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BENEFITING YOU

Quarterly Member Newsletter

Winter 2022

President's Message

We Choose to Go to the Moon

"We choose to go to the Moon in this decade and do the other things, not because they are easy, but because they are hard."

—John F. Kennedy

There was a lot of grumble about the Apollo 11 project when it was announced. The President at the time, John F. Kennedy, needed to convince Congress and the American people that the US needed to go to the Moon. He decided to do it with a speech.

The speech he gave called "We choose to go to the Moon" became famous. His rousing line in the address was this:

We choose to go to the Moon! We choose to go to the Moon. We choose to go to the Moon in this decade and do the other things, not because they are easy, but because they are hard.

I shared the last line of President JFK's speech with our employees to emphasize how this related to what we do at UnitedAg. We often talk about empathy and how it aligns with our approach to healthcare.

But until now, I hadn't explicitly answered the follow-up question:

Why us? Why now?

The answer is in JFK's line. "I do it, not because it's easy, but because it's hard."

But why take the hard road? Healthcare is so difficult to change that it's hard to believe we will even make a difference. Healthcare has been stuck in this systematic, cold, un-empathetic



way for a long time. This statement is still true for those who aren't on a UnitedAg health plan.

I thought about why I do the hard things in life.

A couple of years ago, I took a long hike to see Machu Picchu. It was four and a half days long and challenging for me.

I was able to hike Machu Picchu (even though it was hard) for a simple reason. Because the trails were already there, others have gone up the same path, which is how you know it's pos-

sible. I did the hard thing of hiking to Machu Picchu because I knew it was possible.

It's a truism that things are often impossible until they are not. Going to the Moon seemed impossible. Then, astronauts went up to the Moon and made those permanent footsteps on the lunar surface. That made it easier for everybody else to go.

And that's what UnitedAg is trying to do. We are trying to make it possible for a newer, better version of healthcare. Healthcare that lives up to its name and cares.

We may be taking one small step for a company, but we are trying to take a huge step for healthcare. What we are trying to do is create and discover those trails. We are trying to leave those big footsteps, so it's not as hard for those that may come after us. It's not impossible anymore.

All they have to do is walk in the footsteps we've already made.

Kirti Mutatkar is UnitedAg's President and CEO

This Issue

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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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UnitedAg Appoints

Jayson Welter as General Counsel



Jayson has over 20 years of legal and healthcare experience both in the private and public sectors. He has honed his skills throughout his career from understanding health plans from A-Z, combining this with a deep and broad understanding of healthcare operations, and finally adding the legal and compliance aspects to his vast set of skills.

His experience has made him ideal for UnitedAg's role as General Counsel. Jayson recently worked at BeneSys, as their Compliance Officer, and before that, he worked at Employee Health Insurance Management, a TPA, where he served as the Business Administration Officer. Jayson obtained a Bachelor of Science in Physiology and a Master of Health Communication from Michigan State, and a Juris Doctorate with a concentration in Health Law from Michigan State College of Law.

"UnitedAg's success is attributed to the talent, culture, instinct and sense of empathy for the community we serve," said Kirti Mutatkar, President and CEO of UnitedAg. "Our leadership team has been an essential driver in UnitedAg's strategy and distinction amongst other health plans. The addition of Jayson will help us provide more value and better outcomes for our members."

UnitedAg Launches New Podcast Series

"This is Ag!" is a new podcast with our President and CEO, Kirti Mutatkar, that challenges you to think differently about how you lead your life and your organization by learning from the inspiring and captivating stories of leaders in Ag.

The first episode features guest **Steve Nelson, President and CEO of Plant Sciences**, a premier agricultural research company emphasizing plant breeding and propagation of berry crops for the global marketplace. Listen to his story of how California strawberries ended up in the Middle East, its connection to his father, and the power of human connections in business.

Steve shares his perspective on the importance of maintaining an entrepreneurial culture of founder-led companies, staying true to your values but flexible with your methods, introducing technology while being people-centric and other leadership nuggets. Plant Sciences is based in Watsonville, California.

