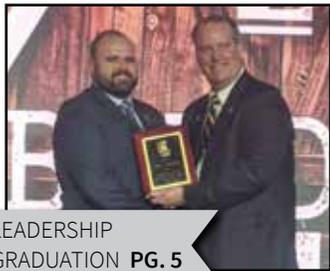




**INSIDE**



FARM DAY VOLUNTEERS  
NEEDED **PG. 3**



LEADERSHIP  
GRADUATION **PG. 5**



SAFETY  
STRATEGIES **PG. 8**

## Learn about new laws affecting employers in 2020

Kings County Farm Bureau and Kahn, Soares & Conway, LLP are co-hosting a free seminar on employment issues that will impact California employers this year. The seminar will be held on Friday, Jan. 17 at 9 a.m. at the Ag Commissioner's multi-purpose room.

"There are a number of new laws on the books that will affect local employers," said KCFB Executive Director Dusty Ference. "We want to educate our members – many who are employers – about what these new laws will mean for them and their employees.

The seminar will touch on the following laws, which are briefly summarized.

- **AB 5: Worker status: employees and independent contractors.** Under AB 5, Californians will be considered to be employees of a business unless an employer can show the work they perform meets a detailed set of criteria. A business must show three conditions exist to classify a worker providing services to it as an independent contractor rather than an employee.
- **AB 9: Employment discrimination: Statute of Limitations Extension of Complaint Filing.** This bill extends the Fair Employment and Housing Act's filing deadline for harassment and retaliation claims from one year to three years.
- **AB 51: Employment Discrimination: Elimination of Mandatory Arbitration Agreements.** AB 51 bans mandatory employment-related arbitration agreements and settlement agreements paying a party a financial settlement in exchange for waiving a discrimination or harassment claim.
- **AB 673: Failure to Pay Wages.** AB 673 amends California Labor Code § 210 to create a new private right of action to



*"2020 Employer Laws" cont'd on page 5*

## What ag employers need to know about increased minimum wage rates, decreased overtime thresholds

With all the new employment law changes going into effect on Jan. 1, it can be easy to forget the changes that were set in motion several years ago. Remember that California's minimum wage is again increasing for all employers, and the overtime thresholds for agricultural employees working under Industrial Welfare Commission Wage Order No. 14-2001 are decreasing.

In 2017, California's minimum wage began a series of increases intended to raise the state minimum wage to \$15 an hour by 2023.

The next increases took effect on Jan. 1, as the state minimum wage increased to \$12 per hour for employers with 25 or fewer employees and to \$13 per hour for employers with 26 or more employees

While these increases obviously affect employees earning minimum wage, these increases also raise the minimum

*"Minimum Wage" cont'd on page 12*

CALIFORNIA MINIMUM WAGE INCREASES		
2017 - 2023		
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✓ 2017	\$10.00	\$10.50
2018	\$10.50	\$11.00
2019	\$11.00	\$12.00
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# Groundwater Sustainability Plans are due this month

By Dusty Ference, Executive Director



Dusty Ference

Jan. 31, 2020 is the most significant day of the year when it comes to California's water supply. Why, you ask? It's the day the Groundwater Sustainability Plans (GSPs) are due to the California Department of Water Resources (DWR). Fortunately, the GSP drafted for Kings County should not result in significant changes to pump operations in the first five years of implementation.

It's important to remember that achieving sustainably is a long-term goal. Current plans allow for small steps to be taken year over year to reach a sustainable yield by 2040. There are too many factors at play to prescribe a plan today that will achieve sustainability in 20 years without any modifications; as such, GSPs allow for adjustment as plans are implemented and their results are measured.

While this may make short-term decision-making difficult, the desired outcome is to have relatively minor impacts on agriculture over the long-term. It is important for landowners to know they can still participate in the implementation of SGMA. Understand what GSA or GSAs your property is part of, and get involved. Action steps for the GSP are not yet set in stone, and you can participate in projects and plans moving forward. 🌱

## EMPLOYMENT ISSUES FOR 2020

January 17, 2020, 9:00 a.m.

680 Campus Dr., Hanford, CA 93230

Ag Commissioner's  
Multi-Purpose Room

### New Laws Impacting Employers

AB 5: Worker status: employees and independent contractors

AB 9: Employment discrimination: Statute of Limitations  
Extension of Complaint Filing

AB 51: Employment Discrimination: Elimination of  
Mandatory Arbitration Agreements

