



## April Legislative Highlights

### RI Legislative Updates At A Glance:

#### Recent Results of Hearings on Legislation Being Followed This Session

- Senate Bill No. [2446](#) - Passed
- House Bill No. [8038](#) - Committee recommended measure be held for further study
- Senate Bill No. [2310](#) - Committee recommended measure be held for further study
- Senate Bill No. [2050](#) - Introduced, referred to Senate Environment and Agriculture
- Senate Bill No. [2130](#) - Committee recommended measure be held for further study
- Senate Bill No. [2296](#) - Committee recommended measure be held for further study
- Senate Bill No. [2300](#) - Committee recommended measure be held for further study
- House Bill No. [7362](#) - Committee recommended measure be held for further study

**In Other Legislative News:** Last Tuesday, the Legislative Black and Latino Caucus held a news conference where its all-Democratic membership rolled out their priorities for the year, and criminal-justice reform was a centerpiece — including measures to ban cash bail for misdemeanors, restrict officers' use of force, and revamp the Law Enforcement Officers' Bill of Rights. "This legislative package will address the struggles and hardships that too many of our residents of color are sadly experiencing," said Rep. Karen Alzate,

chair of the caucus.

**Update On the 2022 Elections: Fundraising:** The race to replace Jim Langevin in the 2nd Congressional District is coming into sharper focus now that candidates have begun revealing how they fared in the campaign's first fundraising quarter. Seth Magaziner solidified his status as the financial frontrunner among the Democrats, announcing a \$1.4 million haul over less than three months. Magaziner's rivals aren't wrong to point out he had a head start, since he could ask donors to transfer over state-level contributions he got for his gubernatorial campaign into his federal account. But money is money, and Magaziner will have plenty.

[Click here to learn more about Rhode Island Legislation.](#)

## National Legislative Updates At A Glance:

- **Federal Program for Uninsured COVID-19 Patients Ends:** The Health Resources & Services Administration announced in late March that its uninsured program and coverage assistance fund was running out of money.
- **Administration Launches COVID-19 "Test to Treat" Web Portal to Help the Public Locate Participating Providers:** The new nationwide Test to Treat initiative provides quick access to free antiviral treatments for COVID-19.
- **OSHA Issues Proposed Rule on Injury, Illness Recordkeeping Regulation; FMI Requests Member Feedback:** The Occupational Safety and Health Administration (OSHA) recently issued a proposed rule to amend its occupational injury and illness recordkeeping regulation.
- **NLRB Issues Memo of Intent to Prohibit Captive Audience Meetings: The National Labor Relations Board (NLRB) General Counsel Jennifer Abruzzo** issued a memorandum to all field offices alerting them to her intent to request that the Board "...find mandatory meetings in which employees are forced to listen to employer speech concerning the exercise of their statutory labor rights, including captive audience meetings, a violation of the National Labor Relations Act (NLRA)."

[Click here to learn more about National Legislation.](#)

---



## GIVING BACK

# to our community for over a century.

For more than 100 years, Stop & Shop has proudly supported our neighborhoods and the local organizations that empower them. We are proud to be a member of the Rhode Island Food Dealers Association.



---

## 2022 RIFDA Trade Day



## Wednesday, June 22, 2022 Kirkbrae Country Club

- RI State Best Bagger Competition
- Networking Cocktail Reception
  - Industry Dinner
- Featuring a Keynote Speaker
  - RIFDA Hall of Fame



# KIRKBRAE

COUNTRY CLUB

Click Here to Register  
Today

Click Here for Sponsorship  
Opportunities

Click Here to Register for Best Bagger  
Competition



---

## Industry News

### 5 characteristics of an empathetic leader

Empathetic leaders are self-aware, seek to understand their team, are open to feedback and concerns, but know how to set boundaries, writes Randy Conley. "When everyone has clarity on work boundaries -- including rules and expectations -- there is tremendous safety and freedom," Conley writes.

Read The Full Story [Here](#)

### 5 ways to keep your company flexible and agile

Companies become less flexible with age, just like humans, but in both cases, the right awareness and fitness regimen can keep them strong for many decades, writes Steve McKee, co-founder of McKee Wallwork + Co. McKee outlines five areas where human and business health overlap and points out that only about 20% of new businesses survive for 20 years.

