



2017  
**Agricultural Labor Relations Forum**  
**PRESENTED BY THE FLORIDA SPECIALTY CROP FOUNDATION**

Forty-Third Annual  
**Thursday, September 14 • Friday, September 15**

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

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**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**

DOUBLETREE BY HILTON ORLANDO AT SEAWORLD  
10100 INTERNATIONAL DRIVE, ORLANDO, FL 32819

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## SCHEDULE OF EVENTS

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### WEDNESDAY, SEPTEMBER 13, 2017

3:00 — 5:00 p.m.

Early registration

### THURSDAY, SEPTEMBER 14, 2017

7:00 a.m.

Registration — coffee

7:45 a.m.

#### **Welcome**

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

#### **Introduction of speakers and participants**

8:00 — 8:45 a.m.

#### **Keynote presentation**

#### **Social Responsibility in Labor Practices: Telling the Produce Industry's Story**

Tom Stenzel  
*President & CEO, United Fresh Produce Association  
Washington, DC*

#### **MORNING WORKSHOPS**

9:00 a.m.

10:10 a.m.

11:20 a.m.

#### **Workshop 1**

#### **DOL Investigations: Preparing for the Investigators**

Ann Margaret Pointer, *Fisher & Phillips, Atlanta, Georgia*  
David Young, *Fisher & Phillips, Orlando, Florida*

Provocateur: Susan Spradley, GrayRobinson

*\* Each attendee can participate in all three morning workshops. See the note below on when to attend each one.*

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

Participants are assigned to their first workshop based on the number on their name tags. If you have the number 1 on your name tag, attend Workshop 1 first. If you have a 2 on your name tag, begin with Workshop 2, and so on.

After the first workshop is completed, attendees in Workshop 1 will move to Workshop 2. Those who started with Workshop 2 will move to Workshop 3, and Workshop 3 attendees will go to Workshop 1. After the second workshop is over, Workshop 2 participants will go to Workshop 3; Workshop 3 participants move to Workshop 1, and Workshop 1 participants will attend Workshop 2.

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## SCHEDULE OF EVENTS

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### THURSDAY, SEPTEMBER 14, 2017 (continued)

**9:00 a.m.**  
**10:10 a.m.**  
**11:20 a.m.**

*\* Each attendee can participate in all three morning workshops. See the note on previous page on when to attend each one.*

**12:20—1:40 p.m.**

**1:40 p.m.**  
**2:50 p.m.**  
**4:00 p.m.**

*\* Each attendee can participate in all three afternoon workshops. See the note on previous page on when to attend each one.*

**5:30—6:30 p.m.**

**Workshop 2**  
**Workers' Compensation: Protecting Your ASSETS—The Sequel**

Wes Wurth, *CHAPP, Lake Wales, Florida*  
Cesar Martinez, *CHAPP, Lake Wales, Florida*

**Workshop 3**  
**DOT Compliance for Agriculture—How Exempt Are You?**

Kelie Cichoski, *Florida Highway Patrol, Lake Worth, Florida*

Provocateur: Peter Chaires; Florida Citrus Packers

### LUNCH ON YOUR OWN

### AFTERNOON WORKSHOPS

**Workshop 1**  
**The Compliance Game—How to Play and Win**

Lourdes Bahr, *DOL Wage & Hour, Tampa, Florida*  
Roy Richardson, *DOL Wage & Hour, Orlando, Florida*

Provocateur: Kenneth Parker, Florida Strawberry Growers

**Workshop 2**  
**I-9/E-Verify Compliance & Enforcement Under the Trump Administration**

Kim Thompson, *Fisher & Phillips, Atlanta, Georgia*

Provocateur: Frank Gasperini, NCAE

**Workshop 3**  
**Adopting Some of the OSHA Requirements for Respirators into the Worker Protection Standard**

Ricardo Davalus  
*Florida Department of Agriculture & Consumer Services*  
*Alachua, Florida*

Provocateur: Melanie Burns, Florida Citrus Mutual

### SOCIAL HOUR

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## SCHEDULE OF EVENTS

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**FRIDAY, SEPTEMBER 15, 2017**

