

AGRICULTURAL ISSUES FORUM

AB 1066: Farmworker Overtime

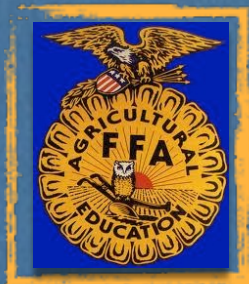
The cure for what ails us
or the prescription for disaster?



Galt FFA, California

Arath Chavez, Yamilett Diaz, Anaely Marquez,
Claire Nelson, Kaleb Roberson, Fabian Rodriguez

Galt High School
145 N. Lincoln Way
Galt, CA 95632
(209) 745-3081



Agricultural Issues
Career Development Event
State Contest: 5/6/17

1. List course(s) in which instruction occurred including the number of students involved.

Related instruction occurred in the following courses at Galt High School: Agricultural Economics, 62 students; Agricultural Biology, 142 students; Agricultural Leadership 61 students; and Agricultural Soil Chemistry, 118 students. Total: 383 students

2. Why is the issue important now?

Assembly Bill 1066 was signed into law by Governor Jerry Brown in September, 2016 and will become fully implemented over the course of the next five years (Souza, 2016). The law amends Section 554 of the labor code to give agricultural employees the same standards for overtime compensation as most other manual laborers. AB 1066 requires overtime compensation for laborers working for a single employer in excess of 8 hours in one workday or 40 hours in a week (California Legislative Information, 2016). Beginning in 2019, the law will lower the current ten-hour day threshold for overtime by half an hour each year until it reaches the standard eight-hour day by 2022. It also would phase in a 40-hour standard workweek for farmworkers by 2022 (Houtby, 2016). Currently 4 other states give farmworkers some form of overtime. Observers anticipate that California's example could create a ripple effect, potentially increasing the number of states offering overtime to farm laborers (Ross, 2016).

3. What is the nature of the issue?

This issue is divided between parties who prioritize the social justice elements of the law and those concerned about the effects of its implementation on production and consumption economics. For example, farm workers are often in favor of the law because they desire additional overtime pay to help increase their annual wages, thus improving their quality of life (Cortes, 2017). Additionally, economists have pointed to the fact that agrarian communities struggling with poverty and its associated ills could benefit from this trickle-down of cash into the pockets of low-income workers (Mendoza, 2016). However, growers are most commonly not in favor of the law due to its practical consequences. Additionally, individuals who have examined the implications of the law on national supply chains are typically opposed due to the likely impact on food prices. Since California produces a majority of several different labor-intensive fruits and vegetables, there will likely be significant impacts on food affordability, potentially leading California growers to be priced out of traditional domestic markets (Sanders, 2016).

4. Who is involved in the issue?

The stakeholders involved in AB 1066 are myriad, though they are primarily agriculturists. Most agricultural producers are opposed to the law, citing increased operation costs and loss of production capacity (Agricultural Council of California, 2016). Prior to the passage of the law, several organizations representing agricultural producers such as the Western Growers Association and California Farm Bureau lobbied for its failure, arguing that this new law will make California an even more difficult place in which to do business (Hews, 2016). Additionally, many consumer advocate groups are also fearful of the implications of a price increase for food, articulating that the most vulnerable consumers may not be able to purchase local produce should prices rise. Those who support the bill include farmworkers and advocates for both labor and social justice. Farmworkers are in favor due to the potential pay increase for working long days in a variety of harsh weather conditions and exposure to agricultural chemicals. Advocates for labor and social justice support the law because of the current poverty rate in rural California, often citing "California values" where consumers will support industries and businesses who pay fair wages to labor. Finally, legislators have taken a stand on either side of the issue depending on the vocalized concerns of their constituencies as well as special interest groups (Hews, 2016).

5. How can the issue be defined?

This issue can be defined as a conflict between social justice and economic pragmatism. The correlation between rural poverty and agricultural productivity is cited as a reason as to why the law is supported. A study of 65 rural agricultural communities indicated that while they had a high rate of agricultural productivity, they also had a high rate of poverty as well as an associated increase in unemployment and welfare demands (Bohn, 2016). While many in favor of the law argue that the increased pay of farmworkers will lead to an increased circulation of income within agricultural communities, others who oppose the law argue that the increase costs of production on the grower's end will be passed along to the consumer. The implications of the law are additionally complicated as the threshold for overtime pay changes at the same time as California's minimum wage increases (Houtby, 2016).

