



WCMA NEWS

AN EXCLUSIVE UPDATE FOR MEMBERS OF THE
WISCONSIN CHEESE MAKERS ASSOCIATION



COVID-19 UPDATES

WISCONSIN
CHEESE MAKERS
ASSOCIATION

COVID-19 Vaccination & Testing
Emergency Temporary Standard

NOVEMBER 11, 2021

Watch WCMA Webinar on OSHA Large Employer Vaccine/Testing ETS

Members may now [access a recording](#) of last week's WCMA webinar focused on the vaccination and testing Emergency Temporary Standard (ETS) for employers of 100 or more workers issued by Occupational Safety and Health Administration's (OSHA). Following an overview of the ETS and current legal challenges, provided by WCMA staff, speakers from the Wisconsin State Laboratory of Hygiene and the Wisconsin Department of Health Services shared their expertise and answered member questions.

During the webinar, WCMA staff shared a variety of OSHA resources for large employers:

- [Full text of the ETS](#)
- [Fact Sheet: About the ETS](#)
- [Fact Sheet: ETS Summary](#)
- [OSHA ETS Informational Webinar Recording](#)
- [OSHA ETS FAQs](#)
- [OSHA's Recommended Educational Materials for Employees: Key Things to Know About COVID-19 Vaccines](#)
- [Fact Sheet: Reporting COVID-19 Fatalities and In-Patient Hospitalizations and Determining Work-Relatedness of Infection](#)
- OSHA Fillable Policy Templates:
 - [Mandatory Vaccination Sample](#)
 - [Vaccination or Testing and Face Covering Sample](#)

Additional employer resources are also available from other federal and state officials:

- [Centers for Disease Control and Prevention \(CDC\): Antigen Testing Guidance and Resources](#)
- [Rockefeller Foundation: Three Steps to Smart COVID-19 Testing: A Guide for Small Businesses](#)
- [U.S. Food and Drug Administration \(FDA\): List of Authorized COVID-19 Antigen Diagnostic Tests](#)
- [Wisconsin Department of Health Services \(WDHS\): Employer Vaccination Clinic Resource Matching Survey](#)
- [WDHS: COVID-19 Antigen Testing Reporting Guidance for Employers](#)
- [Wisconsin Local and Tribal Health Department Contacts](#)

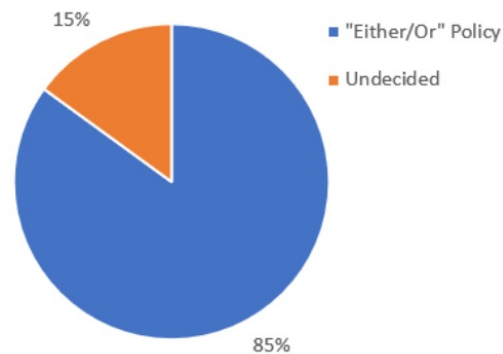
WCMA is here to support you in your efforts to protect your valued workforce and continue your dairy processing operations amid the continuing pandemic. If you have questions about the OSHA ETS or need additional resources or support, please contact [Senior Directory of Programs & Policy Rebekah Sweeney](#).

Court Maintains Hold on OSHA ETS; Case Expected to Reach Supreme Court

A federal appeals judge [this week upheld a stay](#) on the Occupational Safety and Health Administration's (OSHA) Emergency Temporary Standard (ETS) for employers of 100 people or more. Multiple legal challenges to the ETS [will be consolidated](#) and heard by higher courts. While the outcome and exact timeline of the case is unknown, legal experts believe it is likely to end up before the U.S. Supreme Court. Employment experts [recommend businesses proceed with plans](#) to comply with the ETS, in the event it is upheld. WCMA will keep members informed of relevant updates through this e-newsletter and timely alerts.

WCMA Survey Shows Most Respondents Plan to Offer Vaccine/Testing Option Under OSHA ETS

WCMA thanks the 20 member companies who participated in WCMA's latest *Instant Data Survey*, focused on the industry's implementation plans for the Occupational Safety and Health Administration's (OSHA) new vaccine and testing Emergency Temporary Standard (ETS) for employers of 100 or more workers. Twenty companies responded to the survey, representing a combined workforce of more than 33,000 employees.



Regarding vaccination and testing policies, WCMA's survey found:

- 85 percent of respondents will allow employees to choose to be vaccinated against COVID-19 or submit to weekly COVID-19 testing and masking in the workplace.
- 15 percent of employers shared they have not yet decided whether their policy will offer employees the testing alternative.

