

President's Message

Our Commitment

"Start by doing what's necessary; then do what's possible; and suddenly you're doing the impossible." - Francis of Assisi.

I was introduced to California's agricultural industry almost two decades ago when I joined UnitedAg. Since then, I have been in awe of this industry and what it has to offer. More recently, I find myself inspired by our members' resilience in dealing with the current crisis.

I, too, have had moments of doubt and despair during the pandemic. When I think of our members and how they're trying to create the future, I find myself energized.

Our members' innovation and perseverance in feeding our nation and the world teaches me something about the nature of hope.

Hope isn't waiting for the future to get better. Hope is creating something better out of a crisis. It's a stubborn ability to believe that, despite everything, human innovation and connection will triumph.

When the pandemic hit a few months back, UnitedAg was well-positioned to be a resource for our members impacted by the pandemic. The infrastructure of our eight Health & Wellness Centers, the member advocacy support led by Sonia Roldan, the clinical guidance by Chief Medical Officer Dr. Rosemary

Ku, and the communications department led by Maribel Ochoa were all well-equipped to handle any member concerns.

Early on in the pandemic, we realized that there was an increase in stress, anxiety and general behavioral health issues in our membership. We decided to commit our entire 2020 innovation budget to launch Spring Health, a behavioral health platform at no additional cost to our members. The simple act of engaging with our members and then acting immediately on what we learned from them has helped alleviate some of our members' anxieties.

We're now taking all the lessons we've learned from the crisis, and we're creating something exciting for our members: UnitedAg 2.0.

The pandemic has changed how members are approaching their healthcare needs. There's a demand

for more virtual care, increased need for behavioral health access, and maintaining personal touch through the member services and member advocacy departments. The pandemic has also brought to light the importance of managing and taking care of chronic conditions like diabetes.

Our goal is to provide a unique healthcare experience for our members today as we navigate the pandemic and the post-pandemic future. We're committed to building a resilient system that can better weather or even prevent the next crisis.

By doing what was necessary and possible for our members, we're making the impossible possible.

Kirti Mutatkar is UnitedAg's president and CEO

This Issue

Advocacy Update

California legislative updates from our partners Kahn, Soares & Conway

Type 2 Diabetes

Dr. Rosemary Ku explains why A1c testing is crucial



At UnitedAg, we strive to bring innovative healthcare solutions to agribusiness by meeting our members' employee benefits needs, advocating for agriculture with lawmakers, and helping members comply with regulations.



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Spotlight On Type 2 Diabetes

One out of two adult Latina/os in the US will ultimately develop type 2 diabetes, the type of diabetes closely tied to lifestyle factors such as poor diet, low physical activity, high stress and poor sleep. Although there is a genetic component to diabetes risk, whether someone develops the disease can be changed by making healthier lifestyle choices.

During my years of clinical practice, I've observed that people in communities or families with a high rate of diabetes have a variety of attitudes towards the condition. First, some people feel defeated because they believe the disease is inevitable. Diabetes has become so normalized to them that they believe they will get sick even if they live a healthier lifestyle. In many healthcare systems, those in this category are invisible. They might be resistant to getting screened for diabetes for fear of finding out their diagnosis. Further, they may be reluctant to discuss prevention strategies or ways to address their risk factors with their doctor.

Second, some people are highly motivated to do everything possible to avoid the potential amputations, heart attacks, kidney failure, and strokes they've witnessed in loved ones due to diabetes. Unfortunately, despite this motivation, they may not be given the proper support by the healthcare system to change their lifestyle or get off medications. Instead, they have to resort to searching for answers online where advice is not personalized, and information could be misleading or completely false.

Lastly, others are not aware that they might be at risk of diabetes or other chronic conditions because they are not showing symptoms. Type 2 diabetes often has no signs until it becomes very severe. In the early stages, there's hope to improve the condition to the point where people do not have to take medications or check their blood sugars regularly. But in the late stages, those with diabetes usually have to rely on multiple insulin injections a day and daily fingerpricks to control their blood sugar. Early detection is critical to controlling diabetes and avoiding its complications.

