

2014-2020
GAP CONNECTIONS
TRAINING SUMMARY
AS OF DECEMBER 31, 2020



GAP Connections Training Summary

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GAP Connections Training

The largest effort by GAP Connections (GAPC) is in the education and training of tobacco growers. GAPC believes it is not enough to just give growers guidelines and standards, it is necessary to create opportunities and resources to help growers adopt best management practices for their tobacco operation. Annual training provides opportunities and useful updates for growers and industry stakeholders as well as provides a chance for growers to interact with GAPC staff and other content experts.

GAPC in partnership with land grant university Cooperative Extension coordinates annual training meetings where growers learn from experts about the latest crop, environment, and labor best management practices. Our extension partners include:

- Clemson University
- North Carolina State University
- The Ohio State University
- Penn State University
- Purdue University
- University of Georgia
- University of Kentucky
- University of Maryland
- University of Missouri
- University of Tennessee
- Virginia Tech University

Cooperative Extension through each of these universities develops and delivers the training content with consultation of GAPC staff and board of directors. GAPC maintains a calendar of training events which is accessible online at www.gapconnections.com.

GAPC handles the printing and distribution of record templates, training materials, surveys, and various other resources for growers. GAPC staff attend meetings to provide updates on GAPC programs, instructions on recordkeeping and shares resource material. GAPC staff assist with scanning cards, grower ID look-up and registration of new members.

Training on good agricultural practices is vital to the GAPC Certification Standards (formerly the U.S. Tobacco GAP Program). In its inaugural year of training (2014), close to 10,000 growers attended one of the 120 training meetings offered across eleven states.

In 2020, as of September 30, 60 trainings have been held in 8 states reaching 3,998 tobacco growers. As a result of the COVID-19 outbreak, meetings scheduled from March 16 through April 1 were cancelled. GAPC launched a hybrid approach for growers to complete training either by video, through an online platform on their grower dashboard or by mail (See Table 4). To date, 864 growers completed the training by one of the three hybrid options made available to them.

In addition to training, numerous resources related to improving and maintaining compliance with best practices in crop, environmental, and labor management are offered. GAPC also strives to create resources and events focusing on farm safety to better the daily lives of growers and agricultural workers by improving work environments.

Table 1 summarizes the total number of trainings GAPC has offered (2014-2020) as of December 31, 2020. Training is always occurring at GAPC and the numbers will be updated monthly to reflect new trainings and participants.

Table 1: GAPC Total Number of Trainings and Attendees (2014-2020) as of December 31, 2020

GAP Annual Training		Success in Labor Contracting Training		Farm Safety and Compliance Training	
Number of Meetings	Number of Attendees	Number of Meetings	Number of Attendees	Number of Events	Number of Attendees
751	54,901	6	103	44	5,728

Training Types

GAPC offers several different training activities in partnership with Cooperative Extension, U.S. Department of Labor (US DOL), State Departments of Labor, AgSafe, and other partners. The goal of GAPC is to help identify, facilitate, and organize training for members. Below is a description of the training and educational events offered by GAPC.

Annual GAP Training

Annual GAP Training is organized with land grant University Extension programs. The training covers topics in crop, environmental, and labor management. The topics are taught by either Extension staff, US DOL Wage and Hour staff, or GAPC staff. Growers attend the training each year and receive credit on their training report for all three topics. See page 7 for more detail.

GAPC has begun to track additional training provided by Extension that covers topics related to crop, environment, and labor management topics. These trainings are pre-approved by GAPC and assigned credits depending on the topic being covered, crop, environmental, and labor management. These events also include Barn Testing Certification meetings provided by Cooperative Extension in flue-cured tobacco growing regions. At the training participants receive training and a certificate of attendance that will allow the participants to certify tobacco barns as required by the GAPC Certification Standards (formerly the U.S. Tobacco GAP Program). Tracking of these additional trainings allows growers to show companies and others the additional events they are attending to improve understanding and compliance on GAP topics.

Success in Labor Contracting

GAPC partnered with AgSafe to present "Success in Labor Contracting" workshops for crew leaders, farm labor contractors (FLCs), supervisors, and growers. Crew leaders, FLCs, and supervisors play a critical role in the agricultural industry and face several business challenges. This training offered an opportunity for attendees to receive information on worker safety, best business practices, legal requirements and other topics that help manage labor and ensure worker safety. Other partners included the US DOL Wage and Hour Division and the Farm Labor Practices Group (FLPG).

Safety and Compliance On-Farm Training

On-farm Safety and Compliance Training events were sponsored by Alliance One International, Phillip Morris International, R.J. Reynolds and Universal Leaf North America. They were organized to help growers provide their employees training and resources on important safety, health, and regulatory topics. Training is provided by experts covering topics such as: Field Sanitation, GTS/ Heat illness, Housing and Transportation, MSPA and H-2A Program, Pesticide Safety, Farm Equipment Safety, Child Labor/Youth Employment, First Aid/ CPR, Affordable Health Care Act, Sexual Harassment, Farm Labor Contractors and general services.

GAPC strives to offer a variety of educational opportunities for growers to help growers achieve not only the goals of the GAPC Certification Standards (formerly the U.S. Tobacco GAP Program) but also their own personal goals of creating a sustainable, progressive, and profitable farming operation. GAPC hopes to continue to increase offerings to cover more topics and to make them more accessible to more growers.