6. What is the historical background of the issue?

In 1938, the U.S. Congress passed the Fair Labor Standards Act (FLSA), which established the minimum wage, record keeping, child labor standards and overtime pay eligibility. However, the FLSA did not include agricultural workers (United States Department of Labor). The California Labor Code was also silent on the issue of overtime for agricultural workers until 1941, when the Legislature specifically exempted agricultural workers from the statutory requirements of overtime similar to the FLSA. In 1966 agricultural workers across the nation became eligible for the minimum wage and record keeping provisions mentioned in the FLSA (Farmworker Justice, 2016). In 1976, agricultural workers in California became eligible for overtime compensation for all hours worked over 10 hours in any workday and for the first 8 hours on the 7th day of work. Farmworker overtime on par with other industries was originally introduced as AB 2757 in 2016, but the bill failed by a margin of three votes. AB 1066 consequently became similar, with the language of AB 2757 amended and fabricated into a new bill, and the vote passed for AB 1066 in a 44-32 vote in the Assembly (White, 2016). Politically, the issue lies beyond party lines with Democrats and Republicans alike taking stances on both sides of the issue.

7. What caused the issue?

California's State Assembly has a growing number of activists clamoring for change to farmworker rights. Several bills have been proposed in recent years, with the current law originating as AB 2757 and ending as AB 1066. After AB 2757 originally failed during the vote, it was subsequently gutted and amended into AB 1066, which scarcely passed in the Assembly (Sarquis, 2016). The issue then escalated when Governor Jerry Brown signed the law into effect, much to the chagrin of many lobbyists insisting for a veto. Since then, the anticipated consequences of AB 1066 have become an even more heated subject of debate between political activists and agriculturalists alike.

8. What are the risks?

The current risks are on a scale that cannot be readily articulated, but the primary concerns revolve around the economic consequences of the law, as well as the impacts on farmworker wages and hours. Growers have to be able to pay their workers the overtime pay that will be law or face penalty by the state government, but many growers have articulated their concern regarding the possibility that they would not have the money to pay overtime and either cut workers' hours (Mitric, 2016), shift to mechanization, switch to a less labor-intensive crop, or move out of California (Hearden, 2016). Almost a concrete assumption between economists and growers alike is that this law will increase the cost of growing food in California. One estimate suggests that AB 1066 will add a \$1.7 billion to the cost of growing food (Durden, 2016). Currently, California is one of the world's top agricultural economies, growing a number of safe, high-quality labor-intensive crops that cannot be feasibly produced anywhere else in the United States (Durden, 2016). Not only are California consumers going to see the economic consequences of overtime, but so will consumers in the rest of the nation and the world.

9. What are the benefits?

Most benefits will likely be experienced by rural Californian communities and farmworkers seeking to improve their quality of life. However, the benefits cannot be readily analyzed and articulated but are instead theorized. Farmworkers readily accepted the law because they affirm the implied benefits for themselves as well as for their communities (Munoz). Many farmworkers currently work in counties where income inequality is the significantly high (Bohn, 2016). Economists agree that increased pay leads to increased annual earnings, which theoretically can be used to support local businesses and increase their revenue, generating jobs and further increasing economic growth and investment (Ross, 2016). Another key argument is the fact that the income gap in California is the nation's highest (Luhby 2016), and the lowered overtime threshold could potentially help alleviate income inequality in rural California. With the expected growth economic activity due to AB 1066, it is also anticipated that the new flow of cash with farmworkers will stimulate growth in the nation's gross domestic product (Smith, 2017).

10. Is there strong disagreement on how the issue should be solved?

There is disagreement on whether the law should be amended or totally repealed. However, many people indicate that they believe if the law were to be repealed, it would come back as another bill with new language and pass again (Blagg, 2017). Most people agree that the intent behind the law is good, however parties on either side generally agree that the language is flawed and needs revision. Although AB 1066 is now California's law, history has shown that no law is ever set in stone. It is expected with California's current democratic majority in the Assembly, that repeal is not a real option and years of data collection and evidence will be required in order to substantiate action to modify the law (Blagg, 2017).

