>Class Code 3A</p> <p><b>Surviving and Thriving in the Farm Labor Contractor - Grower Relationship</b></p> <p><b>Guadalupe (Lupe) Sandoval, Managing Director, California Farm Labor Contractors' Association</b></p> <p>Farm labor contractors and growers share joint liability for the working conditions of farm workers. This includes OSHA compliance, wage and hour, insurance, and immigration. This session covers areas of concern, and effective controls to manage these exposures.</p> <p><b>√ Mandatory for FLC Credit</b></p>	<p>Class Code 4A</p> <p><b>Preventing Workplace Sexual Harassment</b></p> <p><b>Louie (Luis) Uribe, Consultant/Trainer, Labor Management Advisory Group</b></p> <p>This session will help attendees to understand what sexual harassment is and why it is an important issue. This session will teach attendees to recognize its many forms in the work environment and to know what to do when it occurs.</p> <p><b>√ DLSE approved for FLC Credit</b></p>
<b>12:00 - 1:30 p.m. – LUNCH</b>			
<b>1:30 - 5:00 p.m.</b>	<b>1:30 - 3:00 p.m.</b>	<b>1:30 - 3:00 p.m.</b>	<b>1:30 - 5:00 p.m.</b>
<p>Class Code 1B</p> <p><b>Safety Laws and Regulations (Certificate Course 101)</b></p> <p><b>Ben Laverty III, Ph.D., CSP, DABFE, REA, President/CEO, California Safety Training Corporation</b></p> <p>This course will provide you with an overview of the current regulations that affect workplace safety in California Agriculture. This course will:</p> <ol style="list-style-type: none"> <li>(1) review the key California agriculture safety regulations</li> <li>(2) help you identify the regulations that are relevant to your operation</li> <li>(3) show you how to access the regulations online.</li> </ol> <p><b>√ DLSE approved for FLC Credit</b></p>	<p>Class Code 2B</p> <p><b>Effective Teen Worker Safety Training and Work Assignment</b></p> <p><b>Richard Cavalletto, Department Head, Cal Poly, BioResource &amp; Agricultural Engineering Dept.</b></p> <p><b>Mary Miller, MN, Occupational Health Nurse, Department of Labor and Industries - Washington State</b></p> <p>There can be many benefits to having teen workers in agriculture both for the teenager and the employer. This course will provide you with essential information on safety training for hired teen farm workers, assessment and assignment of work, and an overview of the regulations affecting this important workforce.</p> <p>The objectives of this course are to:</p> <ul style="list-style-type: none"> <li>• Understand characteristics that put teenagers at risk for injury and illness.</li> <li>• Assess teens' ability to perform work tasks.</li> <li>• Identify work hazards for teens.</li> <li>• Evaluate injury prevention strategies to reduce work injury.</li> <li>• Understand employer and supervisor responsibilities for training and supervision</li> <li>• Gain insight on conducting an effective safety training session for teens.</li> <li>• Gain insight on federal regulations regarding hiring and safety of teen workers.</li> </ul>	<p>Class Code 3B</p> <p><b>Hot Topics in Labor and Employment Law</b></p> <p><b>Michael C. Saqui, Partner, The Saqui Law Group</b></p> <p>This seminar, a staple at the AgSafe Conference, is a comprehensive overview of the most recent developments in Labor and Employment Law. Whether driven by legislative, regulatory, or case-law coming down from the various state and federal courts, this seminar will cover it in detail, with working models for practical application, and present the best methods for employers to handle overall compliance with the new challenges in the workplace for the upcoming year.</p> <p><b>√ DLSE approved for FLC Credit</b></p>	<p>Class Code 4B</p> <p><b>*Pesticide Train the Trainer: for Fieldworkers (WPS Training)</b></p> <p><b>FELS Labor Management Consultants</b></p> <p>and</p> <p><b>State Compensation Insurance Fund Safety and Health Services</b></p> <p>This workshop will qualify participants to train fieldworkers in pesticide safety as required by the state Department of Pesticide Regulations and federal Environmental Protection Agency regulations. After completing this course, participants are authorized to issue the EPA worker training verification card ("Blue Card") to workers they have instructed in pesticide safety. This session includes how to conduct effective training programs and what training is required for agricultural fieldworkers.</p>
	<b>3:30 - 5:00 p.m.</b>	<b>3:30 - 5:00 p.m.</b>	
	<p>Class Code 2C</p> <p><b>Anhydrous Ammonia Safety</b></p> <p><b>Martin Jespersion, Director of Regulatory Affairs, CALAMCO</b></p> <p>Covers health and safety concerns of handling, use and storage of anhydrous ammonia: properties, pressure, volume, flammability and explosion, PPE, first aid, shelter-in-place vs. evacuation, and security issues.</p>	<p>Class Code 3C</p> <p><b>Dealing With Negative Attitudes in the Workplace</b></p> <p><b>Steve Gilliland, Speaker, Steve Gilliland, Inc.</b></p> <p>Many people are being robbed, but the culprit hasn't been arrested. Who is this elusive criminal? Negativism! Bad attitudes can cost you plenty in terms of productivity and morale. Steve Gilliland will show you how to turn negative attitudes into positive behaviors and problems into opportunities. You'll also learn powerful new ways to deal with the by-products of bad attitudes - resistance to change and personality conflicts. It is time to discover the power of disarming the bad attitude and the difference it makes.</p>	

# ENGLISH CLASSES – Wednesday, February 25, 2009

Human Resources	Upper Division	Safety Essentials	Workers' Compensation	Changing World
<p><b>10:00 a.m. - 12:00 p.m.</b></p> <p>Class Code 5A</p> <p><b>HireRightsm: ...But She Interviewed So Well...How Did I Miss THAT?</b></p> <p><b>Jill Russell, SPHR - Principal, Human Resource Consultant, TPO</b> Human Resource Management</p> <p>Hiring managers will learn a four-step process of objective tips and techniques to systemize the hiring process so you select the best people for the job, not the ones who impressed you with their interview skills!</p>	<p><b>10:00 a.m. - 12:00 p.m.</b></p> <p>Class Code 6A</p> <p><b>Safety Culture Assessment: A review of the research and introduction of a practical tool.</b></p> <p><b>Dan M. Hair, MSS, CSP, Senior Vice President, Workers' Compensation Fund</b></p> <p>Research has shown a connection between safety success and positive perceptions of participants. This presentation will summarize the research and present an easy to use tool to assess organizational culture.</p>	<p><b>10:00 a.m. - 12:00 p.m.</b></p> <p>Class Code 7A</p> <p><b>Ergonomics and Material Handling Issues on Winery Bottling Lines</b></p> <p><b>Jeff Tiedeman, Ergonomics Consultant, State Compensation Insurance Fund</b></p> <p>This workshop will examine some common bottling line risk factors, and will offer ideas on eliminating these, as well as improving the material handling aspects of packing cases of wine.</p>	<p><b>10:00 a.m. - 12:00 p.m.</b></p> <p>Class Code 8A</p> <p><b>Workers' Compensation 101-The Basics</b></p> <p><b>Rulla Hernandez, Regional Customer Service Director, Zenith Insurance Company</b></p> <p>You will learn the basics of Workers' Compensation which includes prompt claims reporting, and prompt medical attention. In addition, you will learn how to improve your claims management program to effectively manage the injured worker.</p> <p><b>√ DLSE approved for FLC Credit</b></p>	<p><b>10:00 a.m. - 12:00 p.m.</b></p> <p>Class Code 9A</p> <p><b>Generations At Work</b></p> <p><b>Steve Gilliland, Speaker, Steve Gilliland, Inc.</b></p> <p>This is truly one of the most unique times in the history of the American workforce. With four different generations converging upon one place, everyone needs to be equipped with practical ways to deal with the differences. This session provides creative insights and solutions to issues of recruitment and motivation of the workforce. It is full of humor and practical tactics that can be applied to daily situations immediately. It is clear that there is a new face to workforce diversity, which organizations must recognize and respond to if they are to be successful in the new millennium. Steve Gilliland will teach you and your company how to reach across the generation gap and into the world of business at work.</p>
<b>12:00 - 1:30 p.m. – LUNCH</b>				
<p><b>1:30 - 3:00 p.m.</b></p> <p>Class Code 5B</p> <p><b>Orientation - Why do it?</b></p> <p><b>Rudy Alvia, Director of Human Relations, Safety and Environment, Sun World International LLC</b></p> <p>Ever wonder why employees don't do the job right? Maybe it isn't their fault. Did you give them an orientation about the work? If not, it is time to find out why the orientation of employees is so important to the success of your organization.</p>	<p><b>1:30 - 3:00 p.m.</b></p> <p>Class Code 6B</p> <p><b>Safety State of Mind; Building a Safety Culture</b></p> <p><b>Gloria Bell, Human Resource Manager/Safety Officer, Driscoll's Strawberry Associates</b></p> <p>If you were asked to describe your own culture, what would you say? Culture is said to be the very heart of an organization. It is one of the most stable and substantial forces within organizations, shaping the way members think, behave, and approach their work. Building a safety culture in your organization does not happen overnight; at the root of a safety culture is behavior, and changing human behavior. This workshop will describe key issues to infuse work safety behavior into your organization.</p>	<p><b>1:30 - 5:00 p.m.</b></p> <p>Class Code 7B</p> <p><b>How to Conduct Effective and Thorough Incident Investigations</b></p> <p><b>A.J. Cisney, General Manager, Rancho Guadalupe, LLC</b></p> <p><b>Rosanne Cisney, Human Resources Director, PacFresh Produce, Inc.</b></p> <p>This in-depth and interactive workshop is designed for Safety and HR Professionals and anyone responsible for conducting investigations or administration of work comp claims. The course will cover injury, vehicle accident, food safety and harassment investigations.</p> <p><i>Simultaneous Interpretation Offered</i></p> <p><b>√ DLSE approved for FLC Credit</b></p>	<p><b>1:30 - 3:00 p.m.</b></p> <p>Class Code 8B</p> <p><b>How to Manage an Effective Return to Work Program</b></p> <p><b>Vanessa Barrios-Galvan, Safety and Security Manager (West Facility), Fresh Express</b></p> <p>Do you feel uneasy about your return to work program? Are you having trouble staying consistent with your policies? This session will show you how to manage a return to work program that will help you travel through the intricacies of Workers' Compensation while at the same time keeping up employee morale and prompt recuperation.</p> <p><b>√ DLSE approved for FLC Credit</b></p>	<p><b>1:30 - 3:00 p.m.</b></p> <p>Class Code 9B</p> <p><b>Ergo Smergo! Why Does It Matter?</b></p> <p><b>R.J. Banks, Ergonomics Services Supervisor, State Compensation Insurance Fund</b></p> <p>How much is your best worker worth? Are they viewed as an asset or a liability? In this economy, money talks. Injuries are expensive. Doing nothing is even more expensive. Ergonomics is both an injury prevention tool as well as an opportunity to bring injured workers back to being a productive part of your business. This workshop will help you see that ergonomics is good economics.</p>
<p><b>3:30 - 5:00 p.m.</b></p> <p>Class Code 5C</p> <p><b>Motivating Employees During Uncertain Times</b></p> <p><b>Daniel M. Gallegos, SPHR, Director of Human Resources, Sunview Vineyards of California, Inc.</b></p> <p>The workshop will discuss studies and theories important in understanding how to motivate employees during these uncertain times. Also learn essential leadership strategies for retaining productive and engaged employees.</p>	<p><b>3:30 - 5:00 p.m.</b></p> <p>Class Code 6C</p> <p><b>Achieving Safety Excellence - Cal/OSHA Consultation Partnership Program Update</b></p> <p><b>Jim Lopes CIH, MSPH, Area Manager, Cal/OSHA Consultation</b></p> <p><b>Craig Fowler, Safety Consultant, Cal/OSHA Consultation</b></p> <p>During this session attendees will -</p> <ol style="list-style-type: none"> <li>(1) learn about the different ways they can partner with Cal/OSHA Consultation Service including Golden Gate (Pre Cal/SHARP) and Cal/SHARP levels of recognition.</li> <li>(2) learn about the benefits of partnering with Cal/OSHA Consultation Service.</li> <li>(3) have an opportunity to hear from employers who are currently partnering with Cal/OSHA Consultation Service.</li> </ol>	<p><b>3:30 - 5:00 p.m.</b></p> <p>Class Code 7C</p> <p><b>The Perfect Storm? California's Workers' Compensation Market</b></p> <p>Moderator: <b>Jonathan Lindsay, Senior Vice President CA Field Operations, Zenith Insurance Company</b></p> <p>Panel - <b>James G. Parker III, President, James G. Parker Insurance Associates</b></p> <p><b>Michael Vail, Ombudsman, Workers' Comp Insurance Rating Bureau</b></p> <p>A Medical Provider-TBD</p> <p>Economic uncertainty, medical inflation and the potential for rising permanent disability costs are just a few of the factors that may be setting the stage for a changing climate in the workers' compensation arena. A panel of experts will address issues impacting the market and the challenges and choices facing employers including what employers need to know to survive this potentially "Perfect Storm."</p> <p><b>√ DLSE approved for FLC Credit</b></p>	<p><b>3:30 - 5:00 p.m.</b></p> <p>Class Code 8C</p> <p><b>The Perfect Storm? California's Workers' Compensation Market</b></p> <p>Moderator: <b>Jonathan Lindsay, Senior Vice President CA Field Operations, Zenith Insurance Company</b></p> <p>Panel - <b>James G. Parker III, President, James G. Parker Insurance Associates</b></p> <p><b>Michael Vail, Ombudsman, Workers' Comp Insurance Rating Bureau</b></p> <p>A Medical Provider-TBD</p> <p>Economic uncertainty, medical inflation and the potential for rising permanent disability costs are just a few of the factors that may be setting the stage for a changing climate in the workers' compensation arena. A panel of experts will address issues impacting the market and the challenges and choices facing employers including what employers need to know to survive this potentially "Perfect Storm."</p> <p><b>√ DLSE approved for FLC Credit</b></p>	<p><b>3:30 - 5:00 p.m.</b></p> <p>Class Code 9C</p> <p><b>The Aging Workforce - What Every Employer Needs to Know</b></p> <p><b>Dr. Bernyce Peplowski, Executive Vice President of Medical Management, Zenith Insurance Company</b></p> <p>You will learn the impact of age on employees, the impact on the cost of claims, and possible solutions to minimize the impact in the workplace.</p>