Annual GAP Training

Annual GAP Training by the Numbers

Growers who attend a GAP training event have their Grower ID card (Figure 1) scanned at the end of the meeting to capture their attendance by GAPC. This information is viewable by their contracting companies with the grower's permission.



Figure 1: Grower ID Card

Table 2. Number GAP Meetings and Growers trained (2014-2020) as of December 31, 2020*

	2014		2015		2016		2017		2018		2019		2020	
State	GAP Meetings	Number of Growers	GAP Meetings	Number of Growers	GAP Meetings	Number of Growers	GAP Meetings	Number of Growers	GAP Meetings	Number of Growers	GAP Meetings	Number of Growers	GAP Meetings	Number of Growers
GA*	5	191	5	188	4	179	5	144	4	160	5	137	3	117
IN*	4	120	4	112	4	98	4	73	4	77	4	60	2	50
KY*	41	4,383	51	4,604	49	3,862	41	3,021	42	3,530	40	2,599	24	2,166
LA*	0	0	1	14	1	17	1	15	1	14	1	15	0	2
MD	2	61	1	59	2	56	1	48	1	53	1	22	0	0
MO*	1	36	1	31	1	20	1	16	1	22	1	8	0	1
NC*	19	1,694	19	1,922	17	1,828	16	1,624	15	1,735	16	1,513	15	1,331
OH*	7	350	8	235	7	151	3	97	6	139	3	64	2	45
PA*	9	964	6	1,287	9	1,229	10	1,332	5	508	8	1,184	0	367
SC*	3	158	2	199	2	216	2	202	2	194	2	167	2	155
TN*	21	959	21	798	18	684	12	453	15	597	12	398	6	346
VA*	10	568	9	579	9	475	7	424	8	494	8	359	6	306
VW*	0	0	0	0	0	0	0	0	0	0	0	0	0	1
WI	1	23	4	83	5	83	0	0	0	0	0	0	0	0
Total	123	9,507	132	10,111	128	8,898	103	7,449	104	7,523	101	6,526	60	4,887

*Denotes states offering video, on-line, and mail training events before and after June 30. See Table 3 and Table 4.

In Table 2, the symbol "*" indicates that video training was provided. Table 3 contains the number of growers who have been video trained in 2015-2019 prior to June 30, 2020 and post June 30, 2020. Table 4 contains the number of growers who participated in hybrid approach to training offered in 2020.

Table 3. GAP Video training (number of growers trained via video) 2015-2019*

State	Growers video trained 2015			Growers video trained 2016			Growers video trained 2017			Growers video trained 2018			Growers video trained 2019		
	Total	Prior June 30	Post June 30	Total	Prior June 30	Post June 30	Total	Prior June 30	Post June 30	Total	Prior June 30	Post June 30	Total	Prior June 30	Post June 30
GA	0	0	0	0	0	0	0	0	0	0	0	0	8	8	0
KY	207	196	11	152	143	9	162	126	36	183	146	40	187	126	61
MD	0	0	0	4	4	0	3	3	0	0	0	0	0	0	0
NC	32	27	5	16	14	2	20	13	7	36	26	10	19	18	1
OH	1	1	0	1	1	0	0	0	0	0	0	0	4	4	0
PA	0	0	0	36	36	0	11	11	0	10	10	0	0	0	0
SC	0	0	0	0	0	0	0	0	0	4	3	1	3	3	0
TN	7	4	3	6	6	0	9	3	6	23	13	10	13	9	4
VA	0	0	0	4	4	0	0	0	0	4	3	1	6	0	6
Total	247	228	19	219	208	11	193	156	49	263	201	62	240	168	72

*GAP Connections will not record training for growers after June 30, 2020.

In October 2019, the GAP Connections Board of Directors proposed and approved a policy on GAP Training and Video Training used to make up for in-person GAP Training that was missed during the year. Beginning in 2020, all growers; the primary and associated growers listed on a certification application, participating in the Certification Program must have completed GAP Training by June 30. After June 30, GAP Connections will not record training for all other growers.

In 2020, to meet the training needs of growers GAPC launched hybrid options for training including video, on-line, and mail. Video training was a limited option offered through the county Extension offices depending on whether the office was open to the public and growers could go into the office to watch the training videos. As of December 31, 2020, 107 growers completed video training by June 30 and 8 growers completed video training after June 30. In April, GAPC launched an on-line training platform to growers through the grower dashboard on the GAPC website. Growers had a choice to choose from three courses; flue, air or dark. The grower chose the course for the type of tobacco he/she raised. The on-line training consisted of two videos for the grower to watch. At the end, the grower was directed to take a quiz for training to be recorded. Growers had to achieve a 100% score on the quiz for the training credit to appear on their training transcript. Growers could take the quiz as many times as necessary to achieve the required passing score. As of December 31, 2020, 321 growers completed on-line training before June 30 and 19 growers completed on-line training after June 30. In May, GAPC launched the mail training option for growers. Information from the Extension Tobacco Specialist was put together into a 2020 Tobacco Information Booklet. Growers were directed to contact and request this option of training from GAPC. The mail option also required growers to complete a quiz and return it to GAPC to record training for a grower's effort. As of December 31, 2020, 363 growers completed training by mail before June 30 and 68 growers completed training after June 30.