Works Cited

- Agricultural Council of California. (2016). Gov. Brown Signs New Ag Overtime Requirements Into Law. Retrieved from <http://www.agcouncil.org/labor>.
- Bendavid, S.M. & Yeyni, T.B. (2016). Employers' Legislative Update: Governor Brown Signs New Bills. Retrieved from <http://www.lewittackman.com/blog/employers-legislative-update-governor-brown-signs-new-bills.html>.
- Blagg, A.T., Executive Director, San Joaquin Farm Bureau (2017, April 4). Personal Interview.
- Bohn, S., & Danielson, C. (2016). Income Inequality and the Safety Net in California. Retrieved from <http://www.ppic.org/main/publication.asp?i=1190>.
- California Legislative Information. (2016). AB-1066 Agricultural workers: wages, hours, and working conditions. Retrieved from https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=201520160AB1066.
- California Legislative Information. (2016). AB-2757 Agricultural workers: wages, hours and working conditions. Retrieved from http://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=201520160AB2757.
- Cortes, A.R., United Farm Workers (2017, April 10). Personal Interview.
- Durden, T. (2016). California Just Passed A \$1.7 Billion Tax On The Whole Country That No One Noticed. Retrieved from <http://www.zerohedge.com/news/2016-09-01/california-just-passed-1bn-tax-whole-country-no-one-noticed>.
- Farmworker Justice. (2016). US Labor Laws for Farmworkers. Retrieved from <https://www.farmworkerjustice.org/advocacy-and-programs/us-labor-law-farmworkers>.
- Hearnden, T. (2016). Calif. Minimum wage hike could force farm mechanization, job losses. Retrieved from <http://www.capitalpress.com/California/20160330/calif-minimum-wage-hike-could-force-farm-mechanization-job-losses>.
- Hennig Ruiz Law Firm. (N.d.). California AB 1066: Proposed Changes to California Overtime Laws for Farm and Ranch Workers. Retrieved from <http://employmentattorneyla.com/california-ab-1066-overtime-farm-workers/>.
- Hews, B. (N.d.). With AB 1066, Gonzalez Insults Civil Rights Giants & Destroys Farmworker Community. Retrieved from <http://www.loscerritosnews.net/2016/08/29/with-ab-1066-gonzalez-insults-civil-rights-giants-destroys-farmworker-community/>.
- Houtby, A. (2016). Changes Ahead in 2017 for Ag Overtime and Minimum Wage. Retrieved from <https://www.cacitrusmutual.com/changes-ahead-2017-ag-overtime-minimum-wage/>.
- Krissman, F. (N.d.). Cycles of Poverty in Rural Californian Towns. Retrieved from <https://migration.ucdavis.edu/cf/more.php?id=165>.
- Levin, M. (2016). California's rich-poor gap: The reality may surprise you. Retrieved from <https://calmatters.org/articles/income-inequality-in-california-may-not-look-like-you-think-it-does-and-why-that-may-be-a-good-thing/>.
- Luhby, T.N. (2016). California: The nation's most unequal state. Retrieved from <http://money.cnn.com/2015/05/05/news/economy/california-unequal/>.

AB 1066: FARMWORKER OVERTIME

- Mendoza, T. (2016). AB 1066 Assembly Bill - Bill Analysis. Retrieved from http://www.leginfo.ca.gov/pub/15-16/bill/asm/ab_1051-1100/ab_1066_cfa_20160627_181415_sen_com_m.html.
- Mitric, J. (2016). Why California's New Farmworker Overtime Bill May Not Mean Bigger Paychecks. Retrieved from <http://www.npr.org/sections/thesalt/2016/08/30/491944679/why-californias-new-farmworker-overtime-bill-may-not-mean-bigger-paychecks>.
- Muller, P.R., Farmer, Full Belly Organic Farm (2017, March 14). Personal Interview.
- Munoz, E. (N.d.). Historic Victory for California Farm Workers with Passage of AB 1066. Retrieved from <http://citizenslant.com/california-farm-workers-ab1066/>.
- Ross, K., Secretary, California Department of Food and Agriculture (2017, March 28). Personal Interview.
- Sanders, B.E. (2016). Surprise! Law foists \$1.7 billion food tax on Americans. Retrieved from http://www.bakersfield.com/opinion/surprise-law-foists-billion-food-tax-on-americans/article_18a84be0-c4f1-5b75-998e-ce32bf63410a.html.
- Sarquis, J. (2016). Breaking: CA Governor Brown signs Ag overtime bill AB 1066 into law. Retrieved from <http://datatechag.com/breaking-ca-governor-brown-signs-ag-overtime-bill-ab-1066-law/>.
- Sarquis, J. (2016). Update: No change in overtime for CA farm workers; AB 2757 fails. Retrieved from <http://datatechag.com/ab-2757-fails-in-assembly/>.
- Smith, S., California Labor Federation (2017, April 10). Personal Interview.
- Souza, C. (2016). Farm Bureau disappointed at AB 1066 signing. Retrieved from <http://www.a-alert.com/story/?id=10150>.
- Ulloa, J. (2016). Gov. Jerry Brown signs historic legislation granting expanded overtime pay to farmworkers. Retrieved from <http://www.latimes.com/politics/essential/la-pol-sac-essential-politics-updates-brown-signs-historic-legislation-1473710835-htmlstory.html>.
- Ulloa, J. (2016). Legislation to expand farmworker overtime pay clears the Senate. Retrieved from <http://www.latimes.com/politics/essential/la-pol-sac-essential-politics-updates-legislation-to-expand-farmworker-1471910219-htmlstory.html>.
- United Ag. (2016). Take Action – Oppose AB 1066. Retrieved from <https://www.unitedag.org/news/take-action-oppose-ab-1066/>.
- United States Department of Labor. (N.d.). Fair Labor Standards Act in Agriculture. Retrieved from https://www.dol.gov/whd/ag/ag_flsa.htm.
- Western United Dairymen. (2016). AB 1066 – OPPOSE. Retrieved from http://westernunited-dairymen.com/wp-content/uploads/2016/06/AB_1066_Sen_Labor_Oppose.pdf.
- White, J. (2016). California farmworker overtime expansion sent to Gov. Jerry Brown. Retrieved from <http://www.google.com/amp/s/sacbee.relaymedia.com/amp/news/politics-government/capitol-alert/article98703612.html>.
- Wieland, I. (2017). AB 1066 – On The Seventh Day Thou Shall Rest? Retrieved from <http://www.sagaserlaw.com/blog/2017/01/ab-1066---on-the-seventh-day-thou-shall-rest.shtml>.