Listen to the first episode today at unitedag.org/thisisag



New Health Topics for the New Year

2022 HealthChats & CharlasSaludables Series

HealthChats and CharlasSaludables, our bi-monthly webinar series* in English and Spanish, are designed to help you live your healthiest life. Join us for a candid conversation about the health issues affecting our community and get tips on managing and preventing them.

healthchats

Feb 17 Eating Disorders Webinar
🕒 10:00 a.m.

Apr 14 Women's Health Webinar
🕒 10:00 a.m.

Jun 16 Substance Abuse Webinar
🕒 10:00 a.m.

Aug 11 The Importance of Vaccines Webinar
🕒 10:00 a.m.

Oct 13 Diabetes Prevention Webinar
🕒 10:00 a.m.

Dec 15 How To Improve Your Eating Habits Webinar
🕒 10:00 a.m.

charlas saludables

feb 24 Trastornos Alimenticios Seminario
🕒 3:00 p.m.

abr 21 La Salud de la Mujer Seminario
🕒 3:00 p.m.

jun 23 Abuso de Sustancias Seminario
🕒 3:00 p.m.

ago 18 La Importancia de las Vacunas Seminario
🕒 3:00 p.m.

oct 28 Prevencion de la Diabetes Seminario
🕒 3:00 p.m.

dic 22 Como Mejorar tus Habitos Alimenticios Seminario
🕒 3:00 p.m.

**All programming is subject to change at any time without prior notice.*

For more information and to register:
unitedag.org/healthchats

Get the Latest Updates from Our Team

2022 OPS Forum Series

The OPS Forum is a bi-monthly webinar series* that provides opportunities for members to access real-time information regarding new benefits and services and dialogue with our leadership. We hope to answer any questions regarding UnitedAg benefits during this open forum.

ops forum

- Jan 13** **Legal Update Webinar**
🕒 10:00 a.m.
Our General Counsel, Jayson Welter, will provide important information regarding the latest health care legislation and how it affects your plan.
- Mar 17** **Member Services Webinar**
🕒 10:00 a.m.
Our Member Services team will discuss new enhancements to our Member Advocate service as well as provide a detailed overview of how escalated cases are handled.
- May 12** **Costco Health Solutions Webinar**
🕒 10:00 a.m.
Join us to learn more about the new pharmacy Mail Order Service, Specialty Service, Formulary and much more.
- Jul 14** **Claims, Operations and Business Intelligence Webinar**
🕒 10:00 a.m.
Our Operations team will provide an overview of the appeals management process, single case agreements, the new explanation of benefits format and the importance of quality assurance.
- Sep 15** **Client Services Webinar**
🕒 10:00 a.m.
Our Client Services team will provide an overview of their department structure, resources and service offerings.
- Nov 10** **Membership Webinar**
🕒 10:00 a.m.
Join us for a special webinar where we will cover the latest benefits and services and learn more about the member journey.

**All programming is subject to change at any time without prior notice.*

For more information and to register:
unitedag.org/opsforum

California Legislative Updates from Kahn, Soares & Conway, LLP

Even-numbered years add another level of chaos in Sacramento. That is even more true when the year ends with the number 2.

The California Independent Redistricting Commission just wrapped up its once every 10-year job of redrawing the Assembly, Senate, Board of Equalization and Congressional district lines. As you may recall, voters stripped the Legislature of this authority via initiative in 2008. This round of redistricting occurs just two years before the class of 2012 is forced out of Legislature due to term limits.

The Class of 2012 was the first elected under the 12-year term limit rules and includes 35 members whose legislative career will come to an end, including the President Pro Tem of the Senate, the Speaker and the Minority Leader of the Assembly. These term limits and the redrawing of lines are no doubt forcing many members to think about their next career move.

We have already seen three members (Assembly Members C. Garcia, Mullin and Salas and Senator Kamlager) announce a run for Congress, where there are no term limits. Assembly Member Levine will forego his last two years to challenge existing Insurance Commissioner Ricardo Lara. Assembly Members Bonta and Chau have accepted appointments to other offices resulting in resignation from the Assembly. Assembly Member Bloom and Senator Stern have announced campaigns for LA County Supervisor. And, Assembly Member Jim Frazier resigned, effective December 31, forgoing his last two years.

