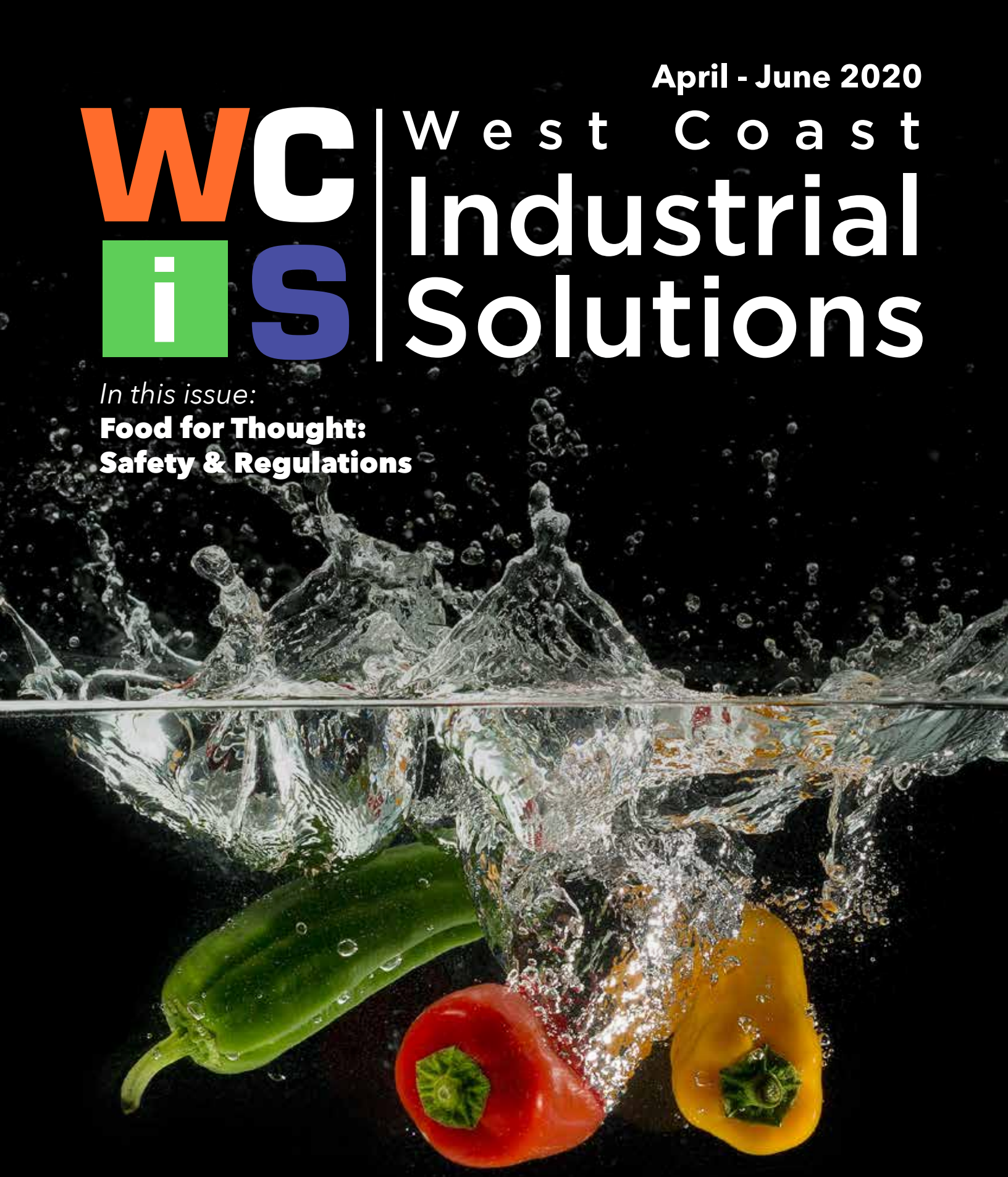
April - June 2020

WCIS West Coast Industrial Solutions

In this issue:

Food for Thought:
Safety & Regulations



Cultivate Knowledge. Feed the World.

WCiS

April - June 2020

CONTENTS

PAGE 1
Letter from the Editor

PAGE 3
Innovation: Innovating Dairy Digester Research

PAGE 6
Innovation: Addressing Unplanned Outages in the Food Processing Sector

PAGE 10
Safety: Food Labeling Requirements for Manufacturers and Updated Compliance Dates

PAGE 12
Company Profile: She Built This City

PAGE 14
Safety: Hand Washing: Sanitation That Saves Lives

PAGE 17
Ethics: California Hemp Farming and Products Start to Take Shape

PAGE 21
Ethics: Regulatory Status for CBD in Food

PAGE 26
Finance: Taming the Elephant - Healthcare

PAGE 28
Finance: The New "Business as Usual" with COVID-19

PAGE 41
Explore: News Release: California League of Food Producers

Contact Information

Tara Sweeney, Marketing Director
tara@wcismag.com
559.999.6637
PO Box 7864, Fresno CA 93747

Staff

Sheri McClure, Content and Sales
Tara Sweeney, Sales and Marketing
Trevor Merrow, Layout and Design

Visit us at wcismag.com

LETTER FROM THE EDITOR

Thank you for reading the April edition of WCIS magazine. The content in the second quarter is focused on the legal aspects of CBD in food processing and food & beverage; agricultural innovations that take waste to make fuel and fertilizer; why, now more than ever, everyone should be washing their hands–for at least 20 seconds; and what resources businesses have available to best respond to COVID-19.

In this issue, you will find information and resources for these industries as we enter the uncertainty of this health crisis. Manufacturers can address their skills gap through gender equality. UC Davis research shows how waste products from dairy cattle can be used for both biogas fuel and dry fertilizer. Food processors can prepare for power outages and new labeling regulations. Growers and processors can find valuable information on how to be compliant with regulations for CBD and hemp.

Our goal is to connect industry professionals with each other, along with the latest news and resources available to make it through the quarantine and health crisis.

We only have to be socially distant with in-person interaction! Feel free to connect with us on social media, where we give updates on industry events–we attend over 20 trade shows and local events a year! Or browse our website, where we host these articles as blog posts with more behind the scenes photos and video.

We're starting an online show through Central Valley Talk and plan to revisit and expand on subjects we have covered, watch us the first and third Saturday of each month at 11am PST for the live showing or follow us on social media to stay up to date.

We are looking to rename the magazine and want your input. Please vote through our website or our social media channels to let us know what name you think we should change to.

If you missed our past event in October 2019, we will be hosting our second annual trade show: 2020 Safety Expo in Food & Facilities, September 17, 2020 at the Clovis Veterans Memorial District in Clovis, CA. Speaking slots are open if you would like to provide training to industry professionals in agriculture, food and beverage, food processing, and manufacturing.

Join us as an exhibitor by May 25, 2020 to receive $100 off your booth cost, as well as a complimentary business card sized advertisement (a $525 value) in the July-September 2020 quarterly issue. Contact us today (tara@wcismag.com, (559) 999-6637) if you are interested or browse our advertising options on our website. www.wcismag.com/welcome/advertise/

-Tara Sweeney

Please visit wcismag.com to subscribe and get exclusive free content.

West Coast Industrial Solutions Magazine

@wcismag

West Coast Industrial Solutions Magazine

@wcismag

Innovating Dairy Digester Research

Written by Chris M. Brunner
Originally Published on UCANR Food Blog

Dr. Pandey checking samples of biogas collected at UC Davis School of Veterinary Medicine's lab.

California leads the nation in agricultural production, producing nearly all the nation's leafy green vegetables, most nut and fruit varieties, and is ranked first in egg and dairy production.

What that means is that California also produces a lot of agricultural waste materials, including lots of manure.

Historically these waste materials have been used as a rich source of compost. However, researchers at UC Cooperative Extension are researching innovative uses for this material.

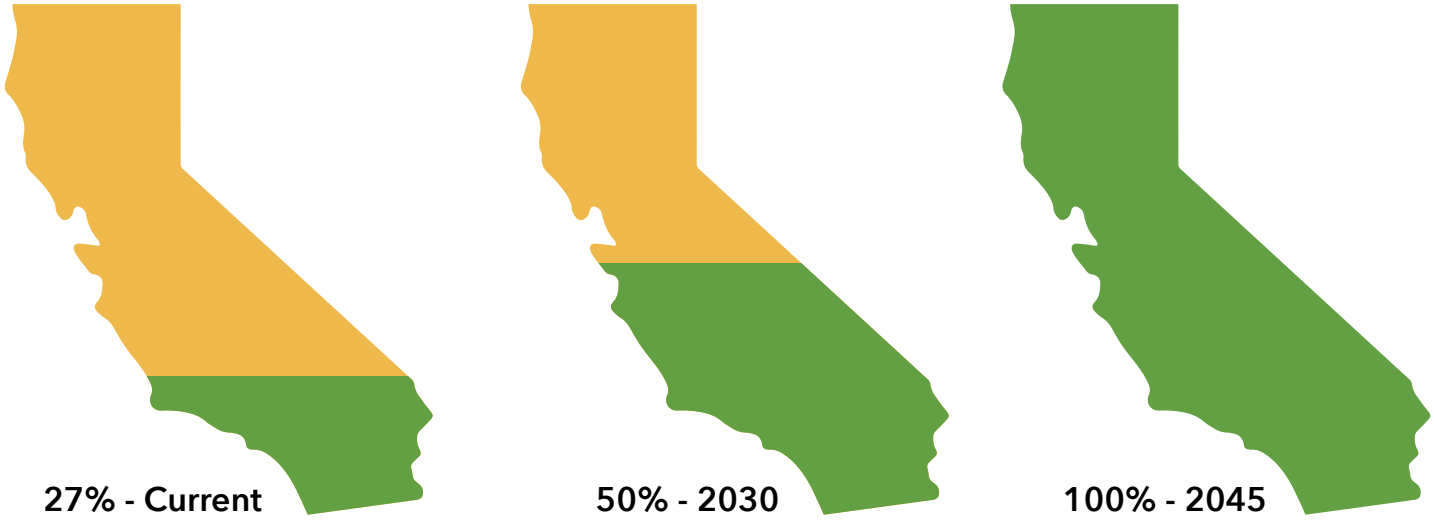
Samples of biogas collected at Dr. Pandey's lab at the UC Davis School of Veterinary Medicine.

Dr. Pramod Pandey, a faculty member and Cooperative Extension specialist at the UC Davis School of Veterinary Medicine, focuses on better ways to manage waste material for both large and small farms. Dr. Pandey researches how to convert the organic matter in manure and other waste materials into a renewable energy source that can be used to power our state.

Converting manure to renewable energy

California gets over 27% of its energy from renewable resources like solar wind, and hydroelectric. Our goal is 50% renewable energy by 2030. California is taking steps towards this goal by building a network of dairy digesters which use bacteria to break down dairy manure and convert it into biogas. Clean burning fuels, such as biogas, are a sustainable source for generating energy because when they are burned, harmful by products are not produced.

Projected Renewable Energy Use in California



California currently gets 27% of its renewable energy from solar, wind, and hydro-electric sources. California hopes to reach 50% renewable energy by the year 2030, and 100% by 2045.

Big bonus

A bonus is that the solid material left after the digesters have done their job is a fertilizer that can be used to grow the fruits, vegetables and nuts that our state is famous for. This type of fertilizer contains nutrients that are more readily available for plants because the digestion process breaks up organic materials more efficiently than traditional composting. The digestion process also helps reduce the number of harmful bacteria found in manure, making it much safer for use on plants grown for human food.

Dr. Pandey holding dry manure material, ready for reuse as fertilizer.

Dr. Pandey and Tim Van Beek (Van Beek Brothers' Dairy) inspect the contents of a dairy digester together.