DOCUMENTED FORUMS

Organization	Presentation Date	Location	Number Present
Full Belly Farm	3/14/17	Guinda, CA	33
California Department of Agriculture, Secretary Karen Ross and Executive Staff	3/28/17, 2:00pm	Sacramento, CA	15
Agricultural Issues Center, UC Davis	3/28/17, 5:00pm	Davis, CA	9
Lodi District Grape Growers	4/4/17, 11:00am	Lodi, CA	12
San Joaquin County Farm Bureau	4/4/17, 1:00pm	Lodi, CA	37
California Labor Federation	4/10/17, 2:00pm	Sacramento, CA	11
United Farm Workers	4/10/17, 7:00pm	Madera, CA	23
Dairy Council of California	4/13/17	Sacramento, CA	13
Sandra Schubert, Attorney at Law	4/17/17	Sacramento, CA	11
California Assembly Member Jim Cooper	4/27/17	Sacramento, CA	18



FULL BELLY FARM

Fresh fruits, vegetables, and animals
PO Box 251 - Guinda, California 95637
Phone: 530-796-2214 - Fax: 530-796-2199
www.fullbellyfarm.com - @full_belly_farm

April 20, 2017

Re: Galt High School Agriculture Issues Presentation

To Whom it May Concern:

We were pleased to welcome to Agriculture Issues team from Galt High School to Full Belly Farm on March 14, 2017. Full Belly Farm is a 450-acre CCOF certified organic farm nestled in the Capay Valley in Northern California. Since 1985, our farm has produced a diverse array of fruits, vegetables, nuts, grains, and animals product, all of which are marketed directly to consumers in the Sacramento and Bay Areas. Our farm is impacted by a wide range of issues, including new legislation brought forward in Sacramento.

The Galt High School FFA Chapter's Agriculture Issues Team delivered an excellent presentation on Assembly Bill 1066 - the Farm Worker Overtime Law - to Full Belly Farm owners and staff at our farm office. Farm founders Dru Rivers, Paul Muller, Judith Redmond, and Andrew Brait were in attendance, as well as our farm education specialists, Jordan Dixon and myself and several farm employees. In total, there were 33 people engaged in the presentation, including the presenters and their advisor.

The Agriculture Issues team shared a thoughtfully developed, thorough, and well rounded presentation. It was engaging and our farmers were impressed with the clear evidence of research and time spent learning all sides of the issue. Following the presentation, our farm team asked questions and give constructive feedback. Additionally, the students and their advisors spent time speaking with our farm workers to further deepen their understanding on the farm worker viewpoint.

The Galt High School Agriculture Issues team is destined for success. We wish them the best of luck.

Sincerely,

Hallie Ochoa

Hallie Ochoa
Director of Outreach and Education
Full Belly Farm



Our first forum at Full Belly Farm is where our team's technical understanding of this important agricultural issue grew. Representing multiple agricultural groups within the industry, this entity provided honest, realistic feedback that allowed our team to develop as presenters and communicators. Our identities and perspectives had yet to fully take shape, and these forums allowed us to determine the most critical elements of Assembly Bill 1066 that needed to take center stage in our presentation.

AB 1066: FARMWORKER OVERTIME

Following our early visit to agricultural producers, we took the time to present and visit with **Secretary of Agriculture Karen Ross** and Executive Staff. Aside from growth as presenters, we were able to improve our grasp of legislative processes as well as our understanding of the complexity of the agreement. In addition, we learned that different commodities will experience different consequences. Since AB 1066 will have an impact on agriculture across the state, Secretary Ross was well informed on the issue and its implications to our region's agricultural economy.



