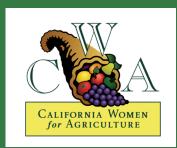
COMPASS

ISSUE 4 | SEPTEMBER 2023



COUNTERBALANCE

By: CWA State President, Sharron Zoller



Essential to helping us counterbalance the lopsided areas of our lives is having the right people in our corner. If we are fortunate to have a supportive partner who shares our goals and dreams and is there when things wobble off the tracks; or true friends who lift us up, encourage us and help us stay on course; or a mentor who listens, gives us insight, and helps us navigate our path through the good the bad and the ugly—we are rich indeed.

Life is a constant balancing act. We joined CWA because we believe in preserving the viability of California agriculture, sustaining agricultural production, and providing a reliable source of quality California grown food. Perhaps questions we all have are, "How much time do I have to volunteer, and can I make an impact?" And "How can I balance my volunteer passions with life's challenges?"

Recently I came across a list of counterbalancing ideas. With some alterations and adaptations, I would like to share them with you, my CWA companions, for thought and perhaps inspiration:

- 1. Always be ready to say yes, but don't be afraid to say no. Saying no is not a cop-out, but provides a balance boundary as it leaves more focused time to fulfill your "yeses."
- 2. Let your passion drive you and love what you do, but don't expect it to always be full of rainbows and roses. Take time to be self-reflective when things go awry and learn from those experiences.
- 3. Stand up for what you believe in, but know your perspective on issues will evolve throughout your life as your wisdom grows with life's experiences.

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4. Speak up and let your voice be heard, but be respectful and willing to listen to understand another's perspective. Unfortunately — according to Stephen Covey, author of The 7 Habits of Highly Effective People — "People don't listen to understand. They listen to reply. The collective monologue is everyone talking and no one listening." Let's be active listeners!

5. Believe in yourself and be proud of what you accomplish, but stay humble. CWA ladies are sometimes too humble about their stellar accomplishments, the impact each has made in small and large arenas, and the lives they have touched through supporting other women.

The women who provided articles on the following pages are humble but are CWA STARS. Let's look around your chapter and celebrate our fellow volunteer's contributions.

We counterbalance our lives with volunteering for CWA, knowing that the time contributed is impactful and that even those small victories build to win bigger ones. As we create our best life's story, let's be thankful CWA flows through the chapters.



Cheers,



2023 CWA BBQ Chairperson



Recap by: Chyann Medina
I have volunteered at CWA in the Central Valley
Chapter events since 2018 helping set up events,
attending meetings, and even going to speak to state
officials with other CWA members. I have recently
become a more active member in the Central Valley

Chapter.

I studied Agricultural Education with an emphasis in Plant Science at Fresno State and graduated in the summer of 2022. During my last year of school I realized I did not want to pursue education, and instead have been working in the fertilizer business. I hope to one day continue my education and achieve my master's in plant science. Working hands on with plants has always been my passion and I have discovered an interest in Nitrogen specifically. I have worked in a field related to plants since I was 16 when I managed my High School plant nursery. As I mentioned before I currently work in sales and marketing for Grower's

CWA Executive Board

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STATE PARLIAMENTARIAN
Joan Webster
North Valley Chapter
530-228-5455 | joanwebster33@msn.com

Secret, a company that provides organic and mostly plant based fertilizers.

I helped set up for the BBQ last year with Marlene, this was a few months after I graduated college and was still trying to recover and feel normal in life after college. It was during this time that I asked myself what was next after college? I was very active in school activities in High School and College and once those were over I was unsure of what I would do next. So I decided to take a more active role in CWA. Shortly after that the last BBQ Chair stepped down and our chapter was looking for a new Chair, so I volunteered.

I am a girl's girl at heart. I do my best to support other women in every aspect of my own life. Since I have started working in agriculture, I have seen how male dominated agriculture is in almost every aspect. Supporting other women is vital, in a place where there are often few other women. My advice is to find a mentor. There are often women around you who have been in the industry for decades. Learn from them, and one day pass their knowledge on to others.