At UnitedAg, we've strived to address all these attitudes towards diabetes and potential barriers to getting proper care, especially in our Latina/o communities. We provide

bilingual educational campaigns through email and text messaging and bilingual webinars with live question and answer sessions. Also, our employer biometric screening programs can detect undiagnosed diabetes and its risk factors within minutes without waiting days for lab results. For no additional cost, anyone who is diagnosed with diabetes or has any of its risk factors can enroll in the lifestyle coaching program through our Health & Wellness Centers. This program includes weekly coaching sessions by phone, personalized advice on improving lifestyle and follow-up labs to track progress. Many of the participants in this program have been able to reduce or get off medications.

Diabetes is not an issue that anyone should try to address alone, and we are here to make sure our membership gets the most comprehensive care possible. For more information on type 2 diabetes, join us for **HealthChats on November 6**, where I'll discuss the disease in detail and answer any of your questions. Visit our website to register.

Rosemary Ku, MD/MBA/MPH is chief medical officer at UnitedAg

It Pays to Get Tested

The first step in keeping type 2 at bay is getting an A1c test, and our Health & Wellness Centers are fully equipped to test you.

This November, in honor of Diabetes Awareness Month, we're rewarding all Trust members who get tested at one of our eight Wellness Centers. For more information, visit unitedag.org/a1cincheck.

California Legislative Updates

from Kahn, Soares & Conway, LLP

The Legislature adjourned the second year of the '19-20 session on September 1. It was an eventful and truncated year caused by an unusually long recess due to COVID-19. Given the long recess, the end of session was more compacted than ever with a rush towards passing bills related to homelessness, worker protections and COVID relief. The following bills are of particular interest. Unless otherwise noted, all passed bills go into effect on January 1, 2021.

AB 6 would amend Section 5650.1 of the Fish and Game Code and would give the Attorney General (AG) independent authority to initiate a civil action to enforce water pollution laws under Section 5650 of the Fish and Game Code. *Failed.*

AB 196 would create a conclusive presumption of work-relatedness for COVID-19 infections of every "Essential Critical Infrastructure Worker," resulting in workers' compensation coverage in infection cases that occur inside and outside the workplace. *Failed.*

AB 352 would authorize bonds totaling \$3.9 billion to finance a wildlife prevention, safe drinking water, drought preparation and flood protection program. *Failed.*

AB 685 creates a notice requirement at the workplace if an employee is exposed to COVID-19. Within one business day, the employer must notify exposed employees of the exposure, their rights to sick leave and other COVID-19 related policies. The bill would require an employer (if notified within 48 hours) to report prescribed information to the local public health agency in the worksite jurisdiction. Employers with outbreaks are required to continue giving notice to the local health department of any subsequent laboratory-confirmed cases of COVID-19 at the worksite. *Passed.*

AB 1080/SB 54 are companion bills that would impose a comprehensive

regulatory scheme on producers, retailers and wholesalers of single-use packaging and priority single-use products made partially or entirely of plastic. *Failed.*

AB 1788 prohibits the use of any second-generation anticoagulant rodenticide in California until the director of the Department of Pesticide Regulation (DPR) certifies to the Secretary of State that, among other things, the DPR has reevaluated the rodenticides and, in consultation with the Department of Fish and Wildlife, has adopted any additional restrictions necessary to ensure that continued use of these is not reasonably expected to result in significant adverse effects to non-target wildlife. AB 1788 exempts most agricultural uses from the prohibition. *Passed.*

AB 1919 would provide that, if the director of the DPR determines that violations of specified laws or regulations relating to pesticides on or after January 1, 2021, have been committed in multiple jurisdictions, involve a priority investigation involving human or environmental health effects or are not appropriate to be enforced by a county agricultural commissioner, the director may levy a civil penalty of up to \$25,000 for each violation, or may refer any of those violations to the appropriate enforcement agency, including the district attorney of the county in which the violations occurred or the AG. *Failed.*