AB 673: Failure to Pay Wages

AB 1554: Employers: Notice of deadlines with flexible  
spending accounts

SB 142: Lactation Accommodation

SB 188: Discrimination: Adds hairstyles to protected classes

### Defense of Wage and Hour Litigation

Meal and Rest Breaks

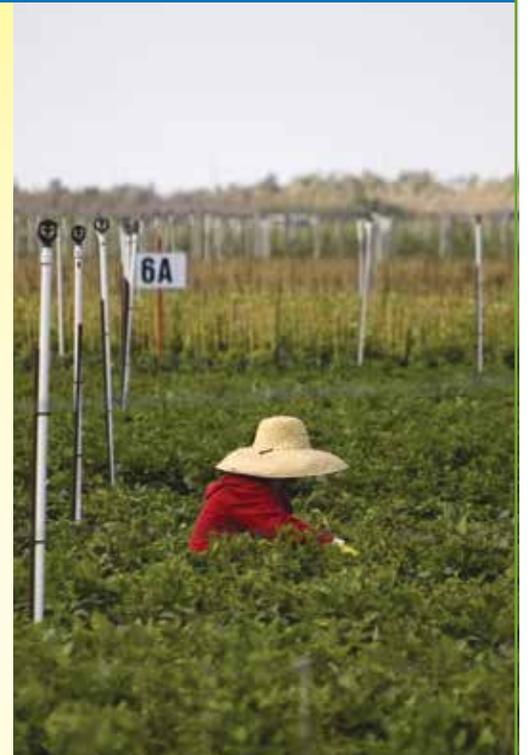
Piece-rate Pay

Overtime

Wage Statement Compliance

PAGA

Class Actions



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Farm Bureau's national long distance program beats all the major carriers and still offers full features. Also available: personal 800 numbers at 5.9 cents per minute and calling cards at 8.9 cents per minute and all this for a low monthly fee of \$2.00. To apply, visit [countryconnect1.com](http://countryconnect1.com). 📞



## Volunteers needed for Farm Day 2020

By Amy D. Fienen

Farm Day, a unique opportunity to teach local children about agriculture, is just around the corner, and volunteers are needed to help make the day a success.

Kings County Farm Bureau, the Kings County Office of Education and the Kings Fair team up annually for Farm Day, an educational enrichment program for all third-graders in the county. This year's Farm Day will take place on Thursday, March 19 at the Kings Fairgrounds. The event's success is dependent upon the commitment received from hundreds of volunteers, so please mark your calendar if you are able to join us.

Farm Day brings together 2,400 students and their teachers for the opportunity to learn basic facts about agriculture, become familiar with food and animal production, and have personal contact with farmers and livestock.

Executive Director Dusty Ference said Farm Day teaches local children valuable lessons about what it means to live in a community that feeds the world.

"Our goal is for every child who attends Farm Day to gain an increased awareness of the positive contributions that agriculture makes not only to our local community and our economy, but to the world," he said.

More than 200 volunteers are needed in order to make this year's Farm Day as successful as those held in years past.

"Farm Day would simply not be possible without those willing to give of their time and talents," Ference said. "We are extremely grateful to the volunteers whose commitment allows this event to come together year after year. Your contribution will guarantee a rewarding and special

day for Kings County third-graders."

Volunteers for the March 19 event should plan to be available between the hours of 8 a.m. and 2 p.m. Lunch will be served for all participants.

If you would like to volunteer for Farm Day, please contact the KCFB office at 584-3557. 📞

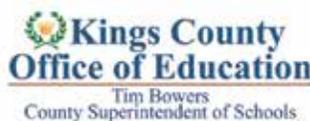


# SAVE THE DATE



**KINGS COUNTY FARM DAY**

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**March 19, 2020  
Kings Fairgrounds**



For more information please contact Kings County Office of Education:  
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## KCFB 2020 scholarship applications being accepted

Kings County Farm Bureau offers scholarships to students based upon academic achievement, extracurricular activities, determination, leadership skills, and a commitment to a career in agriculture. This year, the committee will use discretion on the number and amount of awards to be distributed. In addition, scholarship recipients will receive a complimentary one-year collegiate membership in the Kings County Farm Bureau.

### Who is eligible?

Students must be entering a two or four-year accredited college or university, or vocational education institute with the intent to pursue a career in the agricultural industry. Students must be a resident of Kings County or attend a Kings County High School.

### Requirements & Recommendations:

- Official High School transcript (MUST be attached to submitted application)
- MUST have 2.5 minimum G.P.A. at the time of application submission
- Two letters of recommendation (MUST be attached to submitted application. Cannot be from applicant's relative)
- MUST be pursuing a career in the agricultural industry
- It is recommended that applicant demonstrate a service to Kings County Agriculture or the Kings County Farm Bureau through some form of volunteerism or community service project
- It is recommended that applicant's parent, employer or relative be a Kings County Farm Bureau member

### Deadline: March 6, 2020

Applications must be received by **4:30 pm** in the KCFB office or **post-marked by March 6, 2020**. Email applications will be accepted by the deadline date and time. Make sure that application and all attached documents are scanned and uploaded in PDF format. Scholarship application can also be downloaded from KCFB website: [www.kcfb.org](http://www.kcfb.org) OR FILLED OUT ONLINE. (Please upload attachments with application)

Kings County Farm Bureau Office address:  
870 Greenfield Ave., Hanford, CA 93230  
email: [kcfb@kcfb.org](mailto:kcfb@kcfb.org)

For more information: (559) 584-3557 📞



“2020 Employer Laws” cont’d from page 1

seek penalties for the late payment of payday wages. Previously, only the Labor Commissioner was permitted to seek penalties for late payment of wages. The penalties for late wages are \$100 for the first violation and \$200 for each subsequent violation, plus 25 percent of the late wages.

- **AB 1554: Employers: Notice of deadlines with flexible spending accounts.** This bill adds to the required notices that employers must deliver to participants in Flexible Spending Account (FSA) plans, including health, dependent care and adoption assistance plans. The law provides that all employers sponsoring FSA plans must provide notice to participants of deadlines to withdraw funds. Notice must be given to each participant twice prior to the plan year’s end and in different forms.
- **SB 142: Lactation Accommodation.** SB 142 significantly expands lactation accommodations and protections for working mothers. It clarifies employer obligations to provide breaks to nursing/pumping mothers in accommodation policies; requires employers to provide safe and sanitary lactation rooms; increases penalties for non-compliance; and prohibits discrimination and retaliation against employees who exercise their right to lactation accommodations.
- **SB 188: Discrimination: Adds hairstyles to protected classes.** Also known as the CROWN Act (Create a Respectful and Open Workplace for Natural Hair), SB 188

## 2020 Employment Issues Seminar

Friday, Jan. 17, 9 a.m.