# ENGLISH CLASSES – Thursday, February 26, 2009

California Agricultural Safety Certificate Program	General Safety	General Management	Train -the-Trainer	Human Resources
<p><b>9:30 a.m. - 12:30 p.m.</b></p> <p>Class Code 10A</p> <p><b>Developing and Maintaining an Effective Injury and Illness Prevention Program (Certificate Course 102)</b></p> <p><b>Richard Cavaletto</b>, <i>Department Head, Cal Poly, BioResource &amp; Agricultural Engineering Dept.</i></p> <p>An Injury and Illness Prevention Program (IIPP) is the backbone of a company's safety program. The purpose of this course is to provide attendees with an understanding of the eight essential elements of an IIPP. The class will also provide general guidelines for developing, improving, implementing and maintaining your company's IIPP. It is recommended that you bring your IIPP to this class.</p> <p>√ DLSE approved for FLC Credit</p>	<p><b>9:30 - 11:00 a.m.</b></p> <p>Class Code 11A</p> <p><b>Signs of the Times: What Ag Employers Need to Show</b></p> <p><b>Paul Burnett</b>, <i>Safety Professional, Santa Clara Valley Water Agency</i></p> <p><b>Dale Debber</b>, <i>CEO, Cal-OSHA Reporter</i></p> <p><b>Kevin Thompson</b>, <i>Editor, Cal-OSHA Reporter</i></p> <p>Cal/OSHA regulations require employers to post a variety of signage to warn of workplace hazards. Here are the signs that agricultural employers must post and the hazards they prevent.</p> <p>√ DLSE approved for FLC Credit</p>	<p><b>9:30 - 11:00 a.m.</b></p> <p>Class Code 12A</p> <p><b>True or False - I'm From the Government. I am Here to Help.</b></p> <p>Moderator: <b>L. George Daniels, III</b>, <i>Executive Vice President, Farm Employers Labor Service</i></p> <p>Panel: <b>Ethera Clemons</b>, <i>Assistant Chief for the Labor Commissioner's Office, Department of Industrial Relations</i></p> <p><b>Len Welsh</b>, <i>Chief, California Occupational Safety and Health Agency</i></p> <p>Since its inception in 2004 the Economic and Employment Enforcement Coalition (EEEC), a partnership of State agencies, is charged with identifying and directing targeted enforcement at specific industries. Agriculture is at the top of that list. EEEC representatives will review their role in enforcing California's labor laws and what they have observed from their inspections conducted last year. Learn what your rights and responsibilities are when an agency comes to inspect you. The workshop is intended for attendees who are in charge of dealing with labor law compliance.</p> <p>√ DLSE approved for FLC Credit</p>		<p><b>9:30 - 11:00 a.m.</b></p> <p>Class Code 14A</p> <p><b>Employee Relations: How to Prevent Your HR from becoming a PR nightmare.</b></p> <p><b>Phoebe Wall Howard</b>, <i>President, Howard Consulting LLC</i></p> <p>Employee relations can create some of the most damaging crisis situations your company will ever face. From lawsuits to front page exposés, the way you navigate sensitive personnel matters has the potential to dramatically harm business. Learn techniques to survive the increasingly risky workplace.</p>
	<p><b>11:15 a.m. - 12:30 p.m.</b></p> <p>Class Code 11B</p> <p><b>Transportation of Hazardous Materials in compliance with State and Federal regulations, Trap wagons, Pesticides and Service (Fuel) trucks.</b></p> <p><b>California Highway Patrol</b></p> <p>We will discuss in detail the requirements and regulations for transporting Hazardous Materials, i.e.: shipping papers, placarding, marking and the required drivers license. What are the rules we must know to move farm equipment on the road carrying hazardous materials?</p>	<p><b>11:15 a.m. - 12:30 p.m.</b></p> <p>Class Code 12B</p> <p><b>Fleet Safety - Motor Vehicle Safety</b></p> <p><b>Michael Alvarez</b>, <i>Regional Manager, Cal/OSHA Consultation</i></p> <p><b>James G. Parker III</b>, <i>President, James G. Parker Insurance Associates</i></p> <p>Learn the basic fundamentals of integrating fleet safety into your existing Injury and Illness Prevention Program. Integrate vehicle safety and health into the overall management of your business through effective implementation of an IIPP. We'll review the following elements of the checklist:          "General Fleet Safety Program Elements"          "Policies and Procedures"          "New Employee Hiring and Orientation"          "Daily Operations"</p>		<p><b>11:15 a.m. - 12:30 p.m.</b></p> <p>Class Code 14B</p> <p><b>All in the Family: What Happens When You Hire a Village</b></p> <p><b>Michael C. Saqui</b>, <i>Partner, The Saqui Law Group</i></p> <p>This highly interactive session will examine the strengths and weaknesses created by the most common hiring practices in the industry. "We don't hire individuals or even families...we hire entire villages, and with that, comes a lot of baggage...both good and bad." This session will examine policies and procedures to guard against the more common abuses in this environment as well as strategies to maximize the benefits to be achieved. Maximize the hidden talent in your workforce!</p>
		<b>12:30 - 1:45 p.m. – LUNCH</b>		
<p><b>1:45 - 5:00 p.m.</b></p> <p>Class Code 10C</p> <p><b>Hazard Identification and Control (Certificate Course 103)</b></p> <p><b>Ronald P. Shanoian</b>, <i>Corporate Safety Manager, J. G. Boswell Company</i></p> <p>In order to improve the safety of your operation, you must identify workplace hazards and learn how to eliminate or control these hazards in order to avoid tragic and costly injuries. This course will provide guidelines for:</p> <ol style="list-style-type: none"> <li>(1) identifying and evaluating workplace hazards</li> <li>(2) investigating safety incidents at the workplace</li> <li>(3) correcting unsafe and unhealthy work conditions</li> <li>(4) enforcing safety in the workplace.</li> </ol> <p>√ DLSE approved for FLC Credit</p>		<p><b>1:45 - 3:15 p.m.</b></p> <p>Class Code 12C</p> <p><b>Gang Awareness for Ag Professionals</b></p> <p><b>Andrew Simonson</b>, <i>Detective, Fresno County Sheriff's Department M.A.G.E.C. Rural Investigations</i></p> <p><b>Johnny Valle</b>, <i>Detective, Fresno County Sheriff's Department M.A.G.E.C. Rural Investigations</i></p> <p>Basic gang awareness will be taught to participants including signs, symbols and history of Gangs. This information should assist in the identification and recognition of gang members within the Ag environment.</p>	<p><b>1:45 - 5:00 p.m.</b></p> <p>Class Code 13C</p> <p><b>Tractor Safety: Train the Trainer</b></p> <p><b>Richard Cavaletto</b>, <i>Department Head, Cal Poly, BioResource &amp; Agricultural Engineering Dept.</i></p> <p>This course provides supervisors, foremen and safety personnel with the correct information necessary to train employees in the safe operation of tractors and associated equipment.</p>	<p><b>1:45 - 3:15 p.m.</b></p> <p>Class Code 14C</p> <p><b>The 5 W's of Performance Reviews</b></p> <p><b>Eric Sill</b>, <i>Human Resource Manager, Paramount Farming Company</i></p> <p>The new year will be here before you know it! Set your 2009 performance reviews off in the right direction by learning the five W's of Performance Reviews. This workshop will take you back to the basics of the WHO, WHAT, WHEN, WHERE, and WHY you are doing the reviews in the first place.</p>
	<p><b>3:45 - 5:00 p.m.</b></p> <p>Class Code 11D</p> <p><b>Irrigation Safety - Water Pressure, Hydraulics, Electrical, and Chemicals.</b></p> <p><b>Steven Bell</b>, <i>Vineyard Manager, Fosters Wine Estates</i></p> <p>An overview of irrigation safety with emphasis on operation and training of irrigators. Open discussion on the various types of irrigation and the safety and hazards involved with each.</p> <p><i>Simultaneous Interpretation Offered</i></p>	<p><b>3:45 - 5:00 p.m.</b></p> <p>Class Code 12D</p> <p><b>Optimizing Communications: Working with All Communication Styles</b></p> <p><b>Kelsey L. Escoto</b>, <i>MSOD, SPHR, Human Resource Consultant, TPO Human Resource Management</i></p> <p>Learn how we can impact the workplace positively with different styles and look deeper into the reason people are perceived as difficult. This workshop will help you foster stronger working relationships while effectively anticipating and overcoming issues before they become time-consuming and risky problems.</p>		<p><b>3:45 - 5:00 p.m.</b></p> <p>Class Code 14D</p> <p><b>Best Practices in Agricultural Safety and HR - a Roundtable Discussion</b></p> <p><b>Phyllis Sigerist</b>, <i>SPHR, Consultant and Trainer, PS Consulting</i></p> <p>Be prepared to connect with your peers in an experience designed to educate and make participants aware of recent significant safety and human resources events and issues. An interactive exchange of ideas and strategies will help prepare you for this year's challenges. This session will be lead by a facilitator; participants will be asked to share information and/or concerns.</p>

