



# **45th Annual Agricultural Labor Relations Forum**

**Presented by the Florida Specialty Crop Foundation**

**September 11—13, 2019**

**Located at the DoubleTree by Hilton Orlando at SeaWorld**  
10100 International Drive, Orlando, FL 32821

*Learn how to avoid labor troubles before they occur...  
Labor relations advice for growers, shippers, processors  
and other agricultural employers*

## **EVENT SPONSORS**

**Florida Citrus Packers**

**Florida Farm Bureau**

**Florida Fruit & Vegetable Association**

**Gulf Citrus Growers Association**

**Florida Nursery, Growers & Landscape Association**

**Florida Strawberry Growers Association**

**Florida Citrus Mutual**

**National Watermelon Association**



## WEDNESDAY, SEPTEMBER 11, 2019

12:00—1:00 p.m.

Registration H-2A Day (Wednesday)

3:00—5:00 p.m.

Early Registration (Thursday-Friday)

**H-2A Day Start**

***LUNCH IS NOT PROVIDED***

1:00 p.m.

**Welcome and Introductions**

Dr. Fritz Roka, Moderator  
*Florida Gulf Coast University*

1:05 p.m.

**H-2A—The Basics of Filing**

Christine Synan, *Florida Fruit & Vegetable Association*

1:45 p.m.

**Wage and Hour - Compliance Review and Most Common Violations**

Mike Rios, *USDOL Wage & Hour*

2:45 p.m.

**BREAK**

3:00 p.m.

**H-2A Program: Workload Trends, Best Practices, and Modernization Initiatives**

Brian Pasternak, *Acting Deputy Administrator, OFLC*  
Shawn Packer, *Counselor, Office of the Assistant Secretary, Employment and Training Administration*  
Washington DC

4:00 p.m.

**Recent Legal Developments Affecting H-2A Employers**

David Stefany, *Allen, Norton & Blue, Tampa, Florida*

5:00 p.m.

**Wrap-Up Session**

Brian Pasternak, Shawn Packer, David Stefany, Mike Rios

5:30 p.m.

**ADJOURN**

# THURSDAY, SEPTEMBER 12, 2019

7:00 a.m.	Registration — coffee
7:45 a.m.	<b>Welcome &amp; Introduction</b> David Stefany, <i>Allen, Norton &amp; Blue, Tampa, Florida</i>
8:00 — 8:45 a.m.	<b>Keynote presentation</b> Nikki Fried, <i>Florida Commissioner of Agriculture &amp; Consumer Services (Invited)</i>

## MORNING WORKSHOPS

9:00 a.m. 10:10 a.m. 11:20 a.m.	<b>Workshop 1</b> <b>Yes, MSPA Still Matters</b> Ann Margaret Pointer & Joshua Viau <i>Fisher and Phillips, Atlanta, Georgia</i> Provocateur: Melanie Burns, Florida Citrus Mutual  <b>Workshop 2</b> <b>Updated OFLC Forms and the FLAG System</b> Brian Pasternak & Shawn Packer <i>Department of Labor, Washington, DC</i> Provocateur: Christine Synan, FFVA  <b>Workshop 3</b> <b>Worker Protection Standard (WPS) Implementation Updates and Compliance Tips</b> Ricardo Davalos <i>DFACS, Alachua, Florida</i> Provocateur: Steve Smith, Gulf Citrus Growers Assn.
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\* Each attendee can participate in both morning workshops. See the instructions on the back of the agenda to see which workshop to attend first.

12:20—1:40 p.m.