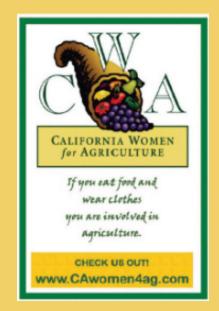


Featured September SWM Guest Speaker Dr. Rolston St. Hilaire



Dr. Rolston St. Hilaire received his doctoral degree from Iowa State and his master's and bachelor's degrees from the University of Puerto Rico. He spent 22 years at New Mexico State University where he taught classes related to environmental plant biology and ornamental and landscape horticulture. His research focused on advanced sensing techniques in cropping systems, urban landscape water conservation, plant molecular ecophysiology, and urban land cover mapping.

St. Hilaire was named a Regents Professor, and served as the Head of the Department of Plant and Environmental Sciences and the Department of Extension Plant Sciences. He is a fellow of the American Society for Horticultural Science. He became the ninth Dean of the Jordan College of Agricultural Sciences and Technology at California State University, Fresno on September 15, 2022. As Dean, St. Hilaire provides leadership to the Jordan College's six academic departments, four research centers and institutes, and 18 farm enterprises.



The Compass is the external communication for California Women for Agriculture. Recipients include CWA members, agriculture organizations, associations, elected and appointed officials and other selected recipients. Chapters are encouraged to submit news, photos, announcements, articles, and suggestions. Directors should submit issue updates and information in advance if action is required.

The Compass is published four times a year by California Women for Agriculture as a service to members.

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CWA's Biennial Report

By: Debra Stroschein, President Elect

The CWA biennial report is completed when a president's term comes to an end. The report is used for many purposes, pursuing sponsorships and to promote and showcase CWA. The past president will use the report in the two years following her presidency to fund raise for CWA.

Our 50th anniversary is approaching quickly. This project is to capture CWA's history, to promote our mission and to educate California's consumers, decision makers and students about agriculture.

Visiting the chapters and hearing the stories was a rich history lesson. CWA is truly a diverse group of ladies with great stories. Our members still have the passion of the 'founding' ladies who were out in the fields working to help harvest that lettuce when the foreman was yelling "butts up"! A moment of confusion was cleared-up, when the foreman said, 'I'm talking about the lettuce!'. That story along with many of the other stories cannot be forgotten. We can truly learn from each other.

We came up with 5 questions and sent them to every chapter in the state. Arriving at the chapter's meeting, we go over the questions. While there I also discuss the white papers we had at the May statewide meeting and many of the water bills that are currently in the



assembly and senate. So far, I have visited 7 chapters. It is interesting how many of the chapters are tied together. As each chapter report is finished, it's posted in the PNL and on the website for everyone to enjoy.

When visiting the chapters, some common issues arise; retraining membership, getting younger members, fundraising, projects and getting people to step into leadership rolls. Many of the chapters have creative ways to deal with those issues. Some have colleges nearby to recruit younger members. Some have mentoring or shadowing programs to help people to step into leadership rolls. By far my favorite experience is meeting everyone and hearing the stories and histories of how each chapter fits in to the bigger organization of CWA. We are a team, and we are only as strong as our team members. We cannot do this alone. Our goal is to make the next 50 years better, we need to educate, legislate, and advocate everything in agriculture. Our team is the entire organization of CWA, all the members! I look forward to meeting with the other chapters and finding out your stories.

CWA's Election Process

An overview of how you get elected to the board of directors of CWA (the nominating committee's job, nominations, ballot and then voting) By: Marit Arana, Chair | 2023 Nominating Committee

In the CWA By-laws, Section 7.02. Nominating Committee; The Nominating Committee shall prepare the slate of candidates for annual Board elections in accordance with procedures documented in the Policies and Procedures.