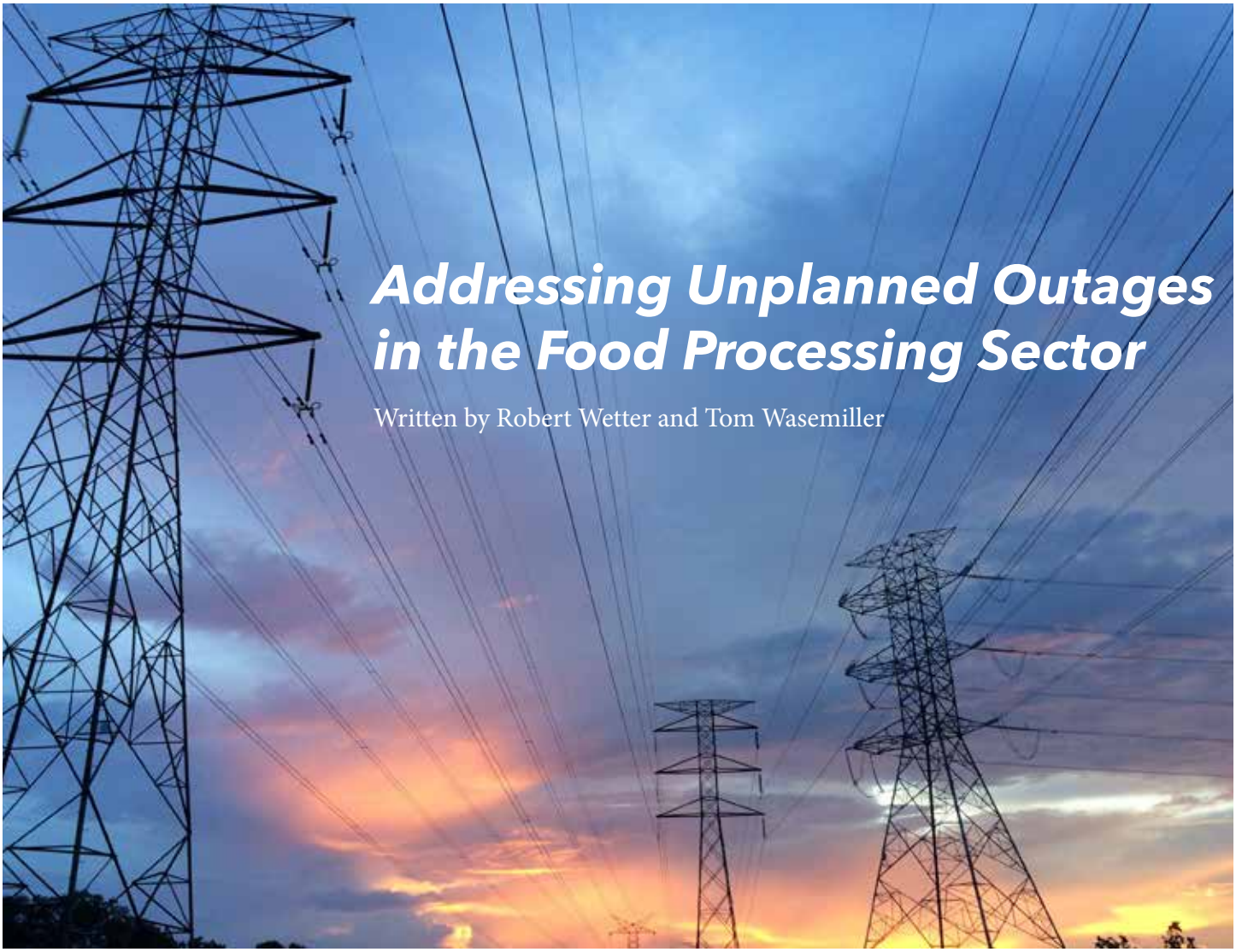
California leading in discovery and innovation

When we think about where agriculture has been and where it is going, innovation, efficiency and environmental sustainability are hallmarks of our approach in California. People like Dr. Pandey are driving forward research and technology to minimize the impact of agriculture production on the environment.

When we think about where agriculture has been and where it is going, innovation, efficiency and environmental sustainability are hallmarks of our approach in California. His multidisciplinary approach to solving this complex problem of agricultural waste materials and water/air quality helps improve the economic wellbeing of farmers, and benefits Californians by providing nutrients for safe, healthy, and nutritious food.

While the importance of California's agriculture might be huge, its footprint on the environment doesn't have to be, and it is researchers like Dr. Pramod Pandey who are ensuring our state leads in discovery and innovation for many harvests to come.

Dr. Pandey and Tim Van Beek stand in front of dairy cows at the Van Beek Brothers' Dairy.



Addressing Unplanned Outages in the Food Processing Sector

Written by Robert Wetter and Tom Wasemiller

In recent years, high resistance grounding (HRG) technology has become more prevalent in a variety of process industries. Much of this awareness comes from changes in NFPA70E, which recognizes HRG as an arc flash reduction technology. Likewise, insurance companies also push for upgraded electrical systems in order to reduce equipment damages and process interruptions.

Our introduction to the application of HRG technology predates these more recent events by more than 20 years and stemmed from the desire to avoid uncontrolled, and unplanned outages while improving safety for our employees. As those of us who work in the food-processing sector can attest, it is critical to finish certain processes completely and without interruption or delay, or the batch is compromised and/ or destroyed. Agitators, conveyors, fans, rotary airlocks, blowers etc., all contribute to a continuous product flow within a critical process. When a process is unexpectedly shutdown, radical changes occur resulting in deviances from manufacturing standards and guidelines; the respective changes include but are not limited to, temperature, absorption, tempering, emulsifying, homogenizing and roasting. Consequently, these undesired changes often result in damaged or destroyed product.

Similarly, if the stall results in solidified product, the equipment can clog, jam and break. As a result, removing the scrap materials and reinstating equipment to its proper state can result in hours

of costly downtime. More consequently, when a heat process is involved, such as a trapped oven or roaster, the internal temperatures can quickly rise resulting in a variety of dangerous situations – such as a meltdown, or flash fire. All of the above-mentioned threats to both product and equipment are actual situations that we have experienced first-hand while working in various food industries. The cost of a shutdown can quickly rise to thousands of dollars, in addition to the secondary losses and damages derived from scrap, re-work, loss of production time, and the inconvenience posed to customers.

In the case of a serious meltdown or fire, the costs are immediately exponentially higher in addition to increased physical risk to personnel. However, accurately quantifying the expense of an unplanned shutdown due to a ground fault is difficult. The cost associated with a ground fault is largely dependent on a variety of factors: equipment type, severity of the incident, length of shutdown, injuries etc. For example, let us share our experience dealing with roaster failure due to a sudden shutdown because of a ground fault occurrence. The ground fault occurrence caused the roaster to immediately shutdown, trapping a full product batch inside. Internal temperatures quickly rose causing a meltdown. When a meltdown occurs, unique and valuable equipment is damaged and in certain incidents, destroyed. Due to the unique nature of this equipment, a replacement had to ship from overseas. The total losses for this specific case, including expedited delivery charges, labor with overtime, loss of production, loss of product, etc., surpassed $100,000. Therefore, due to the variety of circumstances that can arise resulting from a ground fault occurrence, it is difficult to quantify the monetary value achieved by operating with HRG technology. However, it is safe to estimate that on average, HRG technology can save anywhere from $1000-$5000 per critical process fault.

As a company with hundreds of locations across North America, we operated facilities with a variety of electrical systems; wye, delta, grounded, and many ungrounded. While not universal, the ungrounded electrical system is common in older food processing facilities as there is a strong desire for process continuity even under a single ground fault condition. However, as noted by IEEE and insurance companies such as FM Global, these systems are subject to over-voltages that result in equipment damage and the location of a ground fault is difficult to find. While changing to a solidly grounded system eliminates the issues of overvoltages, equipment damage and fault location, it results in unplanned equipment outages, which is the core problem to be addressed.

The smart business justifications for using HRG technology are:

- HRG allows the process to continue even in the event of ground fault occurrence
- HRG controls and limits the over-voltages, thereby avoiding equipment damage
- HRG provides an alarm to alert personnel who can consider an orderly and sequential shutdown of process equipment if need be
- HRG provides mechanisms for maintenance personnel to quickly locate the fault limiting shutdown time

More sophisticated HRG systems provide indication of which feeder has the fault, thus expediting the fault location process. Likewise, users also have the ability to preset the system in order to determine which critical processes require protection in the event of a second ground fault in order to promote continuity.

Changing the approach to electrical grounding across multiple divisions, in different countries, through a magnitude of personnel, has been anything but straightforward. In our experience, division management and project managers fight to maintain a certain level of autonomy, and the role of corporate engineering is to consult and advise, rather than dictate and direct.

The first step in effort to achieve the desired change and understanding was education. Educate stakeholders on HRG technology and the respective

operational benefits. Educating the food industry was complicated due to the skepticism surrounding the lack of food industry installations. This meant there was a lack of overall understanding of HRG technology and an unjust fear of the associated cost. The benefits and cost avoidances quickly and easily outweigh the initial investment. While HRG was relatively unknown in the food industry, it has been used for several years prior in mining and petro-chemical industries.

Likewise, I received some concern from plant personnel who had been conditioned to believe that any electrical fault in the system must be eliminated immediately. The concept of safely leaving an electrical fault on the system until a coordinated shutdown could be arranged was not trusted. The prevailing knowledge among electrical personnel was that any phase to ground fault was bad, likely to result in equipment damage and employee injury. The compromise was to use HRG technology in green field sites where corporate engineering had a higher level of input and on larger brown-field sites for upgrades and retrofits for the same reasons. Hazelton Cocoa plant was 1 of 7 high dollar value projects ($100million+) that our company funded between 2006 and 2009. Fortunately, the project management team responsible for designing and implementing electrical protection and personnel safety were open to support from corporate engineering.

When implementing new technology from any vendor, it is imperative that proper support is provided. Unfortunately, our initial experience was poor, as we did not receive what is now known as critical training. This critical training includes installation guidance, commission and product training as well as trouble shooting tactics. Therefore, the product was not fully accepted or trusted as it did not provide the purported benefits. When the system indicated a fault situation or initiated a trip signal, electricians were frustrated as they were unable to calibrate or tune the system. Additional frustration stemmed from the inability to quickly locate the fault, which was one of the key expected benefits. As a result, until the situation could be resolved, a portion of the plant was shut down. The lack of technical support from the HRG vendor used in this case rendered the technology useless, thus providing a negative first impression of HRG technology in the food processing industry. Additionally, there were also minor compatibility issues with existing equipment and the ability to successfully operate in various facilities. Again, this HRG vendor failed to advise us of these potential complications. In order to resolve these issues, grounded transformers had their bonding conductor removed and variable frequency drives modified to ensure compatibility.

Lack of understanding from personnel within ADM was not the only issue when pioneering this technology shift, outside influences were also a problem. The most notable being utility companies that automatically grounded the secondary line coming off their services. This created a situation where the HRG system would constantly alarm and become inoperable. When discussing this issue with utility providers, the common response was that it was a worker safety issue and required union involvement and agreeance.

At this time, we decided a change in our HRG technology supplier was in our best interest, and this is when we began using I-Gard products. The experience was immediately superior in terms of engineering and product support. Sergio Panetta Vice President of Engineering at I-Gard, accompanied Tom and I on our next plant visit. While the utility refused to change their outdated approach, at least we had an ally with us in the fight. Shortly thereafter, we installed an I-Gard HRG system in a rural grain location. The local electrical contractor claimed he was well versed in HRG technology and refused support. The moment we energized the system we were plagued with nuisance trips and plant personnel blamed the new equipment. Once again, Sergio intervened and personally offered remote technical support and an in-person troubleshooting visit. The visit was not needed as a series of voltage tests conducted at Sergio's request provided the answer. In this instance, the system was still grounded and once this was corrected, the technology worked as advertised.