## LUNCH ON YOUR OWN

## AFTERNOON WORKSHOPS

1:40 p.m. 2:50 p.m. 4:00 p.m.	<b>Workshop 1</b> <b>Ag Housing 101—Basics on Housing Compliance</b> Lourdes Bahr, <i>DOL Wage &amp; Hour, Tampa, Florida</i> Kami Lawless, <i>DOL Wage &amp; Hour, Tampa, Florida</i> Roy Richardson, <i>DOL Wage &amp; Hour, Orlando, Florida</i> Provocateur: John Walt Boatright, Florida Farm Bureau  <b>Workshop 2</b> <b>Work Comp &amp; Farm Safety—We Should Care About it, Why?</b> Wes Wurth, <i>CHAPP, Lake Wales, Florida</i> Cesar Martinez, <i>CHAPP, Lake Wales, Florida</i>  <b>Workshop 3</b> <b>Hours of Service Exemptions &amp; Federal Regulations on Agriculture</b> Kelie Cichoski, <i>Florida Highway Patrol, Lake Worth, Florida</i> Provocateur: Peter Chaires, Florida Citrus Packers
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\* Each attendee can participate in both morning workshops. See the instructions on the back of the agenda to see which workshop to attend first.

5:30—6:30 p.m.

## SOCIAL HOUR

## FRIDAY, SEPTEMBER 13, 2019

7:30—9:00 a.m.

### **Breakfast Banquet—Welcome and Introductions**

David Stefany

*Allen, Norton & Blue, Tampa, Florida*

### **Breakfast Speaker**

Cesar Gonzales

Chief of Staff

*Congressman Mario Diaz-Balart*

## MORNING WORKSHOPS

9:00 a.m.

10:10 a.m.

11:20 a.m.

*\* Each attendee can participate in both morning workshops. See the instructions below to see which workshop to attend first.*

### **WORKSHOP A**

#### **I-9/E-Verify Compliance and Enforcement**

*Cynthia Yarbrough, Fisher & Phillips, Atlanta, Georgia*

### **WORKSHOP B**

#### **Best Practices: Handling Governmental Audits & Preventing Discrimination Claims**

*David Stefany and Matthew Stefany, Allen, Norton & Blue, Tampa, Florida*

Provocateur: Kenneth Parker, FL Strawberry Growers Assn

### **WORKSHOP C**

#### **A Challenging (But Necessary) Row to Hoe: Addressing Wage and Hour Compliance for Agriculture Operations**

*Susan Spradley, GrayRobinson, Orlando, Florida*

*Charles Thomas, GrayRobinson, Orlando, Florida*

12:15 p.m.

## ADJOURN

### **\* Attending the Labor Forum workshops on Thursday**

Participants are assigned to their first workshop based on the number on their name tags.

Your name tag says 1: Attend Workshop 1 first.

Your name tag says 2: Attend Workshop 2 first.

Your name tag says 3: Attend Workshop 3 first.

After the first workshop is completed, attendees in Workshop 1 move to Workshop 2. Those who started with Workshop 2 move to Workshop 3. Those who started with Workshop 3 move to Workshop 1, and so on.

### **\* Attending the Labor Forum workshops on Friday**

Participants are assigned to their first workshop based on the number on their name tags.

Your name tag says A: Attend Workshop A first.

Your name tag says B: Attend Workshop B first.

Your name tag says C: Attend Workshop C first.

After the first workshop is completed, attendees in Workshop A move to Workshop B. Those who started with Workshop B move to Workshop C. Those who start with workshop C will move to Workshop A., and so on.

# REGISTRATION FOR THE AGRICULTURE LABOR RELATIONS FORUM

This notice serves as an invitation to agricultural employers and/or their designated representatives in managerial positions. This annual Forum serves the purpose of bringing information to agricultural employers along with guidance on labor relation problems.

Time has been set aside for questions, answers and general discussion. There will be opportunities to participate fully in the Forum by requesting the speakers and panelists to clarify and expand points of special interest, express opinions and to join in the discussion.

We have continued the H-2A concentration day as the first day of the Forum. To register for the H-2A day in addition to the forum, simply include it in your registration process.

## REGISTRATION AND FEES

### LABOR FORUM

The Registration fees are per person. The Labor Forum is \$195.00 by check and \$200 by credit card. Registration fees include Friday breakfast, but does not include lodging. Registration should be made no later than September 4, 2019, but we recommend registering as early as possible to reserve your spot. Refunds will be made upon notice received through September 5, 2019. No refunds will be issued for cancellations after September 5, 2019.

