

President's Message

Looking Back at 2019

Earlier this month, we opened our fifth Health & Wellness Center in Selma, California. A few of us drove up from Irvine for the ribbon-cutting event; it was a well-attended grand opening with a number of our members, local partners and legislators. Thinking back on this event, the most inspiring moment for me was when one of our members approached me, gave me a warm hug, and told me she wanted to personally thank me. She explained that healthcare access in Selma was very difficult and that this new Health & Wellness Center was a godsend!

I'm happy to say that over the past year, I have heard similar stories from our members in other regions where we have opened Centers.

In 2019, we added Centers in Salinas, Napa, Colusa, Selma and Turlock. Through these, we increased access to affordable and quality health and wellness services for our members.

Based on our members' stories and feedback on the Health & Wellness Centers, we know they appreciate what we do for them—but that's not enough for us. We want to take healthcare to the next level by investing in innovative healthcare solutions for our members.

With this in mind, we are excited to announce the launch of UnitedAg's Innovation Pilot Program, which will take our member-centric mission to the next level. With a deep understanding of the unique

needs of the agriculture industry, we find ourselves well-positioned to develop, test and measure the impact of innovative solutions on health outcomes, costs and member satisfaction in our population.

In 2020, we will work closely with innovative healthcare start-up companies to ensure our members have access to test some of the latest and cutting-edge healthcare solutions. We plan to share the lessons learned through this program with the rest of the healthcare industry.

As we have taken a leadership position in—and built a community around—ensuring the healthcare needs of the agricultural industry are met, we find ourselves equipped to do the same in other areas of the industry. In 2019, we successfully built a community of Health Ambassadors, WomenAg Leaders, and Emerging Leaders.

This Issue

Advocacy Update

Understanding the Farm Worker Modernization Act

Women's Health

Dr. Rosemary Ku explains the importance of cervical screenings and offers tips for living your healthiest life



UnitedAg President & CEO Kirti Mutatkar

We also worked on internal innovation at UnitedAg, including a system transition to help support our new projects, a new pharmacy benefits manager, a partnership with CVS Caremark and a new webinar series (Ops Forum).

Our work on innovative projects, and more importantly, UnitedAg's empathy-led approach, contributed to another financially successful year. Over the past year, we have grown to represent over 1,000 members, and our Trust's annual contributions are approximately \$195M.

It's apt that this year's annual



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 Women's Health

Women's health issues are now attracting more attention than ever before.

In 1950, roughly 6% of physicians were women. Today, 36% of physicians are women and that number is as high as 60% in those under age 35. While physicians are fully capable of taking care of patients regardless of gender, greater representation of women in the provider workforce has facilitated a better understanding of areas for improvement in women's health.

Health outcomes are still worse for women than men for common cardiovascular conditions such as heart disease and stroke. Part of the problem lies in the reality that women often experience different symptoms than men when it comes to critical conditions such as heart attacks. When compared to men, women often do not seek care right away or minimize their feelings. However, even after seeking care, women might not receive the same quality of medical intervention afterward.

Due to anatomical and hormonal differences, women also have a higher risk of other physical conditions such as thyroid disorders, autoimmune disease, arthritis, complications from sexually transmitted infections and urinary tract conditions. In addition, cancer is still the second leading cause of death for women, breast cancer being the most common type. The medical community does not yet fully understand all the causes of cancer and early detection is still key to preventing



advanced disease. And although rates of behavioral health issues are similar among men and women, women have higher rates of depression, anxiety, post-traumatic stress disorder, suicide attempts and eating disorders.

There are massive amounts of new information on women's health, such as the development of new birth control methods, updates to the recommendations for breast and cervical cancer screenings and advances in reproductive medicine. However, it's important to remember that women have unique health needs—not just because their anatomy and physiology differ from men.

