

ONTARGET

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LONGTIME CFFA AND TABLE GRAPE INDUSTRY MEMBER PASSES



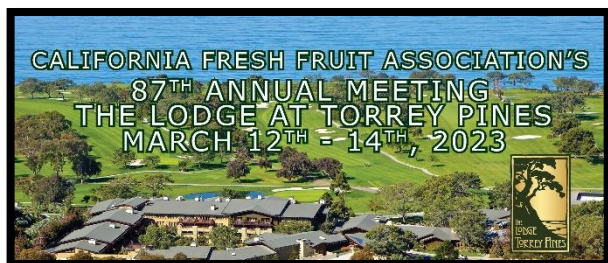
It is with great sadness that the Association announces the passing of Michael "Mike" Bozick. He passed away peacefully at the age of 91 in the Coachella Valley.

Mike has a long history with the California table grape industry. In 1966, Mike began working with his wife Bobbie's mother,

former CFFA Chair Lucille Tidwell, at Richard Bagdasarian Incorporated in Mecca. He was able to help grow the company into prosperous business for 53 years until his retirement in 2020.

At the Association's Annual Meeting in 2006, Mike was honored with the prestigious "Mentors Award" for his service to the industry. His son, Nick, also served as the Association's Chair from 1999-2000.

A Celebration of Life will be held at 12 p.m. on January 13th at the Renaissance Esmeralda Resort in Indian Wells. In lieu of flowers, donations may be made to the Boys and Girls Club of the Coachella Valley in his honor. To read Mike's complete obituary, please see attached.



REGISTER TODAY FOR CFFA'S 87TH ANNUAL MEETING

Association leadership and staff are pleased to announce that registration is now open CFFA's for 87th Annual Meeting at The Lodge at Torrey Pines.

A single registration is \$500 and \$725 for a couple.

Registration includes participation in the Chairman's Welcome Reception, Industry Workshops, Annual Membership Meeting & Breakfast along with access to the Hospitality Suite. The Monday Afternoon Activities will include a Behind the Scenes Tour of the San Diego Zoo, the 7th Annual Bocce Ball Tournament and the 19th Annual Mila Caratan Memorial Golf Tournament.

For additional information, please visit (<https://cafreshfruit.com/membership/programs-and-services/3165-2/>).

CFFA would like to thank **Zenith Insurance Company** for their support as the 87th Annual Meeting Presenting Sapphire Sponsor!



Sponsorship opportunities are available by visiting here (<https://cafreshfruit.com/event/cffa-annual-meeting-sponsorship-opportunities/>)

For questions or additional information, please contact Courtney Razor (crazor@cafreshfruit.com). We hope that you will plan on joining us in La Jolla!

LABOR COMMISSIONER ISSUES UPDATED FAQ'S ON EQUAL PAY ACT

On December 27th, the Labor Commissioner updated its FAQ's on Senate Bill 1162 which went into effect on January 1st. SB 1162 has two main components which mandate "wage transparency" in an effort to identify gender and race-based pay disparities. The first component is a requirement that employers provide pay scale information to all job candidates and current employees. The second component expands pay data reporting requirements to better identify gender and race-based pay disparities.

The full set of FAQs can be found by visiting (https://www.dir.ca.gov/dlse/california_equal_pay_act.htm). The updated FAQs that address some of the most pressing issues are set summarized below:

27. Is an employer required to provide the pay scale for an open position to an applicant for that position?
Yes, upon request.

28. Is an employer required to provide the pay scale to an employee for their current position?

Yes, upon request.

29. Is an employer required to include the pay scale on job postings?

As of January 1, 2023, an employer with 15 or more employees must include the pay scale for a position in any job posting. If an employer with 15 or more employees engages a third party to announce, post, publish, or otherwise make known a job posting it must provide the pay scale to the third party and the third party must include it within the job posting.

The Labor Commissioner interprets this to mean that the pay scale must be included within the job posting if the position may ever be filled in California, either in-person or remotely. This means that if the job may ever be performed remotely in California, the pay scale must be included in the posting.

