

The Independent Bakers Association (IBA)'s Annual Fall Meeting begins at 7:45 am on September 19, 2022. **IBA President Nicholas Pyle** greets the members and guests in attendance. Members and guests go around the room and introduce themselves. **IBA Secretary Anthony Turano, Executive at Turano Baking Company**, reads the meeting minutes from the IBA Annual Summer Conference. Nicholas Pyle moves to accept the minutes as they are, **Ron Cardey, Senior Vice President of Kwik Lok**, seconds the motion. The minutes are accepted as they are.

Nicholas Pyle reminds members that they previously voted to hold a virtual member meeting in the spring, he asks if they would still like to hold it virtually or meet on March 28th on Amelia Island, FL. Members vote for meeting to remain virtual. Nicholas Pyle moves the meeting on to the Washington Report. He asks **Glenn Frost of Frost Law** to explain Employee Retention Credit. Employers with 500 employees or less, who meet the qualification, can earn up to \$26,000.00 per employee. Nicholas Pyle shifts to Childhood Nutrition Reauthorization. Traditionally, Childhood Nutrition gets reauthorized on the same schedule as the Farm Bill, however, the government still uses the 2010 version of Childhood Nutrition. There is a new version pending that takes the worst five bills from mark up and combines them. During mark-up, Representative Bob Good (R-VA) read a proposed amendment on reimbursement for schools that purchase granola bars but withdrew the proposal from consideration when it became clear it would not pass. Nicholas Pyle says Senate action is unlikely until after the Congressional midterms.

Congress is conducting field hearings for the upcoming Farm Bill. Nicholas Pyle predicts Representative G.T. Thompson will head the creation of the new Farm Bill after the Congressional midterms. Nicholas Pyle gives an update on sugar. Sugar refiners do not have refining capacity until Spring 2024. The beet crop was muddled under. The current spot price of sugar is \$0.70, four times higher than the world price. Confections say they pay high tariffs to have sugar imported. **Steven Effron, President and CEO of EFCO**, says there is additional pressure on sugar as corn refiners told many buyers they are allocating corn syrup. The topic then changes to Land Conservation. Nicholas Pyle says the government is paying people not to grow on the land, but there is land that would be good for growing wheat. **Robin Alton, President and CEO of Pan-O-Gold**, says the land would just be a drop in the bucket. Food becoming fuel is a bigger issue. **Glenn Campbell, President of Campbell Systems**, asks if there is an update on 15% ethanol fuel standards. Nicholas Pyle says people pushed for change under Trump but does not see change coming under the Biden administration.

The White House announced it will hold its Conference on Hunger, Nutrition and Health on September 28th. IBA hopes to see worker wellness programs come out of it but have concerns that the Conference is activist led. Senator Cory Booker spoke out, along with activist groups, encouraging the administration to use front-of-pack-labeling (FOP). Nicholas Pyle then moves on to employment concerns. He begins by summarizing the recent stand-off between rail union and freight companies. Amid fears of a union strike, the parties were able to come to a tentative agreement. Union members agreed not to go on strike while votes are tallied to decide if the union will finalize the agreement. A rail strike would cost the economy \$2 billion a day. Nicholas Pyle says the National Labor Relations Board is out of control. There is something new every day that harms employers.

Nicholas Pyle gives the midterm update. During the IBA Summer Meeting, Republicans looked at a 70 seat pick up, but with the leaking of the Dobbs decision the number reduced to 30. Republicans are running hard on inflation, energy prices and foreign affairs. Nicholas Pyle believes Republicans will pick up 25 seats in the House and one in the Senate. The races to watch are Arizona, Florida, Georgia, Nevada, New Hampshire, North Carolina, Pennsylvania, Ohio and Wisconsin.

Meeting shifts to Bakers Round the Room. Jordon Hale says he is facing the same problems everyone in the industry faces. **Lisa Turano, VP of Legal for Turano Baking Company** thinks fewer people are looking for jobs and more are looking for a hybrid option. Nicholas Pyle suggests utilized the previously incarcerated as they are an under-served part of the workforce. **Paul Miller, Managing Director at Kincannon and Reed,** is on the board for Greyston Baking and they practice open hiring. Potential employees must be able to legally work in the U.S., lift 50 lbs and stand on their feet for 10 hours. Robin Alton says there are labor issues, and it is hard to find skilled maintenance. Lisa Turano asks what the incentives are: better benefits, more time off, more pay? Nicholas Pyle says Aunt Millie's went to a 12-hour workday which gives employees four days off a week. Robin Alton points out that Aunt Millie's is non-union, so it isn't a problem. **Ralf Ulmer of PC Data** says it is bad everywhere, no matter where you are you cannot hire people.

Nicholas Pyle asks **Lance Chaney of Braun Brush** how to get sesame seeds out of a conveyor belt. Lance Chaney says he would need to see the machine to give the best recommendation. Lisa Turano asks if blowing them out would make it worse. Lance Chaney says you need to be able to control where the seeds go. While it is difficult, Lance Chaney is happy to have the challenge. The topic moves back to labor. There is a prevalent no-call-no-show attitude that is an ongoing issue. It exacerbates other issues the industry faces. Many drivers are going to work for Walmart instead of bakeries. Bakers spend a significant amount of time managing drivers and deliveries than they did before.

Jordon Hale calls the meeting to order, and the meeting ends at 9:30 am.