



Quarterly member newsletter

Summer 2021

BENEFITING YOU

Celebrating 36 Years of Service Clare Marie Einsmann, Esq.

On Wednesday, June 2, the UnitedAg Board of Directors and UABT Board of Trustees recognized Clare Marie Einsmann, for 36 years of service to UnitedAg.

This Issue

CMO Message

Dr. Rosemary Ku spotlights Men's Health

Legislative Updates

California updates from Kahn, Soares & Conway, LLP

There is no question that Clare has had an invaluable presence in our organization.

Clare joined the UnitedAg family in 1985 as Executive Vice President and General Counsel and has been an integral part of the organization advocating throughout the western U.S. on agribusiness and employee benefits.

A practicing attorney, Clare is one of the leading agricultural experts in the field of employee benefits. She is a nationally recognized authority on ERISA and was one of California's leading drafters and advocates for MEWA.

Her experience has helped draft legislation for employer-sponsored



health plans, leading to the success of UnitedAg.

"Thank you, Clare, for your contribution and dedication to UnitedAg. You laid the foundation for one of the most successful agricultural associations in California," said Kirti Mutatkar, President and CEO of UnitedAg.

On behalf of the UnitedAg family, thank you, Clare, for your leadership, guidance and knowledge. It's been a privilege to work alongside you and we wish you the very best in your future endeavors.



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 Men's Health

The health disparities that men face today are often under-recognized and we must raise awareness of these issues so they can be addressed appropriately. The good news is that the leading causes of death in men are also highly preventable.

More than half of men aged 20 and older have hypertension, also known as the "silent killer." Hypertension is one of the most common causes of heart disease and stroke.

Unfortunately, this condition usually does not cause any symptoms unless it is severe and often goes undiagnosed for years. During this time, elevated blood pressure harms blood vessels and damages critical organs. Since blood pressure checks are part of nearly every visit with your healthcare provider, hypertension is easily diagnosed and can be managed effectively once detected.

In addition, men are more likely than women to smoke cigarettes and cigars and use smokeless tobacco. The toxic chemicals in tobacco harm every part of the body and lead to an increased risk of cancer, heart disease, stroke, erectile dysfunction and infertility from damage to DNA in sperm. There is no amount of tobacco use that's considered safe. For people who use tobacco, quitting is the most important thing they can do to improve their health.

Alcohol use is also more common among men than women. Men account for most deaths from excessive alcohol and are twice as likely to binge drink compared to women. As a result, cancers of the mouth, throat,

esophagus, liver and colon—which are all related to alcohol consumption—are more common in men.

While there might still be a stigma around discussing mental health, emotional well-being is especially important for men. Men are four times more likely to commit suicide than women, and they account for 4 out of 5 suicides in the U.S. Risk for suicide attempts is even greater for gay or bisexual men. Poor mental health can also lead to impulsivity, substance abuse and risky behaviors that put men at greater risk of deadly accidents and injuries.

Avoiding substances such as tobacco and excessive alcohol, getting regular physical exams and seeking mental health support can make a massive impact on men's health.

If you or someone you love hasn't seen a provider in the last year, please encourage them to call their doctor or our Health & Wellness Centers at 877.877.7981 to make an appointment today.

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

The greatest threats to men's health are heart disease, cancer and unintentional injuries or accidents

A United Cause

The Fight Against COVID-19

As a community, we must continue our “Fight Against COVID-19” and help achieve “herd immunity.”

In 2020, we faced a global pandemic, changing supply chains, weather-caused disasters impacting coastal areas and much more. As then, those who work in the agriculture industry face new challenges outside our control. Although California has returned to a state of normalcy, reopening all counties, and lifting COVID-19 restrictions, new regulations and safety protocols continue to be a challenge.

Are we ready?

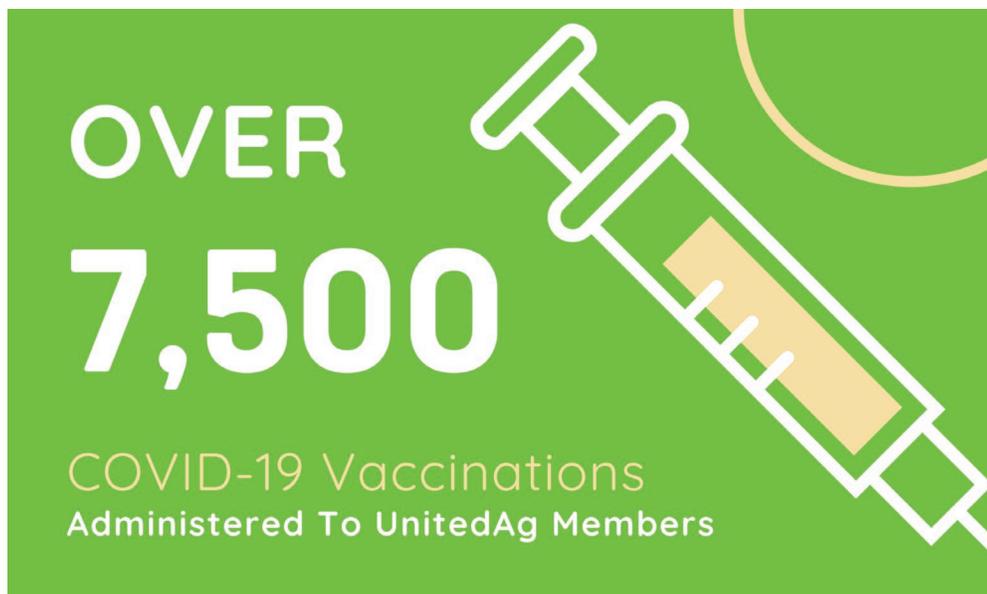
With over 7,500 UnitedAg members inoculated, and nearly 40 million vaccines administered in California, only two counties are close to reaching “herd immunity.” It is too soon to let our guard down, even if capacity limits,