March 30, 2017

Subject: Galt High School Agriculture Issues Forum Presentation

To Whom it May Concern:

The California Department of Food and Agriculture (CDFA) was created by the California Legislature in 1919 to protect and promote agriculture. Today, CDFA uses a combination of tradition and innovation "to serve California citizens by promoting and protecting a safe, healthy food supply, and enhancing local and global agricultural trade, through efficient management, innovation and sound science, with a commitment to environmental stewardship" – CDFA Mission Statement. As a highly respected agriculture agency, CDFA partners with California farmers and ranchers to address critical issues surrounding the agricultural industry in order to protect consumers and provide safe, healthy products locally and abroad.

The Galt High School Future Farmers of America, Agriculture Issues Team delivered their presentation on the *Farm Worker Overtime Law* to CDFA staff on March 28 at the Sacramento headquarters office. The staff present included: Jenny Lester Moffitt, Deputy Secretary; Kevin Masuhara, Deputy Secretary; Natalie Krout, Director of Inspection Services; Kari Morrow, Director of Administrative Services; and Jaydeep Bhatia, Executive Fellow; and me. In total, there were 15 in attendance, including the presenters and their FFA advisor.

The students chose a challenging topic and did an excellent job. Their presentation was informative, well thought out, and represented various sides of the issue fairly with supporting statistics to strengthen their debate. They truly embraced the passion for their character's roles, which help carry their message and point of view. Following their presentation, the students fielded tough questions from the state's top experts on the issue.

We were all very impressed by their knowledge and poise and commend them for their involvement with the agriculture program. We look forward to working with them in their future agriculture careers and wish them the best of luck!

Yours truly,

Karen Ross
Secretary

CDFA Executive Office • 1220 N Street, Suite 400 • Sacramento, California 95814
Telephone: 916.654.0433 • Fax: 916.654.0403 • www.cdfa.ca.gov

State of California
Edmund G. Brown Jr., Governor



AB 1066: FARMWORKER OVERTIME

At the UC Davis Agricultural Issues Center, we were given information regarding the financial impact this bill will have on the economics of California as a state as well as local economies in agricultural communities. In particular, our team learned about labor economics and the determinants and long-term effects of poverty.



UNIVERSITY OF CALIFORNIA, DAVIS

BERKELEY • DAVIS • IRVINE • LOS ANGELES • MERCED • RIVERSIDE • SAN DIEGO • SAN FRANCISCO



SANTA BARBARA • SANTA CRUZ

Address reply to:
Daniel A. Sumner
Director, UC Agricultural Issues Center
and Frank H. Buck, Jr. Professor
Department of Agricultural and Resource Economics
University of California, Davis

One Shields Avenue, Davis, California 95616-9514
direct line 530 752 1969 main office 530 752 2320
dsumner@ucdavis.edu http://aic.ucdavis.edu

March 29, 2017

Dane White
Agriculture Department
Galt High School
Via email: "Dane White" <DWhite@ghsd.k12.ca.us>

Dear Mr. White:

Thank you for the presentation by the Galt High School Agriculture students on the effects of Over-time wage regulations me at the University of California Agricultural Issues Center (AIC) located on the University of California Davis campus at 5 pm on March 28, 2017.

AIC is a statewide program within UC Agriculture and Natural Resources. We study topics such as international markets, agricultural policy, the rural economy and farm labor trends among others. We emphasize implications for agriculture, natural resources and the economy in California. The audience for AIC research and outreach includes decision makers in agriculture and government, scholars and students, journalists and the general public.

Besides being director of the UC Agricultural Issues Center I am the Frank Buck Distinguished Professor in the UC Davis Department of Agricultural and Resource Economics (ARE). In addition to myself also in attendance was Hanbin Lee, a UC Davis Ph.D. student researcher in Agricultural Economics. Including the presenters and other attendees affiliated with Galt High School, there were a total of 9 at the event.

The students presented a thoughtful review of the issues surrounding the new California overtime law and regulations. The presentation was lively, engaging and interesting. We have been doing considerable analysis of potential impacts of the new law and these students hit all the most important points and explained them clearly. Their presentation was well researched and well delivered. I was extremely impressed by the quality of work of the whole Galt High team. I hope that my comments and suggestions will be helpful. Best of luck in your competition.

Sincerely,

Daniel A. Sumner



Lodi District Grape Growers Association, Inc.

April 26, 2017

Mr. Dane White
Galt High School Agriculture Department
Via email: DWhite@ghsd.k12.ca.us

Dear Mr. White,

On behalf of the Lodi District Grape Growers Association (LDGGA) I would like to thank the Galt FFA Ag Issues team for meeting with our Association and sharing their presentation on AB 1066, Agricultural Overtime. The presentation occurred on Tuesday, April 4, 2017 in the conference room of the Lodi Wine and Visitor Center.