680 Campus Dr., Hanford

Ag Commissioner’s Multi-Purpose Room

seeks to protect employees from discrimination based on natural hair and hairstyles associated with race. The Fair Employment and Housing Act provides protections against discrimination based on certain personal characteristics, including race. SB 188 expands the definition of “race” to include “traits historically associated with race, including, but not limited to, hair texture and protective hairstyles” such as braids, locks, and twists.”

The seminar will also include a section on defense of wage and hour litigation. It will cover meal and rest breaks, piece-rate pay, overtime, wage statement compliance, PAGA, and class action lawsuits.

Make sure you and your business are educated and protected as you begin a new year. Please call the KCFB office at 584-3557 with any questions. 📞



### NEW MEMBERS

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Joe Bressler  
Kings County Water District  
MAACO Collision & Painting  
Quality Machinery Center

## KCFB officers graduate from Leadership Farm Bureau

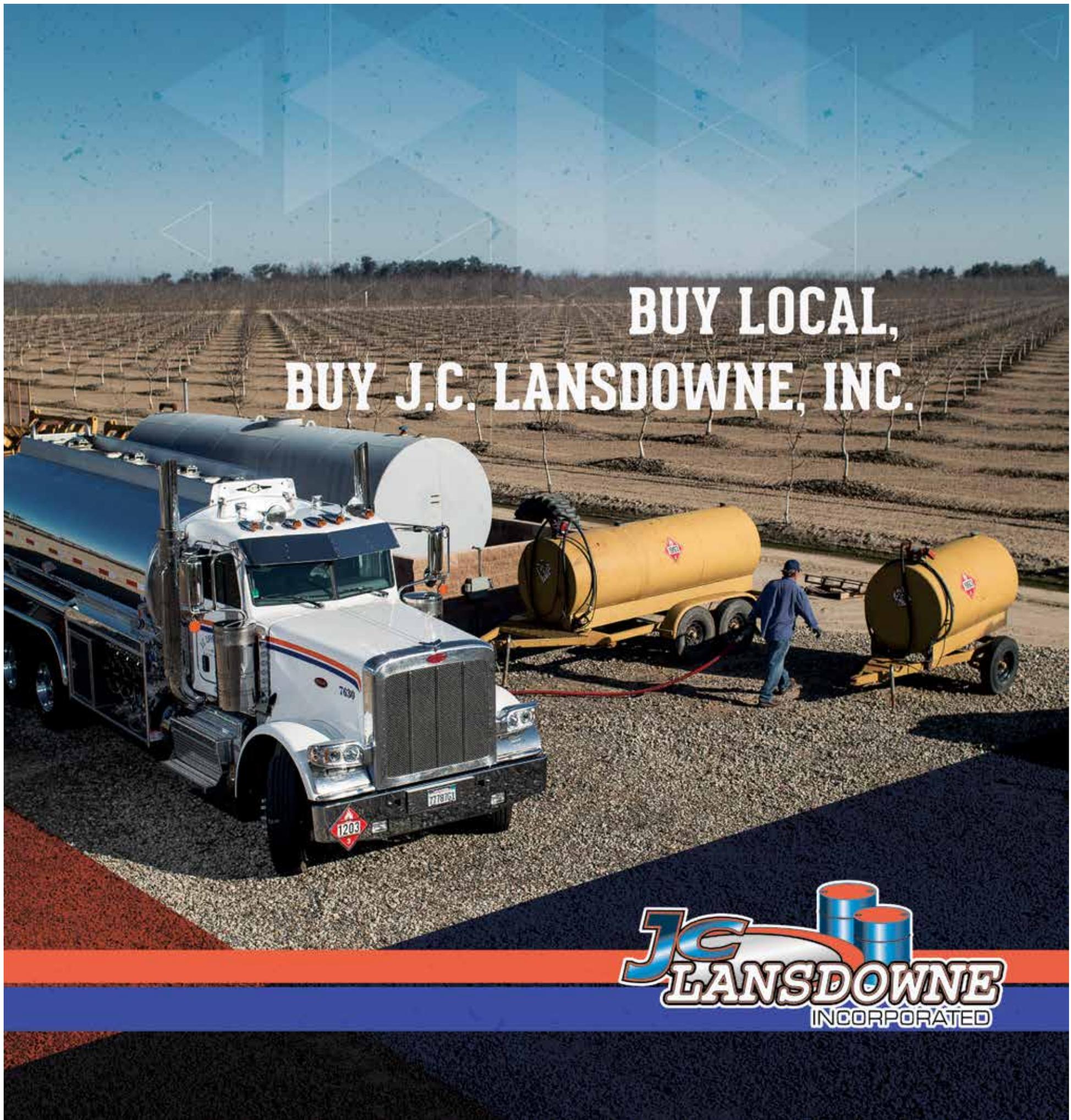
Kings County Farm Bureau was proud to have two members of their officer team graduate from the California Farm Bureau Federation’s Leadership Farm Bureau (LFB) program. President Brian Medeiros (pictured left) and Secretary/Treasurer Shane Bickner (pictured right) concluded the intensive, months-long training program during last month’s CFBF Annual Meeting in Monterey.