**7:30—9:00 a.m.**

**BREAKFAST BANQUET**

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

**BREAKFAST**

**Ag Labor Relief: the Politics, Perils, and Possibilities Ahead**

**Craig Regelbrugge**

*American Hort  
Washington, DC*

**9:15 a.m.  
10:45 a.m.**

**MORNING WORKSHOPS**

**WORKSHOP A**

**Latest Legal Update on H-2A Compliance Challenges**

David Stefany, *Allen, Norton & Blue, Tampa, Florida*  
Christine Synan, *FFVA, Maitland, Florida*

*\* Each attendee can participate in both morning workshops. See the note below on when to attend each one.*

**WORKSHOP B**

**Staying Out of the Weeds: How to Avoid Hours Worked Problems Under the FLSA**

David Buchsbaum  
*Fisher and Phillips, Ft. Lauderdale, Florida*

Provocateur: Ron Hamel, Gulf Citrus Growers Assn.

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

Participants are assigned to their first workshop based on the letter on their name tags. If you have the letter "A" on your name tag, attend Workshop A first. If you have a letter "B" on your name tag, begin with Workshop B.

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

# REGISTRATION FORM

Payable to: **FLORIDA SPECIALTY CROP FOUNDATION**

Florida Agricultural Seminars  
Attention: Christine Synan  
P.O. Box 948153  
Maitland, FL 32794-8153

Telephone: (321) 214-5200 FAX: (321) 214-0210

Enclosed you will find a check (made payable to **FLORIDA SPECIALTY CROP FOUNDATION**) in the amount of \$\_\_\_\_\_ to cover the registration fee for \_\_\_\_\_ persons attending the Forum (\$195.00 per person). The names of the attendees and their positions with the Company are as follows:

### NAME

- |          |          |
|----------|----------|
| 1. _____ | 4. _____ |
| 2. _____ | 5. _____ |
| 3. _____ | 6. _____ |

**Credit Cards are now accepted.** The registration fee to pay by credit card is \$200.00 per person attending. To pay by credit card, please complete the information below.

Please circle: VISA/MC/AMEX

Card Number \_\_\_\_\_ Expiration Date: \_\_\_\_\_

CVV Code: \_\_\_\_\_

Primary Contact Person:

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

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

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

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

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

***WE UNDERSTAND THAT WE ARE TO SECURE OUR OWN HOTEL ROOM RESERVATIONS. SEE INFORMATION ON RIGHT.***

**FORTY-THIRD  
LABOR RELATIONS FORUM**

### HOTEL RESERVATIONS

Rooms have been set aside at the **DoubleTree by Hilton Orlando at SeaWorld** with the code of "**FSC**". In order to get the room rate of \$112, each registrant should make their own room reservation with the hotel by August 25, 2017. Call the DoubleTree by Hilton at (800) 327-0363 - code "**FSC**".

### REGISTRATION AND FEE

If paying by check, the Registration fee is \$195.00 per person. If paying by credit card, the Registration fee is \$200.00 per person. Registration should be made no later than September 1, 2017. Refund on the registration fee will be made upon notice received through September 6, 2017. The registration fee includes Friday breakfast but does not include lodging.

Register Online: [www.ffva.com](http://www.ffva.com) click on "Events"

All checks for the registration fee should be made payable to **FLORIDA SPECIALTY CROP FOUNDATION**. (Note that the facilities place a limit on the number of registrants that can be accepted.) Experience of previous Forums indicates that all who wish to participate may not be accommodated. For this reason, registration as early as possible is recommended.

This notice serves as an invitation to agricultural employers and/or their designated representatives in managerial positions. This Forum is the forty-third in a series for the purpose of bringing to agricultural employers information and help on labor relation problems.

### **FLOOR DISCUSSION --- QUESTION AND ANSWER**

In scheduling the program, time has been set aside for questions, answers and general discussion. There will be the opportunity for all attending 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.

**EARLY REGISTRATION**  
**Wednesday, September 13, 2017**  
3:00 – 5:00 P.M.