How is the nominating committee formed? Nominating Committee and Process:

a. One member and one alternate from each District shall be appointed by the District Director, with input

from the Chapter Presidents, prior to the March Statewide meeting of the Board of Directors to serve on the Nominating Committee. Not more than half of the Committee members shall be current Officers of the Executive Committee and not more than half of the Committee members shall have served more than one (1) year. All Nominating Committee nominees shall be members in good standing. District Directors are encouraged to provide at least one nominee who has adequate familiarity with potential candidates.

b. Following the selection of the Committee, the Parliamentarian shall call the first meeting of the Nominating Committee to provide instructions according to the established nominating guidelines. She then exits the meeting to allow election of the Committee Chair.

c. The Committee shall meet and confer either in person,

via conference call, e-mail or other electronic means prior to the September Statewide Meeting to prepare a slate of candidates best qualified for office based on their nomination/application forms (see Policies and Procedures). Consent of all candidates is necessary before their name can be placed as a nominee.

d. At the end of the President's second term, the President Elect will become the automatic nomination for President. No other positions are nominated automatically.

e. The Committee's final report and slate of candidates shall be presented at the September Statewide Meeting. Supporting Nomination Forms (see Policies and Procedures) will be posted on the member's-only page of the CWA website. Following the report, nominations for any elected statewide office may be placed from the floor. Nomination Forms for these candidates will also be posted on the CWA members-only page of website.

How can you become an elected member of the board of directors of CWA?

The Nominating Committee or Parliamentarian will make available a "Nominations Suggestion Form" (referred to as Form A) to be used by members interested in serving as a state officer. Any member may submit this form. You can self-submit a Form A. The form will be placed in the President's Newsletter and the Compass. Prospective candidates shall submit Form A no later than May 20.

Upon receipt of the "Nominations Suggestion Forms" (Form A), the Nominating Committee will send a confirmation letter and an "Application for Executive Office" (Form B) to all candidates. All candidates must submit this form by July 1 to the Nominating Committee Chair. The Nominating Committee will summarize all application responses. The Nominating Committee will then compile no more than two names per Executive Office to be listed on the ballot after the qualifications and references have been verified by the Nominating Committee.

Who makes up the board of directors of CWA?

The board consists of the elected officers of the executive committee, the appointed task force directors and all chapter presidents. If you hold more than one position you only have one vote.

Who is allowed to vote for members of the executive committee?

From the by-laws: Section 4.07. Member Delegates. Voting Member Delegates are members with voting privileges and will represent their Chapters at the Annual Meeting and at SWM at which any action requiring general membership votes are held. Member Delegates will also vote on the election of State CWA offices as identified in the Bylaws. Each person qualifying as a Member Delegate shall have only one vote.

Member Delegates include:

- a. Each chapter President and one representative from Members-At-Large automatically qualify as Member Delegates.
- b. Each member of the Board automatically qualifies as a Member Delegate.
- c. Each chapter shall be represented by additional Member Delegates at the Annual Meeting, apportioned as follows:
 - 25 or fewer members: 2 delegates
 - 26 through 50 members: 4 delegates
 - 51 through 75 members: 6 delegates
 - 76 through 100 members: 8 delegates
 - 101 through 150 members: 10 delegates
 - and one (1) delegate per each 100 members there-after
 - Chapter membership has a record date of December 31st

d. Under no circumstances may the total number of Member Delegates for a chapter or the Members-At-Large category be less than one (1) (unless there are no current members in that category) or exceed fifty percent (50%) of the total membership in that chapter or category.

e. Up to one-third (1/3) of a chapter's Member Delegates may attend the Annual Meeting via virtual meeting technology (GoTo Meeting, WebEx, etc.) if available. The Executive Committee, working with the Convention committee, will notify chapters if this option will be available by September 1st of the preceding year to allow chapters to plan accordingly.

How are voting chapter member delegates (annual meeting) and chapter representatives (for SWM) selected?

a. Voting Chapter Member Delegates and alternates shall be selected by the Chapters and a list of names, mailing and email addresses, and phone numbers, provided to the Parliamentarian by September 20th for the Annual Meeting. An Alternate Member Delegate may be substituted for an absent Member Delegate provided that the person was included as an alternate in the delegate list submitted to the Parliamentarian. An Alternate Member Delegate shall only act in a Member Delegate capacity if the Member Delegate is not present.

b. At-Large Members who wish to be Member Delegates for the election of officers and the Annual Meeting must contact the Parliamentarian by the November SWM. At-Large Member Delegates and alternates will be selected on a first come basis until the required number of delegates has been filled.

c. Chapter Representatives for SWM shall be selected by the chapters, and the name, mailing and email addresses and phone numbers shall be provided to the State Parliamentarian before the start of each SWM.

