

The Keynote Speakers

Officer Dave Martin, who was born and raised in Fresno, graduated from Hoover High School. He attended Fresno City College and went on to Fresno State to earn his Bachelor of Science Degree in Criminology. Right after college, Dave entered the Academy and was hired by the Hanford Police Department, where he served for 6-and-a-half-years. While there, he earned his second stripe becoming a Senior Police Officer (comparable to a Corporal). He was a member of the Crisis Negotiation Team and a Field Training Officer. He received several commendations and a Mothers Against Drunk Driving Award for Kings County.

Jim Munro has been a police officer for four years and a gang response member (MAGEC) for two years. Aside from being DRE (drug recognition expert) certified and a SWAT team member, Officer Munro also works on the terrorism coordination, as well as, US Marshall's fugitive task forces. He is married with one child.

About the Organization and Its Partners

HRACC

Originally chartered in 1968, HRACC has served the Central Valley human resource profession for nearly 40 years. We provide high quality educational opportunities to members, serve as a voice for the HR profession and help guide the advancement of the profession and of the HR professional.

FCEAC

Fresno County EAC is a partnership between the California Employment Development Department (EDD) and the business community. Our membership represents a cross section of business and industry. The EAC commitment is to assist employers in conducting their business more effectively and efficiently, provide information on employment related issues, enhance communication between EDD and the private sector, and identify ways to improve EDD services.

AgSafe

AgSafe is a non-profit education and training organization dedicated to reducing job injuries, illnesses and fatalities in California agriculture.

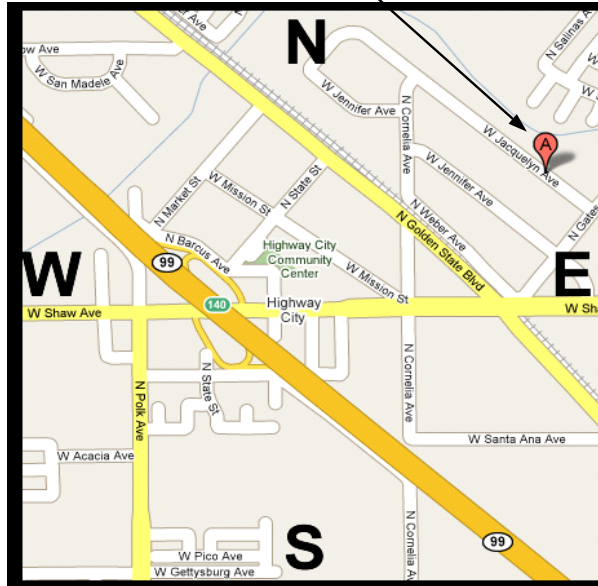
CVSS

Since 1996 CVSS has been an exciting and informative resource for its members. Its mission is to facilitate and foster the exchange of information and ideas among individuals responsible for safety and health at businesses throughout the Central San Joaquin Valley.

SHRM-CSUF

The California State University Fresno Chapter of SHRM is dedicated to providing students with a positive learning environment, developing HR professionals, and providing career opportunities.

Conference Venue:
Grand Occasions
4584 W. Jacquelyn Ave.
Fresno, CA 93722



This conference is brought to you by:



SHRM
Student Chapter
California State University, Fresno

Disasters, Spies, Thieves and Gangs

Protection in the 21st Century Workforce



The 8th Annual Central Valley Human Resources and Safety Seminar

October 11, 2007
7:30 a.m.—2:00 p.m.

Grand Occasions
4584 W. Jacquelyn Ave.
Fresno, CA 93722

Disasters, Spies, Thieves & Gangs

Protection in the 21st Century Workforce

Eighth Annual Central Valley
Human Resources & Safety Seminar
October 11, 2007

CONFERENCE AGENDA

7:30 a.m. - 8:00 a.m.

REGISTRATION & CONTINENTAL BREAKFAST

8:00 a.m. - 9:15 a.m.

SPYING ON EMPLOYEES

Susan Hatmaker, Attorney at Law
Sutton Hatmaker Law Corporation

Can an employer "spy" on its employees? When is it appropriate to search a desk, locker, or an employee's personal belongings? Under what conditions can an employer monitor computer or telephone usage? Can an employer use cameras or other surveillance techniques? When can an employer test employees for drugs or alcohol use? What constitutes an invasion of privacy or a violation of the Fourth Amendment prohibiting unlawful searches and seizures?

COACHING, COUNSELING & FIRING

Dr. Ida Jones, Professor, Finance and Business Law
Craig School of Business, California State University, Fresno

This session will provide the newer manager with suggestions on how to properly coach and counsel employees. You will learn how to communicate goals and objectives while leading employees to succeed. Dr. Jones will also present a safe process necessary to terminate the employment of an employee.