# ENGLISH CLASSES – Thursday, February 26, 2009

Upper Division	Safety Essentials	Workers' Compensation	Management Issues	Industry Roundtables
<p><b>9:30 - 11:00 a.m.</b></p> <p>Class Code 15A</p> <p><b>The Financial Impact of Safety</b></p> <p><b>Dave Moylan</b>, <i>Safety &amp; Health Supervisor</i>, Zenith Insurance Company</p> <p>We will review the basics of the Workers' Compensation System in California and become familiar with Experience Modifiers and the impact on profitability. In addition, we will gain specific knowledge on the cost of accidents and describe the leading cause of accidents and hidden costs. We will touch on Cal/OSHA's financial impact and reporting requirements for serious injuries. Also, we will discuss an accident's impact on company reputation. Lastly, we will conclude with the importance of Leadership and the Safety Program.</p> <p>✓ DLSE approved for FLC Credit</p>	<p><b>9:30 a.m. - 12:30 p.m.</b></p> <p>Class Code 16A</p> <p><b>Tailgate 101 - "Where do I Begin?"</b></p> <p><b>Eva Campos</b>, <i>Consultant / Trainer</i>, Labor Management Advisory Group</p> <p>This course will assist attendees in developing their professional skills in delivering effective training programs, establishing and maintaining a positive learning session.</p> <p>✓ DLSE approved for FLC Credit</p>	<p><b>9:30 - 11:00 a.m.</b></p> <p>Class Code 17A</p> <p><b>Workers' Compensation Forecast and Alternative Plans</b></p> <p><b>Joe Martinez</b>, <i>President</i>, DLL Insurance</p> <p>This session will discuss alternatives to workers' compensation insurance, from self insured plans, high and low deductible plans and other alternatives. We will also discuss the coming forecast in workers' compensation for the agriculture industry, will rates go up, down, or remain the same?</p>	<p><b>9:30 - 11:00 a.m.</b></p> <p>Class Code 18A</p> <p><b>How to Implement a Heat Illness Prevention Program</b></p> <p><b>Jim Lopes CIH, MSPH</b>, <i>Area Manager</i>, Cal/OSHA Consultation</p> <p>During this session attendees will learn where things go wrong by exploring previous cases of work related "heat illness." They will also learn how to access free resources to assist them in the development of a Heat Illness Prevention Program. Lastly, learn how to design a Heat Illness Prevention Program that is specific to their needs and is considered "best practices."</p> <p><i>Simultaneous Interpretation Offered</i> ✓ DLSE approved for FLC Credit</p>	<p><b>9:30 - 11:00 a.m.</b></p> <p>Class Code 19A</p> <p><b>Plants, Packing Houses, and Coolers</b></p> <p>Moderator: <b>Jaime Britt</b>, <i>National Safety Director</i>, Fresh Express</p> <p>If you work in a plant, packing house, or a cooler, you will want to attend this roundtable discussion. Participants will have the opportunity to discuss specific issues, challenges and potential solutions to safety concerns in their operations.</p>
<p><b>11:15 a.m. - 12:30 p.m.</b></p> <p>Class Code 15B</p> <p><b>Hazard Risk Assessment</b></p> <p><b>Sylvia Reyna</b>, <i>Assistant Vice President Safety &amp; Health</i>, Zenith Insurance Company</p> <p>Learn how to identify hazards to prevent injuries. The objectives of the session include (1) How to identify hazards, (2) How to prioritize utilizing risk assessment, and (3) Hazard Correction Steps.</p> <p>✓ DLSE approved for FLC Credit</p>	<p><b>11:15 a.m. - 12:30 p.m.</b></p> <p>Class Code 17B</p> <p><b>The Employer's Role in the Workers' Compensation Claim</b></p> <p>Moderator: <b>Rose Ann Lopez</b>, <i>Workers' Compensation Service Director</i>, InWest Insurance</p> <p>Panel: <b>Laura Clifford</b>, <i>Executive Director</i>, Employers' Fraud Task Force</p> <p><b>The Honorable David W. O'Brien</b>, <i>Workers' Compensation Law Judge (Retired) - Of Counsel</i>, Floyd, Skeren &amp; Kelly, LLP</p> <p><b>John Floyd</b>, <i>Managing Partner</i>, Floyd, Skeren &amp; Kelly, LLP</p> <p>This panel of experts will share comprehensive instructions to help you manage workers' compensation care and control costs. This will include preventing the biggest and most costly mistakes employers make. They will cover employer's rights and responsibilities under the law, communicating employee rights and responsibilities with claims professionals and keeping the injured worker in the loop. They will give you guidance in identifying honest and ethical medical providers, combating fraud, abuse and packaging for prosecution and returning the injured worker to work.</p>	<p><b>11:15 a.m. - 12:30 p.m.</b></p> <p>Class Code 18B</p> <p><b>Having fun in the Sun</b></p> <p><b>Rudy Avila</b>, <i>Director of Human Relations, Safety and Environment</i>, Sun World International</p> <p><b>Joel Sherman</b>, <i>Director, Safety &amp; Workers' Compensation</i>, Grimmway Enterprise Inc.</p> <p>This session will cover how to deal with the heat illness prevention regulation and <b>not lose your mind!</b> They will show you how to use the tools currently available to comply with the regulations. Learn techniques for keeping your employees cool and healthy.</p> <p>✓ DLSE approved for FLC Credit</p>	<p><b>11:15 a.m. - 12:30 p.m.</b></p> <p>Class Code 19B</p> <p><b>Vineyard Safety</b></p> <p>Moderator: <b>Robin Nicola</b>, <i>Risk Analyst</i>, Diageo Chateau and Estate Wines</p> <p>Are you a vineyard manager or work for a vineyard operation? If so, this roundtable discussion is designed with you in mind. Join others responsible for the safety in their vineyard operation to share safety ideas and issues you face in the fields.</p>	
<p><b>1:45 - 3:15 p.m.</b></p> <p>Class Code 15C</p> <p><b>How to Prepare for a Cal/OSHA Appeal</b></p> <p><b>Robert Carrol</b>, <i>Attorney</i>, Nixon Peabody-San Francisco</p> <p>This session will provide attendees with how to prepare for a Cal/OSHA appeal and what information they need to be armed with to be successful.</p>	<p><b>1:45 - 3:15 p.m.</b></p> <p>Class Code 16C</p> <p><b>Am I in Compliance? Who Wants to Know?</b></p> <p><b>Joel Sherman</b>, <i>Director, Safety &amp; Workers' Compensation</i>, Grimmway Enterprise Inc.</p> <p>This class will discuss the broad spectrum of overlapping compliance issues facing safety professionals in today's highly regulated work environment. Topics will include injury and illness prevention plans, emergency action plans, hazard communication plans, process safety management programs, and many others. Presentation will include a brief review of the specific requirements and the regulations behind them. Will also discuss some basic steps to take to determine which programs apply to your organization.</p> <p><i>Simultaneous Interpretation Offered</i> ✓ DLSE approved for FLC Credit</p>	<p><b>12:30 - 1:45 p.m. – LUNCH</b></p> <p><b>1:45 - 3:15 p.m.</b></p> <p>Class Code 17C</p> <p><b>Industrial Injuries, Disability and Reasonable Accommodation - Reducing Your Risk</b></p> <p><b>Martin Guzman</b>, <i>Attorney</i>, Hanna Brophy, MacLean McAleer &amp; Jensen LLP</p> <p>Provides an overview of workers' compensation claims with an emphasis on employee and employer obligations under the California Fair Employment and Housing Act and common issues that give rise to liability for failing to comply with disability laws. Participants will learn essential procedures for conducting the "interactive process," to reduce the risk of claims and lawsuits.</p>	<p><b>1:45 - 3:15 p.m.</b></p> <p>Class Code 18C</p> <p><b>Ripped from the Headlines</b></p> <p>Moderator: <b>Joe Martinez</b>, <i>President</i>, DLL Insurance</p> <p><b>Bill Krycia</b>, <i>Regional Manager</i>, Cal/OSHA Enforcement</p> <p><b>Kevin Lancaster, Esq.</b>, <i>Senior Litigator</i>, the Veen Firm</p> <p><b>Michael C. Saqui</b>, <i>Partner</i>, The Saqui Law Group</p> <p>FLC - and a Grower - TBD</p> <p>A panel of industry experts will take a look at a real life safety incident involving an agricultural workplace. Representatives from the various points of view will discuss the implications of the incident and the impact to the employer. From the legal ramifications, to citations, to the personal and economic costs involved with the incident, are you ready to respond, deal with and discuss those tough questions? Are you prepared!</p> <p>✓ DLSE approved for FLC Credit</p>	<p><b>1:45 - 3:15 p.m.</b></p> <p>Class Code 19C</p> <p><b>Winery Safety</b></p> <p>Moderator: <b>Beverlie Milone</b>, <i>Health &amp; Safety Manager</i>, Brown-Forman Wines</p> <p>Wineries face unique safety challenges. This roundtable is designed to provide an opportunity for those working in the wine industry a chance to share safety concerns and exchange ideas on how to meet the specific needs of your industry.</p>
<p><b>3:45 - 5:00 p.m.</b></p> <p>Class Code 15D</p> <p><b>Selling Safety to Management</b></p> <p><b>Ward Scheitrum</b>, <i>MBA, CSP, ARIM, CPEA, SPHR-CA</i>, <i>Human Resource/Safety</i>, Britz, Inc</p> <p>In this tight economy, training budgets and positions are being frequently cut from the corporation's bottom line. As Safety and HR professionals we need to add "value", become more efficient, as well as maintain compliance. The corporate board speaks finance and this workshop will assist you in developing budgets, handle project management, calculate costs, and to present and justify your decisions. You will learn "best practices" to save time. You will also learn items that you should avoid when selling safety to management. Efficient and effective safety programs will save your company money, and in-turn, it will add to your creditability.</p>	<p><b>3:45 - 5:00 p.m.</b></p> <p>Class Code 16D</p> <p><b>Incentives and Inspection Audits</b></p> <p><b>Kenny Crawford</b>, <i>Operations Supervisor</i>, Driscoll's Strawberry Associates</p> <p><b>Jeremy Garcia</b>, <i>Outbound Coordinator</i>, Driscoll's Strawberry Associates</p> <p>The ins and outs, ups and downs of organizing and setting up of a safety program. Paperwork, audits, raffles, tailgates... etc. All come together to form a safety program that can have your employees feeling confident about their safety at work.</p> <p>✓ DLSE approved for FLC Credit</p>	<p><b>3:45 - 5:00 p.m.</b></p> <p>Class Code 17D</p> <p><b>Who Cares - Managing the Injured Worker</b></p> <p><b>Demetri Alvero</b>, <i>Vice President Executive Director - Medical Management</i>, Food Service Insurance Managers, Inc.</p> <p><b>Alethea Leandro-Farr</b>, <i>Workers' Compensation Claims Specialist</i>, Norton-Parker Insurance Agency</p> <p>Studies have shown that employers who practice proactive disability management can effectively reduce disability durations. The longer a worker is out on disability, the greater the chance that he or she will not return to work. Negative interactions or lack of communication with an injured worker may delay the employee's return to work, even when their medical conditions have improved. Employer to employee communication about workers' compensation is a powerful tool that produces positive results. In this session, we will cover key actions that employers should take to positively impact return to work and claim outcomes.</p> <p>✓ DLSE approved for FLC Credit</p>	<p><b>3:45 - 5:00 p.m.</b></p> <p>Class Code 18D</p> <p><b>Understanding your risk beyond Workers Compensation</b></p> <p><b>Kevin Lancaster, Esq.</b>, <i>Senior Litigator</i>, the Veen Firm</p> <p>Learn from an experienced litigator what legal remedies are available to an injured worker at a multi-employer project in addition to a Workers Compensation claim.</p> <p>✓ DLSE approved for FLC Credit</p>	<p><b>3:45 - 5:00 p.m.</b></p> <p>Class Code 19D</p> <p><b>Landscape Safety Roundtable</b></p> <p>Moderator: <b>Steve McShane</b>, <i>Founder, Owner and General Manager</i>, McShane Nursery and Landscape Supply</p> <p>A roundtable discussion concerning the safety issues that landscapers encounter such as safety training materials, pesticide safety issues, small machine safety, chain saws, chippers, weed eaters, hand tools, personal protective equipment, ergonomic issues, working around private homes and in high traffic areas, loading and lifting equipment.</p>