AB 2043 requires Cal/OSHA to disseminate information on best practices for COVID-19 infection prevention and employee protections. *Passed.*

AB 2028 would require public agencies, including Commissions, to post all board and committee material online within a specified period. These documents would be required to be made ADA compliant. *Failed.*

AB 2954 would require the Air Resources Board to establish a climate goal to reduce emissions from, and sequester carbon into, natural and working lands. *Held in Senate Appropriations Committee.*

AB 3030 would establish new land, water and ocean protection goals, including to protect 30% of the state's land areas and water by 2030. *Held in Senate Appropriations Committee.*

AB 3256 would authorize the issuance of bonds for \$6.9 billion to finance projects for an economic recovery, wildfire prevention, safe drinking water, drought preparation and flood protection program. *Failed.*

SB 45 would authorize the issuance of bonds for \$5.5 billion to finance projects for a wildfire prevention, safe drinking water, drought preparation and flood protection program. *Failed.*

SB 86 requires the DPR to prepare and submit to specified Senate and Assembly committees and the Office of the Surgeon General quarterly reports

containing information, as prescribed, regarding granular chlorpyrifos use, monitoring and exposure during the quarter. *Passed.*

SB 559 requires the Department of Water Resources to report to the Legislature, no later than March 31, 2021, on federal funding approved by Congress in its 2021 Congressional Budget Resolution and related appropriations bills or otherwise provided to the Friant Water Authority or other government agency to restore the capacity of the Friant-Kern Canal. The bill would require the department to include in its report a proposal for the state to pay a share of the project cost, not to exceed 35%, and how the money will be spent. *Failed.*

SB 729 would prohibit an employee from recovering civil penalties from an employer under the Private Attorney General Act for violations of provisions requiring the employer to provide meal and rest breaks if the employee engaged in remote work. *Failed.*

SB 1102 requires employers to provide H-2A employees with documentation on employee rights. The bill would expand compensation for certain travel time for H-2A employees unless a collective bargaining agreement covered them. *Failed.*

SB 1159 would define "injury" for an employee to include illness or death resulting from COVID-19 under specified circumstances, until January 1, 2023. The bill would create a disput-

able presumption that the injury arose out of and in the course of the employment and is compensable if there is an outbreak at a worksite. The bill would require an employee to exhaust their paid sick leave benefits and meet specified certification requirements before receiving any temporary disability benefits. The bill would also make a claim relating to a COVID-19 illness presumptively compensable, as described above, after 30 or 45 days, rather than 90 days. *Passed; effective immediately.*

SB 1383 amends the California Family Rights Act to make it unlawful for an employer with 5+ employees to refuse to grant a request by an employee to take up to 12 workweeks of unpaid protected leave during any 12-month period to bond with a new child of the employee or to care for themselves or child, grandparent, grandchild, sibling, spouse or domestic partner. This expansion creates an inconsistency with the federal Family and Medical Leave Act (FMLA), which also provides employees of employers with 50+ employees with up to 12 weeks of unpaid, job-protected leave per year. These employees could take up to 24 weeks of unpaid, job-protected leave per year. *Passed.*

SB 1398 would require a county agricultural commissioner to publicly post on its website the approval, denial or postponement of the date of an application of a pesticide within .25 miles of a school site and would require the county ag commissioner to provide

notice to the principal of any K-12 school at least three school days before the date of the application of the pesticide. *Failed.*

Budget Act of 2020

The final budget agreement between the Legislature and the Governor relies on the state's rainy-day fund to avoid major cuts to health, education and social services included in the Governor's budget proposal, and which lawmakers refused to reduce amid the pandemic. It also counts on \$14 billion in federal funding that may or may not come. If, by October 15, Congress does not approve additional COVID relief funding for states and local governments, the budget calls for furloughs for state workers and cuts to state courts and universities. It would also defer roughly \$12 billion in payments to community colleges and public schools until next year.