From this real-world experience, I-Gard and our corporate Technical Services created a training presentation used by all company personnel as well as all approved contractors when installing and commissioning HRG technology.

Proper training on what HRG technology will provide, correct installation and commissioning of the technology, available expert technical support and validation that the process can operate without damaging equipment or injuring personnel were all vital to win over HRG skeptics. Implementing new technology or changing the approach that has become accepted practice involves a certain amount of risk and the unknown technology is typically blamed for any installation or operational concerns. Successfully changing to HRG technology, which we knew would provide the expected benefits if implemented correctly, was dependent of realizing the saying, seeing is believing.

It was necessary for the electrical personnel and the operations personnel to keep production equipment running even when the system provided a ground fault alarm with no injuries and no equipment damage. Maintenance personnel could see the HRG system in operation and providing indication of the faulted feeders with a traceable pulse that assisted in locating the fault.

HRG technology avoids the issue of unplanned outages and the associated cost impact. HRG technology eliminates the issue of over-voltages and the associated equipment damage. HRG technology lowers the probability of an arc flash by more than 90%.

For these reasons, decision-making managers need to embrace HRG technology in their project justification discussions when considering upgrades, retrofits or new builds. However, a successful project isn't just about the product, it is about who you choose to partner with and ensuring they not only have the product you need, but also the commitment to customer service and application expertise. Altogether, we installed approximately 50 HRG systems all over the world providing plants against unplanned outages, arc flash incidents, personnel injury and costly damage.

Tom Wasemiller has 40+ years of experience in electrical safety, much of this time spent working in electrical power distribution throughout several food plants. Tom is also an OSHA certified Electrical Safety Instructor. Prior to retirement, Tom was the Electrical Project Lead at ADM Electrical Technical Services supervising high value projects surpassing $110 milion. Tom has led teams of engineers supporting various corporate divisions in new plant construction, retro-fitting and expansion projects while working to reduce arc flash and shock exposure.

Robert Wetter Recently retired from ADM, Bob has 37 years experience working as a senior automation and electrical engineer for one of the largest food ingredient companies in the world. In recent years, Bob designed a variety of industrial power distribution, automation networks and industrial Cybersecurity systems for projects around the world ranging from 4 megawatts to over 150 megawatts. Through innovative designs, Bob has managed to improve safety by adding features such as High Resistance Grounding while actually reducing the overall electrical system cost.

Food Labeling Requirements for Manufacturers and Updated Compliance Dates

Written by Michael Shabaka, Ph.D.,
Manex Director of Sales and Innovation Excellence

On May 27, 2016, the U.S. Food and Drug Administration (FDA) published the final rule amending food label requirements. The final rule amends the labeling regulations for conventional foods and dietary supplements to provide updated nutrition information on the label to assist consumers in maintaining healthy dietary practices with a compliance date of July 26, 2018 for manufacturers with $10 million or more in annual food sales, and July 26, 2019 for manufacturers with less than $10 million in annual food sales.

The FDA recently extended these dates to January 2020 and January 2021 respectively. The FDA has created a Small Industry Compliance Guide to help companies better understand who needs to be compliant and how to become compliant. The FDA does not intend for the document to serve as legal advice and refers to this document as recommendations for compliance. Upon review of the 38-page document, it notes that all food, including supplements and infant foods must be compliant with the new labeling requirements, but there are some exceptions.

Under 21 Code of Federal Regulations (CFR) 101.9(j), product exceptions to the new label requirements generally include:

1. foods offered for sale by a retailer who has annual gross sales made or business done in sales to consumers that is not more than $500,000;

2. foods offered for sale by a retailer who has annual gross sales made or business done in sales of food to consumers of not more than $50,000;

3. medical foods; and

4. foods that contain insignificant amounts of all nutrients (e.g., coffee beans, tea leaves).

If your small business does not manufacture foods that fall within these four exceptions, then you must be fully compliant with the new rules by January 2021.

Compliance with the new labeling requirements can be confusing. For example, section V titled: "Which Nutrients Must Newly be Declared, and What

Changes Have Been Made to Nutrients Previously Required or Allowed to be Declared?" provides an example of how to address added sugars and what is considered added sugar.

The guideline states that added sugars are defined as sugars that are either added during the processing of foods, or are packaged as such, and include sugars (free, mono- and disaccharides), sugars from syrups and honey, and sugars from concentrated fruit or vegetable juices that are in excess of what would be expected from the same volume of 100 percent fruit or vegetable juice of the same type, (21 CFR 101.9(c)(6)(iii)). This definition includes single-ingredient foods, such as individually packaged table sugar (see Section V.A.1.(a).(i) and Ref. 1). But there appears to be another twist that can make the new rules confusing and why I believe the FDA is giving smaller manufacturers more time to comply.

For example, the following do not fall under the definition of added sugars. Sugars in fruit or vegetable juice concentrated from 100 percent juices that are sold to consumers (e.g., frozen 100 percent fruit juice concentrate) (21 CFR 101.9(c)(6)(iii)). Sugars in fruit juice concentrates that are used to formulate the fruit component of jellies, jams, or preserves in accordance with the standards of identities set forth in 21 CFR 150.140 and 150.160 (21 CFR 101.9(c)(6)(iii)). Sugars in the fruit component of fruit spreads (21 CFR 101.9(c)(6)(iii)). Sugar alcohols and Sugars in juice concentrates that are counted towards percentage juice label declaration under 21 CFR 101.30 for 100 percent juice or 21 CFR 102.33 for juice beverages (21 CFR 101.9(c)(6)(iii)). Sugars in juice concentrates that are used to standardize the Brix values of a single species juice consisting of juice directly expressed from a fruit or vegetable in accordance with 21 CFR 102.33(g)(2) (21 CFR 101.9(c)(6)(iii)). Naturally-occurring sugars found in milk and dairy ingredients, except lactose as defined in 21 CFR 168.122.

The food labeling laws can be a daunting task, especially if there are product changes or reformulations. The additional year that the FDA has provided to ensure manufacturers are compliant can help businesses become fully compliant with the new food label requirements. Does your business understand the new label rules, and will your business be fully compliant with the new food label requirements on January 1, 2021?

Nutrition Facts

Serving Size 2/3 cup (55g)
Servings Per Container About 8

Amount Per Serving

Calories 230	Calories from Fat 40
	% Daily Value*
Total Fat 8g	**12%**
Saturated Fat 1g	**5%**
Trans Fat 0g	
Cholesterol 0mg	**0%**
Sodium 160mg	**7%**
Total Carbohydrate 37g	**12%**
Dietary Fiber 4g	**16%**
Sugars 1g	
Protein 3g	
Vitamin A	10%
Vitamin C	8%
Calcium	20%
Iron	45%

* Percent Daily Values are based on a 2,000 calorie diet. Your daily value may be higher or lower depending on your calorie needs.

	Calories:	2,000	2,500
Total Fat	Less than	65g	80g
Sat Fat	Less than	20g	25g
Cholesterol	Less than	300mg	300mg
Sodium	Less than	2,400mg	2,400mg
Total Carbohydrate		300g	375g
Dietary Fiber		25g	30g

Nutrition Facts

8 servings per container
Serving size **2/3 cup (55g)**

Amount per serving
Calories **230**

	% Daily Value*
Total Fat 8g	**10%**
Saturated Fat 1g	**5%**
Trans Fat 0g	
Cholesterol 0mg	**0%**
Sodium 160mg	**7%**
Total Carbohydrate 37g	**13%**
Dietary Fiber 4g	**14%**
Total Sugars 12g	
Includes 10g Added Sugars	**20%**
Protein 3g	
Vitamin D 2mcg	10%
Calcium 260mg	20%
Iron 8mg	45%
Potassium 235mg	6%

* The % Daily Value (DV) tells you how much a nutrient in a serving of food contributes to a daily diet. 2,000 calories a day is used for general nutrition advice.

About the Author

Michael Shabaka, Ph.D., is the Director of Sales and Innovation Excellence for Manex. He has over 20 years of business development, sales and marketing experience, spanning several industries including biotech, high tech, publishing, environmental lab services, and the non-profit sector. Dr. Shabaka holds a Ph.D. in Organizational Behavior with a concentration in Transformative Learning and Change from the California Institute of Integral Studies, San Francisco. He also holds a Master of Business Administration degree in Marketing and Finance and a Bachelor of Arts degree in International Affairs from Holy Names College, Oakland. He can be reached at mshabaka@manexconsulting.com.

COMPANY PROFILE

Demi Knight Clark

STEM careers are experiencing low employment due to an industry skills gap. A whitepaper by Alexander Mann Solutions suggests, "While there is overwhelming evidence that women continue to be underrepresented in STEM fields, the reasons go beyond traditional stereotyping. Women may 'shy' away from these careers for both cultural and educational reasons, while a lack of role models doesn't help the cause."

Demi Knight Clark established She Built This City (SBTC) in December 2019 in Charlotte, South Carolina to address the labor shortage by closing the gender equity gap in construction and manufacturing. SBTC does that through scholarship-based trade workshops, camps & clubs – hitting the "life cycle" of generations: exposing the trades to girls as young as nine, and women at any age.

SBTC is proud to have momentum thanks to donors who saw their passion and mission – such as Lowe's Home Improvement, Novocure, and private donors - in January. "We've seen our "proof of concept" camps – Explorer Girls and Builder Girls Club have wait lists; and Women@Work Trade Circle & Expo events host over 200 women and male allies in Charlotte."

SBTC's program is built upon three foundational pillars. The Explorer Girls pillar is a weekend workshop for girls ages nine to twelve, providing foundational math skills, an understanding of scientific theory, and basic power tool etiquette with the opportunity to explore. Their Farm to Architecture unit has been a success by combining the necessary skills with technology. The Builder Girls Club is an in-school program for middle school girls. They spend their last period working on bigger concepts and projects. SBTC is not targeting high school ages due

to the saturation of Career Technical Education (CTE) courses available to this age group. The third pillar is the Women@Work Trade Circle that offers the "power of many" for a consortium of professional women in the construction and manufacturing industries. They also offer apprenticeships to women looking to change careers or networking for those looking to continue to climb within the industry.

SBTC is proud to partner with the following organizations: SEED20, Yale SOM, United Rentals, Duncan Parnell, NAHB, Novacure, and National

Association of Women in Construction. They also participate in local events, like Women in Trade Expo, Homeowners Association Women in Building Week, and Rail Lines Classroom America.

Clark says that her favorite accomplishment with SBTC is giving girls the confidence for these fields. "By far, it's seeing the 'light bulb' moment come on in girls who have never held a power tool or equipment. They go from being semi-terrified or at least intimidated, to saying, 'GIMME ANOTHER ONE!' after drilling their first screw with a power driver. It's empowering, and it's definitely affecting that we're creating ideas in their heads of other things they feel confident to build or spearhead." She states that the biggest challenge SBTC faces is funding: connecting with the right people to support these programs.

SBTC has a three year plan to scale to five major cities with all three pillars of programming, and hit their first $10M in funding by year three. "It's the kind of impact we have to strive for if we want to change the statistics shorter-term in the industries. That helps us scale to at least 30,000 women and girls!"

Clark wishes more people knew what the construction and manufacturing industries had to offer in leadership potential. "I've always loved the fact that if there's a job to do, anyone can raise their hand, just like that little girl with a power driver – and say, 'gimme another one!' You can rise through the ranks very quickly by taking on tasks that are short-handed or short-staffed, or challenges needing to be solved. It's how I shaped my career in the industry. So those light bulb moments are prevalent – we need to showcase them and onboard the next generation."

Please visit their website for more information and a full list of future events www.SheBuiltThisCity.org.

Hand Washing: Sanitation That Saves Lives

Written by AnnMargaret Dwyer
Originally Published in Food Safety

We can all agree that handwashing is important. We know that washing your hands prevents you from getting sick, helps prevent the spread of germs, and helps keep our food safe. But time and time again we see people choose to not wash their hands, knowing full well they should be. Why does this happen? It is important to understand why people do not wash their hands, that way more effective techniques can be created to enhance your facility's handwashing culture.