physical distancing and looser mask mandates have taken effect.

How can agriculture continue to make a difference?

We must continue to encourage our workforce to get inoculated, wear a face mask, follow safety protocols, travel recommendations and most importantly, continue with annual health and wellness checkups to ensure a healthier whole self. The global pandemic is nowhere near its end, but we must remain optimistic during challenging times and remember to be more attentive to our emotional state and others.

For more information regarding COVID benefits and resources, visit unitedag.org/covid19.



Shaping the Future of Agriculture

Agribusiness Education Foundation

Did you know that in addition to offering healthcare and advocating for agriculture at the state and federal levels, we also provide educational financial assistance through our 501(c)3, the Agribusiness Education Foundation (AEF)?

In 2000, UnitedAg founded AEF to help members, their employees and dependents seek higher education and training through programs such as the Educational Scholarship, Vocational Scholarship and Agribusiness Emerging leaders Programs.

Please help us continue to make a difference by supporting our cause with monetary donations.



Annual Silent Auction

A member favorite, our Annual Silent auction provides an opportunity to purchase an array of items from electronics to jewelry and vacations, all in support of AEF.

We hope you'll join us for our virtual silent auction this August and help us meet our goal. Bidding will take place over a week, and for those who need to have something, all items are available for purchase on demand.

We're currently accepting items to include in the auction. Past donations include concert tickets, hotel stays, designer handbags, electronics, one-of-a-kind items and more. All donations are tax-deductible.

This year, we have a fundraising goal of \$20,000. Help us reach our goal.

The deadline for item donations is July 31. For more information on how to donate, visit unitedag.org/donate-aef.

AmazonSmile

Your Amazon purchases can help fund our programs! Through AmazonSmile, 0.5% of eligible purchases are donated to our Agribusiness Education Foundation.



To get started with AmazonSmile, visit unitedag.org/amazonmile or use the Amazon Shopping app on your smartphone to access the Settings or Programs & Features menu.

Shop for a Cause

Purchase your favorite swag and help support our scholarship programs. The new AEF Online Store features branded water bottles, neck gaiters, fanny packs and exclusive swag. All products make great gifts for your workforce.

California Legislative Updates

from Kahn, Soares & Conway, LLP

As we quickly approach the halfway mark in the 2021 Legislative Session, all first house policy committee hearings are complete. Fiscal committees heard bills by the June 4 House of Origin deadline.

Some of the bills that impact agriculture include:

AB 377: (Rivas): Water quality: impaired waters: This bill would prohibit the Regional and State Water Boards from developing alternative compliance programs like CV Salts and the Irrigated Lands Programs utilized by the agricultural industry. A large coalition of water districts, industry associations and municipal permit holders oppose this bill. AB 377 narrowly passed the Assembly Environmental Safety and Toxic Materials Committee and is now awaiting a hearing before the Appropriations Committee.

AB 616: (Stone): Agricultural Labor Relations: representation ballot card election: This bill would permit agricultural employees to select a union through a 'representation ballot card election.' If 50% or more of the employees sign a card expressing support for a specific union, the Agricultural Labor Relations Board would be required to recognize that union as the official representative of the employees. No secret ballot election would be needed. Governor Jerry Brown previously vetoed this same measure.

State Budget Revisions

Governor Gavin Newsom will soon release the May Revision of the State Budget. We anticipate the State will have a significant budget surplus due to Federal funds from Congressional COVID Relief Packages and increased personal income and capital gains taxed. Most of this new revenue will be one-time money with a significant amount focused on economic recovery.

Recently, the Senate proposed a Drought Relief Package and an Agricultural Funding Package. The \$3.4 billion drought relief package includes money for Sustainable Groundwater Management Act implementation, drinking water for disadvantaged communities, groundwater recharge and other shovel-ready projects that aim to provide relief from the pending drought. The Agriculture Funding Package includes \$170 million for FARMER funding to replace diesel engines, \$180 million for ag burn issues in the San Joaquin Air District and \$50 million for methane reductions in the dairy industry. The deadline for the Legislature to adopt a budget is June 15. Administration and Assembly reactions to these proposals will be determined in the next few weeks.

