



In Brief

A MONTHLY NEWSLETTER FROM
THE LEGAL SERVICES DIVISION OF
CALIFORNIA FARM BUREAU

FEBRUARY 2024

CALIFORNIA WILDLIFE DAMAGE MANAGEMENT



The California Department of Food and Agriculture (CDFA) and Wildlife Services (WS-California), a state office within the U.S. Department of Agriculture's (USDA) Animal Plant and Health Inspection Service (APHIS), released a joint Environmental Impact Report and Environmental Impact Statement (EIR/EIS) to provide comprehensive statewide CEQA and NEPA environmental analysis of current and proposed future wildlife damage management activities undertaken across California. The Wildlife Services Program manages wildlife-related health and safety threats, property, and natural resource damage. Comments are due March 12, 2024.

Staff contact: Kari Fisher, (916) 561-5666 or kfisher@cfbf.com

WOTUS LISTENING SESSIONS



The EPA and the Army Corps will be hosting virtual listening sessions focused on identifying issues that may arise outside the September 2023 rule to conform the definition of “waters of the United States” to the U.S. Supreme Court decision in *Sackett*. The agricultural stakeholder meeting will take place on February 27, 10:00AM-1:30PM PST. For more information, click [here](#). To register for the agricultural stakeholder meeting, click [here](#).

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PUC OPENS RULEMAKING TO IMPLEMENT PROVISIONS OF AB 50 AND SB 410 REGARDING ENERGIZATION TIMELINES

The Public Utilities Commission (PUC) has opened R.24-01-018 to implement provisions of Assembly Bill 50 (Wood, 2023), which CFBF supported, and Senate Bill 410 (Becker, 2023) related to the PUC’s development of average and maximum target energization timelines, and a procedure for customers to report energization delays to the PUC. CFBF is monitoring the proceeding and is hopeful both solutions and increasing customer transparency regarding delays will be developed.

On February 2, 2024, Energy Division staff hosted a workshop to discuss the issues in the proceeding. On February 6, 2024, the Administrative Law Judges issued a ruling incorporating the questions presented in the February 2 workshop and the recording of the workshop into the proceeding record.

A link to the February 6 ruling, with instruction on how to access the workshop recording can be found [here](#).

A link to the PowerPoint presentations can be found [here](#).

Staff contact: Kevin Johnston, (916) 561-5688 or kjohnston@cfbf.com

EMPLOYEE NOTICE FORM UPDATED

Since 2012, Labor Code section 2810.5 has required employers to provide to newly hired non-exempt employees a notice containing information about specified terms of their employment such as their pay rates and right to paid sick leave.

Further, an employer must notify affected employees in writing of any change to that information within seven days after the change was made; reflecting a change on a timely and legally compliant wage statement satisfies this requirement.

To satisfy their notification duty under that law, the California labor commissioner's office has issued an optional form Notice to Employee—Labor Code section 2810.5 ("Notice") that employers can complete and provide to their non-exempt employees.

Because statutory requirements for paid sick leave changed on Jan. 1, the Notice was updated in November to reflect the new requirements.

Staff Contact: Carl Borden (916) 561-5659 or cborden@cfbf.com

SECOND EDITION OF PARLIAMENTARY GUIDE AVAILABLE

A bylaw of most if not all county Farm Bureaus in California specifies that the county Farm Bureau's parliamentary activities are governed by the latest edition of *American Institute of Parliamentarians Standard Code of Parliamentary Procedure*.

The second edition of that book was published in September. It is in paperback format and contains well over 400 pages. It may be purchased from [Amazon.com](https://www.amazon.com) for about \$25.

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MODEL COUNTY FARM BUREAU EMPLOYEE HANDBOOK REVISED

The April 2023 issue of *In Brief* newsletter announced the availability of a new version of the model county Farm Bureau employee handbook geared to the handful of county Farm Bureaus with five or more employees, which are subject to more employment laws than are county Farm Bureaus with fewer employees.

And in December and January, emails about the need to update their leave policies was sent to county Farm Bureaus. Attached to the December 28 email were files containing updated model employee handbooks for both small and large county Farm Bureaus.

The policy *Insurance Benefits* in both model handbooks should have been but was not revised to delete this sentence: "Premiums and co-payments are available from the Human Resources Department of California Farm Bureau Federation, through which the Plan is offered to the county Farm Bureau, and

are reviewed and adjusted annually along with terms of coverage.”

If that sentence remains in your county Farm Bureau’s employee handbook, please delete it. Checking on that will also provide an opportunity to review other provisions in that policy to ensure they accurately reflect the benefits offered to your organization’s employees.

For a copy of either model handbook, please ask the staff contact below for one. In addition to providing you with a Word version of it, he can help draft custom employment policies and/or review an existing or draft version of the model handbook that has been customized to suit your county Farm Bureau’s needs.

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