The Psychology of Not Washing Your Hands

Many people do not wash their hands after they go to the bathroom. But why? Pol Rodellar from VICE chose to ask people why exactly they don't partake in this sanitary process in the article "People Explain Why They Don't Wash Their Hands After Peeing". A few responses to note were:

> "People just wash their hands because that's what they see in films. I sometimes do it in front of people who I saw just washed their hands-I suppose it's out of respect for others. I guess I don't do it for myself, but for them."
> *- Sara, 26*

"It's a fact that washing our hands is just something we do to fit into society. This morning, while I was using the urinal, a colleague who had just finished peeing started thoroughly washing his own hands. So when I finished, I had to do the same so that guy- who continued to wash and dry them as if he had just come out of a mine – didn't think I was some filthy urchin. So here's to wasting water and soap and a disposable paper towel just because I can't be bothered to explain my toilet habits to my colleagues."
- Jordi, 30

"I normally wash my hands before I pee because they're always dirty due to my job. I only wash my hands afterwards if I splash myself. And to be honest, I've stopped worrying about contracting things down there."
- Martin, 28

"I don't have time to be constantly washing myself. I actually think we all clean ourselves too much – it can't be good for our skin. Our society is too sterilized and it's not natural."
- Lucia, 22

But Why?

In a study conducted by scientist Thomas Berry and his colleagues on a university campus, Berry wanted to analyze whether or not gender played a role in handwashing behaviors in the bathroom. The team observed 170 subjects in a public restroom and found that the action of hand washing and for how long were based on the activities the subjects conducted in the restroom. In the study, 91% of women washed their hands. This was attributed to all the women using a cubicle to go to the bathroom. When looking at the men, 87.5% of men washed their hands when using the cubicle but only 59.4% washed their hands when using the urinal. The conclusion was that to the subjects, going to the bathroom in the cubicle warranted more hand washing.

In addition to whether each subject washed their hands, those that did were timed. An important note is that the median time for handwashing showed both men and women washing their hands for less than ten seconds. This is troublesome since the Center for Disease Control (CDC) suggested time for handwashing is 20 seconds. This study shows that if your staff is more likely to use a urinal when going to the bathroom, a greater emphasis on handwashing procedures must be put in place to protect food from being contaminated.

When to Wash Your Hands

The more someone washes their hands, the less likely they are to spread germs and disease. In a manufacturing facility all employees should wash their hands before or after the following:

- Before beginning work
- Before preparing food
- Before handling an injury such as a cut
- After using the bathroom
- After sneezing or coughing
- After touching your hair or face
- After taking out the trash
- After using cleaning materials
- Before changing jobs handling raw and ready to eat food

How to Wash Your Hands As directed by the Center for Disease Control(CDC):

"Follow these five steps every time.

Wet your hands with clean, running water (warm or cold), turn off the tap, and apply soap.

Lather your hands by rubbing them together with the soap. Lather the backs of your hands, between your fingers, and under your nails.

Scrub your hands for at least 20 seconds. Need a timer? Hum the "Happy Birthday" song from beginning to end twice.

Rinse your hands well under clean, running water.

Dry your hands using a clean towel or air dry them".

The Science Behind Handwashing

Not washing your hands after going to the bathroom is a leading cause of the spread of infections and diseases. Feces is a common source of Salmonella, E.coli 0157, and norovirus, and can also cause certain

respiratory infections. "A single gram of human feces–which is about the weight of a paper clip–can contain one trillion germs". For this reason, in your facility, it is important to ensure that handwashing practices always remain front of mind by having handwashing diagrams with instructions at every hand washing station.

In addition to germs being spread because hands are not washed after using the bathroom, germs can also spread is animal feces inadvertently on raw meat. Cross-contamination and poor sanitation practices can cause these invisible germs to spread.

The Impact Hand Washing Can Have

"Teaching people about handwashing helps them and their communities stay healthy. Handwashing education in the community:

Reduces the number of people who get sick with diarrhea by 23-40%

Reduces diarrheal illness in people with weakened immune systems by 58%

Reduces respiratory illnesses, like colds, in the general population by 16-21%

Reduces absenteeism due to gastrointestinal illness in schoolchildren by 29-57%

It is not easy to establish a handwashing program that works. To do so you need an engaged staff who feels a sense of ownership for your company's food safety culture and understands that they are a determining factor in whether your company produces safe food. Hand washing training and seminars need to be part of your "always-on" food safety program because ultimately your entire staff affects your end product and the bottom-line.

California Hemp Farming and Products Start to Take Shape

Written by Robert W. Selna,
Founder Selna Partners Law Firm

California hemp cultivation registrations skyrocketed in 2019 and are expected to increase further this year due to federal hemp decriminalization and a perceived demand for hemp-derived CBD and other hemp products. A mature statewide hemp industry is a ways off however, due to unfinished regulations and the on-going effort to overcome a federal ban on food and beverages infused with hemp-derived CBD.

"Ninety-nine percent of the hemp being grown in California right now is for CBD and, at the moment, the only legal hemp CBD products are topicals and smokable hemp," said Brian Webster, Founder of CA-Hemp, an advocacy group that supports the growth of the hemp industry.

"There needs to be an expansion of the topical and smokable products while the feds and the state issues around hemp CBD in food and beverages get worked out."

Hemp is defined as cannabis with extremely low concentrations of THC (not more than 0.3 percent on a dry weight basis). The Food and Drug Administration (FDA) prohibits CBD in food, beverages and cosmetics, regardless of whether the CBD is derived from cannabis that includes THC (the psychoactive constituent of cannabis) or from hemp.

CBD, short for cannabidiol, is a chemical compound from the Cannabis sativa (L.) plant that is widely accepted as exhibiting therapeutic properties, including anti-anxiety and pain-reduction effects. Unlike THC (short of tetrahydrocannabinol), CBD is not psychoactive.

The U.S. Department of Agriculture (USDA) currently is reviewing public comments submitted in response to its October 2019 draft interim rule for domestic hemp production. The interim rule, which, despite its singular name includes scores of regulations, is a key step to implementing the 2018 Farm Bill. The Farm Bill legalized hemp nationwide after it had been criminalized by Congress in the early 1900s along with marijuana.

The 2018 Farm Bill left it up to states to decide whether to legalize hemp farming within their state's borders, but required that, at a minimum, cultivated hemp could be freely shipped across all state lines. States that want to permit hemp cultivation either must adopt the federal regulations, or create their own that are consistent with the federal regs. The USDA's publishing of the first draft of the interim rule has allowed states, including California, to start writing their regulations.

Federal and State Laws

In 2019, as California's fledgling hemp farmers waited for the federal interim rule to be published, they closely monitored two bills that state legislators introduced to take advantage of a vast new hemp business opportunity created by the 2018 Farm Bill. As the legislative session came to a close last year, results on the bills were mixed.

In mid-October, Governor Gavin Newsom approved SB 153, which provides the funding and timetable for California to draft a state hemp cultivation plan that conforms with the USDA interim rule. That work has started, but can't be completed until the feds release their final draft.

In contrast, state lawmakers failed to decide on AB 228, which would have legalized the statewide manufacture and sale of food, beverages and cosmetics that include hemp-derived CBD. The bill died in the Senate Appropriations Committee without a vote.

Following the lead of a handful of other states, including Colorado and Oregon, California Assemblymember Cecilia Aguiar-Curry (D-Winters) tried to address the federal CBD disconnect through AB 228. AB 228 contradicted the FDA, which deems products with CBD as "adulterated," and prohibits them from being introduced into interstate commerce.

The FDA's position is based on its decision to approve CBD as an active ingredient in the pharmaceutical drug Epidiolex, which treats a rare form of epilepsy. In turn, the FDA deems CBD to be like all other active drug ingredients, which may not be added to food and dietary supplements.

Despite seemingly broad support, AB 228 did not make it out of committee by the end of the 2019 legislative session. Aguiar-Curry brought back a new version of AB 228 in January 2020 and hemp industry advocates had hoped the bill would be approved by late March.

An early 2020 approval timetable proved unrealistic as advocates say that the Governor's office and legislators still need more education about hemp, a crop that was ubiquitous from the founding of the Nation to the early 1900s, but that had been illegal for more about a century after being lumped together with marijuana.

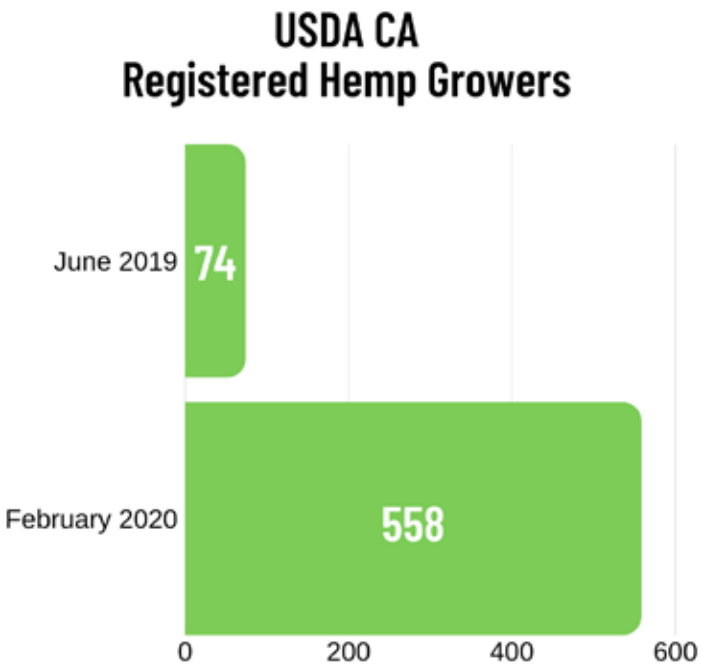
Thus far, the California Department of Public Health (CDPH) has followed the FDA's restrictions on hemp-derived CBD. Meanwhile, one can find hemp-derived CBD wellness products in small health food stores, as well as large chain supermarkets, which has caused confusion among consumers. As noted by CA-Hemp's Brian Webster, most of the hemp CBD products on those shelves are lotions, creams and other topicals – a type of product the FDA has not regulated.

The FDA and CDPH prohibition are seen by many as inconsistent with the spirit of the 2018 Farm Bill, which approved the cultivation and sale of hemp, as well as the interstate commercial transfers of hemp and hemp products, including hemp-derived CBD. However, the Farm Bill did explicitly confirm the FDA's authority to regulate hemp-derivatives in food and beverages.

Representatives in Congress are starting to awaken to issues surrounding the FDA's CBD prohibition. Senate Majority Leader Mitch McConnell has taken

baby steps to resolve the problem. In mid-September, McConnell introduced a bill that could result in the FDA adopting a more lenient framework for hemp-derived CBD products. Specifically, the legislation directs the FDA to issue "an enforcement discretion policy" that would give the agency latitude and possibly lead to recognition that CBD products are safe.

Industry Growth



Legislative hiccups and regulatory confusion aside, the California hemp industry is gaining momentum. Q4 statistics from the California Department of Food and Agriculture show that the number of registered hemp growers in California increased from 74 in June 2019 to 558 as of February 4, 2020. In addition, there are now at least 1,165 registered hemp cultivation sites and 38,464 acres associated with growers and seed breeders.

Under the 2018 Farm Bill, counties may only allow limited cultivation pilot programs until the USDA confirms that their state's hemp plan conforms with federal rules. However, until the USDA's interim rule issuance on Oct. 29, there was a chicken-and-egg problem.

California and other states struggled to draft federally compliant hemp plans not knowing exactly what to expect in the interim rule. As a result, at least half of California countries have temporary bans or restrictions on hemp cultivation.