With respect to weekly COVID-19 testing, WCMA learned:

- 70 percent of respondents have not yet decided how to cover the costs of COVID-19 weekly testing.
- 25 percent of employers have decided to cover all COVID-19 testing costs.
- One company reports they will require employees to cover their own COVID-19 testing costs.

Coronavirus Headline News

Wisconsin

- *Wisconsin Examiner*: [Flu returns while COVID-19 persists; DHS urges vaccines for both](#)
- *WKBT-TV*: [Eight Wisconsin counties at critically high level of COVID-19 transmission](#)
- *WLUK-TV*: [Vaccination reduced COVID-19 death risk by 15x in Wisconsin in October](#)
- *Wisconsin State Journal*: [Mandates drove up COVID-19 vaccination rates at Wisconsin colleges and universities](#)

National/International

- *MSN*: [COVID-19 cases up 23 percent in 2 weeks across United States](#)
 - *Time*: [A fifth COVID-19 wave may be coming to the U.S.](#)
 - *Reuters*: [U.S. weekly COVID-19 vaccinations hit highest in nearly six months](#)
 - *Fortune*: [The states making COVID-19 boosters available to any adults](#)
 - *Associated Press*: [Pfizer agrees to let other companies make its COVID-19 pill](#)
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ADVOCACY

WCMA Thanks USDA, Baldwin for \$6.13M Investment in DBIA

WCMA last week [cheered the U.S. Department of Agriculture's \(USDA\) announcement](#) of \$20.2 million in support for the Dairy Business Innovation Initiative, championed by U.S. Senator Tammy Baldwin (D-Wisconsin). The investment includes \$6.13 million for the [Dairy Business Innovation Alliance \(DBIA\)](#), a program administered by WCMA and the Center of Dairy Research (CDR). The DBIA offers direct-to-business grants, free workshops, consultations, and industry research for dairy farmers and processors in Illinois, Iowa, Minnesota, South Dakota, and Wisconsin.



Infrastructure Bill Invests in Rural Communities

President Joe Biden this week [signed the \\$1.2T Infrastructure Investment and Jobs Act](#) into law, paving the way for historic investments in rural communities across the United States. Among other items, the bill provides \$65 billion to help close internet service gaps in rural areas, and \$110 billion for roads, bridges, and other major projects.



Wohlt Creamery Welcomes Sen. Ballweg

Kudos to WCMA member Wohlt Creamery, a division of Ellsworth Cooperative Creamery, whose staff warmly welcomed Wisconsin State Senator Joan Ballweg and WCMA staff last Thursday for a tour of their New London, Wisconsin facility.

Following the tour, the group discussed a wide range of issues important to WCMA members, such as workforce housing and boosting dairy exports.

WCMA thanks members for their active engagement, and Senator Ballweg for her continued support of the dairy industry.



Pictured: WCMA Executive Director John Umhoefer (left) with Sen. Joan Ballweg

Wisconsin Officials Seek Input on Child Care

Wisconsin dairy processors are [invited to share information](#) with the Wisconsin Department of Children and Families (WDCF) and the Wisconsin Economic Development Corporation (WEDC) about how child care and education impacts their businesses. These insights will help to inform a new grant program that will be made available in 2022 to support businesses and early care and education providers. Responses will remain anonymous and must be submitted by Sunday, November 21. Have questions? Please contact [WDCF staff](#).

WORKFORCE

WCMA Connects Members with Opportunities to

Hire Refugees

At the direction of WCMA's Workforce and Education Committee, WCMA staff have secured information about how Wisconsin-based member may engage in hiring refugees.

Wisconsin will receive nearly 2,200 refugees in 2022, more than double the total received in 2021. State officials note that 1,300 refugees will arrive from Burma and the Democratic Republic of Congo, while approximately 850 refugees will be resettled here from Afghanistan. Refugees from Burma and Congo are considered permanent residents as they are pre-screened and have full work authorization. They will be received throughout the year, with potentially only a couple of weeks of notice prior to their arrival.

Afghan refugees will have work authorization for at least two years, with additional work authorization to follow with a successful green card application. These people will also receive refugee benefits, meaning they will have aid for food, clothing and housing. They are likely to be permanently resettled beginning in January, and over the following six months.

Currently, seven Wisconsin counties are authorized to accept refugees, because they have designated offices of refugee resettlement. These counties include Brown, Calumet, Dane, Kewaunee, Milwaukee, Oconto, Outagamie, Sheboygan, and Winnebago. Marathon County is likely to be added to this list in early 2022.