How is quorum established?

Section 4.09. Quorum. A quorum at Statewide and Special meetings of members shall consist of a majority of the Board. A quorum at the Annual Convention shall consist of a majority of the Board and Member Delegates. Members may be represented in person or by electronic means (e.g., telephone or video conferencing) subject to Section 4.07 (e.). If, during the meeting, the number falls below the quorum established at the beginning of the meeting, the members may continue to transact non-voting business until adjournment.

What is the timeline for the voting process?

Ballots are sent to the board and member delegates by September 20th. All ballots must be returned by November 1st. All ballots must have the delegates choices clearly indicated. Ballots can be individually cast by chapter member delegates or they can sign the signature page that lists the chapter delegates and accompanies the chapter president's completed ballot.

American Agri-Women Go To Washington!

The American Agri-Women organization was in Washington, D.C., June 4-6, 2023, for the Annual American Agri-Women (AAW) Fly-In and the 28th Annual Symposium. The group met with elected officials and policymakers to discuss critical issues: trade, taxation. forest, labor, atrazine, biofuels, animal welfare, and to promote AAW's 2023 Farm Bill recommendations.

Attendees also participated in roundtable dialogue with leaders from the USDA and EPA that interact and regulate farming and ranching. Members also met with their congressional representatives and senators to share how laws and regulations impact agricultural operations and businesses.

A high point of the Fly-In event was the presentation of the coveted AAW Champion of Agriculture Award. This annual award recognizes a member of Congress who has displayed exemplary courage in presenting and supporting legislation promoting American agriculture, rural American lifestyles, and the U.S. Constitution. This year's 2023 honor was awarded to U.S. Senator Joe Manchin III (D-WV) and House Ag Committee Chair Congressman Glenn "GT' Thompson (R-PA). California



Women for Agriculture nominated Congressman Glenn 'GT' Thompson for this award. CWA also nominated Congressman Doug LaMafa (R-CA) who was the 2022 recipient.

One evening attendees were whisked off to the Italian Embassy. We heard from Anna Beatrice Ciorba, DVM, Agriculture, and Food Attaché for the Embassy of Italy, on "Imports and Exports of Food Products from Italy to the United States." We enjoyed a "Taste of Italy," dining on traditional Italian pizza in Italy's beautiful embassy.

One of the special opportunities available during the AAW Fly-In is to include and mentor Legacy Kids. This year four Legacy Kids from Texas, Florida, Maine, and Illinois joined the conference.

California Legislative Update

By: Taylor Roschen, California Legislative TFD

The California State Legislature is sprinting towards another deadline—the Fiscal deadline. As the Legislature returns from summer recess, they have from today until September 1st to hear and pass or hold Senate and Assembly bills that have a fiscal cost to the state.

But before the legislators enjoyed their summer break, they did take action on high priority bills for CWA:



• Water Rights:

- AB 1205 (Bauer-Kahan): In its previous version, this bill would specify that the sale, transfer of a water right by an investment fund would be speculation or profiteering, and therefore an unreasonable use of water. The bill was subsequently amended to require the State to conduct a study of the existence of this activity by January 1, 2027. It is still moving through the Legislature.
- ♦ AB 1337 (Wicks): The bill would have authorized the State Water Board to govern water diversions conducted under a pre -1914 water right. Based on significant opposition, the bill failed passage in committee but can be revived next year.

• Treated Seed:

♦ AB 1042 (Bauer-Kahan): This bill would have required the Department of Pesticide Regulation to regulate treated seeds like the regulation of pesticides. This bill did not have sufficient votes to pass the Senate Agriculture Committee but may be heard next year.