Read The Full Story [Here](#)

# Pandemic, economic concerns shape US shopper habits

Acosta's latest research report, "[The Lingering Impact of COVID-19 on US Shoppers](#)," examines US shoppers' behavior nearly two years into the pandemic. According to Acosta's research, most of today's consumers (68%) are currently shopping online for groceries, at least occasionally, as both the pandemic and economic outlook continue to evolve.

"It is no surprise that shopping behaviors developed at the start of the pandemic are still in place today, especially since concerns surrounding COVID-19 remain high for many consumers," Acosta Executive Vice President of Business Intelligence Colin Stewart said. "In fact, Acosta's research shows pandemic-related concern levels among consumers in January 2022 were only slightly lower than those of consumers' surveyed about a year ago. Ongoing worries over safety and finances are compounded by product shortages and rising grocery prices resulting from supply chain challenges. While faced with the market's continued uncertainty, consumers are likely to stick with – and possibly increase – shopping habits picked up over the past two years."

[View the infographic to learn more.](#)

## Why the "when" of negative feedback is crucial

Negative feedback doesn't help if either party isn't emotionally prepared or doesn't have the time for a proper conversation, writes Kevin Eikenberry. "While feedback needs to be timely, that doesn't usually mean giving it immediately," Eikenberry writes. Read The Full Story [Here](#)

## 5 traits of high-achieving employees you should know

Leaders can better mentor and retain high achievers by creating a culture of learning that challenges them and plays into their natural passions, writes Alaina Love, CEO of Purpose Linked Consulting. "When you model the behaviors that high achievers value, you create a powerful force for organizational success," Love writes.

Read The Full Story [Here](#)

## How customer behavior, expectations may change this year

Customers will be more informed, demand more personalization and make more decisions that are led by emotions, say business leaders and experts when asked to share their predictions on how consumer behavior will change this year. Customers will also have higher expectations for quality customer service and will expect more video content from brands, they say.

Read The Full Story [Here](#)

## How to attract top candidates

The job market is experiencing what appears to be foundational change. In this whitepaper, MNI explores the social conditions behind the historically high worker shortfall the U.S., and how recruitment marketing strategies are more essential than ever before. [Download the whitepaper.](#)



Thank you to our April Supplier of the Month -  
Coca Cola Beverages Northeast



Thank you to our April Retailer of the Month -  
Shaw's

---

Our Association Member Communications Sponsors



## Industry Events

### NGA Webinar: "How Retailers are Dealing with the Rising Cost of Goods"

The Consumer Price Index for March will reflect the surge in energy prices tied to the war in Ukraine, which is likely to push the headline number to yet another multi-decade high. Beyond the headline number, the report will include crucial evidence of whether the forces that have driven inflation — largely affecting goods — are starting to fade, and whether rising prices are spreading further into services. Excluding food and energy, the forecast is for 6.6% inflation, which would be the highest since August 1982.

NGA hosted a webinar earlier this year on how retailers are dealing with the rising cost of goods while struggling to maintain reasonable prices for their shoppers. [Click here](#) to

watch a recording of this webinar. Additionally, [here is a blog](#) with key takeaways from the webinar. NGA will follow up with additional information in the coming days about how these inflation numbers will impact independent grocers.

## PREVENTING WORKPLACE INJURIES IS GOOD BUSINESS! LET OSHA'S FREE, CONFIDENTIAL CONSULTATION PROGRAM HELP!

Did you know that, even if you have only *one* employee, your small business is subject to the Federal Occupational Safety and Health Act (the "Act")? As an employer, are you aware of and meeting your obligations under the Act?

Come join the U.S. Small Business Administration ("SBA") and the U.S. Department of Labor, Occupational Safety & Health Administration ("OSHA"), for a comprehensive overview of the Act's major provisions, as well as practical tips and available resources for ensuring compliance – including OSHA's *free, confidential* Consultation Service Program. And there'll be plenty of time for Q&A!

**Wednesday, April 27, 2022 10:00 am – 11:00 am**

The webinar is free of charge, although registration is required. TO REGISTER, PLEASE CLICK [HERE](#) OR GO TO <http://ow.ly/Mz6250ItPA3>

### *The Talk: A Tough (and Necessary) Workplace Conversation*

It's near impossible for organizations to avoid communicating about delicate matters in the workplace. Your organization's best bet is to be open and honest, and approach these matters directly. To help you face what could be difficult conversations, we partnered with four experts to share their advice. Read our white paper, *The Talk: A Tough (and Necessary) Workplace Conversation*, to get valuable insight into how you can approach these topics.