Women also face different social determinants of health such as juggling workplace stress and managing a home, financial limitations and caregiving for multiple generations. For some, these social determinants are barriers to seeking care and getting the recommended health screenings. Raising awareness and having a holistic view of all the factors that contribute to women's health is critical to making sure more women get the care they need.

To schedule an appointment at your local UnitedAg Health & Wellness Center, visit unitedag.org/wellnesscenters.

Dr. Rosemary Ku is Chief Medical Officer of UnitedAg

Continued from page 1

conference theme is "CELEBRATE." As I reflect on 2019 and our annual conference theme, I am reminded of a moment from the hardest backpacking trip I've ever taken: the four-day Inca Trail. The day we reached Macchu Picchu, someone in my team pointed to the highest point we climbed; that's when I felt the awe of what we had achieved. By taking one breath and one

step at a time, we achieved something spectacular.

Sometimes it's important to stop and take a moment to look back at how far you've come.

I look forward to seeing you in 2020 at our annual conference where we can take a moment to look back and celebrate, together.

Fostering Leadership Skills

A Commitment to Our Members

At UnitedAg, we believe healthy living is more than just physical. That's why in 2000, we founded the Agribusiness Education Foundation to foster the personal and professional development of our members through scholarship programs and leadership academies. The WomenAg and the Emerging Leaders academies are currently accepting applications for the 2020 sessions.

WomenAg Leadership Academy

The one-year leadership program focuses on the unique needs of women in agriculture. Community leaders from across the ag space serve as mentors for the WomenAg

To address this disparity, UnitedAg developed the WomenAg Leadership Academy to empower women in the ag community. The program brings highly



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Leadership Academy, where students participate in workshops and coursework designed to develop their leadership skills. The program also offers participants the unique opportunity to build an ongoing network of like-minded peers within the industry.

According to the 2017 USDA Census of Agriculture, two out of every five farmers and ranchers today are women.

Women play an increasingly impactful role in how the nation's agricultural industry continues to thrive. And yet, many businesses are failing to address the inherent gender bias that still exists within their own organizations.

experienced and accomplished agricultural community leaders—both men and women—to educate and mentor the class as they develop their expertise and define their own leadership paths.

Academy participants are selected for their expressed commitment and desire for growth in their profession. Show your commitment and apply today.

The application period ends February 21, and the session begins March 26. Check out the full schedule at unitedag.org/womenag.

For inquiries, contact Heidi Valdovinos at (800) 223-4590 x228 or hvaldovinos@unitedag.org.

Agribusiness Emerging Leaders Academy

Developed to identify and cultivate the next generation of agribusiness leaders, this one-year leadership program **welcomes five agribusiness students each year**. Students take part in ag-related courses, networking and relationship-building activities and guidance from leading industry executives through an intimate speaker series exclusive to the academy.

The application period ends February 21, and the session begins March 26. Check out the full schedule at unitedag.org/leaders.

For inquiries, contact Maribel Ochoa at (800) 223-4590 or mchoa@unitedag.org.



WomenAg Schedule

In addition to webinars, the Academy convenes on the following dates and locations:

WHAT'S YOUR STORY? LEADERSHIP & STORYTELLING

March 26 - 27 | Monterey, CA

Leaders perform better when they know their own management styles and realize how their behaviors impact others. This session offers insight into different styles of leadership, communication and problem-solving.

UNDERSTANDING LEGISLATION & USING YOUR POLITICAL VOICE

June 3 - 4 | Sacramento, CA

What goes on behind the scenes at the State Capitol and in Washington DC? Get an insider's guide on how to be an effective change-maker in your community and state.

ELEVATE LEADERSHIP & NURTURE YOUR MIND, BODY AND SOUL

September 23 - 24 | Napa, CA

CRISIS MANAGEMENT

December 2 - 3 | Westlake Village, CA

What is it like to be in a high-stakes global crisis—a "situation?" At this session, you will experience a global crisis unfold in real-time in the "situation room."