Agricultural Support:

- ♦ AB 1044 (Gallagher): This bill would have provided \$100 million to support agricultural businesses afflicted by the 2020-2022 drought. The bill failed in the Assembly, but the Legislature provided \$25 million to support agricultural businesses impacted by floods.
- ♦ FARMER funding: CWA lobbied to request \$150 million to support the FARMER program which helps subsidize the purchase of lower emission agricultural equipment. Due to budget constraints, this request was reduced, and the Legislature provided \$75 million for this program.

CWA's lobbying successfully resulted in many of these bills failing passage or being dramatically amended. But regardless of this good work, there are some concerning bills remaining that will dominate the remaining five weeks of the Legislative session:

- ♦ SB 616 (Gonzalez): This bill would increase the minimum sick-leave benefits obligated by California employers from 3 days to 7 days and would require pay to be calculated on average weekly pay versus an employee's base pay.
- ♦ AB 849 (Garcia): This bill will authorize the State Air Resources Board to task any other state agency or department to implement the demands of a community-assembled emission reductions program (as authorized by AB 617).
- ♦ We expect bills to be amended to reintroduce AB 1066 (Lorena Gonzalez) from 2019 that obligated employers to pay unemployment benefits for employees during a strike.

Your CWA leadership team will continue to monitor and participate in legislative negotiations and efforts to protect California's farms and ranches.

H-2A Program

By: Tracy Chow, CWA Federal Legislation TFD

In the Fiscal Year 2023, the Department of Labor (DOL) has approved an astounding 13,500 applications within the H-2A guest agriculture worker program, enabling the fulfillment of 212,000 jobs within just the initial two quarters. This is a significant leap from the preceding year, where 12,000 applications were certified to fill 193,000 jobs. This demonstrates a remarkable growth rate of 10 percent, underscoring the program's potential in catering to the burgeoning needs of employers and workers alike. In California, H-2A guest workers make up approximately 3% of crop agriculture employment, with the current Adverse Effect Wage Rates (AEWR) set at \$18.65.

In March, a Department of Labor (DOL) rule went into effect that pertains to the AEWRs for non-range occupations. The rule impacts various job opportunities, excluding herding and livestock production on the range. Certain job orders encompass diverse duties, such as planting, tending, harvesting field crops, livestock care, and farm machinery operation. These types of duty combinations may lead to a nuanced AEWR determination. Generally speaking, the higher AEWR prevails for all hours worked by H-2A workers, regardless of the specific tasks they undertake. This is also applicable to non-H-2A workers engaged in corresponding employment; their wages must align with the applicable AEWR for the duration spent in corresponding work. The AEWR determination becomes particularly intricate when a job order combines harvesting and driving duties.



The continued demand, cost, and complexities of the H-2A program make ag labor reform all the more vital. Although it remains extremely challenging given the current makeup of a divided Congress, some legislators continue their efforts. Earlier this year, the House of Representatives passed H.R. 2, the Secure the Border Act of 2023. This legislation undertakes significant changes to current asylum law, border security and - most directly impactful for agriculture - mandates E-Verify nationwide. Since E-Verify has the potential to significantly impact agriculture's existing workforce, many agricultural groups opposed H.R. 2, but it ultimately passed the House on a party-line vote and is unlikely to move in the Senate.

The Farm Workforce Modernization Act has also been reintroduced, again with bipartisan support. The legislation is the same that has twice passed the House: it would stabilize the current workforce and improve the H-2A program, including placing strict limitations on annual wage increases and allowing year-round agriculture sectors to utilize the program.



Ag Association Management Services, Inc. (AAMSI) has been providing CWA with business services for many years. Recently reviewing our

service needs completing a search and interviews, the review committee reaffirmed our partnership with AAMSI. Our point person, Debbie Murdock, at AAMSI will be a guest speaker at the September SWM.