# ENGLISH CLASSES – Friday, February 27, 2009

California Agricultural Safety Certificate Program	General Safety	General Management	Train -the-Trainer	Human Resources
<p><b>8:00 - 11:00 a.m.</b></p> <p>Class Code 20A</p> <p><b>Effective Safety Training (Certificate Course 104)</b></p> <p><b>Phyllis Sigerist, SPHR, Consultant and Trainer, PS Consulting</b></p> <p>A safe workplace depends largely on training your employees how to work safely. This course offers you (1) an understanding of the need for and value of safety training, (2) techniques for overcoming the potential barriers to effective training, (3) ways to ensure that the training you provide is effective, and (4) tools for identifying the topics you need to include in your safety training sessions.</p> <p>√ DLSE approved for FLC Credit</p>	<p><b>8:00 - 9:30 a.m.</b></p> <p>Class Code 21A</p> <p><b>Update on Cal/OSHA Enforcement Activities "New Perspectives and Emerging Issues on Agricultural Safety and Health"</b></p> <p><b>Bill Krycia, Regional Manager, Cal/OSHA Enforcement</b></p> <p>Agricultural Safety and Health Outlook for California, 2009: An Enforcement Perspective. An overview of proposed Cal/OSHA enforcement activities, new standards, and emerging issues challenging California agriculture. This interactive session will include a no holds barred question and answer segment with the presenter.</p> <p>√ DLSE approved for FLC Credit</p>	<p><b>8:00 - 11:00 a.m.</b></p> <p>Class Code 22A</p> <p><b>Managing for Effective First Line Supervisors</b></p> <p><b>Jess Gomez, Independent Consultant, Jess Gomez Training &amp; Consulting</b></p> <p><b>Lourdes Gonzalez, Account Executive, Pan American Underwriters</b></p> <p><b>Cosme Sanchez, Consultant, T.R.A.I.N. LLC</b></p> <p><b>Guadalupe "Lupe" Sandoval, Bilingual Trainer/Consultant, Sandoval Bilingual Safety Solutions</b></p> <p><b>Michael C. Saqui, Partner, The Saqui Law Group</b></p> <p><b>Howard Rosenberg, Cooperative Extension Specialist, University of California, Berkeley</b></p> <p>First-line supervision is key to results for agricultural businesses, managers, and workers. Its quality depends on more than the people who directly supervise production employees. Managerial decisions and practices at higher levels affect whether supervisors develop new abilities, what problems they face, and how well they perform. In this session we will examine critical choices through which managers make it more or less likely for supervisors to be effective. We will also discuss issues raised by participants in the two-day workshop, "Building Knowledge, Skills, and Perspective for Supervisory Effectiveness" (Wed.-Thurs.). While designed as a companion to that workshop, this session is open to all conference registrants. An informal Management Roundtable to share experiences and ideas for continuing discussion with supervisors to maximize ASDP payoff will immediately follow this session, from 11:15 a.m. to 12:30 p.m.</p> <p>√ DLSE approved for FLC Credit</p>	<p><b>8:00 a.m. - 12:30 p.m.</b></p> <p>Class Code 23A</p> <p><b>*North Respiratory Protection: Train the Trainer</b></p> <p><b>Eric Johnson, Territory Manager, North Safety Products</b></p> <p><b>Tina Perales, Territory Manager, North Safety Products</b></p> <p>This workshop covers many aspects of establishing an effective respiratory program. Included are: OSHA requirements, selecting the appropriate respirators, establishing change out schedules, Fit Test Requirements and how to train workers.</p>	<p><b>8:00 - 9:30 a.m.</b></p> <p>Class Code 24A</p> <p><b>GOAL! How are you going to get there?</b></p> <p><b>Elaine Hunt, Human Resource Consultant</b></p> <p>Make a positive difference on the job. Own your goals and help direct others in attaining theirs. Take the steps of setting meaningful, attainable goals. Brainstorm with peers from other companies or perhaps some from your company. Safety records, revenue projects, food safety, quality and customer service are all great areas to impact your business.</p>
	<p><b>9:45 - 11:00 a.m.</b></p> <p>Class Code 21B</p> <p><b>Machine Guarding for Agriculture</b></p> <p><b>Jack Passarella, Safety &amp; Health Supervisor, Zenith Insurance Company</b></p> <p>The course will take a look at guarding issues on the farm. This will include tractors, equipment and shop equipment. Learn how to identify unguarded equipment and how to guard it to prevent injuries.</p> <p>√ DLSE approved for FLC Credit</p>			<p><b>9:45 - 11:00 a.m.</b></p> <p>Class Code 24B</p> <p><b>Developing and Building Leaders</b></p> <p><b>LaTonya Olivier, SPHR-CA, Senior Human Resource Consultant, TPO Human Resource Management</b></p> <p>Hiring high potential employees to become tomorrow's leaders requires effective mentoring, communication and training to ensure successful progress. This workshop will provide a process, tools and techniques to effectively build and develop the next generation of leaders.</p>
<p><b>11:15 a.m. - 2:00 p.m.</b></p> <p>Class Code 20C</p> <p><b>Safety Certification Roundtable (Certificate Course 105)</b></p> <p><b>Alethea Leandro-Farr, Workers' Compensation Claims Specialist, Norton-Parker Insurance Agency</b></p> <p><b>Kimberly A. Naffziger, Assistant Vice President, Agricultural Specialist, Corporate Safety &amp; Health, Zenith Insurance Company</b></p> <p>The purpose of this class is to hold a roundtable discussion on how the information presented in the AgSafe certification training classes was used or could be used to enhance your company's safety program.</p> <p>√ DLSE approved for FLC Credit</p>	<p><b>11:15 a.m. - 12:30 p.m.</b></p> <p>Class Code 21C</p> <p><b>Motor Vehicle Safety and Farm Labor Education</b></p> <p><b>CHP S.A.F.E. Unit - Coastal Division</b></p> <p>This session will include farm labor vehicle regulations and requirements, basic driver safety, and open discussion time.</p> <p>√ DLSE approved for FLC Credit</p>	<p><b>11:15 a.m. - 12:30 p.m.</b></p> <p>Class Code 22C</p> <p><b>Management Round Table</b></p> <p>Moderator: <b>Howard Rosenberg, Cooperative Extension Specialist, University of California, Berkeley</b></p> <p>This round table discussion will provide an opportunity for managers to share challenges, ideas and solutions on how to effectively work with their supervisors.</p>		<p><b>11:15 a.m. - 12:30 p.m.</b></p> <p>Class Code 24C</p> <p><b>The Art and Science of Employee Polling and Attitude Surveying</b></p> <p><b>Michael C. Saqui, Partner, The Saqui Law Group</b></p> <p>This session will unlock one of the best kept secrets of labor lawyers...the Attitude Survey. NO! Not the "how satisfied are you with your job" survey. An attitude survey specifically tailored to the employer can provide employee and job-class specific information that can set the path for management improvements and employee satisfaction...Be an Employer of Choice!...Know your workforce.</p>
<b>END OF GENERAL CONFERENCE 12:30 p.m.</b>				
<b>2:00 p.m.</b>				

# ENGLISH CLASSES – Friday, February 27, 2009

Upper Division	Food Safety	Media
<p><b>8:00 a.m. - 12:30 p.m.</b> Class Code 25A</p> <p><b>Environmental Updates- Compliance issues for HMBP (Hazardous Materials Business Plan), RMP (Risk Management Plan), CalARP (California Accidental Release Plan) and PSM (Process Safety Management)</b></p> <p><b>Ward Scheitrum, MBA, CSP, ARM, CPEA, SPHR-CA, Human Resource/Safety, Britz, Inc</b></p> <p><b>Peter Thomas, EIT, CIRO. Engineering/Risk Management Consultant, California Controlled Atmosphere, Inc</b></p> <p>Safety personnel are frequently being forced into the environmental compliance arena. Even environmental compliance professionals struggle to reach and maintain compliance with these regulations. This workshop will include updates, tips, software and other information to assist attendees.</p>	<p><b>8:00 - 9:30 a.m.</b> Class Code 26A</p> <p><b>Beyond GMP's and GAP's - Where We Were, Where We Are, and Where We are Heading</b></p> <p><b>Will Daniels, Vice President, Quality, Food Safety, and Organic Integrity, Earthbound Farm</b></p> <p>This workshop will provide a broad overview of food safety in the produce industry; covering topics such as innovative programs, the Leafy Greens Marketing Agreement, a National Marketing Order, new technology trends and legislation.</p> <p><b>9:45 - 11:00 a.m.</b> Class Code 26B</p> <p><b>Preparing a Food Defense Plan</b></p> <p><b>Ned Mitenius, Senior Consultant, Periscope Consulting, LLC</b></p> <p>How is Food Defense different than Food Safety? What's the easiest way to create a Food Defense program meeting USDA and FDA guidelines? How can I best teach Food Defense to my workgroup?</p> <p>√ DLSE approved for FLC Credit</p>	<p><b>8:00 - 11:00 a.m.</b> Class Code 27A</p> <p><b>Making the Most of Your Media Opportunities</b></p> <p><b>Dave Kranz, Manager of Media Services, California Farm Bureau Federation</b></p> <p>A call from the media can be an opportunity to tell your story to that media's audience. Learn how to make an encounter with the media work to your best advantage.</p>
<p><b>11:15 a.m. - 12:30 p.m.</b> Class Code 26C</p> <p><b>Food Safety - Best Practices</b></p> <p>Speaker: TBD</p> <p>Topic covers guidelines for supervisors in produce from raw product handling, equipment sanitation, and employee GMP practices including handling and storage. Participants will learn hazards potentials, control measures and documentation.</p> <p>√ DLSE approved for FLC Credit</p>	<p><b>11:15 a.m. - 12:30 p.m.</b> Class Code 27C</p> <p><b>Violence in the Workplace: Preparing for the Day you Hope Does Not Come</b></p> <p><b>Patrick S. Moody, Shareholder, Barsamian &amp; Moody</b></p> <p>This workshop provides an overview of the issues surrounding violence in the workplace, including the critical steps an employer should take to help prepare before a situation arises, as well as ways to deal with such a situation if it does arise.</p>	



END OF GENERAL CONFERENCE 12:30 p.m.