Table 4. GAP Hybrid Training Options (number of growers trained through hybrid methods) as of December 31, 2020*

State	Total	Video Training Before June 30	Video Training After June 30	Online Training Before June 30	Online Training After June 30	Mail Training Before June 30	Mail Training After June 30
FL	4	0	0	4	0	0	0
GA	21	0	0	19	2	0	0
IN	7	0	0	1	0	6	0
KY	304	83	7	160	12	25	17
LA	2	0	0	2	0	0	0
MO	1	0	0	1	0	0	0
NC	43	17	1	22	3	0	0
OH	7	2	0	5	0	0	0
PA	367	0	0	4	0	321	42
SC	5	0	0	4	0	0	1
TN	110	0	0	90	2	10	8
VA	14	5	0	8	0	1	0
WV	1	0	0	1	0	0	0
Total	886	107	8	321	19	363	68

Additional Training Related to GAP Topics

Barn Testing Certification trainings are provided by Cooperative Extension (Georgia, Clemson, North Carolina State, or Virginia Tech) in flue-cured tobacco growing regions. Growers and gas repair technicians must be trained by someone from Cooperative Extension to certify tobacco barns. At the training participants receive training and a certificate of attendance that will allow the participants to certify tobacco barns as required by the GAPC Certification Standards (formerly the U.S. Tobacco GAP Program). The training workshops are generally one to two hours.

Additional training opportunities for growers can be offered by Extension throughout the year. Extension must get these events pre-approved by GAPC to be able to offer credit and to be tracked within the Grower ID system. In 2016, Virginia Tech offered a training on curing efficiency and in 2017, Virginia Tech offered a training on organic tobacco production.

Table 5. Number of Additional Training being tracked by GAPC by state (2014-2018)

	States	Number of Meetings	Number of Growers
Barn Certification Trainings	GA, NC, VA	4	88
Additional Crop Management Training	VA	2	30

Annual Training Overview

GAPC requires GAP Annual Trainings to have three management topics covered. These include training on best practices in crop, environmental, and labor management. Specific topics within the main components varied by tobacco type and region. GAPC generally has required topics in labor management but allows educators flexibility to choose crop and environmental topics within their areas that best fit their growers' needs.



Figure 2: Components of GAP Training

Each meeting also contains an GAPC update that is presented by GAPC staff. This presentation informs growers of any new standards or programs GAPC is offering. The materials growers will take home with them from the meeting and practices in efficient record keeping are also covered.

Crop, environment, and labor training topics are listed in detail within **Appendix 1** found on pages 43-46.

Enhanced Labor Management Training

Labor management topics are covered at each of the GAP Annual Trainings. In 2014, in seventeen selected locations in North Carolina and two in Kentucky, Department of Labor staff conducted a pilot enhanced labor training. This training was developed as a part of the Farm Labor Practices Group (FLPG) effort to increase awareness of and compliance with best agriculture labor practices. The intention was to test the training in some locations with an eye to expanding it in 2015. The training was delivered to 1,700 growers by Department of Labor representatives in person or by video.

Table 6. Number of Meetings and Growers involved in the 2014 FLPG Pilot Training

Number of Meetings	Number of Growers
19	1,700

In 2015, the FLPG-DOL pilot training was revised and expanded into an Enhanced Labor Training module which was offered in all regions, at all meetings. Growers were also given the 2015 Agricultural Labor Management Guide developed by FLPG and an All-in-One poster that had all the federally required postings in one poster.

Training was by state U.S. Department of Labor (DOL) speakers whenever possible. When DOL speakers were not available, training was given by video, GAPC or Extension.

General topics of the Enhanced Labor Training were:

- Proper disclosure of terms of employment
- Proper disclosure of wages
- Safe and legal transportation requirements
- Housing requirements
- Use of farm labor contractors
- Field sanitation
- Green Tobacco Sickness and Heat Stress
- Child labor

Considerable adjustments to trainings were made in Pennsylvania and Maryland due to the culture of the growing community. In Pennsylvania and Maryland, due to the overwhelming predominance of small family farms using only family labor, a condensed version of the Enhanced Labor Training was given by GAPC, and the labor component of training focused heavily on Worker Protections Standards and pesticide safety.



Figure 3: Enhanced Labor Training in Virginia



Figure 4: Growers in Kentucky receiving GAP materials at meeting.

2016

The Enhanced Labor modules continued in 2016 but with more flexibility given to Extension personnel. Tobacco Extension Specialist in each state and/or the County Extension agent was asked to select labor topics from the following list of topics provided by the FLPG training materials:

- Payroll records/Payment of labor
- Housing & Transportation
- Farm Labor Contractors
- H-2A Program and Regulations
- Field Sanitation (outside NC)

At each GAP training, at least two labor management topics were presented. The length of each labor topic was approximately 15-20 minutes. A more interactive approach was taken to engage the audience such as the use of pictures of real situations, questions, realistic tips and suggestions for recordkeeping and training, and introduction to resources that can help growers reach and maintain compliance. The focus was to provide more detail on topics per the relevance for growers in the area, as opposed to covering all the labor topics more generally. For example, in areas with smaller farms who depend on family labor or local labor the topics of payroll records/payment of labor and farm labor contractors may have been chosen; in contrast, in an area with larger farms the topics may have been the H-2A Program and Housing and Transportation.