## RHODE ISLAND'S RETAIL SNAP INCENTIVE PROGRAM

One in six Rhode Island families are currently going hungry. This is a crisis in every sense of the word. By implementing a statewide Retail SNAP Incentive Program, we have opportunity to address it.

### **The program, in a nutshell...**

The Rhode Island Public Health Institute (RIPHI) in concert with the Department of Human Services (DHS) is advocating for a Retail SNAP Incentive Program, which would:

- Provide a 50% off monthly incentive for SNAP recipients on their fresh fruit and vegetable purchases, essentially doubling their purchasing power in the produce aisles at local grocery stores. RIPHI and its partners are currently advocating for an appropriation from the American Rescue Plan Act (ARPA) to fund the program.

### **How it works...**

- The Retail SNAP Incentive Program has been designed to be as seamless as possible for both recipients and retailers.
- A SNAP recipient will head to your retail outlet and purchase their fresh produce.
- Within 24 hours, the state will send each recipient the produce rebate based on their purchases.
- This will be an automatic technology solution that will not burden the cashier or SNAP recipient

### **How you can get involved...**

At this time RIPHI has engaged a consultant to develop a blueprint for this technology so that it can be ready to scale should we receive the funding through ARPA. We are

currently looking for retailers to partner with us that would be willing to let our consultant work with their IT team and POS to determine what the current capabilities are for the POS technology so that we can properly design the blueprint.

If you are interested in partnering with us please reach out to Kerri Connolly at [kerri.connolly@riphi.org](mailto:kerri.connolly@riphi.org).

---

## Coming Soon - RIFDA Events

### May 2022:

- Wed. May 11th Legislative Committee Meeting (Bill Tracking – Hearings)
- Wed. May 18<sup>th</sup>: BOD 2<sup>nd</sup> Quarter Meeting (@ TBD)
- Mon. May 30th: Office Closed Memorial Day Holiday

### June 2022:

- Wed. June 15th Legislative Committee Meeting
- Thurs. June 16<sup>th</sup> @ 7:30 AM: Executive Committee Meeting
- Wed. June 22<sup>nd</sup> 2022 Trade Day (Best Bagger, Food Demos, Networking Reception, Industry Dinner) @ Kirkbrae Country Club, Lincoln RI

### July 2022:

- Mon. July 4<sup>th</sup> Office Closed: Observance of 4<sup>th</sup> of July Holiday
  - Thurs. July 14th Executive Committee Meeting @ 7:30 AM
  - Wed. July 20th Legislative Committee Meeting (\*Legislative Wrap Up\*)
- 



The graphic features a vibrant collage of fresh fruits and vegetables on the left side, including sliced tomatoes, cucumbers, lemons, and berries. On the right, the Shaw's logo is prominently displayed in orange script with a green leaf icon. Below the logo, the text reads "Proud Supporter of the Rhode Island Food Dealers Association" in bold black font. At the bottom right, a green circular seal contains the text "PERFECTING THE ART OF FRESH" around a central leaf icon. To the right of the seal, the tagline "Perfecting the art of fresh since 1860" is written in a smaller, italicized font.

---

Please support our Legislative efforts by supporting our PAC.



---

## Satisfied Member?

### Spread the Word, Tell Your Industry Friends & Vendors.

As a member, the benefit advantages such as our food safety renewal classes, WIC/EBT updates, legislative representation and updates, national industry affiliations and updates, networking events, energy programs and food industry camaraderie, as well as a number of other initiatives make RIFDA a great opportunity for new members.

Throughout each year there are exciting events as well as sponsorship and advertising opportunities. It is members like yourselves that make this all happen.

With new memberships RIFDA moves into the future as a stronger and more vibrant representative of the Rhode Island food community.

[Learn  
More](#)



Call: (401) 431-0880 | Email: [admin@rifda.com](mailto:admin@rifda.com) or [sbromberg@rifda.com](mailto:sbromberg@rifda.com) |  
Visit: [www.rifda.com](http://www.rifda.com)