The new lines also have several incumbents located in the same district. Unlike Congress, members of the State Legislature reside within the district they represent. This means that members are now deciding to either move into a neighboring district or run against a colleague. Both are likely to happen in 2022.

The Governor will also be on the ballot in 2022. However, after defeating a recall by more than 20 points and entering the 2022-23 fiscal year with an estimated \$25 billion surplus, his odds of being reelected without much of a challenge are very high.

2022 will be an active year for initiatives. More than 40 initiatives have been submitted to the Attorney General's office for title and summary.

The topics include private attorney general (PAGA) reform, sports wagering, water, commercial property taxes, single-use plastics, electric vehicles, and union reform. A much smaller number will ultimately proceed with the costly effort of gathering signatures and ultimately campaigning before the voters. However, we will likely see between 8-10 initiatives on the ballot in November 2022.

2022 will be an active year for initiatives. More than 40 initiatives have been submitted to the Attorney General's office for title and summary.

Legislature is moving! That's right, the annex building that houses the Governor, Lieutenant Governor, most legislative offices, and several hearing rooms is scheduled to be demolished this year and rebuilt over the next 3-5 years. In the meantime, all legislative offices will move to a new building two blocks south of the Capitol. Rumbblings from legislative staff will make you believe that while everyone is happy about the annex being replaced, no one is happy with the new space. Most Democrats will see their office space downsized. Conference rooms will be few and far between. And the clincher, staff will no longer be able to leave the Senate and Assembly Chambers and walk directly to their office.

All these occurrences happening at the same time will make 2022 a year to remember.

Don't Be Left in the Dark

Understanding Cal/OSHA's Outdoor Hours of Darkness Standard

During the winter months when the daylight hours are limited, many farming operations and their crews begin work before the sun rises and are still out working when the sun is setting. While some level of additional lighting has been the norm during those morning and early evening hours, as of July 2020 the State of California began enforcing a regulation that specifically governs how much lighting is required and the kinds of reflective clothing needed to protect anyone working at night in an agricultural environment.

There are three specific areas within the rule that growers must be aware of:

- Lighting
- Personal protective equipment
- Training

Lighting requirements vary by task

The rule includes a matrix detailing how much lighting is mandated depending upon the task, which can be found below. Lighting is measured in candle feet, which defines the amount of light in a 360-degree circle from where someone is working. Cal/OSHA specifies that light measurements are recorded 30 inches off the ground.

Lighting Chart: https://www.dir.ca.gov/dosh/dosh_publications/Night-Agriculture-fs.pdf

It is highly recommended that you invest in a light meter and ensure the

steps you've taken to mitigate this risk are working. Cal/OSHA has approved the use of light meters provided by three different companies – Davis, SPER and Extech.

Illumination Levels

Foot-Candles	Lux	Operations, Areas or Tasks
0.09 - 0.19	1 - 2	Poultry harvesting or catching operations
3	32.29	Meeting area and meal/rest area
5	53.82	<ul style="list-style-type: none"> • Outdoor agricultural operations except where otherwise specified in this table • Pathways leading to and around restrooms and drinking water • Inside restroom facilities • Storage areas accessed by employees
10	107.64	<ul style="list-style-type: none"> • Exposed point of operation equipment, covered under Group 8. Points of Operation and Other Hazardous Parts of Machinery • Operationally visible moving parts of machinery covered under Group 6. Power Transmission, Prime Movers, and Machine Parts of the General Industry Safety Orders • Task lighting or agricultural operations that involve the use of tools that can potentially cause cuts, lacerations, or punctures
20	215.30	Task lighting for maintenance work on equipment

Reflective clothing a must

The rule also requires growers to provide workers with any personal protective equipment they need when working at night. Such equipment may include hardhats with lamps or Class 2 high visibility reflective clothing such as shirts, vests and jackets. Any vehicles that will be used at night – trucks, tractors, forklifts, sweepers, ATVs and UTVs – must have proper headlights and taillights.