The federal interim rule clarifies states' hemp regulation responsibilities, including practices for record keeping, methods for testing hemp to ensure that it is below the legal THC limit, and plans for the proper disposal of non-compliant hemp. In addition, the interim rule makes it clear that states and Native American tribes may not prohibit the interstate transport of hemp that has been legally grown under federal and state laws.

California is said to now be working on its hemp conformance plan. SB 153 aids that effort by adding testing, enforcement, and other administrative provisions and providing a deadline for completing a federal hemp conformance plan as May 1, 2020.

California's nascent hemp industry is incrementally taking shape. 2020 promises to be a big year as federal and state hemp regulations are finalized and the State Legislature debates legalizing hemp-derived CBD products.

Dynamic Coatings, Inc.

Protecting More Than Just Concrete

CA Contractor's License #763816
5629 E. Westover Ave.
Fresno, CA 93727
(877) 225.2549
www.dciflooring.com

URETHANES • EPOXIES • DRAINS • POLISHED CONCRETE & STAIN

INDUSTRIES

- Food & Beverage
- Manufacturing
- Retail • Warehouses
- Institutional • Medical
- Federal & State Facilities
- Schools • Prisons
- Public Works

PRODUCT FEATURES

- Fast-Cure • Seamless • Low odor
- Antimicrobial • Decorative
- Cures in low temperatures
- USDA / FDA / OSHA Compliant
- Extremely Durable • Non Skid
- Heat Resistant • VOC Compliant
- Freeze / Thaw Resistant
- 500% Elongation, Very Flexible
- Over 85 flooring systems

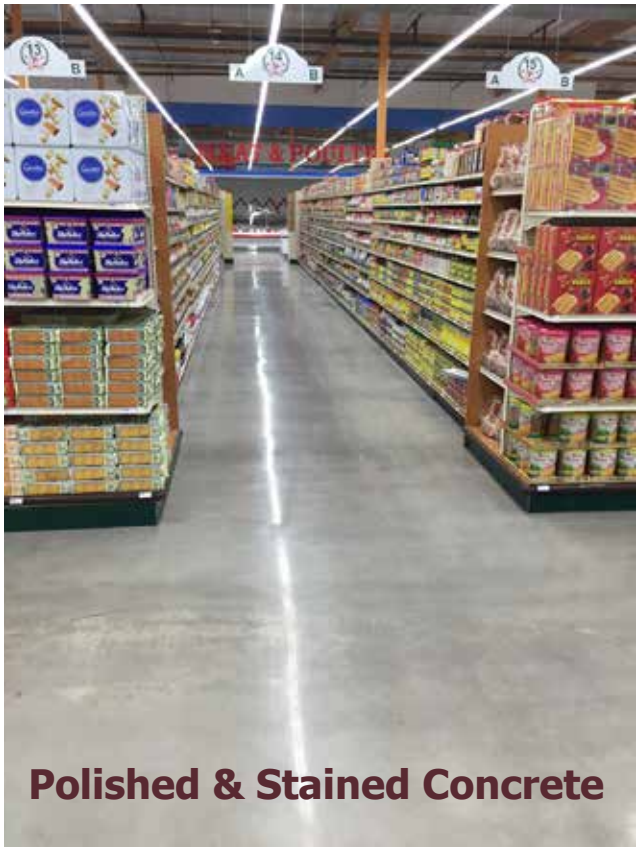
Safe & Compliant

USDA

FDA

OSHA

ISN Safe & Compliant Contractor



Fresno
559.225.4605

Sacramento
916.485.6800

Oakland
510.352.7000

Regulatory Status for CBD in Food

Written by Natalie Rainer,
Counsel, Keller, and Heckman LLP

CBD in Food and Dietary Supplements: What is the legal status?

Since the Farm Bill of 2018 changed the definition and regulatory status of hemp from an agricultural perspective, confusion and misinformation has been rife on the U.S. Food and Drug Administration (FDA) regulatory status of hemp and its products—including cannabidiol (CBD), a non-psychoactive cannabinoid. Despite there not being a clear basis for concluding that CBD has an appropriate FDA regulatory status for use in food, CBD has gained mass popularity, and it is not uncommon to see CBD sold in chocolate, oils, and even pet treats in your local stores. In this article we have summarized the current status of CBD in food and dietary supplements and the hurdles that lie in the path of supporting a suitable FDA status for such uses.

Impact of 2018 Farm Bill

When Congress passed the 2018 Farm Bill (formally known as the Agriculture Improvement Act of 2018), there was widespread misunderstanding that the law legalized substances derived from the Cannabis sativa L. plant, including CBD, for use in food and dietary supplements. In fact, the relevant provisions of the Farm Bill merely removed hemp from the

Controlled Substances Act definition of marijuana. The 2018 Farm Bill defined "hemp" as Cannabis sativa L. with less than 0.3% tetrahydrocannabinol (THC, a psychoactive component of cannabis) on a dry weight basis and affected the Drug Enforcement Administration's authority over hemp farming. The change granted more authority to states to regulate the growth, production, and distribution of hemp products.

The 2018 Farm Bill had no effect on FDA's authority to regulate CBD or other hemp products; it also did not change the regulatory definitions of "food additive" and "dietary ingredient" to facilitate the use of ingredients like CBD in food and dietary supplements. FDA continues to have authority to regulate products containing cannabis and cannabis-derived compounds, including those classified as hemp. Therefore, CBD is subject to the same regulatory requirements under the Federal Food, Drug, and Cosmetic Act (FFDCA) as other food additives and new dietary ingredients.

Current FDA Position on CBD

FDA has consistently taken the position that it is unlawful to sell a food or dietary supplement containing CBD in interstate commerce because CBD is not eligible for use in those products under the FFDCA, as CBD had been studied for possible "drug" uses before it was marketed in foods or dietary supplements. These clinical studies led to FDA's 2018 approval of Epidiolex, which contains a purified form of CBD, as a drug for use in the treatment of seizures associated with Lennox-Gastaut syndrome (LGS) or Dravet syndrome. Pursuant to Section 301(ll) of the FFDCA, FDA is taking the position that it is unlawful to market foods that contain an added "drug" that has been approved by FDA or "for which substantial clinical investigations have been instituted and for which the existence of such investigations has been made public." (While there are exceptions for substances that were in foods before they were approved or studied as drugs, such as caffeine or baking soda, FDA has determined that CBD does not fall under such exceptions.) Likewise, FDA has cited Section 201(ff)(3)(B)(i) of the FFDCA, which explicitly excludes approved drugs or those substances that are the subject of publicly-disclosed clinical studies, from the definition of "dietary ingredients," as being the basis for CBD not being permitted for use in dietary supplements. Thus, FDA's current position is that marketing foods or supplements containing CBD violates the FFDCA and, because of this, that such products are adulterated.

That said, FDA thus far has taken enforcement action only against foods and supplements containing CBD when such products make drug claims concerning the prevention, diagnosis, mitigation, treatment, or cure of disease. Specifically, FDA has sent warning letters to a number of companies making claims that CBD can treat conditions such as cancer, Alzheimer's disease, opioid withdrawal, pain, pet anxiety, arthritis, and other conditions.

In early March 2020, FDA released a Congressionally requested report on the agency's progress toward developing a regulatory framework to allow CBD in conventional foods and dietary supplements. To the frustration of many, however, it appears that little actual progress has been made. The most significant revelation from the report is that FDA is considering developing a risk-based enforcement policy that could clarify FDA's enforcement priorities. Given the widespread availability of such products, however, an informal policy of enforcement discretion has essentially been in place for some time.

Congress Tries to Intervene

FDA has received considerable pressure from Congress, particularly members like Senate Majority Leader Mitch McConnell of Kentucky whose states have invested in hemp agriculture, to permit CBD to be legally sold in foods and supplements. In September 2019, bipartisan Congress members sent a letter to FDA urging the Agency to provide legal clarity and establish a regulatory pathway for food products containing hemp-derived CBD. They expressed concern with FDA's estimate that rulemaking on this topic could take between 3 to 5 years and asked for more expeditious measures, like announcing a policy of enforcement discretion and using an interim rule to establish a regulatory framework. Several bills have been introduced to create a legislative fix for this issue. One proposed solution, outlined in a H.R. 5587 introduced by Representative Collin Peterson of Minnesota, would amend Section 201(ff)(3)(B)(i) of the FFDCA (discussed above) to exempt "cannabidiol or a hemp-derived cannabidiol containing substance" from the prohibition on marketing approved drugs as dietary supplements.

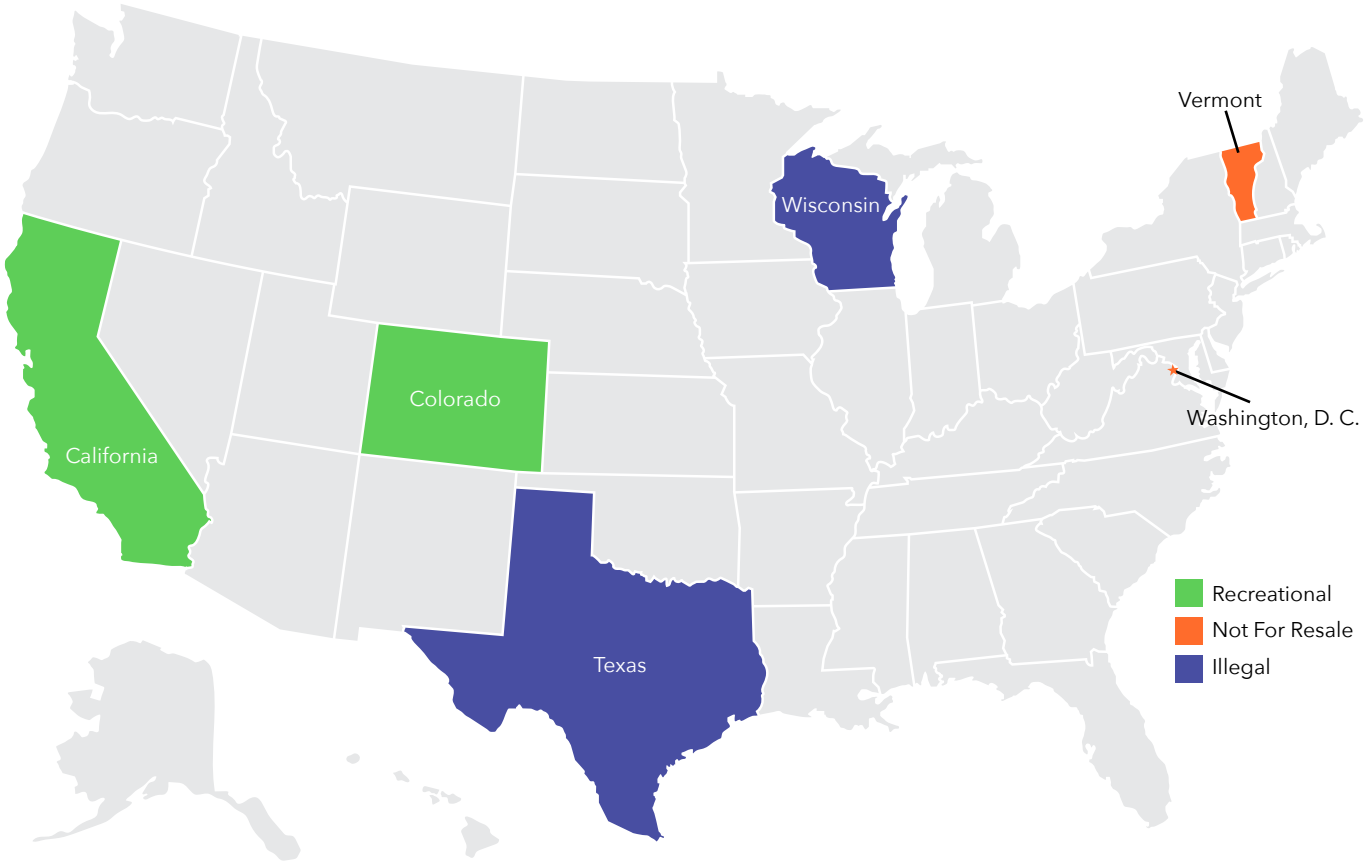
Lack of Safety Data

As of yet, there have been no proposed Congressional fixes that address the second hurdle to an appropriate FDA status for CBD: the definitions of "food additive," "new dietary ingredient," and related definitions of adulteration in the FFDCA. These aspects of the law require FDA to evaluate CBD based on a robust safety data set and do not provide FDA with the authority to authorize CBD for use in food and dietary supplements in the absence of such information.

