

Note: Subcommittee notes may include preliminary discussions regarding substances considered for addition to or removal from the National List. They do not represent official National Organic Program (NOP) policy/regulations or NOSB recommendations. Proposals must be voted on by the full Board, to become recommendations to the USDA. Please see the NOP website for official NOP policy, regulations, and status of substances used in organic production and handling.

Compliance, Accreditation & Certification Subcommittee (CACCS) Notes
Tuesday, February 9, 2021 2:00 pm ET

Present: Nate Powell-Palm (NPP), Chair; Sue Baird (SB); Steve Ela (SE); Amy Bruch (ADB); Kyla Smith (KS); Carolyn Dimitri (CD)

Absent: Rick Greenwood (RG), Vice Chair

Staff: Michelle Arsenault (MA); Jennifer Tucker (JT); Laura Gallagher (LG)

Agenda

- Review January 12 notes
- Human Capital Management (SR): Proposal - inspector mentorship/apprenticeship/consistency (SB/NPP) - discuss/vote
- Additional items
- Adjourn

Discussion

- **January 12 notes** were accepted as written.
- **Human Capital Management: Proposal - inspector mentorship/apprenticeship/consistency (SB/NPP).** Members discussed the draft document and several key issues such as potential added costs for operations. The NOP is hoping to support the Human Capital Management project by publishing a call for proposals for cooperative agreements. Due to the government contracting process the NOSB and NOP will move at a slightly different pace, and the NOP hopes to publish the call for proposals after the spring NOSB meeting. This is a positive, as it will allow the NOSB to introduce the idea and hear stakeholder feedback. The CACS members discussed minor modifications to the proposal and moved to a vote.

Motion to accept the proposal on Human Capital Management: Inspector mentorship/apprenticeship/consistency

Motion by: SB

Seconded by: KS

Yes: 6 No: 0 Abstain: 0 Absent: 1 Recuse: 0

- **Additional items.** The group cancelled the March 9 call.
- **The meeting was adjourned.**

[Previous CACS Notes](#)

Future Call Schedule (2nd Tuesday 2:00 ET)

January 12, 2021

February 9, 2021

Inspector mentorship/apprenticeship/consistency (SB/NPP) - Discuss/vote

March 9, 2021 - cancelled

April 13, 2021

May 11, 2021

June 8, 2021

July 13, 2021

August 10, 2021
 September 14, 2021
 October 12, 2021
 November 9, 2021
 December 14, 2021

Work Agenda

Project	Contact	Status	Discussion, Voted	Target meeting
Oversight improvements to deter fraud	TBD	On hold, pending publication of proposed rule on Strengthening organic enforcement (SOE)	TBD	TBD
Human Capital Management: Inspector mentorship/ apprenticeship/consistency (SB/NPP) - Proposal	SB	NOP sent memo to CACS 07.31.20	11.10.20 12.08.20 01.12.20 2.9.21	Spr 2021
Human Capital Management: NOSB support - Discussion Doc.	SB/NPP	NOP sent memo to CACS 07.31.20	11.10.20 12.08.20 01.12.20	Spr 2021

*Discussed. *Voted

Spring 2021 Milestones	Target dates (tentative)
NOP - Publish FRN, Open public comment	Nov 15, 2020
NOSB - Spring 2021 proposals due to NOP	Feb 18, 2021
New NOSB member training	TBD
NOP - Draft Spring 2021 NOSB meeting tentative agenda	Feb 2, 2021
NOP - Post proposals	Mar 3, 2021
Public comment closes	Apr 1, 2021
NOP - Send compiled public comments to NOSB	Apr 6, 2021
Public comment webinars	Apr 20 & 22, 2021
Spring 2021 NOSB meeting - Crystal City, VA	Apr 28 - 30, 2021

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Compliance, Accreditation & Certification Subcommittee (CACs) Notes **Tuesday, January 12, 2021 2:00 pm ET**

Present: Nate Powell-Palm (NPP), Chair; Rick Greenwood (RG), Vice Chair; Sue Baird (SB); Emily Oakley (EO); Scott Rice (SR), Chair; Steve Ela (SE); Amy Bruch (ADB) - observer; Kyla Smith (KS) - observer; Carolyn Dimitri (CD) - observer

Absent: A-dae Romero-Briones (ARB)

Staff: Michelle Arsenault (MA); Jennifer Tucker (JT); Laura Gallagher (LG)

Agenda

- Review December 8 notes
- Human Capital Management (SR)
- Additional items
- Adjourn

Discussion

- **December 8 notes** were accepted as written.
- **Human Capital Management (EO, NPP): Supporting the Work of the NOSB.** The lead circulated a draft discussion document, which includes questions for public comment. Stakeholders have expressed strong support for the idea of engaging assistance for the NOSB. The goal is to provide support with the technical and rule writing. The NOP added that if this is approved and moves forward, the program would use a contractual cooperative agreement and would manage the contract. As such, it would not create an extra burden for NOSB members who are volunteers. A member added that the idea of potentially engaging graduate students was well received by his University. The CACS will reassign the project when the current lead completes her term on the Board.

Motion to accept the discussion document on Supporting the Work of the NOSB

Motion by: EO

Seconded by: SR

Yes: 6 No: 0 Abstain: 0 Absent: 0 Recuse: 0

- **Human Capital Management: Inspector mentorship/apprenticeship/consistency (SB/NPP).** The lead reached out to several members of the inspector community, including current inspectors, and inspectors who have left the industry, to glean feedback about issues and problems that the NOSB could possibly address. Several areas were identified such as time constraints due to travel, the perception that organic inspectors are not professional, and the lack of consistency between certifiers and inspection reports. Members suggested some minor edits to the questions in the draft document. The lead will incorporate the suggestions and the CACS will vote on the document on the next call.
- **Additional items.** None.
- **The meeting was adjourned.**

[Previous CACS Notes](#)

Future Call Schedule (2nd Tuesday 2:00 ET)

December 8, 2020

January 12, 2021

February 9, 2021

Inspector mentorship/apprenticeship/consistency (SB/NPP) - Discuss/vote

March 9, 2021

April 13, 2021

May 11, 2021

June 8, 2021

July 13, 2021

August 10, 2021

September 14, 2021

October 12, 2021

November 9, 2021

December 14, 2021

Work Agenda

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Human Capital Management: Inspector mentorship/apprenticeship/consistency (SB/NPP) - Proposal	EO/SB	NOP sent memo to CACS 07.31.20	11.10.20 12.08.20 01.12.20 2.9.21	Spr 2021
Human Capital Management: NOSB support (EO) - Discussion Doc.	EO/SB	NOP sent memo to CACS 07.31.20	11.10.20 12.08.20 01.12.20	Spr 2021

*Discussed. *Voted

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