



OnTarget

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CAL/OSHA READOPTS COVID-19 ETS

On December 16th, the California OSHA Standards Board (Cal/OSHA) voted to readopt its Emergency Temporary Standard (ETS) with some revisions. The new changes will take effect January 14, 2022 and are scheduled to expire on April 14, 2022.

Cal/OSHA first established the ETS in November 2020, in response to COVID-19. A revised ETS was adopted on June 17th. To view the complete memo, please see attached.

What This Means for Employers:

For the next three months employers will need to ensure compliance with the newly adopted revised ETS. Although many requirements remain unchanged, the revised standard includes several minor changes, but also many more restrictive rules such as eliminating exclusions for fully vaccinated employees. This article is meant to serve as a summary of the changes adopted by the Board. Employers should review the changes to the ETS and revise their written COVID-19 Prevention Program and other COVID-19 policies accordingly. The full text of the revised version of the ETS regulations can be by visiting (<https://www.dir.ca.gov/oshsb/documents/Dec162021-COVID-19-Prevention-Emergency-txtcourtesy-2nd-Readoption.pdf>).

If you have any questions about implementation of the newly revised rules, or updating your COVID-19 Prevention Policy, please contact Barsamian & Moody.

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.

CALIFORNIA REDISTRICTING APPROVES FINAL DISTRICT MAPS



On December 20th, the California Redistricting Commission completed and approved the final maps for the state's 52 Congressional, 40 State Senate, 80 State Assembly, and 4 Board of Equalization districts.

This redistricting process was the second time in California that an independent commission has carried out this constitutional duty since voters supported the creation of a citizen-constituted body in 2008 and 2010. Every 10 years, following the U.S. Census, California must redraw the boundaries of its electoral districts, so the state's population is evenly allocated among the new districts. Californians

will begin voting in these new districts in the June 7, 2022, primary election. To view the final maps, please visit (https://www.wedrawthelinesca.org/final_maps). For more information, please contact Adam Borchard (aborchard@cafreshfruit.com).

MINIMUM WAGE AND OVERTIME CHANGES GOING INTO EFFECT ON JANUARY 1ST

CFFA would like to remind its membership that on January 1st new overtime and minimum wage changes will go into effect. Outlined below is an overview for 2022.

Minimum Wage Increases:

In 2017, California's minimum wage began a series of increases intended to raise the state minimum wage to \$15 per hour. Effective on January 1, 2022, the state minimum wage will increase to \$14 per hour for employers with 25 or fewer employees, and \$15 per hour for employers with 26 or more employees. It is important to remember that these increases also raise the minimum salary requirement for exempt personnel. Effective January 1, 2022, the minimum salary for exempt employees will increase to \$58,248 per year (or \$4,854 per month) for employers with 25 or fewer employees, and \$62,400 per year (or \$5,200 per month) for employers with 26 or more employees.

Wage Order 14 Overtime Thresholds Decrease:

In 2016, AB 1066 set in motion the gradual lowering of the daily and weekly hours of work thresholds for paying overtime to agricultural employees working under Wage Order 14. Effective January 1, 2022, the new overtime threshold for employers with 26 or more employees will be 8 hours per day or 40 hours per week. For employers with 25 or fewer employees, the overtime threshold will be 9.5 hours per day or 55 hours per week.

For additional questions, please contact Director of Government and Public Policy Adam Borchard (aborchard@cafreshfruit.com).

CFFA SEEKING INPUT FOR 2022 WAGE AND BENEFIT SURVEY

CFFA is conducting a wage and benefit survey among its membership to provide a market reference for Association members making important labor decisions for their businesses in 2022. Results from the survey will be compiled anonymously in an aggregated, tabulated manner based on commodity, contract labor, and type of operation.

To complete the survey, please see attached. If you have any questions, please contact Adam Borchard (aborchard@cafreshfruit.com).

CROP INSURANCE ENDORSEMENT



During its November meeting, the CFFA Board of Director's voted to continue the endorsement of **Rain and Hail Insurance Service, LLC.** for 2022. This is the 26th 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, 2022.