"Food additive" is defined under Section 201(s) of the FFDCA as substances that are intended, or may reasonably be expected to result, directly or indirectly, in its becoming a component or otherwise affecting the characteristics of any food. While food additives require FDA premarket clearance so as not to be found to adulterate food, there is an exemption from the definition of "food additive" for substances that are "generally recognized as safe" (GRAS) for their intended use. GRAS status can be supported by either common use in food prior to 1958 (which is not relevant to CBD) or general recognition of safety through scientific procedures—generally requiring the availability of published safety studies in peer-reviewed journals. Similarly, supplements containing new dietary ingredients are considered adulterated unless they contain only ingredients "present in the food supply as an article used for food in a form in which the food has not been chemically altered" or if, 75 days before marketing, the company submits to FDA evidence to show the dietary ingredient "will reasonably be expected to be safe" for human consumption under labeled conditions of use. In any case (i.e., to obtain premarket clearance or to support a GRAS position), there must be a robust data set supporting the safety of CBD for use in food. While FDA has had no questions concerning the use of hulled hemp seeds, hemp seed protein, and hemp seed oil as ingredients for use in human food based on existing safety data, to FDA's knowledge, there are not adequate safety data for CBD.

Setting aside the lack of safety data, FDA is aware of potentially adverse safety data regarding CBD. FDA has noted that taking CBD may increase or decrease the effects of other medications, as well as the risk of liver injury (a side effect observed in its review of Epidiolex). Studies performed on laboratory animals found potential male reproductive toxicity concerns (e.g., a decrease in testicular size, inhibition of sperm development, and decreased testosterone). Any safety data developed to support CBD's safety would also need to adequately address these adverse data to satisfy FDA's requirements for the safety of food additives and new dietary ingredients.

The current regulatory framework under the FFDCA does not allow FDA to affirmatively evaluate the safety of CBD for use in foods and supplements, nor does FDA have funding to sponsor the necessary studies to support the safety of CBD. Rather, FDA is waiting for the necessary safety data to be developed to evaluate CBD's safety. While FDA held a public hearing on cannabis in May 2019 and opened a public docket to gather comments and data for FDA review (through which the Agency received approximately 4,500 comments), FDA has yet to receive the necessary safety information to allow it to agree that CBD has a suitable status for use in food and dietary supplements.



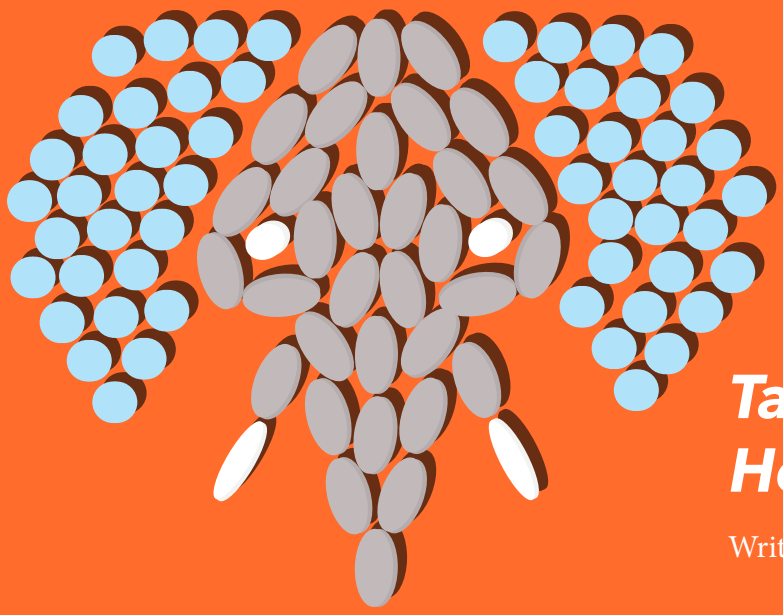
What about the States?

For the foreseeable future, it does not appear that CBD will have a suitable FDA status for use in food and supplements, and cannabis containing more than 0.3% THC remains an illegal narcotic under the Controlled Substances Act. But how are states handling this issue?

The legality of cannabis state regulation is varied. Some states, like California and Colorado, have completely legalized recreational cannabis, which includes CBD products. Other jurisdictions, such as Vermont and Washington, DC, have legalized marijuana but do not allow sales. Others have decriminalized it or only allow medical use. A number of states, like Texas and Wisconsin, continue to regulate marijuana as an illegal drug. Individual states handle issues such as age restrictions, dosage, labelling, testing, and licensing of marijuana differently. Further complicating matters, individual cities and counties can impose different rules, with some completely banning the growing, manufacturing, and selling of cannabis. As a result, in many jurisdictions, there is a conflict between the federal government and states that permit the marketing of CBD products.

Regulations concerning CBD remain in flux. It remains to be seen how Congress and FDA will address the legality of CBD in food and dietary supplements under the FFDCA. However, the CBD industry should be aware that robust safety data will most likely be required to ultimately convince FDA to permit CBD in food and dietary supplements. This endeavor will take a considerable amount of time and financial resources and will need to overcome existing data on adverse health effects. Despite these issues, we expect to continue to see CBD readily available in food and dietary supplements, provided that such products do not bear drug claims.

The author gratefully acknowledges the assistance of Paula Pastuskovas in the preparation of this article.



Taming the Elephant - Healthcare

Written by Martin McCann, LUTCF, ChFC

There is an elephant– a challenge that may be ignored or overlooked because of its inherent difficulty – in some retirement plans. It's called healthcare.

Estimates suggest that a 65-year old couple retiring in 2019 will spend approximately $285,000, after tax, on healthcare and medical expenses during retirement. [1] Your healthcare costs will depend on:

- Your health,
- Where you retire,
- How long you live,
- Your tax bracket in retirement, and
- The accounts you use to pay healthcare expenses.

Many people save and pay for current healthcare expenses through a health savings account (HSA) or Flexible Savings Arrangements (FSA) at work. Those who want to save for retirement healthcare costs, too, often choose to open an HSA. [1]

HSAs vs FSAs.

If you work for an employer with a robust employee benefits package, you may be familiar with HSAs and FSAs. Both offer tax-advantaged opportunities to save for qualified healthcare expenses, but the way the accounts are managed and the benefits they provide are quite different. [2]

For example, FSA accounts are employer-owned. At the end of each year, any unspent assets may be forfeited to the employer, depending on the employer's rules. HSAs are established and owned by individuals. Any unspent funds remain in your account to be spent by you. [2]

Since unspent assets remain in HSAs, these accounts can be terrific places to save for retirement healthcare costs.

There are other important differences between FSAs and HSAs, Some have been summarized in the table to the right:

For many people, HSAs are a sound choice. They offer attractive tax benefits, have higher contribution amounts, and allow assets to accumulate over time. That's important since healthcare spending typically increases with age. National Health Expenditure data show that Americans age 65 and older spent more than $19,000 on healthcare in 2014 (the latest data available). That's three times the amount spent by the average working person. [5]

Key Differences Between FSAs and HSAs		
	Flexible Savings Account	**Health Savings Account**
Account Owner [3,4]	Your employer owns the FSA. (Self-employed people are not eligible)	You own the HSA
Eligibility [4]	Generally, a company's employees are eligible to participate.	Anyone with a high-deductible health plan is eligible to participate. (The plan must meet certain requirements.)
Contribution Limits [3,4]	In 2019, employees can contribute up to $2,700 per year. Employers may contribute, as well.	In 2019, single coverage account holders can contribute up to $3,500 and family coverage account holders can contribute up to $7,000. Employers may contribute, as well, but combinted contributions cannot exceed annual limits. Account holders who are age 55 or older can contribute an additional $1,000 to HSA accounts each year.
Tax Benefits [3,4]	Contributions are not subject federal income, Social Security, or Medicare tax. Distributions to reimburse qualified expenses are tax-free.	Contributions are tax-deductible. Any earnings grow tax-free. Distributions used to pay qualified expenses are tax-free.
Unspent Account Balances [3,4]	The employer determines what happnes to unspent funds at year-end. The options include: • Use-or-lose: Unspent amounts are forfeited at year-end. • Grace period: Unspent amounts may be available for a brief period. • Carryover: $500 or less may be rolled over for use the subsequent year.	Unspent amounts stay in the account. The amounts: • Are not deductible. • Do not reduce your annual contribution limit.

Saving as much as possible in an HSA during years when your healthcare expenses are low can help build a sizeable amount of savings for retirement. Plus, HSAs offer a triple tax advantage, including:

1) Tax-free contributions
2) Tax-free growth
3) Tax-free distributions for qualified health expenses

HSAs can play an important role in retirement plans. If you would like to learn more, get in touch. We're happy to discuss it with you.

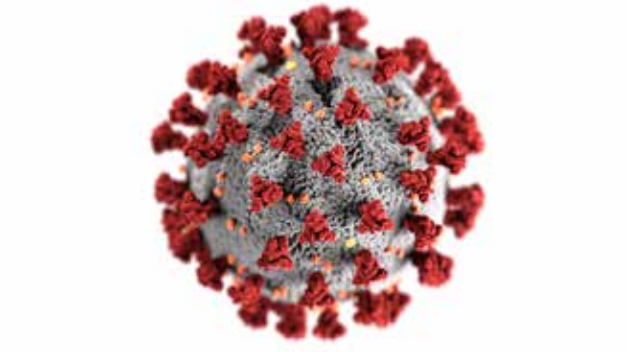
The New "Business as Usual" with COVID-19

Written by Tara Sweeney

The COVID-19 virus is forcing businesses in critical industries, like food processing and manufacturing, to make many changes very quickly. Closures and new operating procedures are popping up throughout all of commerce, and new information is constantly emerging. Updated versions of this article will be available through our website. This article contains current COVID-19 information that will help you and your company adapt to this shifting business landscape. To help you adapt to the temporary, new normal created by the COVID-19 outbreak, this article contains the following:

- WHO Symptoms for COVID-19
- If You Contract COVID-19
- Facts About COVID-19 that the CDC is Emphasizing
- FEMA Factchecks
- How COVID-19 Could Affect Workplaces
- Jobs and Exposure Risk
- Federal Critical Infrastructure Sectors
  - Manufacturing
  - Food & Agriculture
- The Families First Coronavirus Response Act (FFCRA)
- Assistance for Small Businesses During the Outbreak

The Coronavirus disease 2019 (COVID-19) is a respiratory illness that spreads from person to person through close contact (within 6 feet) and respiratory droplets from an infected person through coughing or sneezing. The first US case was reported on January 21, 2020.



WHO Symptoms for COVID-19

It is essential to understand that the COVID-19 virus affects different people in different ways. It is a respiratory disease and most infected people will develop mild to moderate symptoms and recover without requiring special treatment. However, people who have underlying medical conditions and those over 60 years old have a higher risk of developing severe disease and death. The WHO has outlined what the typical symptoms are, along with additional, less common symptoms.

Common Symptoms Include:

- Fever
- Tiredness
- Dry Cough

Other Symptoms Include:

- shortness of breath
- aches and pains
- sore throat
- and very few people will report diarrhea, nausea or a runny nose.