# SPANISH CLASSES – Wednesday, February 25, 2009

California Agricultural Safety Certificate Program	Agricultural Supervision Development Program
<p><b>10:00 a.m. - 12:00 p.m.</b></p> <p>Class Code S1A</p> <p><b>Programa Certificado - Iniciando Primeros Pasos (Certificate Program - Getting Started)</b></p> <p><b>Cosme Sanchez</b>, <i>Consultant</i>, T.R.A.I.N. LLC</p> <p>Esta clase es muy importante si usted esta inscrito(a) en el programa California Agricultural Safety Certificate Program y si tiene responsabilidades de seguridad en su trabajo. Esta sesion le dara ventaja con lo que usted debe saber para empezar en su puesto de seguridad.</p> <p>If you are enrolled in the California Agricultural Safety Certificate Program and you are new to the safety position, this class is a must. This session will give you a jumpstart on what you need to know as the new safety person.</p>	<p><b>10:00 a.m. - 5:00 p.m.</b></p> <p>Class Code S2A</p> <p><b>*Desarrollar Conocimiento, Habilidades, y la Perspectiva para la Eficacia de Supervisión (un componente del Programa del Desarrollo de Supervisión de Ag) [Building Knowledge, Skills, and Perspective for Supervisory Effectiveness (a component of the Ag Supervision Development Program)]</b></p> <p><b>Jess Gomez</b>, <i>Independent Consultant</i>, Jess Gomez Training &amp; Consulting</p> <p><b>Lourdes Gonzalez</b>, <i>Account Executive</i>, Pan American Insurance Agency, Inc.</p> <p><b>Cosme Sanchez</b>, <i>Consultant</i>, T.R.A.I.N. LLC</p> <p><b>Guadalupe (Lupe) Sandoval</b>, <i>Bilingual Trainer/Consultant</i>, Sandoval Bilingual Safety Solutions</p> <p><b>Howard Rosenberg</b>, <i>Cooperative Extension Specialist</i>, University of California, Berkeley</p> <p>La supervisión en la agricultura es críticamente importante, y para los que la proporcionan puede ser un gran desafío. Este taller de dos días aumentará las habilidades de los jefes de las cuadrillas y otros supervisores de primer-línea para desarrollarse en relación con ambos empleados de producción y gerentes de alto rango. Los segmentos del programa que son bastante interactivos se enfocarán en (1) el papel del supervisor en general y los trabajos específicos de los participantes. (2) regulaciones y pólizas esenciales de la empresa, (3) técnicas de liderazgo y comunicación para lograr que se hagan las cosas, (4) tratando con problemas y situaciones típicas, (5) deberes bajo el IIPP para proveer seguridad, (6) como prevenir y enfrentar el acoso, y (7) continuar el trabajo de dirección en equipo.</p> <p>Supervision in agriculture is critically important, and formidable challenges face those who provide it. This two-day workshop will enhance abilities of crew leaders, foremen, mayordomos, and other first-line supervisors to perform in relation to both production employees and higher-level managers. Highly interactive program segments will focus on (1) the supervisor role in general and participants' own specific jobs, (2) key regulatory and company policy guidelines, (3) leadership and communication techniques to get things done, (4) dealing with typical problems and situations, (5) duties under the IIPP in providing for safety, (6) preventing and coping with harassment, and (7) continuing management teamwork.</p> <p>Participation is limited to conference registrants who commit to attending the entire workshop as a continuous track and who work for a production firm from which at least one higher-level manager attends the companion session "Managing for Effective First-line Supervision" (Friday a.m. Class Code 22A). Registrants will be asked to complete a brief conversational activity with their own managers prior to the conference and a follow-up activity afterward. A certificate of completion will be awarded.</p>
<p><b>1:30 - 5:00 p.m.</b></p> <p>Class Code S1B</p> <p><b>Las Leyes y Reglas de Seguridad (Curso del Programa del Certificado 101) [Safety Laws and Regulations (Certificate Course 101)]</b></p> <p><b>Cosme Sanchez</b>, <i>Consultant</i>, T.R.A.I.N. LLC</p> <p>Este curso le proveerá usted con un resumen de las reglas actuales que afectan la seguridad en el lugar de trabajo en agricultura de California. Este curso repasará las reglas de seguridad agr'colas de California y ayudará identificar las leyes que son pertinentes a sus operaciones, y le enseñara como adquirir las reglas por el internet.</p> <p>This course will provide you with an overview of the current regulations that affect workplace safety in California Agriculture. This course will (1) review the key California agriculture safety regulations, (2) help you identify the regulations that are relevant to your operation, and (3) show you how to access the regulations online.</p>	

# SPANISH CLASSES – Wednesday, February 25, 2009

## Safety Essentials

## Workers' Compensation

10:00 a.m. - 12:00 p.m.

10:00 a.m. - 12:00 p.m.

Class Code S3A

Class Code S4A

### Prevención del Acoso Sexual en el Trabajo (Preventing Workplace Sexual Harassment)

### Orientacion – ¿Porque hacer lo? (Orientation - Why do it?)

**Raul Calvo**, *Safety and Human Resource Consultant*, Norton-Parker Insurance Agency

**Rudy Alvia**, *Dir. of Human Relations, Safety & Environment*, Sun World International LLC

Este curso satisfará el entrenamiento requerido por el estado de California de acoso sexual para todos los miembros de la gerencia. El curso también ayudará a su compañía a reducir gastos y costos asociados con el acoso sexual.

¿Nunca ha pensado usted, porque es que el empleado no hace el trabajo como se debe hacer? Quizás no es culpa de el. ¿Le han dado una orientación sobre el trabajo? Si no, es tiempo de saber porque la orientación de empleados es una importante parte del éxito de su organización.

This course will fulfill the California required Sexual Harassment Training for all members of management. The course will also help your company minimize liability when it comes to sexual harassment.

Ever wonder why employees don't do the job right? Maybe it isn't their fault. Did you give them an orientation about the work? If not, it is time to find out why the orientation of employees is so important to the success of your organization.

12:00 - 1:30 p.m. – LUNCH

1:30 - 3:00 p.m.

1:30 - 3:00 p.m.

Class Code S3B

Class Code S4B

### Mantener Conformidad con Cal/OSHA sobre los Requisitos de Estrés por el Calor (Meeting Cal/OSHA Heat Stress Requirement)

### Introducción al Sistema de Indemnización para el Trabajador (Workers' Compensation 101)

**Raul Calvo**, *Safety and Human Resource Consultant*, Norton-Parker Insurance Agency

**Gilbert Cervantes**, *Loss Control Consultant*, TWIW Insurance Services, LLC

El entrenamiento del Estrés por Calor estará primero en las inspecciones de Cal/OSHA en el 2009. No corra el riesgo de ser "Red Tagged" (Pongan un alto a su Compañía) por Cal/OSHA. Asegurese que sus mayordomos y supervisores estén correctamente entrenados y educados en cómo evitar enfermedades y lesiones por el Estrés del Calor.

Aprenda: Cómo trabaja el sistema de indemnización al trabajador. Qué es el x-mod y porque es importante. Como seleccionar al médico para sus trabajadores y que puede hacer si no está conforme con el doctor. Quiénes son los "claims examiners" y porque es importante establecer una buena relación con ellos. Como debe de llenar las formas necesarias y que es lo que nunca debe de hacer. Cuáles son los requisitos legales para proteger a su empresa. Como impactan los accidentes a las ganancias de la compañía y que puede hacer para controlar sus pérdidas. Como puede combatir el fraude. Cuando se acepta, rechaza o investiga un reclamo y mucho más.

Heat Stress training will be at the top of Cal/OSHA inspections for 2009. Don't run the risk of being "Red Tagged" by Cal/OSHA. Make sure your Foremen and Supervisors are properly trained and educated in preventing Heat Stress illnesses and injuries.

Learn: How the WC system works. What the x-mod is and why it's important. How to select a doctor and what can you do if he is not working out? Who are the "claims examiners" and why is it important to establish a good relationship with them. How to fill out the necessary forms and what must you never do. What are the legal requirements to protect your company? How do accidents affect company profits and what can you do to control your losses. How you can fight fraud. When is a claim accepted, rejected or investigated and much more.

3:30 - 5:00 p.m.

3:30 - 5:00 p.m.

Class Code S3C

Class Code S4C

### Hombre Contra Maquina-Conciencia de Peligros de Maquinaria (Man Versus. Machine-Machine Hazard Awareness)

### El Deber de un Supervisor (Mayordomo) en los Programas de Regreso al Trabajo (The Supervisor's Role in a Return to Work Program)

**Isabel C. Bravo**, *Safety Manager*, Sunview Vineyards of CA, Inc.

**Vanessa Barrios-Galvan**, *Safety & Security Manager* (West Facility), Fresh Express

Las violaciones de cobertores consistentemente clasifican en las primeras 10 infracciones de Fed/OSHA. Ingeniando fuera los peligros a base de cobertores seguros es un elemento fundamental de todo programa de seguridad.

¿Siente usted que las actividades asignadas a un empleado bajo trabajo modificado pocas veces contribuyen a su cuadrilla? Es difícil para usted encontrar actividades para un empleado bajo trabajo modificado? Esta sesión le enseñara como contribuir efectivamente a la recuperación de un empleado mientras usted le asigna tareas que contribuyen a la eficiencia de su cuadrilla.

Machine guarding violations consistently rank in the top 10 Fed/OSHA citations. Engineering out hazards by safeguarding is a critical element of all safety programs.

Do you find activities for an employee on modified duty often times add little to no value for your crew? Are you having trouble finding activities for employees on modified duty? This session will show you how to contribute effectively to an employee's recuperation by assigning activities that will contribute to the efficiency of your crew.