WCMA members interested in engaging in talks regarding offers of employment for refugees should contact [WCMA Senior Director of Programs & Policy Rebekah Sweeney](#).



WCMA Workforce and Education Committee Discusses OSHA ETS, Onboarding Resources

WCMA thanks the members of our Workforce and Education Committee, which met last week to discuss the Occupational Safety and Health Administration's (OSHA) Emergency Temporary Standard (ETS) for employers with 100 or more employees, upcoming opportunities to employ refugees in Wisconsin, and the advancement of a WCMA video onboarding series for new dairy processor employees. Thank you for your engagement!

Interested in joining the Workforce and Education Committee? Please contact [WCMA Senior Director of Programs & Policy Rebekah Sweeney](#).



View Career Opportunities on WCMA Jobs Board

WCMA's [online jobs board](#) currently features industry career opportunities from member companies and cooperatives Baker Cheese, Winona Foods, and others. WCMA members can [post openings](#) anytime - it's free and easy!

[ADD JOB OPENINGS](#)

UPCOMING EVENTS



WCMA Webinar

Establishing and Maintaining an Impactful Internship Program

Join Exclusive WCMA Internship Webinar Today

Sign up now to join WCMA today at 1:00 p.m. (CT) for our [monthly member webinar](#), focused on creating and maintaining an impactful internship program. Learn how to create this effective hiring pipeline for your business and make the most of interns' fresh perspectives, energy, and skill.

Our agenda kicks off with presentations from Timothy Strait, Coordinator of the Wisconsin Internship Initiative at the Wisconsin Department of Workforce Development, and Jill Swanson, Human Resources Talent Partner for Grande Cheese Company. Following their presentations, our speakers will answer questions from WCMA members.



Timothy Strait, PhD
Wisconsin Department of
Workforce Development



Jill Swanson
Grande Cheese Company

REGISTER NOW

This webinar is the latest in a [monthly series](#) created by WCMA. Each session offers advanced strategies to grow your dairy processing business, protect your assets, and strengthen your workforce. Offered exclusively to WCMA members at no cost, these concise, one-hour webinars offer both expert insight and a chance to connect with your industry colleagues on a regular basis.

Have an idea for a future webinar offering? Contact [WCMA Senior Director of Programs & Policy Rebekah Sweeney](#). Thanks for your engagement!



DAIRY INNOVATION HUB

Attend Dairy Innovation Hub Events This Week

Reserve your space today at two dynamic events dedicated to sharing the work of the [Dairy Innovation Hub](#):

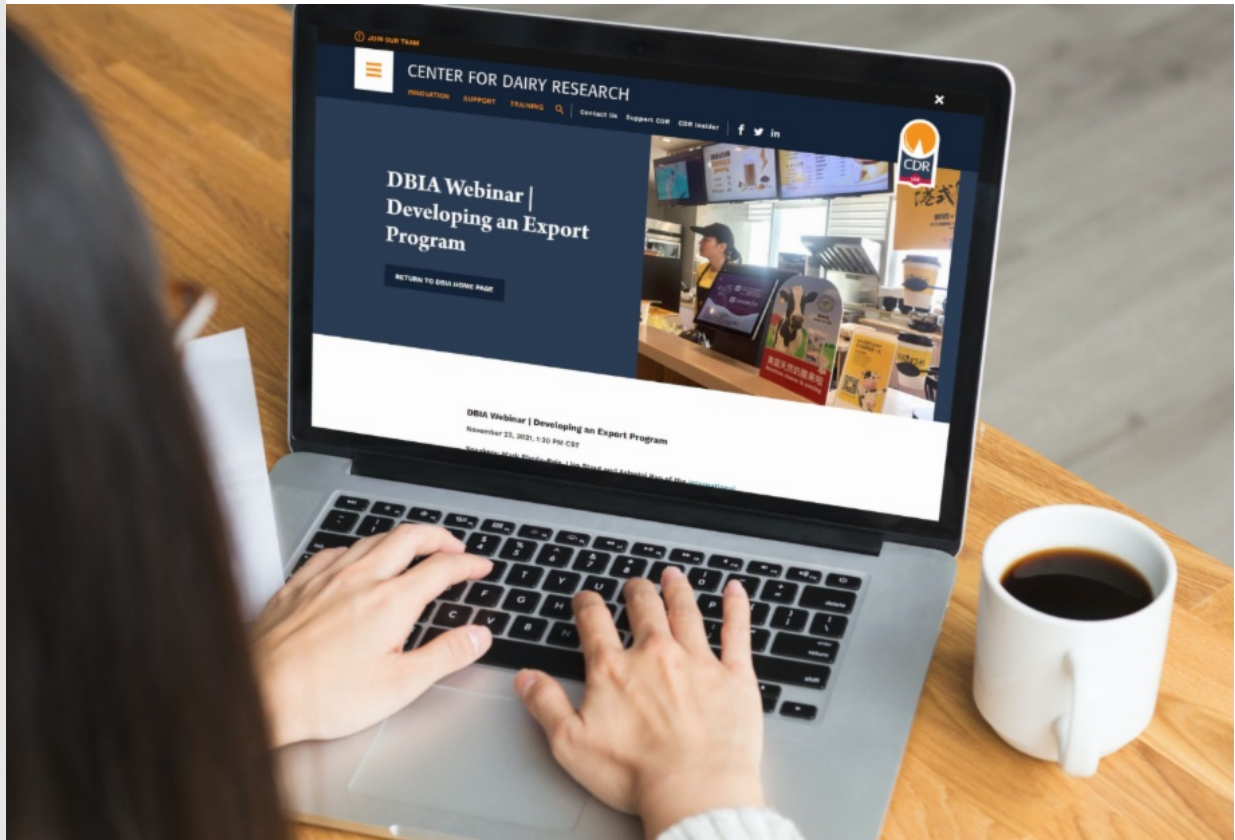
The second annual virtual [Dairy Summit](#) will be held from 10 a.m.-3 p.m. (CT) tomorrow, Wednesday, November 17. In addition to presentations on new projects and a farmer panel discussing the impacts of the Hub, new faculty will discuss their research and outreach goals. The event concludes with virtual facility tours.

