



Reminder: Certification Monitoring Visits have begun in flue-cured tobacco regions. Auditors will be reaching out to growers two weeks prior to schedule a date and time for the monitoring visit. It is important to check your phone, voicemails, emails and texts during this time to make sure the auditor can reach you.

Please note that all auditors will be taking proper precautions including but not limited to wearing PPE, taking temperatures daily, proper social distancing, and sanitizing devices between uses. We also ask that growers maintain proper social distancing and notify the auditor if someone on the operation is ill. All auditors will be following CDC, state, federal, and local guidelines pertaining to COVID-19.

Don't forget to complete your self-assessment prior to your monitoring visit!

This week: Farm Labor Contractors and ETA Documentation

1. Farm Labor Contractor (FLC): What will be asked about the FLC at time of Monitoring Visit?

If you use a FLC to provide labor on your farm there are several critical standards that must be met:

U.S. and International Certification:

- Obtain and keep a copy of the FLC's valid and non-expired Certification of Registration.
- If the FLC is authorized to house and provides housing for workers, do you have a copy of the housing inspection?
- If the FLC is authorized to transport, do you have:
 - a copy of their insurance (auto and workers compensation)
 - drivers license for all drivers
 - doctors certificate for all drivers
- Obtain and keep copy of the terms and conditions of their work commitment written in the worker's preferred language, to include:
 - place of work (with specifics, such as the name and address of the company or the association)
 - pay rates (including piece rates) to be paid
 - crops and kinds of activities for which the worker may be assigned
 - period of work commitment
 - transportation, housing, and any other worker benefits to be provided, if any, and any costs to be charged for each
 - whether state workers' compensation or state unemployment insurance is provided
- Ensure that workers are properly paid by either paying workers directly rather than through an FLC or third-party labor provider or ensure the FLC provides wage statements to workers as legally required and grower must obtain and keep copies. (Auditor will ask to view wage statements either from the grower or from the FLC.)

U.S. Certification Only

- Ensure all workers provided by the FLC are 16 years of age or older.
- Verify workers are 16 years of age or older by reviewing the worker's I-9 form.

International Certification Only

- Ensure all workers provided by the FLC are 18 years of age or older.
- Verify workers are 18 years of age or older by reviewing the worker's I-9 form.
- Ensure no worker under 18 provided by the FLC is assigned other hazardous tasks (Appendix 1 - List A).

2. NEW for 2020: ETA Documentation for H-2A and H-2ALC Labor

If there are H-2A workers on the farm the grower's name (Primary or Associate) or the name of the entity which the individual is a part of must be listed on the:

- ETA 790: Box 1
- If workers are acquired through an association (growers name must be listed on 790 Box 1 or in an addendum/appendix)
- If grower sources their H-2A workers through an H-2ALC the FLC's name must be listed on the ETA 790 Box 1

Auditors will be requesting to see this documentation at the time of monitoring visit.

COVID-19 Resources

GAPC has compiled resources in English and Spanish to help inform, educate, and train growers, workers, and family members on topics related to COVID-19. The

resource pages provide information for planning, educating and preventing the spread of COVID-19 as well as H2-A Visa concerns and the Families First Coronavirus Reponse Act (FFCRA). Includes: training videos, posters, fact sheets, FAQ's, webinars and links to other resources. For information on a state by state level, visit the COVID-19 Resource Page by State.



[Visit COVID-19 Resource Page](#)

[Visit COVID-19 Resource Page by State](#)



Follow us on Facebook for all the latest updates!

info@gapconnections.com | 865.622.4606 | 2450 EJ Chapman Drive Knoxville TN 37996

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.

emma

[Subscribe](#) to our email list.