2017

In 2017, the FLPG in conjunction with GAPC staff revised and developed new materials to be offered as the Enhanced Labor module at Annual GAP trainings. Many of GAPC's smaller growers are exempt from federal laws and regulations pertaining to agricultural employment such as the Migrant and Seasonal Protection Act (MSPA) and the Fair Labor Standards Act (FLSA). However, much they may be exempt from per law is a requirement and standard in the U.S. Tobacco GAP Program. It was decided that at meetings with these smaller growers GAPC staff would present a more tailored presentation on the required standards of the U.S. Tobacco GAP Program (now known as the GAPC Certification Standards) and best labor practices instead of focusing on the federal laws they are currently exempt from due to their size. The 45-minute training offered by GAPC included an in-depth discussion on the following topics: I-9 Forms, terms of employment, work hours, wage statements, illegal fees, reporting & recording accidents, communication with workers, workers' rights & responsibilities, and importance of training and required worker training.

Labor management training also included the current standards and the January 2, 2017 changes in the Worker Protection Standards.

2018

The 2018 Labor Management Training posed a scenarios or problems commonly found during a U.S. DOL audit. The presenter presented a scenario to the growers and then asked them to think about how they would handle the situation or what they thought the best practice would be. After discussion, the presenter would present the law and best practice. Scenarios presented to growers included illegal fees, inbound and outbound transportation, job contract misrepresentation, worker treatment, housing, meals, transportation safety, and human trafficking. The 45-minute presentation opened dialog between the U.S. DOL presenter and tobacco growers in attendance. The open dialog was well received and found beneficial by attendees.

A Small Farm and H-2A Labor presentation was developed that could be used in training smaller tobacco growers. The presentation defined the Migrant and Seasonal Agricultural Worker Protection Act (MSPA) and defined the standards related to wages, housing, transportation, disclosures and recordkeeping. The presentation highlighted exemptions under MSPA and how a grower would determine if he or she were exempt. The remaining portion of the training focused on the Top 5 Best Labor Management Practices the growers should be complying with when hiring labor. The topics covered included Terms & Conditions of Employment, Form I-9's, Time Logs and Hours Worked, Wage Statements, and Communication and Training. The presentation was built in a format where growers could see examples of what paperwork is needed when hiring an employee, what paperwork is required during the employee's employment, and the importance of training and communicating with employees. Presenters stressed the importance of best management labor practices for keeping records necessary when hiring labor.

In the fall of 2018, GAP Connections formed a Farm Worker Advisory Committee. The Farm Worker Advisory Committee consists of GAPC Board of Director members and other organizations that serve farm workers in the regions where GAPC has a presence. The committee scope is to serve an advisory role for GAPC staff and Board of Directors on topics related to farm workers and/or farm labor contractors including but not limited to training, resources, outreach, and audit verification by providing input on GAPC policies, procedures and standards that pertain to farm workers and their working environment, assisting in the planning of the Farm Safety and Compliance events; and advising GAPC on ways can better assist to create a safe and compliant work environment.

The first task of the Farm Worker Advisory Committee was to provide input and ideas to improve the labor management portion of Annual GAP Training. It was suggested to partner with the North Carolina Department of Commerce to discuss their program at the North Carolina meetings. In all other states, the committee suggested creating a training module built around "Effective Communication".

2019

The Labor Management Module for 2019 was revamped as recommended by the Farm Worker Advisory Committee. In 2019, GAP Connections partnered with the North Carolina Department of Commerce for labor management and created an “Effective Communication” training. There were 101 GAP Annual Trainings. Labor Management training was led by 17% NC Department of Commerce, 27% Extension, and 56% GAP Connections.

The Labor Management Module in North Carolina developed by NC Department of Commerce was presented by commerce representatives. The training covered: NC Department of Commerce Mission, Agricultural Reporting Service Areas, Agricultural Programs & Other Services, Compliant System, Labor Options, Agricultural Recruitment System & H2-A, H-2A Certification Process, and Agricultural Services Staff. This Labor Management Training Modules was presented at 16 GAP Annual Training Meetings.

GAP Connections created a Labor Management Module focusing on “Effective Communication” that was used at 85 GAP Annual Training Meetings was presented by GAPC Staff and Extension Staff. The training module began with the Abbott & Costello skit “Who’s on First” to demonstrate the important of Send – Received Communication. The importance of workplace communication was discussed along with some pitfalls to workplace communication. Each pitfall had a Toolbox Tool that could help improve the workplace communication pitfall. The training wrapped up by sharing tips for actively listening, positive and constructive messaging, and a reminder to treat workers how you would want to be treated.

2020

The 2020 Labor Management training focused on the best management practices. The 30-minute training comprised of topics from the GAPC Training Committee, Farmworker Advisory Committee and from GAPC Certification Labor Standards commonly missed by growers during a certification visit or company assessment. There were 60 GAP Annual Trainings, in which GAP Connections staff conducted all the labor training.

Training topics covered included:

- H-2A Labor Documentation
- Due Diligence When Using a Farm Labor Contractor
- What is an H-2ALC?
- Wage Statements
- Worker Safety Training
- Personal Protective Equipment
- Housing Best Practices
- Field Sanitation
- Avoiding Illegal Fees
- Addressing Worker Issues & Concerns
- Communication with Workers

Training Materials and Resources

At each of the GAP training meetings growers are provided resources to help them in their GAP compliance efforts.

