



GAP Connections Certification

Advice from Certified Growers



As the inaugural year of the GAP Connections Certification program comes to a close, GAP Connections would like to thank all those who participated to make the first year such a success. The numbers exceeded our expectations as we finished with 475 GAPC Certified operations, which encompasses 813 Certified Growers. Certified Growers represented 10 states and different tobacco types (151 Burley growers, 246 Dark (air and fire) growers, and 416 Flue growers).

GAP Connections recently spoke with growers who went through Certification and asked them to share their thoughts on the program and to offer advice to other growers who may be considering the program in 2019.

Linda Hughes, GAPC Certified tobacco grower of Hurtle Mills, North Carolina, believes that Certification is a great program and would recommend the program to anyone considering. "We were already doing a lot of documentation on our own," stated Mrs. Hughes, "but having our records in writing makes them more verifiable and stresses the importance of our practices to our employees." When asked if it was difficult to achieve Certification, Mrs. Hughes pointed out that it takes time and organization. She stated her best advice to others is to dedicate time each day to document practices and records. [Read more...](#)



2019 Annual GAPC Training Dates

GAP Connections (GAPC) partners with Cooperative Extension in each state with GAPC Grower Members to coordinate annual GAP training for growers. In 2018, 7,443 growers attended 103 meetings in 12 states.

Annual GAP Training is a requirement of the GAPC Certification Program and must be completed by **June 30** of each year for growers participating in the Certification Program. If training is not completed by the grower and any listed associates on the Certification application by June 30 they will not be able to be Certified.

Visit our [training calendar](#) to see 2019 scheduled training dates.

Training dates are being scheduled daily, if you do not 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. [Read More...](#)

NEW Posters for 2019!

Be on the lookout for new posters to pick up at your Annual Meeting

- UPDATED Worker Concern Helpline Poster
- UPDATED All in One Labor Poster



GAP Connections Annual Meeting

The GAP Connections Annual Meeting is open to the public and all Grower Members.

When: Tuesday, January 29

Time: 9:00am - 10:00am

Where: Holiday Inn Express & Suites

3741 Thistledown Drive

Raleigh, NC 27606

Please RSVP by clicking the "RSVP" button below or by calling 865.622.4606 if you plan to attend.

[RSVP for Annual Meeting](#)



Your Letter is in the Mail...

You should be receiving a 2018 GAP Connections System Report in the mail. The system report shows the information in the GAP Connections system pertaining to your GAP efforts and farm operation. Please review the information provided and only contact GAP Connections if there is a mistake in the report OR if you are no longer growing tobacco and would like to be removed from GAP Connections. Otherwise, there is no further action needed on your part.

Working with Farm Labor Contractors

Many growers turn to farm labor contractors (FLCs) to meet their labor needs. Though contracting with an FLC who can provide these workers can be a good option, employers should carefully consider a number of items when selecting their FLC.

For information on:

- Who is an FLC?
- Registered FLCs only
- Violations Common Among FLCs
- And more

Click [here](#) to read the full article produced by the US Department of Labor - Wage and Hour Division.



Human Resources and Legal Helpline for Growers



Employment & Labor Law Solutions Worldwide®

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

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



Merry Christmas and Happy New Year!

GAP Connections Offices will be closed December 24th – 26th and January 1st



Like us on Facebook for all the latest news and updates about GAP Connections!

www.gapconnections.com 865.622.4606 info@gapconnections.com

Share this email:



[Manage](#) your preferences | [Opt out](#) using TrueRemove®

Got this as a forward? [Sign up](#) to receive our future emails.

View this email [online](#).

2450 E.J. Chapman Drive
Knoxville, TN | 37996 US

This email was sent to .
To continue receiving our emails, add us to your address book.