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

VIRTUAL CROP SCHOOL FOCUSING ON DOUBLING OF PRICE FOR FERTILIZER

VIRTUAL CROP SCHOOL TRIMMING THE FERTILIZER FAT FOR FORAGES Dealing with doubling of prices

Tuesday, January 11, 2022
6:30 - 8:30 PM on Zoom

The recent doubling of fertilizer prices is causing a huge strain on the ag sector. Industry leaders from Rain and Hail Insurance, the University of California, and the California Air Resources Board will discuss the impact of these price increases on the ag sector and provide strategies for dealing with these high prices. This workshop is for growers, crop advisors, and those interested in fertilizer management.



Registration is FREE but required for Zoom link
Register: <https://www.eventbrite.com/e/trimming-the-fertilizer-fat-for-forages>

The Utah State University Extension is hosting a Virtual Crop School, "Trimming the Fertilizer Fat for Forages: Dealing with Doubling of Prices," on Tuesday, January 11, 2022, via Zoom.

The seminar will take place from 5:30 to 7:30 p.m. Industry experts will provide insight as to why fertilizer prices are so high, what the outlook is, and strategies for enhancing efficiencies. The workshop is for growers, crop advisors and those interest in improving fertilizer management. Registration is free but required to participate. For more information and to register please visit (<https://www.eventbrite.com/e/trimming-the-fertilizer-fat-strategies-for-dealing-with-high-prices-tickets-229068428837>).

PREPARE FOR AG BURNING PHASE OUT IN THE SAN JOAQUIN VALLEY

Phase Out of Open Agricultural Burning in the San Joaquin Valley

Year	Phase Out Date	Phase Out Area
2017	April 1, 2017	San Joaquin Valley
2018	April 1, 2018	San Joaquin Valley
2019	April 1, 2019	San Joaquin Valley
2020	April 1, 2020	San Joaquin Valley
2021	April 1, 2021	San Joaquin Valley
2022	April 1, 2022	San Joaquin Valley
2023	April 1, 2023	San Joaquin Valley
2024	April 1, 2024	San Joaquin Valley
2025	April 1, 2025	San Joaquin Valley

After nearly two decades of significant work to reduce agricultural burning in the San Joaquin Valley, the District and the California Air Resources Board have approved a strategy that will result in a near complete phase-out of all Valley agricultural burning by January 1, 2025. To meet this

deadline, the Air District has worked closely with agricultural stakeholders and leaders to bring new state funding to the Valley to help ensure that this phase-out is successful.

The Valley Air District Governing Board unanimously accepted \$178.2 million in new State funding directed to the San Joaquin

Valley to launch an expanded grant program to assist farmers in phasing-out the open burning of woody waste through the use of new cleaner practices, including the chipping of material for incorporation into the soil and other cleaner alternatives.

The District encourages interested agricultural operators in the San Joaquin Valley to learn more about this funding and other available grants by visiting www.valleyair.org/grants or by calling program staff at 559-230-5800. See attached to view the informational flyer. For more information contact Director of Government and Public Policy Adam Borchard (aborchard@cafreshfruit.com).

CALIFORNIA TABLE GRAPE COMMISSION ACCEPTING SCHOLARSHIP APPLICATIONS



The California Table Grape Commission has announced there are three types of college scholarships available for students in the table grape growing regions of California to apply for.

Two types of scholarships are offered for field workers: one for \$25,000 for those attending a four-year California university or college and one for \$14,500 for those attending two years of community college followed by two years at a California university or college. A third type of \$25,000 scholarship is for those interested in studying agriculture at a California university or college and building a career in the table grape industry. Three of each scholarship will be awarded.

The deadline for all scholarship applications is Friday, February 11, 2022. For more information please visit (<https://www.grapesfromcalifornia.com/community-outreach/>).

SAVE THE DATE FOR THE 51ST ANNUAL GOLF TOURNAMENT



The California Fresh Fruit Association is set to hold its 51st Annual Golf Tournament on Friday, March 4th, 2022.

Join friends and colleagues at the Kings River Golf & Country Club in Kingsburg

for a day of fun! Registration, sponsor forms and more information will be available in January.

HAPPY NEW YEAR!! CFFA OFFICE WILL BE CLOSED DECEMBER 31ST

In observance of the New Year's holiday, the CFFA office will be closed on Friday, December 31st.

On behalf of all of us at the California Fresh Fruit Association we would like to wish you a happy and prosperous 2022!