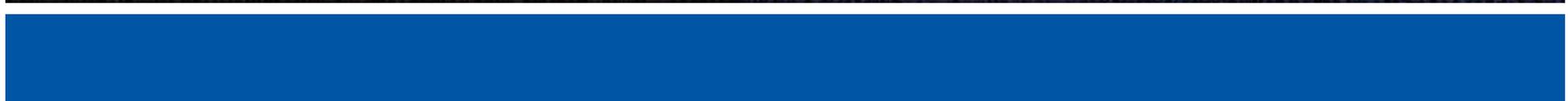
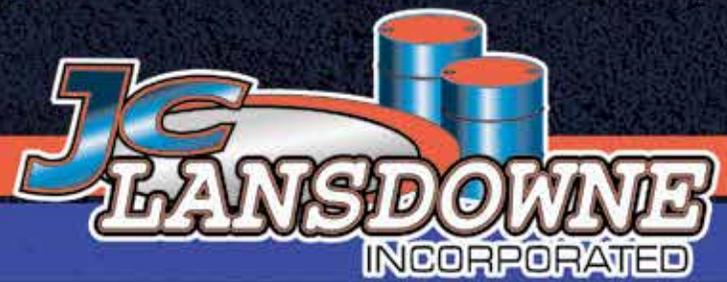
During their time in the program, participants acquired enhanced background in communication, teambuilding, advocacy and the Farm Bureau organization during more than 250 hours of instruction in seven sessions. Participants advocated on behalf of Farm Bureau in Sacramento and Washington, D.C., took field-studies trips to Northern California and the Pacific Northwest, and participated in training on agricultural issues, governmental policy and personal development.

Congratulations to Medeiros and Bickner for successfully completing this challenging program. 📞





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## Ag Commissioner's Compliance Report



Jimmy Hook,  
Agricultural  
Commissioner/Sealer

## Protecting the consumer at the gas pump

Contributed by Steve Schweizer, Deputy Agricultural Commissioner-Sealer

Every year, the Kings County Department of Measurement Standards (Department) performs inspections at the 67 retail motor fuel locations (gas stations) in the county to check the accuracy of the dispensers, as well as make sure the petroleum signage meets the requirements of the State of California. Just how accurate are the gas dispensers at these locations and how do we go about the task of inspecting them?

Inspections of gas stations in Kings County are unannounced and random throughout the year. When testing the dispensers, our procedures require we dispense five gallons of fuel from each grade at the pump into a five-gallon test standard. We use two different types of five-gallon standards. One is mounted on our recently purchased petroleum prover trailer. This trailer is capable of holding up to 110 gallons each of all three grades of gasoline, allowing us to check up to 66 fuel meters at one location before having to return the fuel to the storage tanks. Keep in mind that one dispenser with three grades requires three tests, plus possibly an additional test if diesel is also sold, as each grade is controlled by separate meters. Our other standard used to test the dispenser is a standalone five-gallon test measure (bucket). These buckets are used at stations too small for our prover trailer.



This test shows two cubic inches on the plus side

We often are asked, "How accurate are the pumps?" On each five-gallon test, the allowed tolerance is six cubic inches, plus or minus. Six cubic inches equals about 3.3 fluid ounces, a little less than 1/2 cup. So, as long as the amount pumped into the five-gallon test measure is within 3.3 ounces, the meter is sealed as accurate. In any given year, with over 1,500

fuel meters tested in the county, only a handful will be out of tolerance, and sometimes in favor of the customer. The majority of pumps inspected annually are actually dispensing gas a little in favor of the customer. Pumps found out of compliance are immediately taken out of use and secured with a lead and wire seal, preventing use until repaired by a licensed service agent.

Checking the price signs and dispenser labeling is the second component of our gas station inspections. The petroleum laws and regulations dealing with motor fuel advertising help customers make a decision on purchasing fuel prior to entering the station. The placement of the signage, the size of the lettering, and the illumination of the display all play an important role in helping customers decide on their purchase and must meet the minimum California specifications.



Inspector Jared Ball testing dispensers using the petroleum prover trailer

Proper markings on the pumps, including fuel prices, octane rating, brand, and grade are inspected, as well as the postings notifying customers of the availability of free air and water and disabled driver services. Additional automotive products, such as coolant/anti-freeze, brake fluid, motor oil, and other lubricants are also inspected to assure they meet minimum SAE labeling specifications.

Worried about price skimmers? These are devices installed in credit/debit card readers by criminals that are capable of pulling off your card information. These continue to be a problem in the retail motor fuel industry. Inspection staff are able to check inside the dispensers to look for these devices. The service agents who repair the dispensers are also required to notify the Department if they come across such a device while working on them.

When you happen upon Department inspection staff performing these inspections at gas stations in Kings County, feel free to stop and ask about their work. We are always willing to help you understand the role our Department fills in protecting the consumer.

If you have any questions on the services we perform or if you have a complaint regarding the quantity of gas you purchased, please contact our office at (559) 852-2830. 📞

## Nutria Update: Trappings doubled in California last year



Photo by David Kratville, CDFA

Approximately 781 Nutria (*myocastor coypus*) have been trapped statewide as of Dec. 6, 2019. At this time last year, that number stood at 350. They have been detected as far north as the Stockton area in San Joaquin County and south to western Fresno County (one animal).