At the Annual trainings, where GAPC staff was available (about 80% of trainings), a GAPC table is set up for growers with materials such as new registration forms, request for a replacement cards, premium membership forms, additional promotional flyers, and examples of training materials.



Figure 5: GAP Training Materials that growers receive at meetings.

Recordkeeping templates are provided each year including a required record checklist. These templates provide an easy to use guide for keeping all the required records for the GAPC Certification Standards (formerly the U.S. Tobacco GAP Program). A list of all the materials provided for free to growers each year is provided in Table 6.

2018

In 2018, GAPC staff introduced the new GAPC Certification Program including the new GAPC Certification Standards that replaced the U.S. Tobacco Program Standards. There were also several new worker related programs and resources that were introduced in conjunction with GAPC's new program. These include the following:

Worker Concern Helpline, Poster, and Talking Points:

The Worker Concern Helpline (WCH) is a toll-free number that can be called or texted to by workers. It provides a way for employees to ask for information or express concerns. The WCH is to be discussed with workers using the provided talking points and then the WCH poster (Spanish and English) is to be posted on the farm in a central place visible to all workers.

Worker Rights and Responsibilities Poster:

The Worker Rights and Responsibilities (WRR) Handout is provided in the record packet all growers are provided. In 2018, we introduced a WRR poster that lists the same content as the handout. The WRR handout and poster are meant to provide a template of rights and responsibilities to be discussed with workers. The WRR do not replace or supersede any existing laws or employer policies and contracts but offer a resource to begin the conversation. The handout and poster are provided in English and Spanish.

2019

GAPC Staff worked with the Farm Labor Practices Group (FLPG) to update the All-in-One Labor Poster. A new Worker Concern Helpline (WCH) poster and All-in-One Labor poster was distributed at all the GAP Annual Training Meetings.

2020

Materials were compiled by the Farm Labor Practices Group (FLPG) for a revised Labor Management Resources Guide. The goal of FLPG is to help farmers and farmworkers in production of labor-intensive crops better understand and comply with applicable labor laws and regulations, and to foster improved farm labor practices, where needed, that shape a worker's experience on the farm. 8,000 copies of the Labor Management Resources Guide were distributed to growers during Annual GAP Trainings as well as an online version was posted as a resource on the GAP Connections website. The Labor Management Resource Guide was translated into Spanish and posted on the GAP Connections website at www.gapconnections.com.

Table 7: List of Materials for Growers Attending GAP Annual Training

Year	Recordkeeping Materials	Crop and Environmental Materials	Labor Materials
2014	<ul style="list-style-type: none"> U.S. Tobacco GAP Binder (for new members) General Record Book + Type Specific Records (air cured, flue-cured and dark fire cured) 	<ul style="list-style-type: none"> Flue-cured, Burley and Dark Tobacco Production Guides 	
2015	<ul style="list-style-type: none"> U.S. Tobacco GAP Binder (for new members) General Record Book + Type Specific Records (air cured, flue-cured and dark fire cured) 	<ul style="list-style-type: none"> Flue-cured, Burley and Dark Tobacco Production Guides Burley Field and Flue-cured Field Manuals 	<ul style="list-style-type: none"> 2015 Labor Management Resource Guide All-in-One Labor Posters
2016	<ul style="list-style-type: none"> New 2016 U.S. Tobacco GAP Program Standards U.S. Tobacco GAP Binder (for new members) General Record Book + Type Specific Records (air cured, flue-cured and dark fire cured) 	<ul style="list-style-type: none"> Flue-cured, Burley and Dark Tobacco Production Guides NTRM Poster (Tobacco Associates only for flue-cured growers) 	<ul style="list-style-type: none"> 2016 Labor Management Resource Guide All-in-One Labor Posters For purchase: Labor Training Guides and Tailgate Training Kits US DOL WH1522 – Cultivating Compliance “An Agricultural Guide to Federal Labor Law” (English & Spanish) US DOL WH1523 – Farm Worker Rights (English & Spanish)

Crop and Environmental			
Year	Recordkeeping Materials	Materials	Labor Materials
			<ul style="list-style-type: none"> • US DOL WH1502 – Work Hours Calendar (English & Spanish)
2017	<ul style="list-style-type: none"> • U.S. Tobacco GAP Binder (for new members) • General Record Book + Type Specific Records (air cured, flue-cured and dark fire cured) 	<ul style="list-style-type: none"> • Flue-cured, Burley and Dark Tobacco Production Guides 	<ul style="list-style-type: none"> • 2016 Labor Management Resource Guide • All-in-One Labor Posters • Worker Rights and Responsibilities Handout (Spanish and English) • US DOL WH1522 – Cultivating Compliance “An Agricultural Guide to Federal Labor Law” (English & Spanish) • US DOL WH1523 – Farm Worker Rights (English & Spanish) • US DOL WH1502 – Work Hours Calendar (English & Spanish) • US DOL Human Trafficking Key Fobs (English & Spanish) • For purchase: Labor Training Guides and Tailgate Training Kits
2018	<ul style="list-style-type: none"> • 2018 GAPC Certification Standards and References • 2018 Type Specific Records (air cured, flue-cured and dark fire cured) 	<ul style="list-style-type: none"> • Flue-cured, Burley and Dark Tobacco Production Guides 	<ul style="list-style-type: none"> • 2016 Labor Management Resource Guide • All-in-One Labor Posters • Worker Rights and Responsibilities Handout and Poster (Spanish and English) • Worker Concern Helpline Poster • US DOL WH1522 – Cultivating Compliance “An Agricultural Guide to Federal Labor Law” (English & Spanish) • US DOL WH1523 – Farm Worker Rights (English & Spanish) • US DOL WH1502 – Work Hours Calendar (English & Spanish)
2019	<ul style="list-style-type: none"> • 2019 Type Specific Records (air & fire cured and flue cured) • GAPC Certification Application and Compliance Guide 	<ul style="list-style-type: none"> • Flue cured Production Guide • Burley and Dark Tobacco Production Guide 	<ul style="list-style-type: none"> • All-in-One Labor Posters • Worker Rights and Responsibilities Handout and Poster (Spanish and English) • Worker Concern Helpline Poster • US DOL WH1522 – Cultivating Compliance “An Agricultural Guide