Lowering your chances of contracting Covid-19 is simple: avoiding contact with persons who are sick; avoiding touching your face (eyes, nose, mouth); washing your hands frequently with soap and water for at least 20 seconds. However, the CDC has outlined steps to take if you do contract COVID-19 despite taking precautions.

If you contract COVID-19:

1. People with mild symptoms who are otherwise healthy should self-isolate and contact their medical provider or a COVID-19 information line for advice on testing and referral.

2. People with fever,cough or difficulty breathing should call their doctor and seek medical attention.

3. Call ahead before visiting your doctor.

4. Separate yourself from other people and animals in your home.

5. Avoid sharing personal household items.

6. Wear a facemask.

7. Cover your coughs and sneezes with your elbow.

8. Wash your hands often, for at least 20 seconds.

9. Clean all "high-touch" surfaces (phones, doorknobs, steering wheels, etc.) daily.

10. Monitor your symptoms..

With these precautions if you contract COVID-19, it is also important to recognize misinformation taking footholds during the uncertainty of this crisis. Both the CDC and FEMA have responded to some of the most common misconceptions that have been circulating.

Facts About COVID-19 that the CDC is Emphasizing:

1. Diseases can make anyone sick, regardless of their race or ethnicity.
2. Some people are at increased risk of getting COVID-19. (Above 60 years of age and those with pre-existing conditions.)
3. Someone who has completed quarantine or who has been released from isolation does not pose a risk of infection to other people.
4. You can help stop COVID-19 by knowing the signs and symptoms.
5. Using protective precautions to keep yourself and others safe is simple.

Visit the CDC website for the latest information: www.cdc.gov/coronavirus2019-ncov.

FEMA Factchecks

Where the CDC is emphasizing information directly related to the disease outbreak, FEMA has had to rebut disease tangential misinformation. It is important to check your primary information sources credibility and to not assume secondary information sources are factual. During times of uncertainty, it's more important than ever to verify the source of the information.

1. Hantavirus is not a new disease. Transmission from one human to another may occur, but is extremely rare. It is primarily contracted through touching waste products of infected rodents. Visit https://www.cdc.gov/hantavirus for more information.

2. There is no national lockdown. It is being determined at the state and local levels. The fifteen day shelter in place suggestion is to minimize exposure and prevent the continued spread of the disease. The latest information and resources are available at www.coronavirus.gov

3. FEMA does not have military assets. Like all emergencies, response is most successful when it is locally executed, state managed and federally supported. Each state's governor is responsible for response activities in their state, to include establishing curfews, deploying the National Guard if needed and any other restrictions or safety measures they deem necessary for the health and welfare of their citizens.

4. Stockpiling groceries and supplies is not suggested. Food supplies are likely to spoil and you want to minimize chances of contact. Demand is high for grocery, household cleaning, and some healthcare products—stores need time to restock.

5. The U.S. Government is not mailing checks in response to COVID-19 at this time. If you're contacted about such a check, at the moment, it's a scam. Keep an eye on the FTC website for more information about this and other common COVID-19 related scams.

a. The Coronavirus Aid, Relief, and Economic Security (CARES) Act has passed both the house and Senate and been signed by President Trump on March 27th. Both CNN and Fortune Magazine report that it could take five to six weeks for the federal government to cut checks and send them out. The $2 trillion package includes a provision to send checks directly to many Americans. The amount is based on annual income: individuals earning up to $75,000 and heads of household up to $112,500 will receive a $1,200 rebate from the federal government. Whereas, couples who earn up to $150,000 will receive $2,400. Above those income levels, the benefits are gradually reduced by $5 for every additional $100 income. This will be capped at $99,000 for individuals,$146,500 for heads of household, and $198,000 for couples. Parents are eligible for a $500 rebate per child.

With these foundational facts on the disease and clearing up tangential misinformation, it is also imperative to take precautions in the workplace to prevent spreading the virus. OSHA has issued guidelines on how to prepare workplaces for COVID-19. It focuses on the need for employers to implement engineering, administrative, and work practice controls and personal protective equipment (PPE), as well as considerations for doing so. Aside from safety compliance, the outbreak has affected which industries are still running and can affect the operations of those that are.

How COVID-19 Could Affect Workplaces

- Absenteeism. Workers could be absent for many reasons: they are sick; they are caregivers for sick family members; they are caregivers for children if schools or daycare centers are closed; they have family members to at-risk people at home, such as immunocompromised; they are afraid to come to work because of fear of possible exposure.

- Change in patterns of commerce. Consumer demand for items related to infection prevention (e.g., respirators) is likely to increase significantly, while consumer interest in other goods may decline. Consumers may also change shopping patterns because of a COVID-19 outbreak. Consumers may try to shop at off-peak hours to reduce contact with other people, show increased interest in home delivery services, or prefer other options, such as drive-through service, to reduce person-to-person contact.

- Interrupted supply/delivery. Shipments of items from geographic areas severely affected by COVID-19 may be delayed or cancelled with or without notification.

The OSHA COVID-19 webpage offers information specifically for workers and employers: www.osha.gov/covid-19

Jobs and Exposure Risk

OSHA outlines the different job industries and their risk of exposure to the virus by very high, high, medium, and low exposure levels.

- Very high exposure risk jobs are those with high potential for exposure to known or suspected sources of COVID-19 during specific medical, postmortem, or laboratory procedures.

- High exposure risk jobs are often peripherally related to very high risk exposure jobs.

- Workers in the medium exposure risk category may be in contact with the general public (e.g., in schools, high-population-density work environments, and some high-volume retail settings).

- Low exposure risk groups do not require contact with people or are infrequently exposed to the general public.

OSHA also outlines five steps employers can take to responsibly prevent their workers from being exposed to COVID-19.

1. Develop an Infectious Disease Preparedness and Response Plan

2. Prepare to Implement Basic Infection Prevention Measures

3. Develop Policies and Procedures for Prompt Identification and Isolation of Sick People, if Appropriate.

4. Develop, Implement, and Communicate about Workplace Flexibilities and Protections

5. Implement Workplace Controls

    a. Engineering Controls

    b. Administrative Controls

    c. Safe Work Practices

    d. Personal Protective Equipment (PPE)

Despite the pandemic, many industries are considered too critical to close, and must remain in operation during closures with limitations.

Federal Critical Infrastructure Sectors

The Cybersecurity and Infrastructure Security Agency has comprehensively outlined the specific sectors that the Federal Government has deemed critical. Two such sectors are manufacturing, along with food and agriculture.

Products made by these industries are essential to many other critical infrastructure sectors. The Critical Manufacturing Sector focuses on the identification, assessment, prioritization, and protection of nationally significant manufacturing industries that may be susceptible to manmade and natural disasters. CISA has an existing plan from 2015.

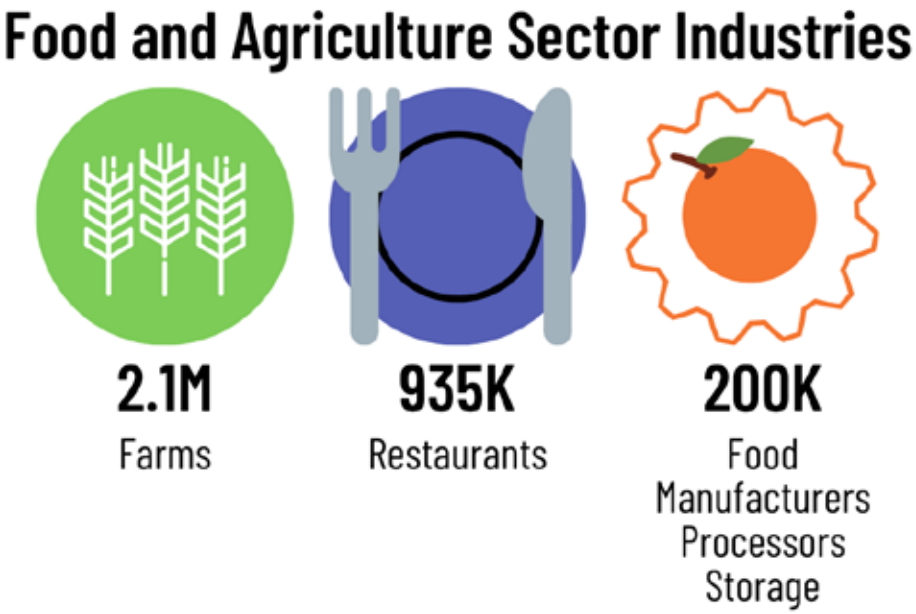
For more information, please contact the Sector-Specific Agency at criticalmanufacturing@hq.dhs.gov

Critical Manufacturing Sectors

Primary Metals Manufacturing	• Iron and Steel Mills and Ferro Alloy Manufacturing • Alumina and Aluminum Production and Processing • Nonferrous Metal Production and Processing
Machinery Manufacturing	• Engine and Turbine Manufacturing • Power Transmission Equipment Manufacturing • Earth Moving, Mining, Agricultural, and Construction Equipment Manufacturing
Electrical Equipment, Appliance, and Component Manufacturing	• Electric Motor Manufacturing • Transformer Manufacturing • Generator Manufacturing
Transportation Equipment Manufacturing	• Vehicles and Commercial Ships Manufacturing • Aerospace Products and Parts Manufacturing • Locomotives, Railroad and Transit Cars, and Rail Track Equipment Manufacturing

Critical Food and Agriculture Sectors

Homeland Security has recognized Agriculture as a critical industry. As such, these closures do not apply to this sector. The Food and Agriculture Sector is almost entirely under private ownership and is composed of an estimated 2.1 million farms, 935,000 restaurants, and more than 200,000 registered food manufacturing, processing, and storage facilities. This sector accounts for roughly one-fifth of the nation's economic activity.



The Food and Agriculture Sector is critically dependent on many sectors, but particularly with the following:

Industries Critical to Food & Agriculture	
Water and Wastewater Systems	Clean Irrigation and Processed Water
Transportation Systems	Movement of Products and Livestock
Energy	Power the Equipment Needed for: • Agriculture Production • Food Processing
Chemical	Fertilizers and Pesticides Used in the Production of Crops

For resources available to Food and Agriculture Sector partners, visit the Department of Agriculture and the Food and Drug Administration websites.

The Families First Coronavirus Response Act (FFCRA)

The Department of Labor is administering new paid leave requirements effective through December 31, 2020. Each covered employer must post in a conspicuous place on its premises a notice of FFCRA requirements. Employers may not discharge, discipline, or otherwise discriminate against any employee who takes paid sick leave under the FFCRA and files a complaint or institutes a proceeding under or related to the FFCRA. Employers in violation of the first two weeks' paid sick time or unlawful termination provisions of the FFCRA will be subject to the penalties and enforcement (Sections 16 and 17 of the Fair Labor Standards Act. 29 U.S.C. 216; 217.)

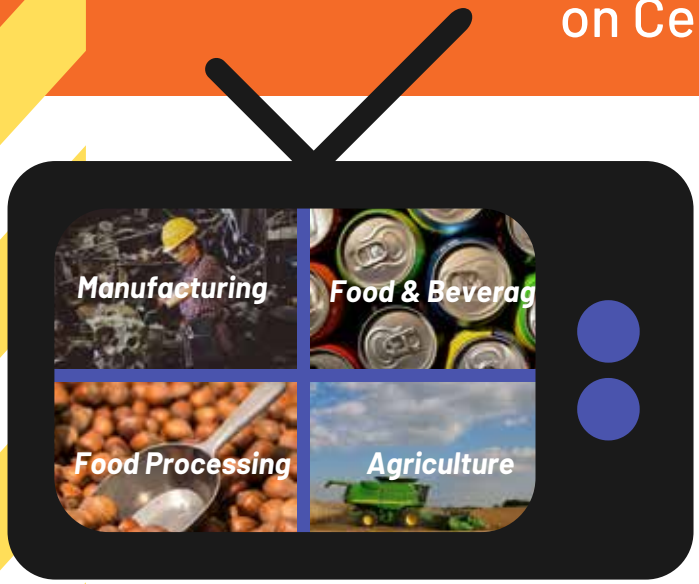
FCRA Coverage & Qualifying for Leave	
Covered	**Not Covered**
Certain public employers, and private employers with fewer than 500 employees.	• Most Federal employees are not covered by these expanded provisions for family and medical leave, but are covered by paid sick leave • Small businesses with fewer than 50 employees may qualify for exemption.