### H-2A DAY

The Registration fees are per person. The H-2A Day is \$100, check or credit card.

### BOTH (Labor Forum and H-2A)

You can save money by attending both the Labor Forum and the H-2A Day. If you attend both the H-2A Day and the Labor Forum, the Registration fee is \$245 by check and \$250 by credit card.

### TO REGISTER ONLINE

Go to [www.ffva.com/events](http://www.ffva.com/events) and click on the Agricultural Labor Relations Forum. Sign-in and register. Your username is your email. If you do not remember your password, click "I don't know my password." If you do not have an FFVA account, call 321-214-5200 to add one. You do not need to be a member of FFVA to attend.

### TO REGISTER BY MAIL

Fill out the "Registration Form By Mail" on the back of this paper and mail the form using the instructions at the top.

### HOTEL RESERVATIONS

Rooms have been set aside at the **DoubleTree by Hilton Orlando at SeaWorld**. In order to secure the room rate of \$115, each registrant should make their own room reservation with the hotel by August 13, 2019. Call the DoubleTree by Hilton at (800) 327-0363 and mention our group code **"FLC"**.

### QUESTIONS

For questions on the Agricultural Labor Relations Forum, reach out to Labor Relations Manager, Christine Synan, at 321-214-5216 or [Christine.Synan@ffva.com](mailto:Christine.Synan@ffva.com).

## REGISTRATION FORM BY MAIL

**Checks payable to: FLORIDA SPECIALTY CROP FOUNDATION**

**Telephone:** (321) 214-5200 **Fax:** (321) 214-0210

**Mail this form to:** Florida Agricultural Seminars  
Attention: Christine Synan  
P.O. Box 948153  
Maitland, FL 32794-8153

**Fees per attendee:** Labor Forum: \$195 (check), \$200 (credit card)  
Labor Forum and H-2A: \$245 (check), \$250 (credit card)  
H-2A only (check or credit card): \$100

*Write in the names of each attendee and each attendee's accurate fees in the lines below. Only fill out the applicable lines. The fees are determined based on the above information.*

NAMES OF ATTENDEES	H-2A	FORUM	BOTH	TOTAL FEES (EACH ATTENDEE)
1. _____	_____	_____	_____	\$ _____
2. _____	_____	_____	_____	\$ _____
3. _____	_____	_____	_____	\$ _____
4. _____	_____	_____	_____	\$ _____
5. _____	_____	_____	_____	\$ _____
6. _____	_____	_____	_____	\$ _____

**TOTAL # OF ATTENDEES:** \_\_\_\_\_

**TOTAL FEES: \$** \_\_\_\_\_

**IF PAYING BY CHECK, fill out the information below and mail this form, along with the CHECK to address above:**

Enclosed you will find a check (made payable to **FLORIDA SPECIALTY CROP FOUNDATION**) in the amount of \$\_\_\_\_\_ to cover the registration fees for \_\_\_\_\_ persons attending the Labor Forum and/or H2-A Day. We understand that we are to secure our own hotel room reservations.

**IF PAYING BY CREDIT CARD, fill out the information below:**

To pay by credit card, please complete the information below or pay online by going to [www.ffva.com/events](http://www.ffva.com/events) and selecting Agricultural Labor Relations Forum.

Please circle: VISA / MC / AMEX

Card Number \_\_\_\_\_ Expiration Date: \_\_\_\_\_ CVV Code: \_\_\_\_\_

Billing Contact Person:

Name: \_\_\_\_\_

Company: \_\_\_\_\_

Mailing Address: \_\_\_\_\_

City, State, ZIP \_\_\_\_\_

Telephone Number: \_\_\_\_\_ Email \_\_\_\_\_

***We understand that we are to secure our own hotel room reservations.***