Due to low auction revenue, the Legislature did not appropriate any discretionary Cap and Trade funds. It did ensure the Safe and Affordable Drinking Water Program was funded by borrowing \$130 million from the State Water Resources Control Board's Underground Storage Tank Program.

Despite the cuts in the deal reached, the state will still face a projected deficit of about \$8.7 billion the next year, setting the stage for what could be an even more difficult budget problem in 2021.

From our partners

Preparing for a Cal/OSHA COVID Inspection

This story was edited for length. Read the full article at unitedag.org/covidinspection

Earlier this summer, the California Department of Industrial Relations, Division of Occupational Safety and Health (Cal/OSHA) began conducting enforcement inspections focusing on COVID-19. On September 4, the agency announced the first group of agricultural employers to be cited and the proposed penalties, ranging from \$2,025 to \$51,190. Cal/OSHA considers agriculture a priority for its strategic enforcement, so it's essential to understand and prepare for what can transpire during an inspection.

While a COVID-specific visit focuses explicitly on the steps taken to mitigate the spread of COVID, it should look and feel like any other agency investigation. Remember: it's within their jurisdiction to request details on any programs specific to worker safety and health. Developing an Inspection Protocol Checklist will be the most effective way of ensuring all staff is prepared and respond appropriately.

Visitor Arrival

Whoever from the company responsible for greeting guests at the office or entrance to your business should politely welcome the investigator and ask to see their official ID and a supporting business card. Instruct all supervisors, foremen, crew leaders and other managerial staff to look for visitors on the property in any location. If they encounter a visitor, they should also ask to see official ID, a business card and, in the case of those not at the office, ask that they travel there for further assistance.

The employee should then ask the guest about the purpose of their visit and what they'd like to see. The employee should then inform the designated company

contact of the investigator's presence and intention. It's reasonable to ask the person to wait while the company designee arrives, and they should be seated in a communal or public area visible to others. Based on the purpose of the visit, the designee may contact the company's legal counsel to inform them and, in turn, follow any directives provided by the lawyer.

The Walk-Around

Once it's determined who will accompany the investigator, it's critical to consider the path taken to visit the sites requested. Before departing, think clearly about where you and the investigator will walk and drive, being mindful of the work currently being conducted. The Cal/OSHA team may consist of one or more inspectors, measurement tools, cameras, union representatives (if applicable), and/or employee(s).

The investigator will want a clear understanding of how your business operates, and in the context of COVID, how

and where workers are taking breaks, washing hands, using hand sanitizer, and the types of barriers used to allow for proper social distancing.

This list of items to review before engaging a contractor and the list of elements to evaluate in the field are not exhaustive. For a complete list, email safeinfo@agsafe.org or call **209.526.4400**.

Amy Wolfe, MPPA, CFRE is president and CEO emerita of AgSafe



Inspection Protocol Team

- The designated management representative(s), each with a notebook
- Your Safety and/or Human Resources Manager if they aren't the designated management representative
- An additional staff member to serve as photographer and note-taker
- Your Shop Manager/Mechanic/individual capable of speaking to equipment-specific inquiries

Spotlight On WomenAg Academy

In 2017, we developed the WomenAg Leadership Academy for women in the ag community to network with and learn from highly experienced and accomplished community leaders. Since then, we've welcomed a total of 25 women into the Academy. This year, we welcomed four wonderful women of diverse backgrounds into the Academy.

Despite the pandemic, the Academy continues to meet virtually and holds interactive sessions, including in-depth conversations with community leaders and mentors. We spoke with the 2020 class to better understand what their experiences have been so far.



Bridget Sanchez
UnitedAg

Bridget expressed her gratitude for the men and women who encouraged her to apply during a work trip to Sacramento earlier in the year.

"I didn't just want to be a droplet. I wanted to become a part of the ocean, to inspire

and grow others [to] be a stronger voice for those who could not be heard."