Personnel from USDA Wildlife Services, California Department of Fish and Wildlife (CDFW), California Department of Food and Agriculture, and the Agricultural Commissioner are participating in the survey work.

Nutria can severely impact the state's resources, causing the loss of wetlands, severe soil erosion, damage to agricultural crops and levees and reduced stability of banks, dikes and roadbeds. The pest was eradicated from California in 1978, but was detected again in Merced County in March 2017. Excellent information on identifying this species can be found on CDFW's website (<https://www.wildlife.ca.gov/>). Suspected local observations should be photographed and reported to CDFW (866) 440-9530 or the Agricultural Commissioner (559) 852-2830. 📷

## Farm Safety Strategies: Keeping employees safe during the winter

Contributed by Amy Wolfe, President and CEO, AgSafe

The winter months for permanent crop growers require important maintenance and care in the orchards and vineyards. Pruning and thinning are commonplace, as are easily avoidable injuries. Before sending crews out to tend to this important work, remember to provide refresher training on ladder and hand-tool safety, along with the importance of using proper personal protective equipment, especially eye-protection.

### LADDER SAFETY

Ladders are an integral part of upkeep in an orchard or vineyard and are easy to overlook when it comes to safe use and maintenance. The California Code of Regulations, Title 8, Section 3276 specifically addresses the proper and safe use of ladders, as well as an employers' responsibility to ensure this important piece of equipment is cared for and maintained. The standard addresses the following:

- Maintenance: the importance of keeping the ladder in good condition at all times.
- Inspection: ensure that the ladder is looked at by a qualified individual for visible defects and that those inspections happen no less than on a monthly basis.
- Damaged ladders: are removed from service for repair or destruction, while ladders with broken or missing steps, rungs, cleats, safety feet, side rails or other

defects shall not be used.

- Proper and frequent cleaning: ladders are free of oil, grease or other slippery, hazardous materials.
- Wooden ladders shall not be painted.
- Ladders shall not be loaded beyond their noted weight rating.
- Ladders must be placed on secure and level footing, not on boxes, barrels or other unstable surfaces. In addition, they are not to be used on ice, snow or slippery surfaces.

It is the employer's responsibility to provide workers training in the proper use of a ladder and that training must review the importance of using a ladder safely, how to select the proper ladder for the work to be done, the company's process and policy for ladder maintenance, inspection and removal, how to correctly erect the ladder, how to safely climb and work on the ladder, the common factors contributing to falls, and the company's prohibited uses of the ladder.

As with any effective training, it is invaluable to include hands-on demonstrations and examples of what is expected of employees in terms of proper ladder use. In addition, it is important to document when the training occurred, who conducted the training, and the materials used to educate workers. While ladders may appear to be seemingly innocuous tools, a variety of issues can and do arise when the equipment is not properly cared for and employees are not educated in how to use them safely.

### HAND-TOOL SAFETY

A wide variety of hand tools are used during pruning and thinning season with the majority of the resulting injuries being preventable. Tools include chisels, shovels, hoes, poles, handsaws, hammers, rake knives, cutters, and pruning shears. At first glance, these all appear seemingly harmless and easy to use. The practical reality is that it is never prudent to assume employees know how to use this equipment safely. Err on the side of caution by addressing the most common issues seen with hand tool usage.

The issues that arise with hand tool usage are generally due to using the wrong tool for the job, using a broken or damaged tool, improperly using the tool, not wearing personal protective equipment, workers not paying attention to their work, and workers being in a hurry. Each of these issues can and should be remedied with training and proper equipment maintenance.

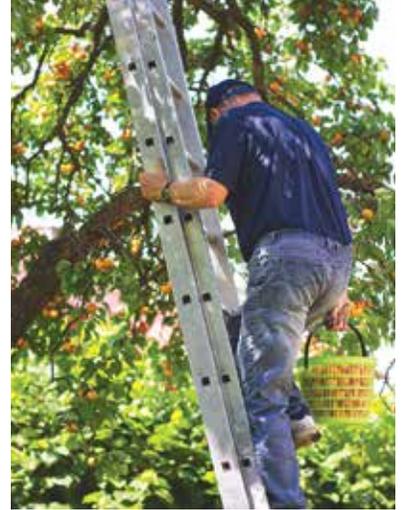
Employers should address the following elements with workers prior to using hand tools:

- Check the work area to make sure it is free from other workers to avoid injuries.
- Be sure there is sufficient lighting, especially if working in dark places or at night.
- Carefully inspect the tool for cracks, rust, wear or other damage.
- Make sure handles are secure and free of oil and grease.
- Report any hand tool problems to a supervisor and get a different tool, if needed.

In addition, it is important that supervisors monitor employees to make sure they are wearing the appropriate personal protective equipment, which may include gloves made of a variety of materials based on the work being done, eye protection, long sleeves, no loose-fitting clothing, ear protection, and a head covering. Given the seriousness of injuries that can be caused from improper use of hand tools, including cuts, impalement, broken bones, severed fingers, and eye wounds, it is essential that hand tool safety be a priority.