Emerging Leaders Schedule

In-Person Schedule:

AG TOUR
May 13 - 14
Santa Maria

ADVOCACY
June 3 - 4
Sacramento

AG TOUR
August 17-18
L.A. Region

Webinar Topics (dates TBA):

ADVOCACY - YOUR VOICE MATTERS

What goes on behind the scenes at the State Capitol and in Washington DC? Get an insider's guide on how to be an effective change-maker in your community and state.

LEADERSHIP DEVELOPMENT

Young professionals might not bring years of experience to a company, but they bring energy, a fresh perspective and knowledge of new technologies that others in the company might not have. Learn how leadership creates influence, aims towards a vision, creates followers, empowers others and encourages authenticity.

SUPPLY CHAIN OF FOOD AND FIBER

Understand the complexity of the food supply chain, from the economics of fertilizer production and machine repair, to food processing, transportation and retail sales.

Advocacy Updates

Understanding the Farm Workers Modernization Act



The bipartisan revised House Bill, H.R. 5038, the Farm Worker Modernization Act, passed on December 11.

We spoke with employment and labor law expert, **Lynn Jacquez of CJ Lake** to answer some of our questions about what this means for the ag industry. Below is an excerpt of our conversation; it has been edited for clarity and length.

What effect will the Adverse Effect Wage (AEW) Rates have on California and the rest of the country?

We have seen significant increases in labor costs in the last two years, which is reflected in the AEW survey that the USDA conducts. These increases inflate the wage median. We've seen increases ranging from 6% to 9%, with only one state decreasing wages in 2020.

In response, there are administrative efforts to separate and disaggregate job classifications to make it possible to have separate wages for entry-level field workers and more experienced farm workers.

The Department updated their collection elements in their most recent survey to more accurately reflect the hourly rate of farm workers. However, until we get some legislation passed, we will continue to see increases in this absent a large influx of labor that will help control labor costs.

When the worker provides proof of past employment in agriculture, are there any ramifications for the previous employer(s)?

No, thanks to two safe harbor provisions. First, there are no 274A sanctions, violations or exposure for liability for employers whose workers are participating in the legalization program. The second is that when the employer provides the paperwork and necessary employment proof that the worker asks for, none of the

documentation that is used for the purposes of that application process can be used against the employer in any employment-related cause of action.

Has it been determined what type of 10-year verification will be needed by the worker to provide their work history?

Yes, for a worker to have the first opportunity to apply for residency, they need to show previous work in agriculture for ten or more years. There is a standard of proof on the documentation which stipulates employment records and other acceptable documents. This list of documents will be determined by the Department of Homeland Security. To eliminate as much document fraud as possible, affidavits are not acceptable.

Under E-Verify, if an employee leaves one company and works for another company for three months, and comes back as a rehire, will this employee have to go through E-Verify?

Yes—if an employee goes off payroll and then returns, they will be considered a new hire and will have to go through E-Verify.

Are there any changes or ramifications to the H-2A worker who does not finish a work contract "for good cause?"

There is no contract claim if it is good cause, but the H-2A worker must return home or must be petitioned for separately and transferred to a new approved employer in order to stay in the US.



From our partners

ACTIVATE20: Education for the Future of Farming

AgSafe Annual Conference | March 10 - 12 | Modesto, CA

For the first time in recent memory, AgSafe's signature conference, **ACTIVATE20, returns to Modesto, California March 10-12, 2020.** ACTIVATE20 will challenge participants' past regulatory compliance and set new standards for the food and farming industries. With more than 50 sessions offered both in English and Spanish, this two-day conference will feature practical and innovative solutions, integrate technology and provide a number of resources and tools in the areas of worker safety and health, human resources, pesticide safety, leadership development and food safety.

