

President's Message

What Sets Us Apart

"Ideas excite me. Empathy grounds and centers me."

—Satya Nadella

If the past year and a half have proven anything, it's that we live in chaotic times. Even when things seem calm on the surface, there is often chaos bubbling underneath. And through all of this, UnitedAg has continued to evolve, iterate and innovate.

Last year during the pandemic, UnitedAg celebrated its 40th anniversary. It made me reflect on what UnitedAg does well and how we can be resilient even when times are tough.

What is the secret sauce of UnitedAg? How are we different?

I thought about a quote from one of my favorite movies, *Inception*. In the movie, the main character asks,

"What is the most resilient parasite? Bacteria? A virus? An intestinal worm? An idea. Resilient... highly contagious. Once an idea has taken hold of the brain it's almost impossible to eradicate. An idea that is fully formed—fully understood—that sticks."

We think of ideas as the work of a sole auteur, a person who thinks it in a flash of inspiration and maniacally works until it's a reality. But *Inception* defies that idea. To create an idea

that will take hold of his target's brain, the protagonist assembles a specialized team of experts. He understands what all great leaders understand. The best, most world-defining ideas are birthed together.

During my time at UnitedAg, I've realized that in okay companies $1+1=2$. Here at UnitedAg, $1+1=3$.

It is because of the crazy, eccentric, unique strengths of each person on a team that innovation can happen. The team is the most underrated ingredient for innovation.

I've felt this more than ever over the last few months.

Recently, we have been so fortunate to attract extremely strong, talented employees, with

deep healthcare experience, that are already making a tremendous and immediate impact on UnitedAg and our members. In the past couple of months we have hired Alex Chee, Chief Financial /Technology Officer, Sachin Varma, Senior Director of Underwriting and Yvonne Park, Associate General Counsel. They bring with them infectious energy that impacts our entire team and the results are dynamic and exponential.

These team members have helped us morph and expand what UnitedAg is all about. We are looking at new ways to approach our benefits offerings and taking UnitedAg to the next level—a new level of transforming the member's experience.

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This Issue

CMO Message

Dr. Rosemary explains individual cancer risks

Legislative Updates

California updates from Kahn, Soares & Conway, LLP



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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This newsletter is sponsored in part by



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Spotlight On Cancer

We are all at risk of developing cancer

There's a misconception that only those with a family history of cancer or unhealthy habits like smoking cigarettes get cancer. That's not true. While some cancers do cluster in families, only 5-10% of all cancers are related to genes passed down from our parents. Even though tobacco use is certainly a major cause of lung cancer, 1 out of 5 people who die of lung cancer in the U.S. never smoked or used any other form of tobacco.

Roughly 40% of men and women will develop cancer sometime in their lifetimes, but a large portion of cases are preventable. One of the most important things you can do to prevent cancer is to make sure you are up to date on your cancer screenings. Catching and treating cancer in its earliest stages before it has a chance to spread maximizes survival and quality of life.

Although there are generally recommended screenings for some cancers such as breast, cervical and colorectal cancer, the type of screenings you need and when you need them could depend on your individual circumstances.

Although there are generally recommended screenings for some cancers such as breast, cervical and colorectal cancer, the type of screenings you need and when you need them could depend on your individual circumstances.

If you aren't sure what screenings you need or when to have them done, talk to your doctor today to develop a personalized screening plan. Be sure to mention any personal or family history of cancer, any chronic illnesses you have, lifestyle factors including substance use history, and any potential chemical exposures. If you currently smoke cigarettes or have smoked in the past, ask your provider if and when you should be screened for lung cancer.

In addition to getting your recommended screenings, you can reduce your chance of developing cancer by addressing any risk factors within your control.

Some cancers are even related to infections such as human papillomavirus (HPV), hepatitis B and C, Helicobacter pylori and human immunodeficiency virus (HIV).

The controllable factors most directly related to cancer include tobacco use, secondhand smoke, drinking alcohol, low physical activity, excess body weight and excess sun or ultraviolet light exposure. Some cancers are even related to infections such as human papillomavirus (HPV), hepatitis B and C, Helicobacter pylori and human immunodeficiency virus (HIV). If you are concerned about any of these cancer risks, talk to your doctor to learn about how you can optimize your health.

We are all at risk of developing cancer. That means we all need to get our recommended screenings and we can all work towards optimizing our lifestyle to reduce the risk of disease. UnitedAg is here to ensure that you get the resources you need for cancer prevention. Make an appointment with your healthcare provider today to discuss your personalized cancer screening plan.

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

Congratulations 2021-2022 Educational Scholarship Recipients



This year, our nonprofit, Agribusiness Education Foundation, awarded a combined \$81,800 to 74 deserving students. Since 1989, we've awarded over \$1.6 million in scholarship monies to over 1,000 students in need of funding for college. Previous recipients have taken their place in management, government, market development, international sales and foreign trade.

As a 501(c)3, the Agribusiness Education Foundation relies solely on contributions. Please consider donating by visiting futureagleaders.org.