This Thursday, November 18 from 8 a.m.-4 p.m. (CT), the inaugural [Dairy Symposium](#) will feature thought-provoking plenary sessions, research talks, and poster presentations from Hub-funded projects. The symposium will be held in-person on the UW-Madison campus, with virtual options available.

**REGISTER FOR THE
SUMMIT**

**REGISTER FOR THE
SYMPOSIUM**

WCMA was a vocal advocate for the creation of the Dairy Innovation Hub in 2019 and currently serves on the Hub's Advisory Council. Over the past two years, the Hub has funded more than 100 research and outreach projects across three University of Wisconsin campuses and four priority areas.



Register Now for DBIA Exporting Webinar

Reserve your space today in the [next DBIA webinar](#), scheduled for Tuesday, November 23 at 1:30 p.m. (CT). Experts from the International Agribusiness Center at the Wisconsin Department of Agriculture, Trade and Consumer Protection will discuss the export planning process, the important players involved in exporting products, and how to determine the best export strategy for your business.

[REGISTER NOW](#)

PDPW Hosts December 1 Dairy Insights Summit

The Professional Dairy Producers of Wisconsin (PDPW) invites dairy farmers, processors, and food industry professionals, including WCMA members, to join their [Dairy Insights Summit](#), planned for December 1, 2021 at the Sheraton Hotel in Madison, Wisconsin.

The summit promises [dialogue and new insights](#) on issues facing all segments of the food system, from global sustainability to consumer trends and more.



USDA Solicits String Cheese Bids

The U.S. Department of Agriculture (USDA) is soliciting bids for [string cheese](#) for use in federal food assistance programs. Bids are due November 17 at 1:00 p.m. (CT). Please contact [USDA staff](#) with questions.

WCMA Members Win USDA Contracts

WCMA members Great Lakes Cheese Company and Winona Foods have been [have been awarded contracts](#) to supply cheddar and pepper jack cheese for federal food assistance programs, the U.S. Department of Agriculture said this week.

Apply for DFA CoLAB Accelerator Program

WCMA member Dairy Farmers of America is now accepting applications for its [CoLAB Accelerator program](#), which will run from April-June 2022. The 90-day, immersive program, now in its sixth year, is designed to foster relationships with startup companies and help advance innovative solutions in the areas of ag-tech and dairy food products through mentoring and educational programming.