30. Who is counted as an employee to determine whether an employer has 15 or more employees?

Although the statute does not specify how employers should count employees, the Labor Commissioner interprets this requirement consistent with how it counts employees for the purpose of 2022 COVID-19 Supplemental Paid Sick Leave and minimum wage rates. At least one of the employees must be currently located in California, which means that you have to count employees outside of California as well. As this is interpreted for other issues, you also have to count FLC and/or leased employees as well.

31. How is "pay scale" defined?

"Pay scale" means the salary or hourly wage range the employer reasonably expects to pay for a position. An employer who intends to pay a set hourly amount or a set piece rate amount and not a range, may provide that set hourly rate or set piece rate.

32. Must the pay scale include bonuses, tips, or other benefits?

No. Any compensation or tangible benefits provided in addition to a salary or hourly wage are not required to be posted.

33. Must the pay scale include piece rate or commission wages?

Yes. If the position's hourly or salary wage is based on a piece rate or commission, then the piece rate or commission range the employer reasonably expects to pay for the position must be included in the job posting.

34. Can employers link to the salary range in an electronic posting or include a QR code in a paper posting that will take an applicant to the salary information?

No. The pay scale shall be included within the posting.

What This Means for Employers:

Employers must act now to comply with the new pay scale transparency and record keeping requirements and should start preparing for their reporting requirements. Although there are penalties for not complying with the new requirements, the greatest liability can be found in the substance of the pay data being reported. Auditing pay data now can reveal pay disparities that employers did not know existed. It is imperative that such disparities be addressed as soon as possible to avoid a civil suit or a class charge of discrimination. The attorneys at Barsamian & Moody are available to address any concerns regarding how to comply with the new disclosure, record keeping and reporting requirements.

*The goal of this article is to provide employers with current labor and employment law information. The contents should neither be interpreted as, nor construed as legal advice or opinion. The reader should consult with **Barsamian & Moody** at (559) 248-2360 for individual responses to questions or concerns regarding any given situation.*

STERILE INSECT TECHNIQUE TO BE HELD ON JANUARY 20TH

USDA-ARS Parlier, M3 Agriculture Technologies and the California Apple Commission are hosting a Field Day event on Sterile Insect Technique (SIT) as it relates to Codling Moth on January 20th at USDA-ARS in Parlier, located at 9611 South Riverbend Avenue, Parlier, CA 93648. The event will take place from 9 a.m. to 12 p.m.

Codling Moth is a pest that severely affects apples, pears, and walnuts. M3 Agriculture Technologies is a company that releases sterile moths onto apple acreage to reduce the non-sterile population over time. This method has provided producers a biological control method to combat the pest.

There will be a live field demonstration that will emphasize the benefits of SIT. For additional information and to register, please visit (<https://www.eventcreate.com/e/sit-field-day>).



RAIN AND HAIL CROP INSURANCE ENDORSEMENT

During the November meeting, the CFFA Board of Directors voted to continue the endorsement of **Rain and Hail Insurance Service, LLC** for 2023. This is the 27th consecutive year of the partnership and both organizations truly value the relationship.

All crop insurance companies operate with uniform rates and some growers may not be concerned about who their provider is. The Association would like to help you with that decision by recommending Rain and Hail Insurance because of its commitment to the agricultural industry and the company's financial strength.

Again, the Association recommends Rain and Hail Insurance for its members. Rain and Hail Insurance works with numerous agencies throughout California to provide this coverage.

Please be aware the crop insurance deadline for peaches, plums, nectarines, apricots, cherries, table grapes, pears and apples are January 31, 2023.

If you have questions, please contact Ian LeMay at (559) 226-6330 or Craig Gonzales at (559) 224-2300.

CFFA ANNUAL GOLF TOURNAMENT SET FOR MARCH 3RD

The California Fresh Fruit Association is set to hold its 52nd Annual Golf Tournament on Friday, March 3, 2023.

Mark the date on your calendar and join friends and colleagues at the Kings River Golf & Country Club in Kingsburg, where the day will begin with a breakfast from 8 to 10 a.m. Then at 10:30 a.m., four-person teams, arranged by blind draw, will drive out to their hole assignments, and tee off with a Shotgun Start. Sign-up forms, sponsor forms and more information will be available later this month.