The Lodi District Grape Growers Association represents wine grape growers in California Crush District 11, which includes San Joaquin County north of State Highway 4 and Sacramento County south of U.S. 50 and east of Interstate 5. Through communication and cooperation, LDGGA works to serve the political interests of our members on local, state and federal issues. The opposition of AB 1066 was one of our Association's priorities in 2016. We met with multiple members of the state legislature regarding this topic both in the capitol and on our farms.

AB 1066 will have a great impact on winegrape growers and agricultural employees within our district. AB 1066 will force employers to limit employees' hours and turn towards mechanization when possible. The reduction of hours will negatively affect our current employees. AB 1066 will also impact farmers who will have to absorb additional production costs. Production costs for grape growers have continued to rise, as growers face increased wages, the cost of regulatory compliance, increased input costs and more. As production costs increase, growers are finding themselves at a competitive disadvantage with other states and countries. Grape growers, like other agricultural producers, are affected by numerous factors that they cannot control such as weather, seasonality, and a perishable crop. AB 1066 does not recognize the need for flexibility.

We commend the Galt FFA students for selecting a topic that addressing an issue that so greatly impacts agriculture in this region and throughout the state. The students were well versed in their knowledge on the topic. They were poised and professional throughout the presentation.

The following LDGGA members (in addition to others) were present on April 4th for the presentation. Each of these individuals were actively involved in our effort to oppose AB 1066 last summer. All are active members of LDGGA in addition to their affiliations listed below.

- Amy Blagg, Executive Director, LDGGA
- Bruce Fry, Mohr-Fry Ranches & Past President LDGGA
- Kiki Gutierrez, KGI Vineyard Management & Past President LDGGA
- Aaron Lange, Lange Twins Winery & Vineyards & President California Association of Winegrape Growers
- Joe Valente, Vineyard Manager Kautz Farms & Director California Farm Bureau Federation

Also present were Mr. Dane White and the students that made up the Agricultural Issues team.

Thank you,

Amy Blagg
LDGGA Executive Director

PO Box 2004, Lodi, California 95241 • (209) 339-8246 • info@ldgga.org



At the Lodi District Grape Growers, our team became aware of the impacts this law will have on production close to home. In addition, we were able to gain insight on how operations in smaller communities work as well as some of the finer points of the new law, including how it will affect small and large farms differently over time.

AB 1066: FARMWORKER OVERTIME



California Labor Federation | AFL-CIO

www.californialabor.org

Headquarters: 600 Grand Ave
Suite 410
Oakland, CA 94610-3561

510.863.4000 tel
510.863.4099 fax

1127 11th St
Suite 425
Sacramento, CA 95814-3809

916.444.3676 tel
916.444.7593 fax

April 28, 2017

Subject: Galt High School Future Farmers of America presentation

To Whom It May Concern:

The California Labor Federation is an umbrella organization representing 1,200 local unions across the state and 2.1 million workers. We advocate for policies that promote workers' rights, health and safety and fair treatment on the job.

The Galt High School Future Farmers of America Agricultural Issues Team delivered a presentation to Labor Federation staff in our Sacramento office on the Farmworker Overtime law that passed the legislature and was signed by the governor last year.

Listening to the presentation from the Galt High School team, which included seven students and their FFA advisor, was Labor Federation Communications Director Steve Smith, Legislative Advocate Michael Young and Communications Specialist Rachel Warino. In total, there were 11 people in the room for the presentation.

The presentation was well thought out, balanced and thorough. We were extremely impressed with the students' presentation skills and their knowledge of this complicated and important issue.

We sincerely appreciated the opportunity to see the presentation and offer feedback. The students clearly have bright futures. We look forward to working with them as their careers progress.

Sincerely,

Steve Smith
Communications Director
California Labor Federation

opchi29-L3 afl-cio/rbb



The California Labor Federation assisted in providing tremendous insight regarding support for the law. Not only did we learn more about how the law could potentially benefit workers, but we also learned about the social justice perspective.



Farm laborers from United Farm Workers in Madera were able to give personal testimony on why they support the law. We were able to hear testimonials about working in the fields that support the notion that this law is about fairness and respect for human dignity.



UNITED FARM WORKERS

450 S. Madera Ave., Suite H • Madera, CA. 93637

Telephone: (559) 674-4525 • Fax: (559) 354-0165 • www.ufw.org

April 28, 2017

Re: Galt High School Agriculture Issue Forum Presentation

To whom it may concern:

Founded in 1962 by Cesar Chavez, the United Farm Workers of America is the nation's first successful and largest farm workers union currently active in 10 states. The UFW continues to organize in major agricultural industries across the nation.

The Galt High School Agriculture Issues team conveyed their presentation on the Farm Worker Overtime Law to UFW staff on April 10, 2017 at our Madera, CA Regional Office. The staff present included: Antonio Cortes, Regional Director; Vianey Torres, Internal Organizer; Aquiles Hernandez, External Organizer; and 12 of our farm worker leadership. In total, there were 23 in attendance, including the presenters and teacher.