### SELECTING PROPER EYE PROTECTION

Pruning, thinning and other winter activities in the orchard and vineyard can pose a serious risk to a worker's eyes. It is essential that proper eye protection be



*It is important to educate workers in how to safely use the ladder, in particular with implements, so as to ensure their safety and that of those around them.*



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used to ensure that a multitude of issues don't arise. The eyes are exposed to airborne dust and debris, which can lead to itching, irritation and a potential corneal abrasion. Exposure to hazardous chemicals and impalement from flying particles can cause serious injuries that, if not treated properly, can lead to permanent damage. As such, it is essential that eye protection is not only available, but that the right tool for the job is used.

It is important to know when to use safety glasses versus safety goggles. Glasses should be worn when conducting activities that do not involve chemicals. They should wrap around the face, creating a barrier not just in front of the eyes but to the side as well.



Proper eye wear will wrap around the eyes to protect the eyes from dust, particles, sharp objects and flying debris. (Source: AgSafe)

Sunglasses, reading glasses or distance vision glasses do not serve as safe eye protection. They are not designed for impact protection and will not provide adequate protection.

When applying powder or liquid pesticides, use safety goggles as they provide more thorough protection. The goggles should fit tightly on the face and as with effective glasses, wrap completely around the periphery of the eye. The goggles will form a seal that mitigates any potential powder or liquid from coming in contact with the eyes. In the case of both safety glasses and goggles, it is important to replace broken or unsafe eye protection. It is also important to regularly clean glasses and goggles to ensure their effectiveness.

It is easy to overlook the importance of ladder and hand tool safety, along with selecting the right kind of eye protection for the job. In reality though, injuries on our farms are far more commonplace from failing to give these simple but important elements our time and attention. For more information about worker safety, human resources, labor relations, pesticide safety or food safety issues, please visit [www.agsafe.org](http://www.agsafe.org), call (209) 526-4400 or email [safeinfo@agsafe.org](mailto:safeinfo@agsafe.org).

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# Directory of Farm Bureau Supporting Business Members

These businesses and organizations support the agricultural industry and the Kings County Farm Bureau. Please support them and tell them you are a Farm Bureau member. Call us at 584-3557. Friends of Farm Bureau sponsors are noted in **bold** listings. By joining FB as a business member, your business is added to this directory.

## ACCOUNTING

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<b>M. Green and Company LLP</b>	<b>559-584-2751</b>

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Kings River Conservation District	559-237-5567

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## BROKERS & COMMODITIES

Baker Commodities Inc.	559-582-0271
Buttonwillow Warehouse Co.	559-992-5120
Calcot Ltd.	661-327-5961
Overland Stockyards	559-582-0404
Penny Newman Grain Company	559-448-8800
<b>Tulare Lake Compost</b>	<b>559-840-4368</b>

## CHEMICALS & APPLICATORS

Blair Air Services Inc./	
Blair Ground Services	559-924-1276
Crop Production Services	559-584-5583
Diversified Crop Services	559-582-5644
<b>Helena</b>	<b>559-582-0291</b>
<b>Innovative Ag Services LLC</b>	<b>559-731-4924</b>
Lakeland Dusters	559-992-5716
SNF Agriculture	559-309-4301
TriCal Inc.	559-673-5237
<b>Valley Ag Spraying</b>	<b>559-772-5515</b>
<b>Verdegaal Brothers Inc.</b>	<b>559-582-9205</b>

## CUSTOM SERVICES

<b>A Design for You</b>	<b>559-582-6200</b>
All Valley Printing/	
Treefrog Print Shop	559-584-5444
<b>Danell Brothers Inc.</b>	<b>559-582-1251</b>
Dias & Fragoso Inc.	559-584-8036
Garcia & Sons Hay Harvesting	559-707-4420
Hanford Roofing Company	559-582-5607
McCann & Sons Hay Service	559-925-9110
<b>Mello Chipping</b>	<b>559-589-0300</b>
Netto Ag Inc.	559-585-2097
Stoney's Sand & Gravel	559-924-9229
Swinger Pruning Services	559-816-7711
Warmerdam Orchard Services	559-924-4662

## DAIRIES/DAIRY SUPPLIERS

<b>Kings Dairy Supply Inc.</b>	<b>559-582-9459</b>
<b>Summerhill Dairy</b>	<b>559-468-6554</b>
Vet Pharmaceutical Inc.	559-582-6800

## EQUIPMENT DEALERS & REPAIR

<b>Hanford Equipment</b>	<b>559-582-0443</b>
HarvestPort	559-284-9107
Lawrence Tractor Co.	559-582-9002
Linder Equipment Co.	559-685-5000
<b>Quality Machinery Center</b>	<b>559-707-1638</b>
Quinn Company	559-992-2193

## FARM SUPPLY

AgSeeds Unlimited	559-923-1800
Evangelho Seed Co.	559-324-9554
West Valley Supply	559-924-3442

## FARMS & RANCHES

Gary Robinson	559-779-5541
Grabow Farming	559-816-4590
<b>J.G. Boswell Co.</b>	<b>559-992-5011</b>
<b>Keenan Farms</b>	<b>559-945-1400</b>
Miya Farms	559-309-3300
<b>Stone Land Co.</b>	<b>559-945-2205</b>
<b>Sullivan Farming LLC</b>	<b>559-289-2452</b>
<b>Summerhill Dairy</b>	<b>559-804-8148</b>
Taylor Farms	559-584-3798
The P Nut Farm	559-582-6952