# SPANISH CLASSES - Thursday, February, 26, 2009

California Agricultural Safety Certificate Program	Agricultural Supervision Development Program	Safety Essentials	Train -the-Trainer
<p><b>9:30 a.m. - 12:30 p.m.</b></p> <p>Class Code S5A</p> <p><b>Desarrollando y Manteniendo un Programa Efectivo de la Prevención de Lesiones y Enfermedades (Curso del Certificado 102) [Developing and Maintaining an Effective Injury and Illness Prevention Program (Certificate Course 102)]</b></p> <p><b>Javier Hernandez, Producer/Loss Control Representative, Walter L. Clark &amp; Associates, Inc., Insurance Brokers</b></p> <p>El Programa para la Prevención de Lesiones y Enfermedades (IIPP) es la base fundamental del programa de seguridad de su empresa. El propósito de este curso es proveer a los participantes con una descripción y entendimiento de los ocho elementos esenciales de un IIPP. El curso también proveerá guías generales para desarrollar, mejorar, implementar y mantener el IIPP de su empresa. Es recomendable que usted asista a la clase con una copia de su IIPP.</p> <p>Injury and Illness Prevention Program (IIPP) is the backbone of your company's safety program. The purpose of this course is to provide attendees with an understanding of the eight essential elements of an IIPP. The class will also provide general guidelines for developing, improving, implementing and maintaining your company's IIPP. It is recommended that you bring your IIPP to this class.</p>	<p><b>9:30 a.m. - 5:00 p.m.</b></p> <p>Class Code S6A</p> <p><b>*Desarrollar Conocimiento, Habilidades, y la Perspectiva para la Eficacia de Supervisión (un componente del Programa del Desarrollo de Supervisión de Ag) [Building Knowledge, Skills, and Perspective for Supervisory Effectiveness (a component of the Ag Supervision Development Program)]</b></p> <p><b>Jess Gomez, Independent Consultant, Jess Gomez Training &amp; Consulting</b></p> <p><b>Lourdes Gonzalez, Account Executive, Pan American Insurance Agency, Inc.</b></p> <p><b>Cosme Sanchez, Consultant, T.R.A.I.N. LLC</b></p> <p><b>Guadalupe (Lupe) Sandoval, Bilingual Trainer/Consultant, Sandoval Bilingual Safety Solutions</b></p> <p><b>Howard Rosenberg, Cooperative Extension Specialist, University of California, Berkeley</b></p> <p>Segunda día - Parte dos</p> <p>Day two of a two day class</p>	<p><b>9:30 - 11:00 a.m.</b></p> <p>Class Code S7A</p> <p><b>Evaluación de Riesgo (Hazard Risk Assessment)</b></p> <p><b>Sylvia Reyna, Assistant Vice President Safety &amp; Health, Zenith Insurance Company</b></p> <p>Aprenda cómo identificar peligros para prevenir heridas. Los objetivos de la sesión incluyen (1) Cómo identificar peligros, (2) Cómo priorizar utilizando una evaluación de riesgo, y (3) Pasos de corrección de peligros.</p> <p>Learn how to identify hazards to prevent injuries. The objectives of the session include (1) How to identify hazards, (2) How to prioritize utilizing risk assessment, and (3) Hazard correction steps.</p>	<p><b>9:30 a.m. - 12:30 p.m.</b></p> <p>Class Code S8A</p> <p><b>Manejo Seguro de Tractores: Entrenamiento para el Entrenador (Tractor Safety: Train the Trainer)</b></p> <p><b>Marco Figueroa, Special Account Coordinator, Zenith Insurance Company</b></p> <p>Este curso proveerá a supervisores, mayordomos y personal que trabajen en seguridad con la información necesaria para entrenar los empleados sobre la operación segura de los tractores y sus equipos asociados.</p> <p>This course provides supervisors, foremen and safety personnel with the correct information necessary to train employees in the safe operation of tractors and associated equipment.</p>
<p><b>1:45 - 5:00 p.m.</b></p> <p>Class Code S5C</p> <p><b>Identificación y Control de Peligros (Curso del Certificado 103) [Hazard Identification and Control (Certificate Course 103)]</b></p> <p><b>Robin Nicola, Risk Analyst, Diageo Chateau and Estate Wines</b></p> <p>Para mejorar la seguridad de su operación, usted debe identificar peligros del lugar de trabajo y aprender cómo eliminar o controlar estos peligros para evitar lesiones trágicas y costosas. Este curso proporcionará las guías para:</p> <ol style="list-style-type: none"> <li>(1) identificar y evaluar los peligros</li> <li>(2) investigar los accidentes en el lugar de trabajo</li> <li>(3) corregir condiciones inseguras y malsanas del trabajo</li> <li>(4) cumplir con la seguridad en el lugar de trabajo</li> </ol> <p>In order to improve the safety of your operation, you must identify workplace hazards and learn how to eliminate or control these hazards in order to avoid tragic and costly injuries. This course will provide guidelines for:</p> <ol style="list-style-type: none"> <li>(1) identifying and evaluating workplace hazards</li> <li>(2) investigating safety incidents at the workplace</li> <li>(3) correcting unsafe and unhealthy work conditions</li> <li>(4) enforcing safety in the workplace</li> </ol>	<p><b>11:15 a.m. - 12:30 p.m.</b></p> <p>Class Code S7B</p> <p><b>Seguridad de Gas y Electricidad en Agricultura (Gas and Electric Safety in Agriculture)</b></p> <p><b>Jose L. Rios, Account Executive, Pacific Gas &amp; Electric</b></p> <p>La seguridad del trabajador en Agricultura es imperativa. Cuando trabaja alrededor de la seguridad del trabajador en Agricultura es imperativa. Cuando trabaja alrededor de líneas para uso de subterráneas (electricidad y gas natural) o líneas en alto, su seguridad y la seguridad de sus miembros del equipo llega a ser aún más importante. Sabiendo lo que debe de buscar, las distancias de trabajo seguras, y responder en una emergencia serán discutidas. También se proveerá una demostración para estar consciente de peligros potenciales.</p> <p>Worker safety in Agriculture is imperative. When your work takes you around overhead and/or underground utility lines (electricity and natural gas), your safety and the safety of your team members becomes even more important. Knowing what to look for, safe working distances, and how to respond in an emergency will be discussed, as well as a demonstration of potential hazards to be aware of.</p>	<p><b>12:00 - 1:00 p.m. - LUNCH</b></p>	<p><b>1:45 - 5:00 p.m.</b></p> <p>Class Code S8C</p> <p><b>*Entrenamiento para el Entrenador del Programa de Pesticidas para Trabajadores Agrícolas [Pesticide Train the Trainer: for Fieldworkers (WPS Training)]</b></p> <p><b>State Compensation Insurance Fund Safety and Health Services</b></p> <p><b>Louie (Luis) Uribe, Consultant / Trainer, Labor Management Advisory Group</b></p> <p>Este taller calificará a los participantes para entrenar trabajadores del campo en la seguridad de pesticidas, como es requerido por el Departamento de Regulaciones de Pesticidas estatal y las regulaciones de la Agencia federal de Protecciones ambientales. Después de completar este curso, los participantes están autorizados a repartir la tarjeta de comprobación del entrenamiento EPA ("Tarjeta Azul") a los trabajadores que ellos han capacitado en la seguridad de pesticidas. Esta sesión incluye, cómo dirigir programas de entrenamiento efectivos y que entrenamiento se requiere para los trabajadores agrícolas del campo.</p> <p>This workshop will qualify participants to train fieldworkers in pesticide safety as required by the state Department of Pesticide Regulations and federal Environmental Protection Agency regulations. After completing this course, participants are authorized to issue the EPA worker training verification card ("Blue Card") to workers they have instructed in pesticide safety. This session includes how to conduct effective training programs and what training is required for agricultural fieldworkers.</p>
<p><b>1:45 - 3:15 p.m.</b></p> <p>Class Code S7C</p> <p><b>Divirtiéndose en el Sol (Having Fun in the Sun)</b></p> <p><b>Rudy Alvia, Director of Human Relations, Safety &amp; Environment, Sun World International LLC</b></p> <p>Como tratar con los reglamentos de Prevención de Enfermedades del Calor y no perder su mente. Usando las herramientas disponibles para cumplir con los reglamentos. Mantener a nuestros empleados frescos y saludables.</p> <p>How to deal with the Heat Illness Prevention regulations and not lose your mind. Using the tools available to comply with the regulations. Keeping our employees cool and healthy.</p>	<p><b>3:45 - 5:00 p.m.</b></p> <p>Class Code S7D</p> <p><b>Guía de la Seguridad del Alimento para Supervisores de Procesar (Food Safety Guide for Processing Supervisors)</b></p> <p>Speaker: TBD</p> <p>El tema cubre las pautas para supervisores de la cosecha del manejo crudo del producto, el saneamiento del equipo y prácticas del empleado GMP inclusive el manejo y el almacenamiento. Los participantes aprenderán los peligros potenciales, las medidas del control y de documentación.</p> <p>Topic covers guidelines for supervisors in produce from raw product handling, equipment sanitation and employee GMP practices including handling and storage. Participants will learn hazards potentials, control measures and documentation.</p>	<p><b>1:45 - 3:15 p.m.</b></p> <p>Class Code S7A</p> <p><b>Seguridad de Gas y Electricidad en Agricultura (Gas and Electric Safety in Agriculture)</b></p> <p><b>Jose L. Rios, Account Executive, Pacific Gas &amp; Electric</b></p> <p>La seguridad del trabajador en Agricultura es imperativa. Cuando trabaja alrededor de la seguridad del trabajador en Agricultura es imperativa. Cuando trabaja alrededor de líneas para uso de subterráneas (electricidad y gas natural) o líneas en alto, su seguridad y la seguridad de sus miembros del equipo llega a ser aún más importante. Sabiendo lo que debe de buscar, las distancias de trabajo seguras, y responder en una emergencia serán discutidas. También se proveerá una demostración para estar consciente de peligros potenciales.</p> <p>Worker safety in Agriculture is imperative. When your work takes you around overhead and/or underground utility lines (electricity and natural gas), your safety and the safety of your team members becomes even more important. Knowing what to look for, safe working distances, and how to respond in an emergency will be discussed, as well as a demonstration of potential hazards to be aware of.</p>	<p><b>1:45 - 5:00 p.m.</b></p> <p>Class Code S8C</p> <p><b>*Entrenamiento para el Entrenador del Programa de Pesticidas para Trabajadores Agrícolas [Pesticide Train the Trainer: for Fieldworkers (WPS Training)]</b></p> <p><b>State Compensation Insurance Fund Safety and Health Services</b></p> <p><b>Louie (Luis) Uribe, Consultant / Trainer, Labor Management Advisory Group</b></p> <p>Este taller calificará a los participantes para entrenar trabajadores del campo en la seguridad de pesticidas, como es requerido por el Departamento de Regulaciones de Pesticidas estatal y las regulaciones de la Agencia federal de Protecciones ambientales. Después de completar este curso, los participantes están autorizados a repartir la tarjeta de comprobación del entrenamiento EPA ("Tarjeta Azul") a los trabajadores que ellos han capacitado en la seguridad de pesticidas. Esta sesión incluye, cómo dirigir programas de entrenamiento efectivos y que entrenamiento se requiere para los trabajadores agrícolas del campo.</p> <p>This workshop will qualify participants to train fieldworkers in pesticide safety as required by the state Department of Pesticide Regulations and federal Environmental Protection Agency regulations. After completing this course, participants are authorized to issue the EPA worker training verification card ("Blue Card") to workers they have instructed in pesticide safety. This session includes how to conduct effective training programs and what training is required for agricultural fieldworkers.</p>