Crop and Environmental			
Year	Recordkeeping Materials	Materials	Labor Materials
			<p>to Federal Labor Law” (English & Spanish)</p> <ul style="list-style-type: none"> • US DOL WH1523 – Farm Worker Rights (English & Spanish) • US DOL WH1502 – Work Hours Calendar (English & Spanish)
2020	<ul style="list-style-type: none"> • 2020 Type Specific Records (air & fire cured and flue cured) • 2020 Required Records Checklist • 2020 GAP Certification Compliance Guide • 2020 GAP Certification Application • GAPC Training Handout 	<ul style="list-style-type: none"> • Flue cured Production Guide • Burley and Dark Tobacco Guide 	<ul style="list-style-type: none"> • All-in-One Labor Posters • Worker Rights and Responsibilities Poster (Spanish and English) • Worker Concern Helpline Poster • GAP Labor Management Resources Guide (2019 edition)

Success in Labor Contracting

AgSafe and GAPC teamed up to present "Success in Labor Contracting" workshops for Crew Leaders, Farm Labor Contractors (FLCs), Supervisors, and Growers. Crew leaders, FLCs, and supervisors play a critical role in the agricultural industry and face several business challenges, from finding good employers to managing crew productivity to ensuring worker safety.

At those workshops' growers, FLCs, and supervisors were given information on how to protect their business, enhance their labor management skills, and have a safe and compliant work environment.

Following training topics were covered at the FLC Workshops:

- Successful business practices in labor management
- Compliant payroll records and wage statements
- Worker safety requirements
- Migrant and Seasonal Worker Protection Act (MSPA)
- Housing and driving requirements
- Worker Safety including OSHA compliance
- Sexual Harassment Prevention
- Human Trafficking Prevention
- Child Labor law compliance

Table 8. List of Success in Labor Contracting Workshops and Number of Attendees

Workshop Date	Location	Attendees Total
4/26/2016	Clinton, NC	15
4/27/2016	Goldsboro, NC	29
6/14/2016	Rocky Mount, NC	17
6/15/2016	Kinston, NC	19
	Total NC	80
7/26/2016	Franklin, KY	5
7/28/2016	Lexington, KY	18
	Total KY	23
	Total NC& KY	103

Farm Safety and Compliance Training

Farm Safety and Compliance Training is organized to help growers provide their employees training and resources on important safety, health, and regulatory topics.

2016

GAPC has held a total of six On-farm Safety and Compliance training events for growers and their employees in 2016: on May 24th at Tucker’s Farm in Enigma, GA (afternoon session) and on June 9th at Leggett’s Farm in Nashville, NC (morning and afternoon session). These three training sessions trained over 500 growers and workers (see Table 9). The training was provided both in English and Spanish. GAPC organized three more On-farm safety and compliance events in late July/ August in Lexington, Owensboro and Glasgow KY where 123 growers and 317 farm employees went through the training. On-farm Safety and Compliance Training events were sponsored by Alliance One International, Phillip Morris International, R.J. Reynolds and Universal Leaf North America.

Table 9. On-Farm Safety and Compliance Training Events in 2016

Date	Training Location	City	State	Number of attendees	Growers	Employees
5/24/2016	Tucker’s Farm	Enigma	GA	98	50	48
6/9/2016	Leggett’s Farm (AM session)	Nashville	NC	243	8	235
6/9/2016	Leggett’s Farm (PM session)	Nashville	NC	200	46	154
8/2/2016	Big Independent Tobacco Warehouse	Owensboro	KY	157	30	127
8/3/2016	Bale Tobacco Marketing	Glasgow	KY	243	69	174
8/4/2016	Knights of Columbus Lodge	Springfield	KY	40	24	16
		TOTAL		981	227	754

2017

GAPC held 13 On-Farm Safety, Health and Compliance Events at seven different locations in Georgia, South Carolina, North Carolina, Virginia, Kentucky during the months of June and July. The purpose of these events is to educate and train growers, migrant, seasonal, and local farm workers on specific safety, health and compliance topics that comply with Good Agricultural Practices (GAP).

A total of 1,775 owners, co-owners, manager/supervisor, and employees were trained at these events (see Table 10).