*Maurice McMillan Memorial Scholarship
 **William C. Goodrich Award
 ***Frieda Rapoport Caplan Memorial Award



Bryan Amaro
Univ. of San Diego
Pacific Ag Consulting

Isabella Argueta
CSU Northridge
Nichols Farms

Cesar Avila
Hartnell College
Church Brothers, LLC

Olga Bahena
CSU Fresno
Nichols Farms

Luke Brigantino
Univ. of Colorado Boulder
True Leaf Farms, LLC

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CSU Stanislaus
Associated Feed & Supply

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Henry Hibino Farms, LLC

Kimberly Castro Calderon
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Babe Farms

Brad Cordova
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Associated Feed & Supply

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Aurora University
Braga Fresh Family Farms

Allyson Dias
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Church Brothers, LLC

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Erin Doughtie
Univ. of Nebraska, Lincoln
Rijk Zwaan USA

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Foothill Packing

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Dover Dairy Farms

Venissia Garcia
CSU Stanislaus
Nichols Farms



Miriam Garcia Cendejas
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Junelle Aubrey Geli
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Vegetable Growers Supply Co.

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Henry Hibino Farms, LLC

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Henry Hibino Farms, LLC

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Henry Hibino Farms, LLC

Brandon Harden
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Green Rubber-Kennedy

Sylvia Hernandez
CSU Sacramento
Frog's Leap Winery

Julia Hicks
Boise State Univ.
Ocean Mist Farms

America Huipio-Piedra
CSU Fresno
Nichols Farms

Arturo Infante II
Biola University
Ocean Mist Farms

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Monterey Peninsula College
Ramco Employment Svcs

Lacy Litten
Brandsman Univ.
Innovative Produce/Faith Farming

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Grand Canyon Univ.
Saticoy Lemon Assn.

Eddie Lundberg
Cal Poly San Luis Obispo
Babe Farms

Jessica Mason
Grand Canyon Univ.
Hayashi Wayland



Camryn Mazzoni
Sonoma State Univ.
Kistler Vineyards

Jazlin Mendoza
CSU Fresno
Trilogy Personnel & Land Mgt

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Saticoy Lemon Assn.

Elizabeth Miller
Santa Barbara City College
Saticoy Lemon Assn.

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Mar Vista Berry Farms

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Church Brothers, LLC

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Valley Pride



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Madelynn Reed
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Mar Vista Berry Farms

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UC Berkeley
Church Brothers, LLC

California Legislative Updates from Kahn, Soares & Conway, LLP

The 2021 Legislative Session is off to a fast start with more than 2,300 bills introduced, more than 1,500 in the Assembly and more than 800 in the Senate. Both houses are talking quietly about limiting the number of bills each can send to the other due to COVID restrictions placed on the system (namely room availability), but that remains to be seen.

While there was early talk about focusing legislation on COVID, housing and climate change—major issues for the majority party—legislation introduced covers a large number of issue areas. Plastic packaging, environmental justice and law enforcement reform will be hotly discussed issues in 2021.

Budget subcommittees are starting to meet to scrutinize the Governor’s budget. Unlike last year, when the State was predicting deficits, the Governor’s budget has a surplus of more than \$15 billion, thanks mainly to higher than expected Capital Gains taxes. Most of this will be one-time money with a significant amount focused on COVID recovery.

The Governor has proposed several early action items in the budget to address economic issues created by the COVID pandemic. Legislative leadership has been hesitant to do too much outside the normal budget process, but recently announced a \$9.6 billion deal with the Governor. The package includes:

- \$2.1 billion in additional funding for the state’s COVID relief small business and non-profit grant program. This builds on the \$500 million program started by the Governor and the Legislature in December, for a total of about \$2.6 billion in funding for this program.

- \$2 billion in tax cuts—focused on small businesses—over the next several years by exempting the first \$150,000 of expenses paid by federal Paycheck Protection Program (PPP) and federal Economic Injury Disaster Loan funds. (An estimated 87% of PPP loans were under \$150,000.)
- \$116 million in fee cuts by waiving various fees for two years for heavily impacted service industries.

Unlike last year, when the State was predicting deficits, the Governor’s budget has a surplus of more than \$15 billion, thanks mainly to higher than expected Capital Gains taxes.

“ A recent agreement to assist with the reopening of schools will set aside another \$6 billion.

Most budget issues are up for discussion with very few votes taken. Following the release of the Governor’s May Budget Revise,

committees will come back together to vote on items and craft a budget for the June 15 deadline.

The odds of a recall election occurring this November seem to be increasing every day. Proponents of the recall seem confident they have the requisite number of signatures to qualify the recall and democratic operatives around Sacramento are starting to agree. However, qualifying a recall is much different than succeeding in the recall. Voter registration numbers alone give the Governor better than average odds to survive. However, 6-8 months is an eternity in politics and anything can happen in that time.

From our partners

Wage Increases and Overtime Changes

At midnight on January 1, 2021, several regulatory changes automatically took place for employers in California. California’s wage increase and overtime change for agricultural workers are two areas that employers need to implement immediately.

