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### SafeSourcing e-Newsletter

Have comments, questions, or suggestions about the new SafeSourcing e-Newsletter? Let us know what you think by emailing us at the following address. We look forward to hearing from you! [events@safesourcing.com](mailto:events@safesourcing.com)

#### Trivia!

What does EIPP mean?  
[www.safesourcing.com](http://www.safesourcing.com)

## Industry News

### Sick Leave Policy

New laws are being passed across the country requiring paid sick leave for more workers. During the past ten years, 36 states, cities and municipalities adopted new paid sick leave policies. At least ten new laws and ordinances have been passed in Vermont, as well as major cities in Illinois, Minnesota, and California guaranteeing workers some paid time off for illness. However, details of the rules differ on certain provisions, such as which workers and their family members are covered and the amount of sick time that can be accrued. This poses problems for some businesses, especially smaller companies that employ workers in multiple cities and states.

“California, for instance, generally requires employers to offer three sick days a year, while the city of San Francisco requires up to nine days and Los Angeles up to six. San Diego requires up to five days.” Needless to say, this is confusing. Various companies are scrambling to come up with paid sick leave policies. One such company, Seek Thermal Inc. a Santa Barbara, California company has about 50 hourly and salaried workers and about 25 contract workers in various cities in California. After many hours of meetings with their corporate attorneys, the company now offers three weeks paid time off, which more than covers the state’s requirement of three sick days. Sick leave coverage is expected to continue to grow. President Obama signed an executive order last year requiring federal contractors to offer up to seven paid sick days to their employees. The Department of Labor estimates this will affect 828,000 workers. This executive order goes into effect in January. ■

*Rachel Emma Silverman, WSJ, 9/28/16*

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### Recent Savings

#### Hat and Shirt Uniforms

Savings were over 31% of total spend. ■

#### Food Labels and Printers

Savings were over 75% of total spend. ■

\*Please [contact SafeSourcing](#) to schedule your RISK FREE event today.

## Promoting Women in the Workplace

In a recent event hosted by The Wall Street Journal in New York, Mary Barra, Chief Executive of General Motors, outlined the need to get the pipeline going right at the very beginning concerning the representation of women in corporate America. Sheryl Sandberg, Chief Operating Officer of Facebook stated, "Study after study shows us, when you use the full talents of the population, you get better results. This has very big repercussions for economic growth. If we want our companies to outperform, and we want economic growth, greater representation from women is the answer." In a panel discussion, there was talk about identifying talented women and the need to find good roles for them. Male leaders need to be accountable for picking the best candidates for the jobs from the strongest possible candidates.

According to LeanIn.Org., founded by Sandberg, and McKinsey & Co. there has been modest progress in the hiring of women for senior level jobs. While men and women comprise equal shares of entry positions, men are 30 percent more likely to be promoted into managerial roles. Based on responses from 132 companies and 34,000 employees in 2016, women account for 19 percent of C-level executives. ■

*Lauren Weber and Rachel Louise Ensign, WSJ, 9/28/16*

## Hops Shortage—Bad News for Small Brewers

The Athens, Georgia based brewer, Creature

Comforts Brewing Co., is growing so fast that its supply chain cannot keep up with the business. This particular brewer has had a hard time finding enough citra hops (the plant that gives Tropicalia ale its bitter flavor and fruity aroma) that they have had to reject orders for 8,000 barrels of beer this past year. That is more than \$2M in lost revenue. Other small brewers, such as Wicked Weed Brewing and MadTree Brewing, are facing similar constraints. These shortages are responsible for the slowdown in craft beer sales. The problem isn't so much the hops production as it is the rapid proliferation of tiny beer brands in an already fiercely competitive craft beer industry.

The Brewers Association reported that beer drinkers have over 30,000 choices from 4,000 plus brewers to pick from compared to 20,000 choices from 2,000 brewers five years ago. "It takes hop developers such as S.S. Steiner Inc. and Select Botanicals Group about 10 years to cross-pollinate the beer-flavoring plants to create proprietary varieties with unique flavors and aromas. The results are new types, including lemon-drop and citra."1 More than 4,000 brewers are battling for the 10 hop varieties that are central to the popular IPAs. When a new hops style such as citra takes off, it's hard to keep up with. Production is complicated as the plants produce 50-75% of their potential yield in the first year on average and don't reach their full maturity until their second or third year. ■

*Tripp Mickle, WSJ, 9/28/16*

### QUESTIONS AND ANSWERS

Q: How can I subscribe or unsubscribe to these newsletters?

A: You can subscribe or unsubscribe to these free newsletters by simply going to our [website](#), and clicking the option "e-Newsletter" or by contacting us directly at [events@safesourcing.com](mailto:events@safesourcing.com)

Q: I have run events in the past, is there any chance I could be saving more?

A: Yes. No matter when your past event ran, the team at SafeSourcing can find ways for your company to save.

Q: I want to know more about what SafeSourcing does. Who can I talk to about this?

A: You can contact a customer services representative who can help you with any further questions by calling us at 1-888-261-9070 or by going to our [website](#) and trying our "Risk Free Trial" offer today.

### Trivia! From October 2016 Issue What does Cube Out mean?

The Cube Out is the act of reaching the capacity of [product](#) that can be shipped in a truck, [car](#) or other transportation vehicle. [Cube](#) out refers to filling the actual volume or size capacity of an area as opposed to weigh out, which occurs when a [container](#) or truck reaches its physical weight capacity.

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