



## GAPC Certification Update

GAPC Certification Audits have come to an end. As of November 16, 461 operations and 795 growers are now GAPC Certified.



Reminders to those who are going through Certification and have recently had an audit conducted:

- Please send back the authorization letter found in the first page of your Certification Audit Report
- The self-assessment must be complete (100%)
- Note that remediation of any non-compliance issues must be completed within 28 days of the date you received your Certification Audit Report
- Growers and Associated Growers listed on application are required to attend 2018 GAP training to achieve Certification

**All authorization letters and self-assessment must be completed by November 30 to become Certified. Failure to submit these items by the November 30, will result in denial of Certification.**

**We appreciate the growers who participated in the inaugural year of the program and look forward to working with them and others in 2019. Application and renewal period begins January 7, 2019.**



## 2019 Annual GAPC Training Dates

GAP Connections (GAPC) partners with the state Extension Specialists to coordinate annual training for growers to learn about the latest crop, environment and labor best management practices. In 2018, 7,443 growers attended 103 meetings in 12 states. Training topics are chosen each year and tailored to best serve the tobacco area where meetings are being held.

Growers attending Annual GAP Training will have their GAPC grower ID card scanned at the end of the training. The scan of the ID card gives the grower credit for attending training which is shared with the company(s) a grower has a data release with. GAPC has a cumulative record of a growers training beginning in 2014.

Annual GAP Training is a requirement of the GAPC Certification program and must be completed by **June 30** of each year.

Visit our website at <https://shop.gapconnections.com/training> to see what training dates have been scheduled for 2019.

Training dates are being scheduled daily, if you don't see one in your area check back or contact your county Extension Office. For more information on Annual GAP Training, contact Amy Rochkes at 865.622.4606, extension 107.

## GAPC Card Scanning Policy

GAP Connections feels it is the best interest of the grower to stay update with the latest topics in crop, environment, and labor management. Growers should be encouraged to be the best grower they can be and desire to further their knowledge by attending annual training.

GAPC will be following the card scanning policy approved by the Board of Directors. Growers attending 2019 GAP Annual Training should bring a photo ID and their GAP Grower ID Card.

The following steps will be taken at annual training when GAP ID Cards are scanned:

1. GAP Connections Staff will verify the name and/or birthday of the Grower with a valid form of identification (i.e. Drivers License or federal or state issued ID).
2. GAP ID Cards will be collected and held until the completion of training.
3. Grower may only have one (1) Grower ID card scanned (1 Grower = 1 Card = 1 Scan). Growers may not have the cards of family members or landlords scanned.
4. Growers must be in attendance for the entire GAP training for their training to be recorded. Late arrivals will be the judgement of GAPC Staff.
5. GAP Connections will **not** add training after the event without verifying attendance with the training site host.



It is vital to keep the GAP program honest and fair to all who participate. For more information contact GAP Connections at 865.622.4606.

## Human Resources and Legal Hotline for Growers

GAPC partnered with Littler Mendelson, attorneys at law, for the second year to provide growers with a comprehensive risk management hotline service carefully designed to help manage workforce employment issues and reduce exposure to employment related liability. This hotline is free to all GAPC grower members.



Growers can access the hotline by phone (866) 823-6333 or by email [LittlerHRhelp@littler.com](mailto:LittlerHRhelp@littler.com). When contacting the hotline, please be prepared to provide, your name, GAPC grower ID #, location, type of issue, phone and email (if available).



Tobacco Farmer Newsletter: Flue-cured Market Coming to an End. [Read Here.](#)



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