Dairy Farmers of America

APPLY NOW

IN THE NEWS

Wisconsin

- *Wisconsin State Farmer*: [Green County boasts some of the best cheese in Wisconsin](#) (Featuring WCMA members Maple Leaf Cheese, Chalet Cheese Cooperative, and Edelweiss Creamery)

National/International

- *AgNet West*: [Dairy export issues highlighted during White House roundtable](#)
- *New York Times*: [Biden chooses Robert Califf to lead F.D.A.](#)
- *Yahoo! News*: [Crunch at ports may mean crisis for American farms](#)
- *Hoard's Dairyman*: [U.S. doubles cheese sales in major market](#)
- *Farm and Dairy*: [Ohio Swiss Cheese Association dissolves after century of service](#) (Featuring WCMA members Guggisberg Cheese and Pearl Valley Cheese)
- *Texas Monthly*: [It's time to take Texas cheese seriously](#) (Featuring WCMA member Great Lakes Cheese Company)

Jamie Fahrney Shares Love for Limburger at Chalet Cheese Co-Op

Wisconsin Master Cheesemaker Jamie Fahrney of WCMA member Chalet Cheese Cooperative -



the last limburger factory in the U.S. - [shared the history behind his passion for cheese](#) with Love Wisconsin. Kudos to Jamie and the Chalet Cheese team for this well-deserved recognition!

Photo: Hedi Lamarr Rudd

EDUCATION



WCMA Advanced Leadership Series Covers Collaborative Problem-Solving

WCMA's Advanced Leadership cohort shared an engaging session this week, focused on creative problem-solving. We appreciate Jim Natzke of WCMA member Natzke Consulting, who shared his practical insights on leadership strategies with the group.

Many thanks to our attendees and their companies for investing in their learning: Cybertrol Engineering, Dairy Connection Inc., Emmi Roth, Grande Cheese Company, Henning's Wisconsin Cheese, Klondike Cheese Company, Meister Cheese Company, Organic Valley, Sartori

Cheese, Valley Queen Cheese, Wapsie Valley Creamery, and Wisconsin Dairy State Cheese Company.



Register for CDR Certificate in Dairy Processing

Space is available in the [Certificate for Dairy Processing - Online](#) course, hosted by the Center for Dairy Research. Led by leading industry experts, the program will use a practical approach to educate students on the basic aspects of dairy processing.

Over ten weeks beginning January 20, 2022, participants will learn key aspects of dairy processing through online sessions and other learning opportunities. Students will also be expected to complete a short project of their choosing with the assistance of a mentor.

[RESERVE YOUR SPACE](#)

Other Industry Training Opportunities

WCMA is pleased to share opportunities for industry-specific training and enrichment. Here's a look at some upcoming trainings hosted by our partners:

- December 7-9: [Preventive Controls Qualified Individual \(PCQI\) Training Workshop](#) | M3 Insurance
- January 20, 2022: [Certificate in Dairy Processing - Online](#) | Center for Dairy Research

MEMBERSHIP

WCMA Social Media Campaign Highlights Dairy Processing Industry Leaders

WCMA invites you to get to know the 21 enthusiastic industry leaders who serve on our Board of Directors and guide our work each day. We'll profile the Board on Facebook, Twitter, LinkedIn, and in this newsletter on a weekly basis. This week, we're pleased to introduce Chris Renard of Renard's Cheese - Rosewood Dairy!



Chris Renard Renard's Cheese Rosewood Dairy

Favorite Cheese

Cloverleaf Reserve, New World Cheddar and 2 Year White Cheddar

Proudest Achievement

Producing award-winning cheese as a Wisconsin Master Cheesemaker, and growing our wholesale business over 250% and retail business over 900% in 10 years.

Why I Support WCMA

"WCMA is a great resource for industry news, education and training. WCMA plays an important role in the dairy industry for regulatory information, legislative decisions, and promotion. I'm proud to be a part of the group that is helping to grow Wisconsin dairy and keep it on the leading edge."



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ASSOCIATION
EST. 1891

Have an idea for a WCMA social media campaign or other communication? Please contact [WCMA Communications Director Grace Atherton](#).

WCMA Welcomes New Supplier Member

Join WCMA as we welcome a new supplier member this week: [Stratas Foods, LLC](#).

Primary contacts for the company can be found in WCMA's [online member directory](#).

For 130 years, WCMA has served as the voice of cheese and dairy manufacturers, processors, marketers, and suppliers to the industry. Today, WCMA represents 110 dairy processing companies and cooperatives operating across the U.S. and around the world, and more than 575 supplier companies. Thanks for your engagement and support.

Sign Up Colleagues for E-Newsletters

Thanks for subscribing to WCMA's weekly e-newsletter! This benefit is available to all WCMA member employees. Let us know if we should [add your colleagues](#) to our mailing list, or if you'd like to share feedback on our communications.

WisCheeseMakers.org