## FOOD SERVICES

Avila Acres Country Gourmet	559-584-5935
Eddie's Catering	559-707-8796
Kings River Produce	559-587-9387
Pizza Factory	559-992-3148
Superior Dairy	559-582-0481

## INSURANCE SERVICES

<b>Bacome Insurance</b>	<b>559-584-3323</b>
Carl Nelson Insurance	559-584-4495
Der Manouel Insurance Group	559-447-4600
Golden State Crop & Insurance Services	559-587-9007
<b>Mackey &amp; Mackey Insurance Agency</b>	<b>559-583-9393</b>
Mitchell Insurance Services	559-713-1315
<b>Pacific Ag Insurance Agency</b>	<b>559-584-3391</b>
<b>The Zenith</b>	<b>877-581-8237</b>

## IRRIGATION/PUMPS/WELLS

<b>Bennett &amp; Bennett Irrigation Services</b>	<b>559-582-9336</b>
Carver Pump	855-622-7837
Grabow Well Drilling Inc.	559-362-5172
Kaweah Pump Inc.	559-747-0755
Kings County Water District	559-584-6412
<b>Laguna Irrigation District</b>	<b>559-923-4239</b>
Lakeside Irrigation Water District	559-584-3396
Myers Brothers Well Drilling Inc.	559-582-9031

Myers Well Drilling	559-906-0930
<b>Rain for Rent/Westside Pump</b>	<b>559-693-4315</b>
Westlands Water District	559-905-6736

## LABOR

Sunrise Farm Labor	559-945-2292
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## MANUFACTURES

Dean Beck's Machine Shop	559-582-4144
Jim Harp's Stainless Steel Welding	559-582-6011
<b>Morgan &amp; Slates Manufacturing &amp; Supplies</b>	<b>559-582-4417</b>
R-N-R Welding	559-584-0213
Sawtelle & Rosprim Machine Co.	559-992-2117
Smith Welding Shop	559-584-8652

## PETROLEUM

Buford Oil Co. Inc.	559-582-9028
Dassel's Petroleum	559-582-8515
Gary V. Burrows Inc.	559-924-2064
<b>J.C. Lansdowne Inc.</b>	<b>559-651-1760</b>
Roe Oil Co.	559-584-5690
Valley Pacific Petroleum	559-732-8381

## PROCESSORS

County Line Gin Inc.	559-854-7489
<b>Keenan Farms</b>	<b>559-945-1400</b>
<b>Otam SVI</b>	<b>559-584-2711</b>
Warmerdam Packing LP	559-584-9211

## PROFESSIONAL SERVICES

<b>Dias Law Firm Inc.</b>	<b>559-585-7330</b>
<b>Griswold, LaSalle, Cobb, Dowd &amp; Gin LLP</b>	<b>559-584-6656</b>
<b>Kahn, Soares &amp; Conway LLP</b>	<b>559-584-3337</b>
Kings County EDC	559-585-3576
Zumwalt-Hansen & Associates Inc.	559-582-1056

## REAL ESTATE SERVICES

<b>Pearson Realty</b>	<b>559-732-7300</b>
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## SOLAR ENERGY

CalCom Solar	661-234-0978
<b>Coldwell Solar</b>	<b>888-705-5055</b>
<b>First Solar</b>	<b>415-935-2507</b>
REC Solar	717-515-4519
<b>Recurrent Energy</b>	<b>415-675-1500</b>
<b>Renewable Solar</b>	<b>559-816-5088</b>

## TRANSPORTATION

E & B Bulk Transportation	559-582-9135
Mesa Alta Transportation	559-250-1270
Mid Valley Disposal	559-237-9425

## UTILITIES

<b>Pacific Gas &amp; Electric</b>	<b>559-263-5308</b>
unWired Broadband	844-650-3278

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Gar Tootelian  
J.C. Lansdowne Inc.

M Green & Company LLP  
Pacific Gas & Electric  
Renewable Solar  
Sandridge Partners

The Wonderful Company  
Verdegaal Brothers

## Silver

Coldwell Solar Inc.  
Danell Custom Harvesting  
Griswold, LaSalle, Cobb, Dowd & Gin LLP  
Helena Agri-Enterprises LLC  
J.G. Boswell Company Inc.  
JKB Energy Inc.

Kahn, Soares & Conway LLP  
Morgan & Slates Manufacturing & Supplies  
Olam Spices & Vegetable Ingredients  
Pacific Ag Insurance  
Quality Machinery Center  
Rain for Rent

Southern California Edison  
Summerhill Dairy  
Stone Land Co.  
S&W Seed Company  
Wells Fargo Bank

## Bronze

A Design for You  
Billingsley Tire Inc.  
Bressler & Company Certified Public Accountants  
Central Valley Energy Coalition  
Giacomazzi Dairy

Grower Direct Nut Company  
Hanford Equipment Co.  
Innovative Ag Services LLC  
Keenan Farms  
Keller Motors  
Kings Dairy Supply Inc.

Laguna Irrigation District  
Mello Chipping  
Plain Insane Graphix  
Pearson Realty Inc.  
Rabobank  
Richard's Chevrolet

Schuil & Associates  
Sullivan Farming LLC  
Tulare Lake Compost  
Valley Ag Spraying  
Wilbur Ellis Inc.