The students chose a topic that is all too familiar to our organization. For 78 years, a Jim Crow-era law discriminated against farm workers by denying them the same overtime rights that other workers benefit from. This is the first time in the United States that farm workers will be able to get the same overtime after 8 hours as other workers here in the United States. The student's presentation was excellent and well thought out. Their roles took into consideration everyone's point of view and they effectively demonstrated it in their role play. The students received feedback from the farm workers whom were present and they emphasized on sharing their experiences, and the discrimination they felt when they weren't included in this law. The farm workers also provided more information and day to day living experiences to the student that was representing the 'farm worker' in their role play so he can also better understand their position as farm workers.

Best,

Antonio Cortes
UFW Regional Director
acortes@ufw.org



AB 1066: FARMWORKER OVERTIME



**Dairy Council
of California®**
Healthy Eating Made Easier

1101 National Drive, Suite B
Sacramento, CA 95834-1901
Phone 916.263.3560
CA Toll Free 877.324.7901
Outside CA Toll Free 866.572.1359
Fax 916.263.3569
www.dairycouncilofca.org

April 23, 2017

Re: Galt High School Ag Issues Team

To Whom it May Concern:

For nearly a century, Dairy Council of California has worked on behalf of California dairy farmers and milk processors to provide free nutrition programs to school children and their families. Our staff includes registered dietitians as well as education, communications and customer-service experts who teach the value of milk in context of a total diet as proven through scientifically grounded information.

The Galt High School Ag Issues Team presented the topic "AB 1066" to five Dairy Council of California staff members on April 13 at the Sacramento office at 1101 National Drive, Suite B. The presentation was attended by two registered dietitians, two customer service experts and a communications expert.

The issue of food prices is a familiar one at Dairy Council of California and our position aligns with public health recommendations. We were impressed with how well the students were able to present compelling arguments in favor of and against AB 1066 in a balanced and fact-based way.

Dairy Council of California staff members provided the students with some additional tips on adding emotion to their presentation in order to bring their arguments to life. Our staff also recommended some recent research studies to provide additional timely data to their presentation.

Participating in this Ag Issues presentation was an enjoyable experience. Our staff has tremendous appreciation for the poise and dedication demonstrated by the students. We wish them the best of luck in their competition and look forward to future presentations.

Healthy regards,

Sara Miller

Communications manager



SAN JOAQUIN FARM BUREAU FEDERATION

MEETING TODAY'S CHALLENGES / PLANNING FOR TOMORROW

April 26, 2017

Re: Galt High School Agriculture Issues Forum Presentations

To Whom It May Concern:

The San Joaquin Farm Bureau Federation (SJFB) was formed in 1914 to protect and promote agriculture in San Joaquin County. We are a private not for profit, grass roots membership organization. Our organization closely monitors and regularly comments and meets with elected officials on bills that would impact the agricultural industry. With respect to AB 1066 we met regularly with our local elected officials, organized informative sessions with workers, commented and encouraged our membership to submit comments.

On April 4th at 8am, members of our staff and Board of Directors listened to the Galt High School Future Farmers of America, Agricultural Issues Team presentation on AB 1066 the *Farm Worker Overtime Law* at the Lodi Winegrape Commission conference room in Lodi. Members present included; myself, Rachael Fleming SJFB Program Director, as well as 28 additional farm bureau members.

The students chose a challenging and timely topic. Their presentation was informative and well thought out. They did an excellent job of supporting the various viewpoints with statistics as well as the passion that this issue raises. Immediately, following their presentation the students received questions as well as viewpoints from our members. Our members in attendance were in the forefront of our organizations outreach on this topic and thusly experts on not only the bill itself but the real-world implications.

We were all greatly impressed with their knowledge and professionalism throughout the presentation. We look forward to seeing their future accomplishments and advocacy of agricultural. Should you have any questions regarding this matter, please do not hesitate to contact me at the San Joaquin Farm Bureau office.

Sincerely,

Bruce Blodgett
Executive Director

3290 NORTH ADART ROAD • STOCKTON, CA • 95215 • (209) 931-4931 • (209) 931-1433 Fax
WWW.SJFB.ORG

At our forum with the Dairy Council, we were able to receive information regarding food prices in California as well as the consequences this will have on the affordability of fresh produce. As both organizations place an emphasis on nutrition and human health, both organizations were able to articulate how increases in production costs could adversely affect the affordability of produce.

At our forum with the San Joaquin Farm Bureau, we acquired information regarding the perspectives of growers. We learned that on a local scale, this law will have a number of impacts on local agricultural production. Additionally, we learned about the history of labor law in California as it pertains to agriculture.