The academy members unanimously agreed that the Academy has given them more than they could have even asked. The work put into the program and the connections made within this community has allowed each member to grow and overcome limitations they were facing in their lives.



Jeanette Fagundes
James G Parker Insurance Associates

Jeanette agrees that her participation thus far has "helped [her] to see that strong, successful women have similar fears and struggles and that [she is] not alone in [her] pursuit to be a better woman."

We also discussed some of the key takeaways from this year's Academy so far.

Shelby spoke about how the Academy has helped her



Shelby Campiz
Moore Insurance Services

on both a personal and professional level. "I am beginning to learn who I am, not as a mother, daughter, spouse, sister, supervisor, employee... But who I really am at my core. I'm working on a clearer picture of my beliefs and values."



Tiffany Narváez
UnitedAg

When asked about her greatest lesson learned, **Tiffany** expressed something simple, yet impactful: just be yourself! "If someone doesn't like your assertiveness, it doesn't mean something is wrong with you—maybe there's something wrong with

them. Seems cliché, but I had never thought of it this way."

Joining a leadership program focusing on women's unique needs in the ag community helps us build a better future together. To learn more about the WomenAg Leadership Academy, visit unitedag.org/womenag.

Sylvia Sanchez

1968-2020
WomenAg Class of '17

For over 11 years, Sylvia served as HR Director for Saticoy Lemon Assn. She passed away this year after a two-year battle with ovarian cancer.

She paved the way for women's leadership in agriculture, and we will miss her kind heart and caring nature. Our hearts go out to Sylvia's family.





2020/21 Scholarship Program

Application Period Ends December 31

Exclusive to UnitedAg member-affiliated students in any major of study, the program offers financial assistance to students seeking degrees at the college/university levels.

This past academic year, the Agribusiness Education Foundation (AEF) awarded a combined \$75,000 in scholarship funds to 60 deserving students, and the same amount is available again this year.

Take advantage of this member benefit! Any qualifying student presently enrolled, or who will enroll anytime during the 2020/21 academic year, is eligible to apply.* Past applicants and recipients are also welcome to apply again. For an extensive list of qualifications, visit futureagleaders.org.

*Only students presently residing in the United States are eligible for the program.

Staff Anniversaries

We would like to recognize UnitedAg staff celebrating their anniversaries with the organization. The team ranges from veterans in the field to emerging professionals, and all bring the perspectives and talent that make UnitedAg a leader in the industry.

Thank you all for your hard work, passion and dedication to our members!

Clare Einsmann	35	Jerry Zarate	5
Delilah Sausedo	21	Eloisa Ruelas-Jacobo	4
Channy Lee	20	Jessica Martinez	4
Alex Drollinger	19	Dayne Miller	3
Carrie Jaimes	19	Itz Rodriguez	3
Kirti Mutatkar	19	Tony Dang	2
Laura Garza	19	Cindy Rodriguez	1
Donna Bares	17	Giselle Benitez	1
Patricia Gonzalez	16	Gurpreet Ubbu	1
Bang Nguyen	14	Heidi Valdovinos	1
Chris McDonald	14	Jasmine M Gonzalez	1
Jannet Curiel	13	Jessica Lopez	1
Sophia Perez	12	Joseph Carlos	1
Sandra Duenez	10	Lindsey Mitchell	1
Gabriela Heredia	7		

Welcome, New Members August - September

Catlett Warehouse
 Cypress Engineering Group
 Ferguson Livestock
 First & Last Winery
 Guenoc Winery
 Guillaume Grapevine Nursery
 Headrick Logging
 Henry Hansen Farms
 HR Beeler Tractor & Equipment
 Juclas USA
 KC Farms
 Keith Hansen Ranch
 Marin & Mason
 Martin Ranch Winery
 Peterson Timber
 Ponci's Welding
 Re Fresh
 Robinson Management Co.
 Tenias Harvester USA Corp.
 Valor Wine Co.
 Willits Redwood Co.