## Register now for Jan. 16 Spray Safe training

If your farming operation uses pesticides, you'll want to consider joining us at the Tulare-Kings Spray Safe on Thursday, Jan. 16 at the International Agri-Center in Tulare. Spray Safe is a free half-day intensive training program which offers continuing education units for eligible employees and course work that focuses on the prevention of pesticide exposure incidents.

The mission of Spray Safe is "to encourage the safe application of agricultural chemicals through education and farmer to farmer communication and cooperation." It is also an excellent opportunity to improve communication among growers, chemical applicators and farm employees. There will be live demonstrations in English and Spanish on the topics of field worker safety; equipment calibration and maintenance; laws and regulations; and more. All agriculture employees are encouraged to attend.

To register for Spray Safe, visit [capca.com](http://capca.com). If you have any questions regarding the training, please contact Elda Brueggemann at 559-455-9272 or by email at [elda@agprocessors.org](mailto:elda@agprocessors.org).

**SAVE THE DATE**  
**THURSDAY TULARE-KINGS SPRAY SAFE**  
**16 JANUARY 2020**  
 INTERNATIONAL AGRI CENTER - 8:00 A.M.  
 4500 S LASPINA ST • TULARE, CA 93274

**SPRAY SAFE**  
 A FARMER TO FARMER COMMITMENT TO YOU

The agricultural community is coming together to encourage the safe application of pesticides through education. Spray Safe is free and open to all farmers, employees, pest control advisors, and pesticide applicators.

*"Minimum Wage" cont'd from page 1*

salary requirement for exempt personnel. (To be classified as exempt from minimum-wage, overtime-pay and time-recordkeeping requirements, an employee must meet both a "duties test" and a "salary test.")

Effective Jan. 1, the minimum salary for exempt employees of employers with 25 or fewer employees increased to \$49,920 per year (or \$4,160 per month), and to \$54,080 per year (or \$4,506.67 per month) for exempt employees of employers with 26 or more employees.

### WAGE ORDER 14 OVERTIME THRESHOLDS DECREASE

In 2016, Assembly Bill 1066 set in motion the gradual lowering of the daily and weekly hours of work thresholds for paying overtime to non-exempt agricultural employees working under Wage Order 14.

Effective Jan. 1, the overtime thresholds for non-exempt employees of employers with 26 or more employees will be nine hours per workday or 50 hours per workweek. For non-exempt employees of employers with 25 or fewer employees, the overtime threshold is still 10 hours per workday.

Overtime pay for work done on the seventh consecutive day of work in a workweek remains the same as in the past.

### DETERMINING IF YOU HAVE 26 OR MORE EMPLOYEES

As previously explained, because the requirements depend on whether an employer has 26 or more employees, it is important to understand how employees are counted.

An employer's own direct-hire employees and any employees of a farm labor contractor provided to the employer must be counted together. In addition, if an FLC has 26 or more employees, then the FLC's employees are entitled to the large-employer rates regardless of how many employees are located at their jobsites.

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# Kings County Rural Crime Report

## Several suspects arrested in area burglaries

Contributed by Task Force Supervisor Rod Shulman

Members of the Kings County Rural Crime Task Force have been scattered for the past month. With the holidays and several investigations, we have had personnel in and out of the office. During this time, we conducted several investigations and made several arrests.

Freddy Chavez was located and arrested. His truck was also impounded and he was interviewed and admitted to being at several of the sea land container burglaries. We also located the other two suspects in these investigations, Marcos Aguiñaga and Miguel Cervantes. Aguiñaga admitted to being involved with the burglaries as well. We were able to recover a stolen Polaris ATV as a result of locating all three of these suspects. The remainder of the property has not been located.

The hemp harvest is finally complete. With this said, we conducted three more theft investigations of this commodity. During one investigation, the suspects utilized their vehicle to ram the grower's vehicle in an attempt to get away. The suspect was identified and a warrant has been issued for his arrest. We also had to remove an illegal hemp grow in the Lemoore area. The grower at this location was not registered with the county per state regulations. I attended a meeting with the Board of Supervisors, Ag Commissioner, and the Sheriff about a new county ordinance regarding hemp. This new ordinance should be out sometime in March, following approval.

Our unit has been assisting with a burglary that occurred in the area of the 14800 block of Grangeville. The residence was

ransacked and two gun safes were stolen. We assisted our detective unit by picking up a safe located by Fresno PD. The safe was the victim's, but there was no property inside it. This investigation is still ongoing.

We also assisted with a fraud investigation regarding all of the county post offices. A local veterinarian called me and stated he was called by his bank regarding some checks cashed at post offices in Armona, Lemoore, Hanford and Corcoran. We were able to get a suspect description and arrest the female who was altering Hanford Vet Hospital business checks. She was purchasing stamps and selling them to other people for half price.

I want to remind all of you to call us at any time if you see anything suspicious near or at your ranches. If you call, please call the numbers listed below. If you call our land line number, most likely we won't get the message until the following day. I also want to tell all of you that Smart Water CSI has been purchased. It is looking like the rollout date for the product will be the week of Jan. 20. If any of you have questions about how to get this product, contact Dusty at Kings County Farm Bureau or myself.

Thanks again for all of your support and we look forward to a new year. If you have any questions or concerns, please call me or any of our Rural Crime detectives. 🙌



**Task Force Sergeant  
Rod Shulman:**  
559-469-4004

**Detective Carlos Santos:**  
559-904-6893

**Detective Ben Moore:**  
559-589-3629

**Detective Kody Holt:**  
559-369-8928

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