Table 10. 2017 On-Farm Safety, Health, and Compliance Training Events

Date	Training Location	City	State	Number of Attendees	Owners, Co-owners, Mgr./Sprvsr.	Employees
06/06/17	Daniel Johnson Farm	Alma	GA	131	54	77
06/08/17	Martin Johnson Farm	Galivants Ferry	SC	239	91	148
06/13/17 Morning	Central Marketing	Smithfield	NC	322	58	264
06/13/17 Afternoon	Central Marketing	Smithfield	NC	203	24	179
06/27/17 Morning	Tim Shelton Farm	Dry Fork	VA	168	37	131
06/27/17 Afternoon	Tim Shelton Farm	Dry Fork	VA	95	21	74
06/29/17 Morning #1	NC State Ag Research Station	Oxford	NC	181	33	148
06/29/17 Morning #2	NC State Ag Research Station	Oxford	NC	20	17	3
06/29/17 Afternoon #1	NC State Ag Research Station	Oxford	NC	51	6	45
06/29/17 Afternoon #2	NC State Ag Research Station	Oxford	NC	8	8	0
07/25/17 Morning	Dale Seay Farm	Crofton	KY	112	19	93
07/25/17 Afternoon	Dale Seay Farm	Crofton	KY	123	13	110
07/27/17	Bale Tobacco Company	Elizabethtown	KY	122	46	76
		Total		1,775	427	1,348

GAPC collaborates with organizations to provide speakers and presenters that can make the training presentations in both English and Spanish. This is a great asset to the On-Farm Training Events. Training is presented in a language understandable to the local, migrant, or seasonal farmworker. Table 11 shows the language breakdown by English and Spanish at the On-Farm Training Events in 2017.

Table 11. 2017 On-Farm Safety, Health, & Compliance Training Event Attendance by Language

Date	Training Location	State	Number of Attendees		
			English	Spanish	
06/06/17	Daniel Johnson Farm	GA	131	104	27
06/08/17	Martin Johnson Farm	SC	239	161	78
06/13/17 Morning	Central Marketing	NC	322	118	204
06/13/17 Afternoon	Central Marketing	NC	203	28	175
06/27/17 Morning	Tim Shelton Farm	VA	168	41	127
06/27/17 Afternoon	Tim Shelton Farm	VA	95	23	72
06/29/17 Morning #1	NC State Ag Research Station	NC	181	39	142
06/29/17 Morning #2	NC State Ag Research Station	NC	51	13	38
06/29/17 Afternoon #1	NC State Ag Research Station	NC	20	17	3
06/29/17 Afternoon #2	NC State Ag Research Station	NC	8	8	0
07/25/17 Morning	Dale Seay Farm	KY	112	23	89
07/25/17 Afternoon	Dale Seay Farm	KY	123	29	94
07/27/17	Bale Tobacco Company	KY	122	46	76
			1,775	650	1,125

2018

Fifteen Farm Safety and Compliance Events were held at nine different locations in Georgia, South Carolina, North Carolina, Virginia, and Kentucky during June and August. The purpose of these events is to educate and train growers, migrant, seasonal, and local farm workers on specific safety, health and compliance topics that comply with Good Agricultural Practices (GAP).

A total of 2,255 owners, co-owners, managers/supervisors, and workers were trained at these events (see Table 12).

Table 12. 2018 On-Farm Safety, Health, and Compliance Training Events

Date	Training Location	City	State	Number of Attendees	Owners, Co-owners, Mgr./Sprvsr.	Employees
6/18/18	Planter's Warehouse	Tifton	GA	68	42	26
6/20/18	Safe Marketing	Mullins	SC	193	85	108
06/22/18 Morning	Warren Farms	Newton Grove	NC	181	19	162
06/22/18 Afternoon	Warren Farms	Newton Grove	NC	182	14	168
06/25/18 Morning	RC Commodities	Wilson	NC	169	22	147
06/25/18 Afternoon	RC Commodities	Wilson	NC	176	16	160
06/27/18 Morning	Roberts Farms	Lawrenceville	VA	114	24	90
06/27/18 Afternoon	Roberts Farms	Lawrenceville	VA	27	5	22
06/29/18 Morning	Richmond Farms	Leasburg	NC	146	31	115
06/27/18 Afternoon	Richmond Farms	Leasburg	NC	120	16	104
08/06/2018 Morning	Murdock Farms	Murray	KY	245	41	204
08/06/2018 Afternoon	Murdock Farms	Murray	KY	61	11	50
08/08/2018 Morning	Harton Farms	Cadiz	KY	290	17	273
08/08/2018 Afternoon	Harton Farms	Cadiz	KY	135	10	125
08/09/2018	Webb Farms	Winchester	KY	148	28	120
		Total		2,255	381	1,874

Table 13. 2018 On-Farm Safety, Health, & Compliance Training Event Attendance by Language