Qualifying for Leave

A full-time employee qualifies for up to 80 hours (part-time: equal to hours worked on average over a 2-week period) paid sick leave if they are unable to work or telework due to:

If Part-Time or Full-Time Worker are Unable to Work or Telework Due to:	
1. Being subject to a Federal, State, or local quarantine or isolation order related to COVID-19	Employees taking leave shall be paid at either their regular rate or the applicable minimum wage, whichever is higher, up to $511 per day and $5,110 in the aggregate (over a 2-week period).
2. Being advised by a health care provider to self-quarantine related to COVID-19	
3. Experiencing COVID-19 symptoms and is seeking a medical diagnosis	
4. Caring for an individual subject to an order described in (1) or self-quarantine as described in (2)	Employees taking leave shall be paid at 2/3 their regular rate or 2/3 the applicable minimum wage, whichever is higher, up to $200 per day and $2.000 in the aggregate (over a 2-week period).
5. Experiencing any other substantially similar condition specified by the Secretary of Health and Human Services, in consultation with the Secretaries of Labor and Treasury	
6. Caring for a child whose school or place of care is closed (or child care provider is unavailable) for reasons related to COVID-19	• Full-time employees are eligible for up to 12 weeks of leave at 40 hours a week. • Part-time employees are eligible for leave for the number of hours that the employee is normally scheduled to work over that period.
	Employees taking leave shall be paid at 2/3 their regular rate or 2/3 the applicable minimum wage, whichever is higher, up to $200 per day and $12.000 in the aggregate (over a 12-week period – two weeks of paid sick leave followed by up to 10 weeks of paid expanded family and medical leave).

Food & Facilities
on CentralValleyTalk.com



Watch what you read
11am PST on
the 1st and 3rd Saturday
of every month

CentralValleyTalk.com
@CentralValleyTalk.tv
CentralValleyTalk

Follow us on Social Media for after the stream

Assistance for Small Businesses During the Outbreak

Covered employers qualify for dollar-for-dollar reimbursement through tax credits for all qualifying wages paid under the FFCRA. Qualifying wages are those paid to an employee who takes leave under the Act for a qualifying reason, up to the appropriate per diem and aggregate payment caps. Applicable tax credits also extend to amounts paid or incurred to maintain health insurance coverage. For more information, please see the Department of the Treasury's website.

Opportunities and resources for emergency funding outside of these tax credits are available through the California Asian Pacific Chamber of Commerce (CalAsian Chamber). Their Business Triage Center has a dedicated team to help small businesses get access to capital by packaging their loans and providing credit enhancement services, supporting applications to Small Business Administration's (SBA's) Disaster Loans and the IBank's Small Business Disaster Relief Loan Guarantee Program. They can also help direct applicants to one of their various lending institution partners. Additionally, the CalAsian Chamber created a survey (https://www.surveymonkey.com/r/Q5D8MF6) to determine how to best assist small businesses statewide. Your input will better enable them to prioritize your business needs during these uncertain times.

The U.S. SBA is offering low-interest federal disaster loans for working capital to small businesses in designated states or territories suffering substantial economic injury as a result of the Coronavirus (COVID-19). SBA Disaster Loans are limited to federally declared disaster states or territories. Therefore, your State or Territory may not yet be eligible for assistance. However as of March 17, 2020 they have issued revised criteria that makes more businesses eligible for the loans.

Under newly revised criteria

- States or territories are only required to certify that at least five small businesses within the state/territory have suffered substantial economic injury, regardless of where those businesses are located.

- Disaster assistance loans will be available statewide following an economic injury declaration. This will apply to current and future disaster assistance declarations related to Coronavirus.

As of March 20, 2020, all 50 states, the District of Columbia, five territories and one tribe are working directly with FEMA under the Nationwide Emergency Declaration for COVID-19.

The U.S. SBA is offering low-interest federal disaster loans for working capital to small businesses in designated states or territories suffering substantial economic injury as a result of the Coronavirus (COVID-19). SBA Disaster Loans are limited to federally declared disaster states or territories. Therefore, your State or Territory may not yet be eligible for assistance. However as of March 17, 2020 they have issued revised criteria that makes more businesses eligible for the loans.

As of March 20, 2020, all 50 states, the District of Columbia, five territories and one tribe are working directly with FEMA under the Nationwide Emergency Declaration for COVID-19.

The USDA extended the application deadline for the Rural Business Development Grant (RBDG) program and the Rural Energy for America Program (REAP) to no later than April 15, 2020. Contact the Rural Development office for the RBDG deadline in your state. For additional information on the REAP deadline, see page 16925 of the March 25, 2020, Federal Register.

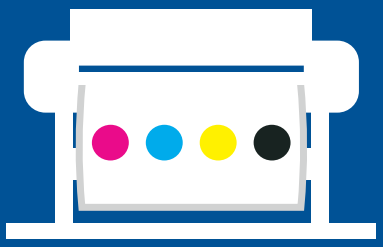
Knowing the symptoms and preventative measures is only the start. Businesses must take responsibility for their employees' health by adapting their daily operations, and are required to provide sick leave when prevention is not enough. In light of these responsibilities, business owners are not without help: the Federal government will be providing tax breaks to employers for those companies impacted by the outbreak and Chambers of Commerce, like CalAsian Chamber of Commerce, are providing assistance in acquiring additional funding. Be sure to visit our website wcismag.com and social media to read real-time updates to this article, curated content from other industry information leaders, and share how COVID-19 is affecting your business.

Since 1969 FinePrint plus

559.237.4747 • Fax 559.237.3027
graphics@fineprintplus.com
fineprintplus.com

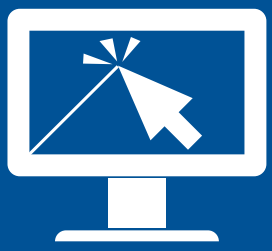
Now offering 5th station color

White, Clear, Infrared



Large Format

Signs, Banners, Posters,
Decals, Architectural Plans
(Full Color & B/W)



Graphic Design

Logos, All Print Media,
Social Media

Print / Copies

Business Cards, Tri-Fold Brochures,
Full Page Fliers, Postcards, Booklets,
Notepads, Carbonless Forms,
Letterhead, Envelopes, Labels
Prescription Pads, Invoices,
Purchase Order Forms, Calendars

Custom Apparel

T-Shirts, Polos, Dress Shirts, Hats
(Screen Printing & Embroidery)

Promotional

Pens, Letter Openers,
Cups & Mugs, Stress Balls

Bindery

Coiling, Cutting, Laminating,
Padding, Numbering, Stapling
Perforating, Scoring, Folding

Mention this ad when you order for

- *100 Free Postcards**
- *Orders of 250+ Postcards 15% Off*

**Free Postcard offer is for printing only, design will be charged for if necessary.*

News Release:
California League of Food Producers

For more information: Lisa Jager, 916-640-8150, lisa@clfp.com

CLFP Annual Meeting April 30

The California League of Food Producers (CLFP) will hold its 2020 Annual Board of Directors Meeting on April 30 via webinar. The meeting will be presided over by outgoing 2019-20 chair Ross Siragusa, The Kraft Heinz Company. Michael Mariani, Mariani Packing Company, Inc., is expected to be elected and welcomed as the 20-21 chair.

Siragusa is Head of Agriculture & Seed for Kraft Heinz and works out of its Stockton, CA, office. Mariani is a Partner with Mariani Packing, which is based in Vacaville, CA.

Members will hear legislative and regulatory updates from CLFP's Government Affairs Directors Trudi Hughes and John Larrea, as well as information on how the coronavirus is affecting California's food processing industry.

CLFP is an association representing the interests of both large and small food and beverage processors throughout the state. CLFP works to help ensure a favorable and profitable business environment for its members and the food processing industry. The association also has affiliate members that provide a wide variety of products and services to the industry.

The Food Processing Expo is produced each February by CLFP, and is the largest event of its kind in California. The 2021 Expo will be held February 9-10 at the Sacramento Convention Center.

For more information, visit CLFP at www.clfp.com and the Expo site at www.foodprocessingexpo.org

PO Box 7864
Fresno, CA 93747

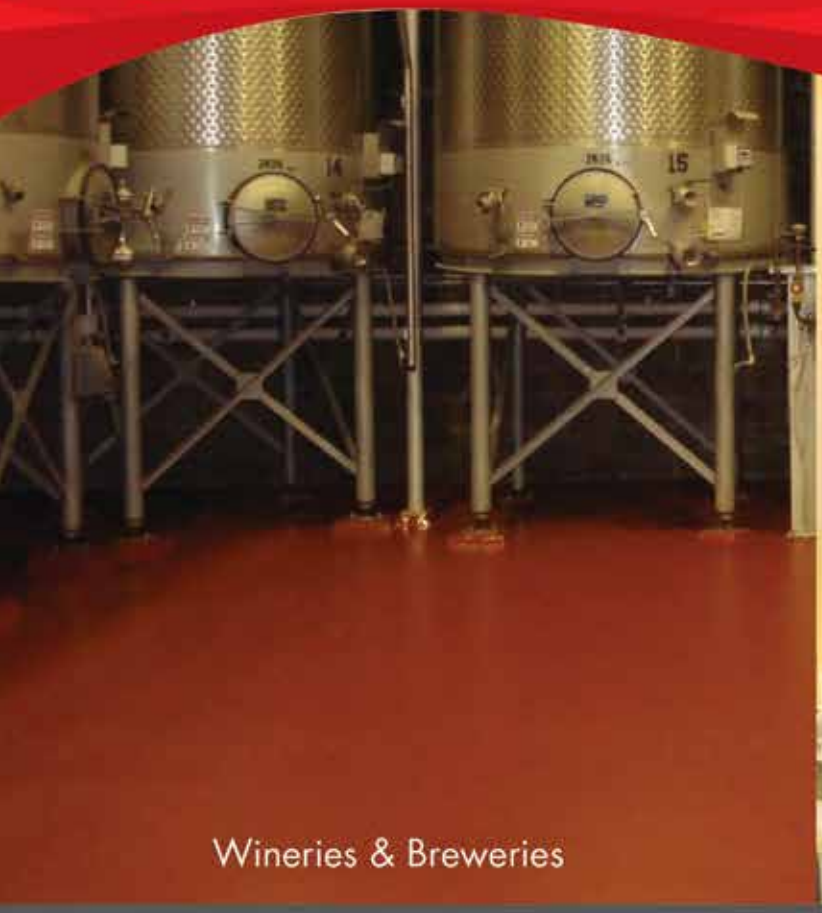
PRSRT STD
U.S. POSTAGE
PAID
FRESNO, CA
PERMIT NO. 451

PRO-TEC COATINGS INC.

INDUSTRIAL FLOOR & WALL COATINGS

ISN

Call Today (559) 323-8147



Experience You Can Trust

With 32 years in business, chances are we're doing something right.

- 1/4" Trowel Flooring
- Urethane Flooring
- Floor Grinding & Coating
- Slope to Drain Floors
- Drain Installation
- Expansion & Control Joint Caulking
- Seamless Wall Systems
- USDA / FDA / OSHA Compliant

Jeremiah Terron
jeremiah@proteccoatings.com
Fresno, CA Office: (559) 323-8147

Joe Aceves
joe@proteccoatings.com
Gilroy, CA Office: (831) 229-1287

2615 N. Business Park | Fresno, CA 93727 | ProTecCoatings.com