CRISIS MANAGEMENT

Chad Fitzgerald, City of Clovis

Whether a natural disaster or an incident affecting just one employer, businesses must be prepared for any crisis. The success of crisis management in any business is primarily a result of substantial preparation before the disaster. Mr. Fitzgerald will discuss how businesses can prepare to minimize the impact of a disaster or emergency, and what resources are available from government sources.

9:25 a.m. - 10:40 a.m.

MENTAL ILLNESS IN THE WORKPLACE

Anthony Yamamoto, LCSW
Insight

Addressing mental health issues in the workplace is becoming more and more common. In this session, you will learn more about mental health, ADA, leaves of absences and the safety of others.

ID THEFT

Donna Silva, Relationship Manager
Citibank

Identity theft is one of the fastest-growing crimes in the U.S. What should you do if you become a victim? Ms. Silva will cover the types of identity theft, how to protect yourself, signs of identity theft and what to do if it happens to you. Who will benefit from this course? People concerned about protecting their personal and financial identity.

THE CONFRONTATIONAL SPOUSE, SIGNIFICANT OTHER OR JERK

Lt. Burke Farrah
Fresno City Police Department

Violence and anger can walk through the front door of your business tomorrow. What strategies can you implement today to ensure a safe workplace? What tools are available to assist employees caught up in conflict, and get them focused back on work?

10:50 a.m. - 12:05 p.m.

HANDLING

A LABOR COMMISSIONER COMPLAINT

John Fennacy, Attorney at Law
Law Offices of John P. Fennacy

Counsel for the DLSE, Fresno and Bakersfield offices, will describe how a complaint is made to the Labor Commissioner and prosecuted. This session will focus on common violations made by employers and how to avoid violating wage and hour laws. Mr. Fennacy will cover the procedure used by the Labor Commissioner, including the settlement conference and hearing and will discuss a party's appeal rights and how a judgment is enforced.

BASIC SAFETY PLANS

Jim Lopes
Cal-OSHA Consultation Service

Jim Lopes has served as manager of the Fresno Consultation Office for 8 years and worked for Consultation for a total 16 years; he has been with the Cal/OSHA Program for 23 years. Cal/OSHA provides free consultation to employers to help keep them in compliance with OSHA Standards but do not report any violations to OSHA Enforcement. Mr. Lopes will be discussing general safety plans for all workplaces and how to operate a safe company in the 21st century.

MANAGING YOUR WORKERS' COMPENSATION CLAIMS EFFECTIVELY

Mike Miller, Assistant Vice President/
Manager, Workers' Compensation
HRH of Central California Insurance Services

Workers' compensation claims continue to climb costing employers a lot of money. Mr. Miller will discuss methods that will have a significant impact on reducing overall workers' compensation costs, including experience modification analysis, claims management, unit statistical analysis review, oversight of catastrophic or complex losses and coordination of loss control services.

12:10 p.m. - 12:20 p.m.

LUNCH SERVED

12:20 p.m. - 1:35 p.m.

KEYNOTE ADDRESS

GANGS IN THE WORKPLACE

Officers Dave Martin and Jim Munro, Clovis Police Department

Officers Martin and Munro will help participants understand the diverse nature of gangs, the social, economic, and cultural problems they pose, the community harm they cause. They will also discuss how families, police, schools, and the community can work together to help kids be safe and stay out of gangs, and to reduce gang presence in our neighborhoods and workplace.

Conference Registration Form

Please fill-out the form below, detach or photocopy and mail with check payment.

Cost: \$85 - Early Registration
\$100 - Late Registration: At the door or registrations received **after** September 28, 2007.

Make checks payable to Fishman, Larsen, Goldring & Zeidler, and mail to:

Kathy Oliver
Fishman, Larsen, Goldring & Zeidler
7112 N. Fresno St., Suite 450
Fresno, CA 93720
(559) 256-5000
(559) 256-5005 (fax)

Check box if you require a receipt of payment. No refunds after September 21, 2007. Faxed registrations are considered an obligation to pay.

No. of Attendees _____

Total Amount Enclosed \$ _____

Last Name _____

First Name _____

Company _____

Phone No. _____

E-Mail _____

Last Name _____

First Name _____

Company _____

Phone No. _____

E-Mail _____

Please select the organization with which you are affiliated:

- AgSafe
 Central Valley Safety Society (CVSS)
 Fresno County Employer Advisory Council
 Human Resource Association of Central California (HRACC)
 SHRM Student Chapter of CSU, Fresno

Comments: If you have any special needs or other information that you would like us to be aware of, please let us know here:

To register online, please visit www.hraccfresno.org