September Statewide Meeting & Ag Boosters BBQ



September 9-10, 2023



Schedule of Events:

Friday, September 8—Packaging Room (Springhill Suites Fresno)

opens at 3pm

Saturday, September 9—Meetings (Fresno Farm Bureau office)

- Exec. Board 10:30am
- Lunch Noon
- SWM 1:00pm

Sunday, September 10—BBQ (Panoche Creek River Ranch)

- Packaging Room 7am
- Set up Country Store 8am
- Lunch @ Packaging Room noon
- Group picture @ BBQ 3pm
- BBQ 4pm

Hotel Information:

Springhill Suites Fresno 6844 N. Fresno St., Fresno, CA 93710 (p) 559-431-0004 Room rate is \$159

Dates to Remember:

Deadline to reserve hotel: 08/09/23

Deadline for meeting registration: 8/31/23

Task Force Director and District Director re-

ports are due: 08/25/23

Costs:

Statewide Meeting (Saturday) - \$40.00 Statewide Meeting (virtual attendance) - \$25 Lunch (Sunday) - \$15.00 Ag Boosters BBQ Ticket - \$75.00



AMERICAN AGRI-WOMEN NATIONAL CONVENTION





November 1st - 5th

Embassy Suites by Hilton Sacramento Riverfront Promenade

100 Capitol Mall, Sacramento, CA 95814

Hotel Cost: \$229/night +tax

Hosted By:



Registration Pricing

Member Pricing: Early Bird before 9/15: \$300 After 9/15: \$325

Non-Member Pricing: Early Bird before 9/15: \$330 After 9/15: \$355

Student Pricing: Early Bird before 9/15: \$250 After 9/15: \$275

Includes Main Tour, Friday Saturday Meetings Gala Dinner

Virtual Zoom Option: \$50 Includes Friday & Saturday Meetings



Register Online:



https://www.eventcreate.com/e/ aawconvention23

Register by Mail:

California Women for Agriculture

1521 I Street Sacramento, CA 95814

Scan the QR code to complete the registration form and mail to the address above.

California Women for Agriculture is thrilled to host the 2023 American Agri-Women Convention in the capital city of Sacramento. Join us in the Farm-to-Fork Capital and the heart of California's Gold Rush history. Our host hotel, the Embassy Suites Riverfront Promenade sits along the majestic Sacramento River and in the heart of historic Old Sacramento, with dining, history, and shopping options nearby.

With a nod to the history around us, we will be celebrating innovative approaches to agriculture — technology, innovative approaches to topics such as agriculture education, farm families that have worked to innovate their businesses, and more. We will also elect and install our 2024 officer team, thank the 2023 officer team, and celebrate friendships new and old.

We look forward to our AAW colleagues form around the United States joining us for California Dreamin': Celebrating Innovation in Agriculture.

Champion of Agriculture Nomination: Glen (GT) Thompson Congressman Pennsylvania's Fifteenth District Nomination

By: Rose Tryon VanCott

Chairman Thompson, nominated for the Champion of Agriculture by California Women for Agriculture, is the descendant of a long line of dairy farmers and a lifelong Howard Township, Centre County, Pennsylvania resident. Elected to the U.S. House of Representatives in 2008, Thompson represents Pennsylvania's Fifteenth District.

As a proud and active House Committee on Agriculture member for over a decade, Thompson formerly served as a Ranking Member of the full committee during the 117th Congress and Vice Chairman during the 116th Congress. He's also served as Chairman of the Subcommittees on Conservation and Forestry and Nutrition and Ranking Member of the Subcommittee on General Farm Commodities and Risk Management. Glenn (GT) Thompson currently serves as Chair of the House Ag Committee.



Award Winners: Lora Daniels; Congressman Thompson-2023 AAW Champion of Agriculture; Rose Tryon VanCott; Debra Stroschein; Congressman Doug LaMalfa, California and the 2022 Champion of Agriculture



Senator Joe Manchin, West Virginia and Congressman Glenn 'GT Thompson, Pennsylvania

GT is a proud graduate of Penn State and Temple Universities, where he earned a B.S. and a Master of Education. GT spent 28 years as a therapist, rehabilitation services manager, and licensed nursing home administrator. A community leader and a volunteer firefighter with over three decades of service.

In the 115th Congress, Thompson introduced the Career and Technical Education for the 21st Century Act, which passed the House and Senate unanimously and was signed into law by President Donald Trump.

TIME-DATED MATERIAL



California Women for Agriculture 1521 I Street Sacramento, CA 95814

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