AB 1066: FARMWORKER OVERTIME



At the law office of Sandra Schubert, a policy analyst and former lobbyist, we were able to hear more about the legal perspective regarding AB 1066. Ms. Schubert was able to inform us how the rest of the nation views California food as top of the line and how an increase in the cost of food may hurt our agricultural producers. Furthermore, we learned about California's layered regulations and the procedural difficulties associated with navigating this system.

STATE CAPITOL
P.O. BOX 900940
SACRAMENTO, CA 95840-0090
(916) 219-2000
FAX (916) 219-2100
DISTRICT OFFICE
8250 LAGUNA SPRINGS DRIVE, SUITE 220
ELK GROVE, CA 95758
(916) 670-7888
FAX (916) 670-7883



COMMITTEES
CHAIR, PUBLIC EMPLOYEES, RETIREMENT,
AND SOCIAL SECURITY
BUDGET
GOVERNMENTAL ORGANIZATION
INSURANCE
PRODUCT AND CONSUMER PROTECTION
SELECT COMMITTEES
CHAIR, COMMUNITY AND LAW
ENFORCEMENT RELATIONS AND
RESPONSIBILITIES
CAREER TECHNICAL EDUCATION AND
BUILDING A 21ST CENTURY WORKFORCE
CYBERSECURITY
FOSTER CARE
LOCAL EMERGENCY PREPAREDNESS
WINE
YOUTH AND CALIFORNIA'S FUTURE

April 28, 2017

Mr. Dane White
GALT HIGH SCHOOL
145 N Lincoln Way
Galt, CA 95632

Dear Mr. White:

Thank you for your team presentation regarding the Assembly Bill 1066, the *Phase-In Overtime for Agricultural Workers Act of 2016*.

I am a strong supporter of the FFA program, and value the positive impact it has on our students and our community. I was honored to visit with members of your program and hear your presentation on the impacts both positive and negative of the implementation of AB 1066, the Farmer Worker Overtime legislation. When this issue was voted on in the Legislature, there was a great deal of discussion and debate given the potential impacts on the fiscal viability of our farms, food prices, our rural communities and the agricultural workforce. I was impressed to hear the students' perspective on this issue and give you compliments on the quality research you conducted to inform your presentation.

Our district, state and nation are better for the youths like you who will invest their energy into the issues. We need more Americans who will sacrifice their own comforts to dig in and learn about the policies that affect us all.

Keep up the good work!

Sincerely,

JIM COOPER

SANDRA LYNN SCHUBERT
SCHUBERT LLC

22 April 2017

Dane White
Agriculture Department
Galt High School
DWhite@ghsd.k12.ca.us

Dear Mr. White:

Thank you and your team for the presentation by the Galt High School Agriculture students on the effects of the new AB 1066 law on California agriculture to myself and George Soares at the Kahn, Soares & Conway, LLP Offices on 17 April 2017. I continue to be impressed by the quality and passion of the Galt High School students.

I have spent nearly twenty-five years as a strategist, legal counsel, senior advisor and manager of California agricultural, environmental and natural resource programs at the local, state and federal levels, including as Undersecretary of the California Department of Food and Agriculture for the Edmund G. Brown, Jr. Administration. Labor issues, including AB 1066, have been a pivotal part of these efforts, both the philosophical issues and boundaries of labor agreements, as well as their political and practical effects. The implications of this issue on agriculture and natural resources in California are undeniable.

Those in attendance included Sandra Lynn Schubert, Attorney at Law and former Undersecretary of the California Department of Food and Agriculture, and George Soares, Managing Partner, Kahn, Soares & Conway, LLP. Including the presenters and other attendees affiliated with Galt High School, there were a total of 11 people at the event.

The students provided an insightful and clear review of AB 1066 and its labor, agricultural, consumer and economic aspects. Not only was the information interesting, but the students comported themselves with professionalism. They welcomed and actively sought feedback, striving to improve their presentation. The presentation, discussion and getting to know the students were enjoyable and educational. I am glad that you and the students found the comments and suggestions of assistance. Please tell the students "good luck" and let me know how they fare in the competition. I am confident that they will excel.

Best wishes,

Sandra Lynn Schubert
Attorney at Law

800 J Street, Suite 239 - Sacramento, California 95814 - 916.319.8648 - sschubert@me.com

At the Capitol office of Assemblyman Jim Cooper, we were able to get significant insight about the political processes that exist behind closed doors. Assemblyman Cooper indicated he had little constituent outcry over the bill so he instead deferred to his colleagues, his party as well as his own personal opinion. Our team was given a new outlook on the law's promise as well as the ability of legal professionals to weigh in and affect the implementation of the law.