



Olive Growers Council of California

Newsletter

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CONGRESS PASSES COVID-19 RELIEF BILL

On December 21, 2020, Congress approved \$900 billion in Coronavirus relief, including \$26 billion specified for agriculture and nutrition. The legislation makes some important amendments to the second Coronavirus Food Assistance Program (CFAP 2). The legislation allows producers to amend their CFAP 2 applications to include crop insurance payments in their total sales data. Please note that the legislation does not create a CFAP 3 program nor does it change the current rule that sales data must be based on "raw" - not packed or finished - commodities.

2021 LEGISLATIVE UPDATE

Minimum Wage Increases: Effective January 1, 2021, the state minimum wage will increase to \$13 per hour for employers with 25 or fewer employees, and \$14 per hour for employers with 26 or more employees. As for exempt personnel, effective January 1, 2021, the minimum salary for exempt employees will increase to \$54,084 per year (or \$4,507 per month) for employers with 25 or fewer employees, and \$58,248 per year (or \$4,854 per month) for employers with 26 or more employees.

Wage Order 14 Overtime Thresholds Decrease:

Effective January 1, 2021, the new overtime threshold for employers with 26 or more employees will be 8 ½ hours per day or 45 hours per week. For employers with 25 or fewer employees, the overtime threshold will remain at 10 hours per day.

COVID-19 Exposure Notice: AB 685 creates a notice requirement at the workplace if an employee is exposed to COVID-19. The employer must notify exposed employees within one business day of the exposure as well as the employees' rights to sick leave and other COVID-19 related policies. AB 685 will require an employer, if the employer or representative of the

employer is notified of the number of cases that meet the definition of a COVID-19 outbreak, within 48 hours, to report prescribed information to the local public health agency in the jurisdiction of the worksite. AB 685 will require an employer that has an outbreak to continue to give notice to the local health department of any subsequent laboratory-confirmed cases of COVID-19 at the worksite.

SB 1383: The California Family Rights Act (CFRA) makes it an unlawful employment practice for an employer with 50 or more employees to refuse to grant a request by an employee to take up to 12 workweeks of unpaid protected leave during any 12-month period to bond with a new child of the employee or to care for themselves, a child, a parent, or spouse. SB 1383 amended the CFRA to make it unlawful for any employer with five or more employees to refuse to grant a request by an employee to take up to 12 workweeks of unpaid protected leave during any 12-month period to bond with a new child of the employee or to care for themselves or a child, parent, grandparent, grandchild, sibling, spouse, or domestic partner. This expansion creates an inconsistency with the federal Family and Medical Leave Act (FMLA), which also provides employees of employers with 50 or more employees with up to 12 weeks of unpaid, job-protected leave per year. This means employees of employers with 50 or more employees could take up to 24 weeks of unpaid, job-protected leave per year.

ESSENTIAL AGRICULTURAL WORKERS NEXT IN LINE FOR COVID-19 VACCINES IN CALIFORNIA

Agricultural workers are among those recommended to receive the next round of scarce COVID-19 vaccines in California. The next round of doses are expected early next year. An estimated 3.4 million vaccines have been allocated to food and agriculture workers, from farm to

table including those working in food and drinking establishments as well as farmworkers, grocers, bakers, and butchers. Plant nurseries, florists, and sawmills all fall into that category, as do community food services and pharmacies.

Happy Holidays from the OGCC!



The OGCC office will be closed on February 15, 2021 for Presidents' Day.



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Recipe Corner

Easy Layered Greek Dip with California Olives

Ingredients

- 3 8-oz packages cream cheese, softened
- 3 tbsps. fresh lemon juice
- 3 tsps. dried Italian seasoning
- 3 cloves garlic, minced
- 3 cups hummus
- 1 1/2 cups diced cucumber
- 1 1/2 cups diced tomato
- 1/2 cup diced California black olives
- 1/2 cup diced California green olives
- 1 cup crumbled feta cheese
- 1/4 cup sliced red onions
- Pita chips

Directions

- With a hand mixer, mix softened cream cheese, Italian seasoning, lemon juice, and garlic together.
- Spread in a thin layer of the cream cheese mixture onto a platter or plate of your choice.
- Spread a layer of hummus over the top of the cream cheese layer.
- Layer with diced cucumber, tomato, olives, feta cheese, and red onion.
- Refrigerate for an hour.
- When ready to serve, arrange pita chips around dip.

Recipe courtesy of <https://www.yummly.com/page/cagrown> and [bestfriendsforfrosting.com](https://www.bestfriendsforfrosting.com)

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