COVID-19

Due to increasing vaccination rates and decreasing COVID rates, Governor Newsom announced that California will move beyond the 4-tier county-based system and fully open the economy on June 15. However, there must be enough vaccine supply for Californians ages 16 and older, and hospital rates must remain stable and low. Masking requirements are expected to continue beyond the June 15 goal.

Finally, there will be a recall election later this year. The Secretary of State confirmed receipt of enough verified signatures. The process now allows individuals signing the petition to remove their signature. Once this step is finished, the Secretary of State will set an official date.

From our partners

Form I-9 Practical Guidance for Employers

On the surface, Form I-9 does not look complicated to complete. However, there are several common mistakes employers make. This article will review the essential elements of the Form I-9 and the most common mistakes to avoid.

Essential Form Elements

Before you begin filling out Form I-9, it is important to confirm you have the correct version. The form is divided into three sections: the first section is for your employee to complete; the second section is for the employer; the third section is reserved for rehires or re-verification.

The employee should fill out Section 1 no later than the first day that their pay begins. If the employee has literacy or language issues, an employer representative can help. Remember that anyone who assists with the preparation/translation of this form must fill out the "Preparer and/or Translator Certification" located below the employee signature.

The employer is responsible for completing Section 2 no later than three business days after the employee's first day. As an employer, provide clear instruction on documentation options employees can use to comply with employment verification requirements. **Employees must understand the Form I-9 directions and present a document from List A or List B and List C to satisfy U.S. Citizenship and Immigration Services (USCIS) requirements.** Employers are strictly prohibited from directing employees on what type of document to present to demonstrate employment eligibility.

Common Mistakes

There are many common mistakes employers make when completing Form I-9. While these mistakes may seem minor, they could result in fines if USCIS were to audit. Common mistakes include:

- Failure to fill out Form I-9 for current employees
- Missing digits on dates (all dates on the form must be documented in the following format: mm/dd/yyyy)

- Providing PO Box information rather than a physical address
- Missing employee or employer signature
- Failure to complete Section 2 within the three business days from the date of hire
- Improperly completing Section 2 documents (incomplete information or too much information, not examining acceptable documents, or listing expired documents)
- Failure to audit Form I-9s for administrative errors on an annual basis
- Failure to write legibly on form
- Failure to provide Form I-9 to U.S. Immigration and Customs Enforcement (ICE) when requested for audit (usually within 72 hours)
- Illegible forms due to the use of pencils or gel pens to complete (black or blue pen colors recommended when filling out the form); a fillable PDF form is available for easier completion
- Utilizing a highlighter or white-out on the form

For additional details on Form I-9, please visit uscis.gov/i-9central. Should you have specific questions regarding your Form I-9 or hiring best practices, please contact the AgSafe team at 209.526.4400 or email safeinfo@agsafe.org.

Theresa Kiehn is president and CEO at AgSafe.

AgSafe provides practical health and safety education to the agricultural community. Since 1991 they have trained over 75,000 employers, supervisors and farmworkers in the most critical issues impacting worker safety, human resources, pesticide safety and food safety.



A New Addition

Chico Health & Wellness Center

We are excited to announce the opening of our new Health & Wellness Center located at 1074 East Avenue Suite Q, Chico, CA 95926. On Monday, April 5, the center opened its doors, welcoming members in the Chico and neighboring communities.

With over 15 years of healthcare experience, our partners at Elite Corporate Wellness provide our members with a full range of services focused on our community's unique needs.

Our Health & Wellness Centers are open to all UnitedAg health plan participants and their dependents. We encourage you and your workforce to schedule a wellness visit today by calling 877.877.7981 or visiting unitedag.org/wellness.

Welcome to the UnitedAg family!

March – May 2021

4 Corners Growers, LLC	GA Livestock, LLC
Blair Air Services, Inc.	Gravity Brewing
Blair Grounds Services, Inc.	G & P Ventures, LLC
Bullwinkle Organics, LLC	JP Montz & Sons
Cafe Tori Investments, LLC	Land X Construction, Inc.
California Ag Labor Association	South Coast Engineering
Cooper Land Corporation	Sonoma Valley Custom Wine, LLC
Cross Creek Aviation Services	Southam Joint Venture
Daniel C. Salas Harvesting, Inc.	SprayChem Chemical Company
Deroda, Inc.	South Lake Brewing Company
Drainage District #100 of Butte County	Torr Industries, Inc.
Elkhorn Berry Growers	Ultra Ag Equipment, LLC
Four Creeks Aviation, Inc.	Walker Creek Orchards
	West Hills Aviation, Inc.

Staff Anniversaries

May – August

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!

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Yen Tran	14
Catalina Wallace	13
Patricia Lee	13
Sandra Duenez	11
Gabriela Heredia	8
Chana Hauben	7
Sonia Roldan	7
Daniel Flores	6
Jerry Zarate	6
Michael Chhith	5
Priscilla Gutierrez	4
Tony Dang	3
Bridget Sanchez	2
Esmeralda Castillo	2
Giselle Benitez	2
Heidi Valdovinos	2
Joseph Carlos	2
Judith Camacho	2
Yarixza Gonzalez	2
Gladys Balboa	1
Yvonne Park	1