In 2016, Governor Jerry Brown signed legislation that would gradually increase minimum wage rates in California, with the intent that by 2023, all California employees would earn at least \$15 per hour. January 1, 2021, marks the fifth year of this increase. California’s minimum wage increased to \$14 an hour for large employers (those with 26 or more employees) and \$13 an hour for small employers (those with 25 or fewer employees). In 2022, large employers will reach the \$15 per hour threshold, while small employers will reach \$15 per hour in 2023.

In addition to increasing the minimum wage, this legislation created a parallel wage increase for overtime-exempt employees. The law requires exempt employees to earn twice the minimum wage rate. For instance, in 2021 large employers must compensate exempt employees at no less than \$28 per hour with an annual salary of \$58,240.

For additional questions on these wage increases, please visit California’s Department of Industrial Relations’ FAQs at dir.ca.gov/dlse/sb3_faq.htm.

Overtime for Agricultural Workers

In 2016, the California legislature passed Assembly Bill (AB) 1066, which created a gradual timetable for agricultural workers, as defined by Wage Order 14, to receive overtime pay like those in other industries. In January 2022 and 2025, large and small employers respectively

will be required to pay overtime to workers once they work more than an 8-hour day or more than 40 hours in a workweek. AB 1066, now in its third year of implementation, requires large employers to pay overtime at 1.5 regular pay rate if an employee works more than 8.5 hours in a day or more than 45 hours in a workweek. Beginning in 2022, small employers must begin complying with this regulation and pay overtime wages once a worker reaches more than 9.5 hours in a day or 55 hours in a workweek.

Changes to Daily and Weekly Hours After Which Ag Workers Receive Overtime Pay

Effective date for employers with 26+ employees	Effective date for employers with 25 or fewer employees	Overtime pay required after hours per day/hours per workweek
January 1, 2019	January 1, 2022	9.5/55
January 1, 2020	January 1, 2023	9/50
January 1, 2021	January 1, 2024	8.5/45
January 1, 2022	January 1, 2025	8/40

Please note, overtime requirements on the seventh consecutive day of work in a workweek have not changed. Employers are mandated to pay overtime at time and one-half for the first 8 hours of work and double-time for all hours

worked after 8 hours on the seventh consecutive day of work in a workweek. Please see the chart for an annual adjustment of regular pay for a workday and workweek.

For more information about worker safety, human resources, labor relations, pesticide safety or workforce development, please visit agsafe.org, call 209.526.4400 or email safeinfo@agsafe.org.

Theresa Kiehn is acting president and CEO of AgSafe



President's Message continued from cover

During my time at UnitedAg, I've realized that in okay companies $1+1=2$. Here at UnitedAg, $1+1=3$.

How does $1+1=3$? At UnitedAg, there is that extra X factor that comes into play when we bring our ideas together. When we collaborate to make this company cutting edge, there is something generated that is more than the sum of our parts.

At UnitedAg, $1+1=3$. In many ways, I am grounded and limited by my experiences. But by tapping into everyone's experiences, we all get a more nuanced understanding of what we can do to change the landscape of agriculture and healthcare. We get a better understanding of how to serve our members. UnitedAg is unique because of you. Your collaboration, ideas and work.

Thank you for helping us make $1+1=3$.

Kirti Mutatkar is UnitedAg's president and CEO

Welcome to the UnitedAg family! December 2020 – February 2021

Alvarado Farming Services, LLC	Ocean Mist Foods, LLC
Almendra Winery & Distillery, Inc.	Onsite Equipment & Tractor Repair
Ancien Wines, Inc.	Organic Pastures Dairy Company
Bar M Ranch, LLC	PanDia Seeds, Inc.
Bear Republic Nut, Inc.	Perseverance Custom Harvesting
Bertagna Orchards, Inc.	Porterville Electric Company, Inc.
CalPlant I, LLC	Rice Researchers, Inc.
Crystal Hill Vineyard, LLC	Sentry Ag Services, LLC
Dynamic Food Group, Inc.	Siskiyou Forest Products
GCI Insurance Brokers	St. John Family Farms, LLC
Greenvale Tree Company	The Saqui Law Group
Hansen Industries	Westside Water District
J & M Scheidel Enterprises	Western Sky Produce
Linear Farming, Inc.	Western Woods, Inc.
Midha Orchards	West Hills Fuel, Inc.
Nomura & Company, Inc.	YH Orchards

Staff Anniversaries

February – April

We would like to recognize the 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	29
Xavier Cazares	26
Georgina Castaneda	23
Cassandra Rosales	22
Liz Vasquez	22
Shobhana Soni	18
Tomlyn Diep	14
Richard Tran	14
Maribel Ochoa	13
Thomas Sheridan	13
Josie Pompeo	12
Marisela Robles	11
Lourdes Barrios	5
Yadira Hernandez	5
Oanh Nguyen	5
Michael Davidson	4
Jasmine Gonzalez	4
Christina Morley	4
Stephanie Webb	4
Christina Leal	1
Hoda Afshari	1
Farsana Ayubi	1
Nick Hatanaka	1
Julia Redmond	1
Susana Reyes	1
Marisol Vapor	1