# SPANISH CLASSES - Friday, February, 27, 2009

California Agricultural Safety Certificate Program	Safety Essentials	Train -the-Trainer
<p><b>8:00 - 11:00 a.m.</b></p> <p>Class Code S9A</p> <p><b>Entrenamiento Efectivo de Seguridad (Curso del Certificado 104) [Effective Safety Training (Certificate Course 104)]</b></p> <p><b>Lourdes Gonzalez</b>, <i>Account Executive</i>, Pan American Insurance Agency, Inc.</p> <p>Seguridad en el trabajo depende mucho del entrenamiento para sus empleados de como trabajar con seguridad. Este curso ofrece a usted (1) Entender de la necesidad y el valor de entrenamiento de seguridad, (2) maneras de sobrepasar las barreras potenciales del entrenamiento efectivo, (3) maneras de asegurar que el entrenamiento que usted da es efectivo, y (4) herramientas para identificar los temas que usted necesita incluir en sus clases de entrenamiento de seguridad.</p> <p>A safe workplace depends largely on training your employees how to work safely. This course offers you (1) an understanding of the need for and value of safety training, (2) techniques for overcoming the potential barriers to effective training, (3) ways to ensure that the training you provide is effective, and (4) tools for identifying the topics you need to include in your safety training sessions.</p>	<p><b>8:00 - 11:00 a.m.</b></p> <p>Class Code S10A</p> <p><b>Como Conducir una Junta Exitosa - "¿Donde Comienzo?" (Tailgate 101 - "Where do I Begin?")</b></p> <p><b>Eva Campos</b>, <i>Consultant / Trainer</i>, Labor Management Advisory Group</p> <p>Este curso asistirá a los asistentes en el desarrollo de sus habilidades profesionales en conducir un programa de entrenamiento exitoso y establecer y mantener una sesión positiva.</p> <p>This course will assist attendees in developing their professional skills in delivering effective training programs, establishing and maintaining a positive learning session.</p>	<p><b>8:00 a.m. - 12:30 p.m.</b></p> <p>Class Code S11A</p> <p><b>*Entrenamiento para el Entrenador del Programa de Pesticidas para Trabajadores Agrícolas [Pesticide Train the Trainer: for Fieldworkers (WPS Training)]</b></p> <p><b>FELS Labor Management Service</b> and <b>State Compensation Insurance Fund Safety and Health Services</b></p> <p>Este taller calificará a los participantes para entrenar trabajadores del campo en la seguridad de pesticidas, como es requerido por el Departamento de Regulaciones de Pesticidas estatal y las regulaciones de la Agencia federal de Protecciones ambientales. Después de completar este curso, los participantes están autorizados a repartir la tarjeta de comprobación del entrenamiento EPA ("Tarjeta Azul") a los trabajadores que ellos han capacitado en la seguridad de pesticidas. Esta sesión incluye, cómo dirigir programas de entrenamiento efectivos y que entrenamiento se requiere para los trabajadores agrícolas del campo.</p> <p>This workshop will qualify participants to train fieldworkers in pesticide safety as required by the state Department of Pesticide Regulations and federal Environmental Protection Agency regulations. After completing this course, participants are authorized to issue the EPA worker training verification card ("Blue Card") to workers they have instructed in pesticide safety. This session includes how to conduct effective training programs and what training is required for agricultural fieldworkers.</p>
<p><b>11:15 a.m. - 2:00 p.m.</b></p> <p>Class Code S9C</p> <p><b>Repaso del Certificado de Seguridad (Curso del Certificado 105) [Safety Certification Roundtable (Certificate Course 105)]</b></p> <p><b>Cosme Sanchez</b>, <i>Consultant</i>, T.R.A.I.N. LLC</p> <p><b>Robin Nicola</b>, <i>Risk Analyst</i>, Diageo Chateau and Estate Wines</p> <p>El propósito de esta clase es llevar a cabo una discusión de mesa redonda sobre cómo la información presentada en las clases del entrenamiento de la certificación de AgSafe puede o debe ser utilizada para realizar el programa de seguridad de su empresa.</p> <p>The purpose of this class is to hold a roundtable discussion on how the information presented in the AgSafe certification training classes was used or could be used to enhance your company's safety program.</p>	<p><b>11:15 a.m. - 12:30 p.m.</b></p> <p>Class Code S10C</p> <p><b>Comunicaciones Optimas: Trabajando con Todos los Estilos de la Comunicación (Optimizing Communications: Working with All Communication Styles)</b></p> <p><b>Blanca Corcoles</b>, <i>Bilingual Trainer</i>, TPO Human Resource Management</p> <p>Aprenda cómo podemos afectar el lugar de trabajo positivamente con diversos estilos y mirar más profundamente la razón porque personas son percibidas como difíciles. Este taller le ayudará a fomentar relaciones de funcionamiento más fuertes mientras que con eficacia anticipar y superar asuntos antes de que se conviertan en problemas desperdiciadores de tiempo y arriesgados.</p> <p>Learn how we can impact the workplace positively with different styles and look deeper into the reason people are perceived as difficult. This workshop will help you foster stronger working relationships while effectively anticipating and overcoming issues before they become time-consuming and risky problems.</p>	
<p><b>END OF GENERAL CONFERENCE 12:30 p.m.</b></p>		
<p><b>2:00 p.m.</b></p>		

## HOW TO REGISTER 4 EASY STEPS

1

Complete the enclosed registration form.

2

Choose your classes — See the back side of the registration form.

3

Mail or fax your registration form to the AgSafe office.

4

Select your method of payment:

- a. Enclose your check.
- b. Pay by credit card.

## PAY BY CREDIT CARD

Due to popular demand AgSafe accepts payments by credit card. Go to the AgSafe website, on the conference page click on "Pay by Credit Card" and follow the steps. Please note that you do not need a PayPal account in order to use this convenience.

[www.agsafe.org](http://www.agsafe.org)

## HOTEL INFORMATION

### SPECIAL CONFERENCE RATE AVAILABLE

#### Book your hotel rooms today!!

Reserve Your Room for the 2009 Conference!

Overnight rooms for the Annual AgSafe Conference always book up fast. You can reserve your overnight room at the Hyatt starting today. Please indicate that you are with **AgSafe** to receive the group rates listed below.

To reserve your room, call Hyatt Reservations at 1-888-421-1442 or book your room online at [www.agsafe.org](http://www.agsafe.org) Click on the hotels link, click on "Register Online" and this will take you to the Hyatt online reservations.

Reservations must be made by January 26, 2009 to insure that you get the special conference rates.

Single/Double Occupancy:	\$169.00
Triple Occupancy:	\$184.00
Quadruple Occupancy:	\$199.00

Suites are also available at a special rate. Call Sybille Mackenzie-Jones at (831) 657-6548 to discuss the suite availability and rates.

## FOR MORE INFORMATION

Call (559) 447-0350 or email us at [safeinfo@agsafe.org](mailto:safeinfo@agsafe.org)

or

Visit our website at [www.agsafe.org](http://www.agsafe.org)

## TRAIN-THE-TRAINER PROGRAM

This year the AgSafe conference will host a variety of train-the-trainer classes. The following is a list of the train-the-trainer classes:

- Tractor Safety
- Pesticide Train-the-Trainer for Field Workers (WPS training)
- Respiratory Fit Protection

Attendees of these courses will receive a certificate of attendance. Please note, seating is limited in these classes and you must pre-register to attend.

## REGISTER EARLY AND WIN!

Send in your registration by January 15, 2009 and you will be automatically entered into a drawing. The first prize is a free full registration to the conference to be used by you or someone from your company. The second prize is \$100 off registration to the conference to be used by you or someone from your company. You must be registered for the conference to be eligible to be in the drawing.

Don't miss out on this opportunity to win with AgSafe.

# AgSafe CONFERENCE

## SPONSORS

### PREMIER SPONSORS

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### IN-KIND SPONSORS



Over 95 workshops to choose from • Workshops offered in Spanish and English • Two Featured Keynote Presentations  
New FLC Continuing Education Hours (Offered in English) • Agricultural Supervision Development Program (Offered in Spanish)  
Second Annual AgSafe Golf Tournament • Safety Exhibits • Networking Reception • Awards Dinner and Dance

### WEDNESDAY MORNING KEYNOTE SPEAKER

## STEVE GILLILAND



Steve Gilliland, is one of the most in-demand and top-rated speakers in the United States and Canada. Steve's motto is "If you take care of people, the business will follow." Implementing this principle, he has helped people grow their businesses and expand their lives by teaching them to rethink their work, their relationships and themselves.

A talented speaker and author, Steve Gilliland has an appeal that transcends barriers of age, culture and occupation. He is one of the seven percent of speakers in the world, among the 5,000 who belong to the International Federation for Professional Speakers, to

hold the designation of "Certified Speaking Professional". He has also been recognized by Who's Who for Speakers and Business Professionals. Steve has shared the platform with such distinguished people as Ken Blanchard, the late Governor Ann Richards, Rudolph Giuliani, Bruce Jenner and Bob Eubanks, as well as Jack Canfield, creator and cofounder of Chicken Soup for the Soul.

His audiences and clients are a Who's Who list of American businesses and nonprofit organizations. He speaks to more than 250,000 people annually and influences the lives of millions through his keynote speeches, books, CDs and DVDs. An extensive array of these products has been utilized by small businesses, Fortune 500 companies, U.S. government agencies, churches, school districts and nonprofit organizations.

Whether Steve is kicking off an event, training all day or closing a convention, his entertaining and interactive style helps audiences connect and relate as he shows them how to open doors to success in their careers, their relationships and their lives. They leave with a renewed sense of enthusiasm for who they are and for what really matters. Steve is not only a speaker who challenges people to change; he motivates them to do so.

### THURSDAY MORNING KEYNOTE SPEAKER

## LEN WELSH



Who better than the top Cal OSHA official to open our day? Len Welsh was officially appointed Chief at California's Division of Occupational Safety and Health (DOSH) on October 12, 2007. Mr. Welsh, a longtime DOSH official had been Acting Chief since 2003 after the departure of Dr. John Howard.

Len Welsh has spent much of his career at DOSH. He started at the Division in 1980 as a graduate-student assistant, performing policy analysis, but from 1981 to 1986 worked at the Kazan and McClain law firm in Oakland. He rejoined DOSH in 1986 as a legal counsel until 1987. When then-Gov. Deukmejian defunded Cal/OSHA in 1987, Mr. Welsh returned to private practice in toxic substance litigation.

After voters restored funding for Cal/OSHA, he rejoined DOSH as staff counsel and was promoted to special counsel in 1994 and Deputy Chief for Health and Engineering Services in 1999. He later served as Special Counsel for Regulatory Development until his appointment as Acting Chief in 2003.

He holds a bachelor's degree in sociology and Spanish from Rutgers University, a master of science in environmental health sciences from UC-Berkeley's School of Public Health and a juris doctor degree from UC's Hastings College of the Law. Len Welsh will share with us insight on the expectations and support that Cal OSHA plans for 2009.

**Please note:** AgSafe will have headphones available for the simultaneous interpretation during the two keynote presentations. Wednesday, February 25th and Thursday, February 26th 2009 at 8:00 a.m.

**Favor de notar:** AgSafe tendrá audiófonos disponibles para la traducción durante los dos discursos principales. El Miércoles 25 de Febrero y Jueves 26 de Febrero, 2009 a las 8:00 a.m.