Nightly safety training mandated

Training is a major component of the night-time regulations. Before each work shift begins, employers are required to ensure that employees know where drinking water is stationed; what areas are designated for hand washing, rest and meal breaks, and parking; and what hazards exist (canals, irrigation equipment, roads, and areas where trucks

and equipment might be, as well as their traffic patterns).

Cal/OSHA has the authority to make unannounced inspections of workplaces to see if the new regulations are being followed. Fines start at a few hundred dollars per violation per worker per shift – meaning they could add up quickly for growers out of compliance.

To help growers understand and comply with this new rule, AgSafe created a training video that is available on their website. Also on their site, AgSafe provides growers with forms they can use to document which employees

worked each night, when their shifts began and ended, and what tasks they performed.

Growers with further questions should contact Angelina Ceja, AgSafe Vice President & Chief Education Officer, at Angelina@agsafe.org or (209) 526-4400, ext. 404.

AgSafe is a 501c3 nonprofit providing training, education, outreach and tools in the areas of safety, labor relations, pesticide compliance and human resources for the agricultural community. Since 1991, AgSafe has educated over 100,000 employers, supervisors, and workers about these critical issues.



Welcome to the UnitedAg Family!

June – December 2021

Alexander Ranch, Inc.	Lost Slough Vineyards
All About Equine Veterinary Services	Mainline Industry, Inc.
August Henning	NCRM, Inc.
Blair Helicopter	Nutrient Technologies, Inc.
C & N Farming	Ocean Mist Harvesting
Cal West Rain	Orange Cove-Sanger Citrus Association
California Packing Company	Orland Veterinary Hospital
Cameron C. Kaelin Farming	P31 Enterprises
Central Valley Embryology, Inc.	Pacific Ag Insurance Agency, Inc.
Christensen & Giannini, LLC	Pixley Ranches, Inc.
Cliff Smith Electrical	Planasa, LLC
Cold Water Farms	Potosino's Trucking, Inc.
Crop Care, LLC	Rehermann Ranch
Cross Creek II Gin, LLC	Riverwood Veterinary Hospital
D&J Packing, LLC	Robinson's Sheet Metal
Direct Dairy Transport, LLC	RPAC, Inc.
EC Nelson, Inc.	Sites Farms, Inc.
Empire Farming Company, LLC	Stacy J. Gore Farming
Erick Nielsen Enterprises, Inc.	Surf Super Market, Inc.
Facilities Management	T. M. Duche Nut Co., Inc.
Gallo & Gallo Orchards, LLC	Table Bluff Brewing Inc. dba Lost Coast Brewery
Gallup & Stribling Orchid, LLC	The Good Wolf Brewing Company, LLC
Gardner's Supply, Inc.	Thiara Agribusiness
Gee Manufacturing, Inc.	Thiara Brothers Farming
Gilkey Five	TOL Incorporated
Henning Rice Farms	Twenty One Express
Hoopes Vineyard	Vieira Custom Chopping, Inc.
June Lake Brewing, LLC	Vinifarm, Inc.
Kleen Globe, Inc.	Westland Floral Company Carpinteria, Inc.
KPB Transport, LLC	Westland Orchids, Inc.
Live Area, LLC	Westland Produce Carpinteria, Inc.
Live Oak Dairy	

Staff Anniversaries

September – December

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!

Christina Lopez	23
Channy Lee	21
Carrie Jaimes	20
Kirti Mutatkar	20
Laura Garza	20
Donna Bares	18
Sophia Perez	13
Mayra Orozco	12
Sonia Aguilar	11
Araceli Varela	5
Judy Solis	5
Krista Williams	5
Dayne Miller	4
Cindy Rodriguez	2
Gurpreet Ubbu	2
Jasmine M Gonzalez	2
Jessica Lopez	2
Marvelene Phrakonekham	2
Alex Chee	1
Angela Hicks	1
Judy Mendez	1
Karen Worth	1
Kathy Nguyen	1