Specifically designed for both employers and employees, ACTIVATE20 will cover a wide range of critical topics, from the fundamentals of health and safety—such as emergency preparedness—to new trends in digital technology and regulatory priorities. The event kicks off with Carissa Phelps, founder and CEO of Runaway Girl, Inc. and a leader in the anti-human trafficking movement for over a decade. Her combined education and experience as a survivor, thriver and social entrepreneur makes Carissa a sought-after connector to resources. As labor continues to be a challenge for the agricultural industry, Carissa will address how human trafficking is becoming more prevalent in our rural communities and what we can do

to become part of a solution, rather than unknowingly exacerbating the problem.

In an effort to provide direct support and service to employers and workers alike, the event will feature a robust community health fair on March 11 and 12, in collaboration with Golden Valley Health Centers and in partnership with the Legacy Health Endowment. Located at the Modesto Center Plaza, the fair is designed to provide essential preventative, screening and overall health services that meet the needs of our farmworker population. This group, considered by many health metrics to be vulnerable and at risk, is often challenged in easily accessing these types of services given the nature of their work. As such, AgSafe and Golden Valley Health Centers seek to bring services to them and address a wide range of health-related issues.

To learn more about ACTIVATE20 and to register for the event, visit activate20.org or contact AgSafe at (209) 526-4400 or safeinfo@agsafe.org.

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



Take Your Health Benefits to the Next Level

Join Our Ambassador Program

Developed to foster community within our member organizations, the Ambassador Program offers ag employees the opportunity to take a proactive role in their healthcare.

Our Ambassador community comprises member employees dedicated to promoting and educating their coworkers about our health and wellness benefits. Participating members have the opportunity to test and influence new benefits, products and services. Plus, participants experience a healthier workforce and increased communication amongst employees.

Open to all qualifying members. **Deadline to apply is March 31.** For more information about the program and to register, visit unitedag.org/ambassador.

Welcome to the UnitedAg family

Adelaida Cellars	Nikki and Scott Foster Trucking
Air O Fan Products Corp.	Nor-Cal Big Bale
Avenales Cattle Co.	North American Seed Co.
Balbi	NuWest Milling
Behrens Family Vineyard	Old Stage Greenhouse
Boyd Transportation	Orchard Shredding
CAAL	Overland Stockyard
Central Irrigation	Park Avenue Turf
Central CA Seed Service	Perigo Co.
Coastline Family Farms	Peter F. Brennan
Constant Diamond Mt Vineyard	Replogle Farms
Cos Solene	River Fresh Farms
Davies Oil Co.	Robert Craig Winery
Davis Equipment	Rushfox Ranch
Devine Organics	S & S Metal Fabrication
Direct Distributing	Salinas Valley Produce
Doug De Leo Welding	San Joaquin Grower Services
Enterprise Wine Co. & Mi Sueño Winery	Seed Dynamics
Exeter Engineering	Sequoia Vet Service
Green Valley Floral	SL Ranch
Grower-Shipper SLO-SB	Soil Basics Corp.
Haringa Dairy	Spottswoode Winery
Joseph M Marsh	Still Waters Vineyards
Joullian Vineyards	Sunriver Sales
Knights Bridge Winery	Technoflo Sys.
Lassen Land Co.	Valley Pump & Dairy Sys.
Lindsay-Strathmore Irrigation District	Van Ruler and Muller
Mar Vista Resources	Vantage Sierra Cascade
Materra Farming Co.	Verdegaal Brothers
Navarro Vineyards & Pennyroyal Farm	Violich Capital Mgmt

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!

Terry Garza	28
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Thomas Sheridan	12
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Sonia Aguilar	10
Marisela Robles	10
Robby Forste	8
Jaime Gardner	5
Lourdes Barrios	4
Yadira Hernandez	4
Oanh Nguyen	4
Krista Williams	4
Michael Davidson	3
Eduardo Lopez	3
Stephanie Webb	3
Emily Kirn	2
Mickayla LaBree	2
Patricia Medina	2
Rod Wilhelmi	2
Mayra Barajas	1