# 2009 ANNUAL AgSafe CONFERENCE



WEDNESDAY, FEBRUARY 25  
THROUGH  
FRIDAY, FEBRUARY 27, 2009

Wednesday, February 25, 2009

ENGLISH CLASSES		ENGLISH CLASSES		ENGLISH CLASSES		ENGLISH CLASSES		ENGLISH CLASSES	
California Agricultural Safety Certificate Program 10:00 a.m. - 12:00 p.m. <input type="checkbox"/> Class Code 1A <input type="checkbox"/> Class Code 2A <i>Simultaneous Interpretation</i>	General Safety 1:30 - 3:00 p.m. <input type="checkbox"/> Class Code 2B <input type="checkbox"/> Class Code 2C	General Management 10:00 a.m. - 12:00 p.m. <input type="checkbox"/> Class Code 3A <input type="checkbox"/> Class Code 3B <i>Mandatory for FLC Credit</i>	Train-the-Trainer 10:00 a.m. - 12:00 p.m. <input type="checkbox"/> Class Code 4A <input type="checkbox"/> Class Code 4B <i>Mandatory for FLC Credit</i>	Human Resources 10:00 a.m. - 12:00 p.m. <input type="checkbox"/> Class Code 5A <input type="checkbox"/> Class Code 5B <input type="checkbox"/> Class Code 5C	Upper Division 10:00 a.m. - 12:00 p.m. <input type="checkbox"/> Class Code 6A <input type="checkbox"/> Class Code 6B <input type="checkbox"/> Class Code 6C	Safety Essentials 10:00 a.m. - 12:00 p.m. <input type="checkbox"/> Class Code 7A <i>Simultaneous Interpretation</i>	Workers' Compensation 10:00 a.m. - 12:00 p.m. <input type="checkbox"/> Class Code 8A <input type="checkbox"/> Class Code 8B <i>Mandatory for FLC Credit</i>	Changing World 10:00 a.m. - 12:00 p.m. <input type="checkbox"/> Class Code 9A <input type="checkbox"/> Class Code 9B <input type="checkbox"/> Class Code 9C	
California Agricultural Safety Certificate Program 10:00 a.m. - 12:00 p.m. <input type="checkbox"/> Class Code S1A <input type="checkbox"/> Class Code S1B	Agricultural Development Program 10:00 a.m. - 5:00 p.m. <input type="checkbox"/> Class Code S2A <input type="checkbox"/> Class Code S2B	Safety Essentials 10:00 a.m. - 12:00 p.m. <input type="checkbox"/> Class Code S3A <input type="checkbox"/> Class Code S3B <input type="checkbox"/> Class Code S3C	Workers' Compensation 10:00 a.m. - 12:00 p.m. <input type="checkbox"/> Class Code S4A <input type="checkbox"/> Class Code S4B <input type="checkbox"/> Class Code S4C						

Thursday, February 26, 2009

ENGLISH CLASSES		ENGLISH CLASSES		ENGLISH CLASSES		ENGLISH CLASSES		ENGLISH CLASSES	
California Agricultural Safety Certificate Program 9:30 a.m. - 12:30 p.m. <input type="checkbox"/> Class Code 10A <input type="checkbox"/> Class Code 11A <input type="checkbox"/> Class Code 11B <i>Mandatory for FLC Credit</i>	General Safety 9:30 - 11:00 a.m. <input type="checkbox"/> Class Code 11D <i>Simultaneous Interpretation</i>	General Management 9:30 - 11:00 a.m. <input type="checkbox"/> Class Code 12A <input type="checkbox"/> Class Code 12B <i>Mandatory for FLC Credit</i>	Train-the-Trainer 9:30 a.m. - 12:30 p.m. <input type="checkbox"/> Class Code 13C <input type="checkbox"/> Class Code 13D	Human Resources 9:30 - 11:00 a.m. <input type="checkbox"/> Class Code 14A <input type="checkbox"/> Class Code 14B <input type="checkbox"/> Class Code 14C <input type="checkbox"/> Class Code 14D	Upper Division 9:30 - 11:00 a.m. <input type="checkbox"/> Class Code 15A <input type="checkbox"/> Class Code 15B <input type="checkbox"/> Class Code 15C <input type="checkbox"/> Class Code 15D	Safety Essentials 9:30 a.m. - 12:30 p.m. <input type="checkbox"/> Class Code 16A <input type="checkbox"/> Class Code 16B <input type="checkbox"/> Class Code 16C <input type="checkbox"/> Class Code 16D <i>Mandatory for FLC Credit</i>	Workers' Compensation 9:30 - 11:00 a.m. <input type="checkbox"/> Class Code 17A <input type="checkbox"/> Class Code 17B <input type="checkbox"/> Class Code 17C	Management Issues 9:30 - 11:15 a.m. <input type="checkbox"/> Class Code 18A <input type="checkbox"/> Class Code 18B <input type="checkbox"/> Class Code 18C <input type="checkbox"/> Class Code 18D <i>Mandatory for FLC Credit</i>	Industry Roundtable 9:30 - 11:00 a.m. <input type="checkbox"/> Class Code 19A <input type="checkbox"/> Class Code 19B <input type="checkbox"/> Class Code 19C <input type="checkbox"/> Class Code 19D
California Agricultural Safety Certificate Program 9:30 a.m. - 12:30 p.m. <input type="checkbox"/> Class Code SSA <input type="checkbox"/> Class Code SSC <input type="checkbox"/> Class Code SSE	Agricultural Development Program 9:30 a.m. - 5:00 p.m. <input type="checkbox"/> Class Code S6A <input type="checkbox"/> Class Code S6B <input type="checkbox"/> Class Code S6C <input type="checkbox"/> Class Code S6D <input type="checkbox"/> Class Code S6E	Safety Essentials 9:30 - 11:00 a.m. <input type="checkbox"/> Class Code S7A <input type="checkbox"/> Class Code S7B <input type="checkbox"/> Class Code S7C <input type="checkbox"/> Class Code S7D	Train-the-Trainer 9:30 a.m. - 12:30 p.m. <input type="checkbox"/> Class Code S8A <input type="checkbox"/> Class Code S8B <input type="checkbox"/> Class Code S8C <input type="checkbox"/> Class Code S8D						

Friday, February 27, 2009

ENGLISH CLASSES		ENGLISH CLASSES		ENGLISH CLASSES		ENGLISH CLASSES		ENGLISH CLASSES	
California Agricultural Safety Certificate Program 8:00 - 11:00 a.m. <input type="checkbox"/> Class Code 20A <input type="checkbox"/> Class Code 21A <input type="checkbox"/> Class Code 21B <i>Mandatory for FLC Credit</i>	General Safety 8:00 - 9:30 a.m. <input type="checkbox"/> Class Code 21C <input type="checkbox"/> Class Code 21D <i>Mandatory for FLC Credit</i>	General Management 8:00 - 11:00 a.m. <input type="checkbox"/> Class Code 22A <input type="checkbox"/> Class Code 22B <i>Mandatory for FLC Credit</i>	Train-the-Trainer 8:00 a.m. - 12:30 p.m. <input type="checkbox"/> Class Code 243A <input type="checkbox"/> Class Code 243B <input type="checkbox"/> Class Code 24C	Human Resources 8:00 - 9:30 a.m. <input type="checkbox"/> Class Code 24A <input type="checkbox"/> Class Code 24B <input type="checkbox"/> Class Code 24C	Upper Division 8:00 a.m. - 12:30 p.m. <input type="checkbox"/> Class Code 25A <input type="checkbox"/> Class Code 25B <input type="checkbox"/> Class Code 25C	Food Safety 8:00 - 9:30 a.m. <input type="checkbox"/> Class Code 26A <input type="checkbox"/> Class Code 26B <input type="checkbox"/> Class Code 26C <i>Mandatory for FLC Credit</i>	Odds and Ends 8:00 - 11:00 a.m. <input type="checkbox"/> Class Code 27A <input type="checkbox"/> Class Code 27B <input type="checkbox"/> Class Code 27C		
California Agricultural Safety Certificate Program 8:00 - 11:00 a.m. <input type="checkbox"/> Class Code S9A <input type="checkbox"/> Class Code S9B <input type="checkbox"/> Class Code S9C	Safety Essentials 8:00 - 11:00 a.m. <input type="checkbox"/> Class Code S10A <input type="checkbox"/> Class Code S10B <input type="checkbox"/> Class Code S10C	Train-the-Trainer 8:00 a.m. - 12:30 p.m. <input type="checkbox"/> Class Code S11A <input type="checkbox"/> Class Code S11B <input type="checkbox"/> Class Code S11C							

SPANISH CLASSES

ENGLISH CLASSES

SPANISH CLASSES

ENGLISH CLASSES

SPANISH CLASSES

ENGLISH CLASSES

2009

# AgSafe CONFERENCE

## REGISTRATION FORM

Conference: Wednesday, February 25 – Friday, February 27, 2009

### How to register:

Print clearly or type form and make your check payable to AgSafe. Your check and registration form must be *postmarked* no later than February 13, 2009 to avoid late fees. Send the registration form and payment to AgSafe, PO BOX 614, Clovis, CA 93613-0614. Phone (559) 447-0350; Fax (559) 447-1059. A confirmation will be sent to you. Advance Registration must be postmarked no later than February 13, 2009.

**Please complete and return this form**

NAME \_\_\_\_\_

COMPANY / ORGANIZATION \_\_\_\_\_ TITLE / POSITION \_\_\_\_\_

MAILING ADDRESS \_\_\_\_\_

CITY \_\_\_\_\_ STATE \_\_\_\_\_ ZIP \_\_\_\_\_

DAYTIME PHONE \_\_\_\_\_ FAX \_\_\_\_\_ EMAIL \_\_\_\_\_

### REGISTRATION INCLUDES

General conference includes attendance at workshops, keynote presentations and visitation of table top displays. General conference also includes continental breakfast, morning and afternoon refreshments, lunch each day, conference materials, Wednesday reception and Thursday dinner/dance.

### COST TO ATTEND

#### AGSAFE MEMBER RATE

Three Day Conference February 25–February 27, 2009  \$395  
Two Days  Wed  Thurs  Fri  \$350  
One Day  Wed  Thurs  Fri  \$250

#### AGSAFE COMPANY MEMBER GROUP RATE

Three Day Conference February 25–February 27, 2009  \$375  
Two Days  Wed  Thurs  Fri  \$330  
One Day  Wed  Thurs  Fri  \$240

Group Rate—AgSafe **Company Members** sending 3 or more representatives from the same company may receive the special group rate

Tuesday Golf Tournament  \$140  
Wednesday Night Reception (Included in Reg. fee)  Yes  No  
Thursday Night Dinner & Dance (Included in Reg. fee)  Yes  No  
Dinner Guest: name \_\_\_\_\_  \$50 per guest

If registering after February 13, 2009 add late fee of \$25  \$25

TOTAL DUE \_\_\_\_\_

#### NON MEMBER RATE

Three Day Conference February 25–February 27, 2009  \$495  
Two Days  Wed  Thurs  Fri  \$450  
One Day  Wed  Thurs  Fri  \$350

Tuesday Golf Tournament  \$140  
Wednesday Night Reception (Included in Reg. fee)  Yes  No  
Thursday Night Dinner & Dance (Included in Reg. fee)  Yes  No  
Dinner Guest: name \_\_\_\_\_  \$50 per guest

If registering after February 13, 2009 add late fee of \$25  \$25

TOTAL DUE \_\_\_\_\_

Please complete a separate form for each person.

### METHOD OF PAYMENT

Enclosed is my check  Pay by credit card

To pay by credit card please go to the AgSafe website on the conference page at [www.agsafe.org](http://www.agsafe.org)

### CANCELLATION POLICY

Participants who cancel in writing five (5) or more working days prior to the event will receive a refund less a \$25 handling fee. No refunds will be given to registrants who cancel their registration fewer than five (5) working days before the event. Substitutions are accepted. If possible, prior notification on all substitutions is appreciated.

### FAX REGISTRATIONS

Participants may fax registrations to our office at (559) 447-1059. Faxed registrations will be considered an obligation to pay and will be held to the same terms and conditions as other registrations. (Note: if you fax your registration and do not attend the event and do not follow the recognized cancellation policy, you will be billed for the entire registration.)

**Each attendee must complete a separate form. • Photocopies are acceptable. • Register early to reserve your space!**

### DID YOU REMEMBER TO?

Enclose your check • Submit Registration form • Choose your workshops

### FOR OFFICE USE ONLY

Amount Paid \_\_\_\_\_ Check Number \_\_\_\_\_ Receipt Number \_\_\_\_\_  Confirmation Sent