Date	Training Location	State	Number of Attendees		
			English	Spanish	
6/18/18	Planter's Warehouse	GA	68	57	11
6/20/18	Safe Marketing	SC	193	108	85
06/22/18 Morning	Warren Farms	NC	181	44	137
06/22/18 Afternoon	Warren Farms	NC	182	44	138
06/25/18 Morning	RC Commodities	NC	169	49	120
06/25/18 Afternoon	RC Commodities	NC	176	20	156
06/27/18 Morning	Roberts Farms	VA	114	34	80
06/27/18 Afternoon	Roberts Farms	VA	27	9	18
06/29/18 Morning	Richmond Farms	NC	146	34	112
06/27/18 Afternoon	Richmond Farms	NC	120	27	93
08/06/2018 Morning	Murdock Farms	KY	245	46	199
08/06/2018 Afternoon	Murdock Farms	KY	61	12	49
08/08/2018 Morning	Harton Farms	KY	290	26	264
08/08/2018 Afternoon	Harton Farms	KY	135	12	123
08/09/2018	Webb Farms	KY	148	30	118
	Total		2,255	552	1,703

2019

Ten Farm Safety and Compliance Events were held at seven different locations in North Carolina, Virginia, Kentucky, Tennessee, and Pennsylvania during June, July, and August. Training events were held for the first time in Tennessee and Pennsylvania. The purpose of these events is to educate and train growers, migrant, seasonal, and local farm workers on specific safety, health and compliance topics that comply with Good Agricultural Practices (GAP).

A total of 717 owners, co-owners, managers/supervisors, and workers were trained at these events (see Tables 14 and 15).

An addition to the training stations in 2019, was offering growers the opportunity to become CPR & AED Certified. GAPC partnered with Cintas for trainers and RJ Reynolds for a cost-share of the certification course for growers. 10 CPR & AED Certification Courses were held, and 52 individuals earned the certification.

Table 14. 2019 Farm Safety and Compliance Training Events

Date	Training Location	City	State	Number of Attendees	Owners, Co-owners, Mgr./Sprvsr.	Employees
6/18/19 Morning	Rest-A-Bit Farm	Pinetops	NC	94	15	79
6/18/19 Afternoon	Rest-A-Bit Farm	Pinetops	NC	67	12	55
6/20/19 Morning	Lasley Farm	Ruffin	NC	170	32	138
6/20/19 Afternoon	Lasley Farm	Ruffin	NC	32	4	28
7/9/19	Garden Spot Fire Rescue	New Holland	PA	13	6	7
7/11/19	Ferrell Farm	Wylliesburg	VA	94	10	84
8/5/19	Danville Tobacco Services	Danville	KY	146	26	120
8/7/19 Morning	Breckinridge County Extension	Hardinsburg	KY	58	12	46
8/7/19 Afternoon	Breckinridge County Extension	Hardinsburg	KY	17	5	12
8/9/19	Gallatin Redrying & Storage Company	Gallatin	TN	26	7	19
		Total		717	129	588

Table 15. 2019 Farm and Compliance Training Event Attendance by Language

Date	Training Location	State	Number of Attendees	English	Spanish
6/18/19 Morning	Rest-A-Bit Farm	NC	94	25	69
6/18/19 Afternoon	Rest-A-Bit Farm	NC	67	14	53
6/20/19 Morning	Lasley Farm	NC	170	36	134
6/20/19 Afternoon	Lasley Farm	NC	32	4	28
7/9/19	Garden Spot Fire Rescue	PA	13	13	0
7/11/19	Ferrell Farm	VA	94	12	82
8/5/19	Danville Tobacco Services	KY	146	28	118
8/7/19 Morning	Breckinridge County Extension	KY	58	15	43
8/7/19 Afternoon	Breckinridge County Extension	KY	17	5	12
8/9/19	Gallatin Redrying & Storage Company	TN	26	6	20
Total			717	158	559

Documentation of Attendance and Worker Training Cards

Growers who attended the On-Farm Safety and Compliance event received the Worker Safety Training credit on their transcripts. After the training, they also received a certificate of attendance which lists workers’ names and training topics for their GAP Records.

Each of the workers who attend received a Worker Training Card confirming their attendance and listing the training topics covered (see Figure 8).

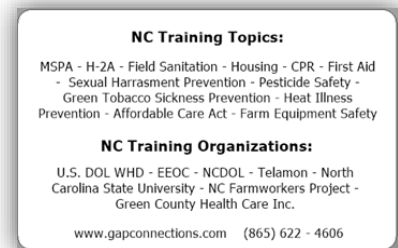


Figure 8. Worker Card NC (back side)

2016

The on-farm events had a great impact on growers and their employees by providing the training on topics such as: Field Sanitation, GTS/ Heat illness, Housing and Transportation, MSPA and H-2A Program, Pesticide Safety, Farm Equipment Safety, Child Labor/Youth Employment, First Aid/ CPR, Affordable Health Care Act, Sexual Harassment, Farm Labor Contractors and general services. A wide variety of organizations provided training or had informational booths at the GA and NC on-farm events (see tables 16-18).

**Table 16. Training Organizations, Topics and Informational Booths
May 24, 2016 Event in Enigma, GA (Tucker Farm)**

Station	Organization	Training Topics	Informational Booths
1	U.S. DOL – WHD (NC)	MSPA/ H-2A / FLC	Georgia Department of Education, Mexican Consulate, Telamon Corporation, Berrien County Farm Bureau, Georgia Dept. of Labor
2	U.S. DOL – WHD (GA)	Housing/ Transportation/ Field Sanitation/ Child Labor	
3	OSHA	GTS/ Heat illness Prevention	
4	EEOC	Sexual Harassment	
5	Telamon Corporation	Pesticide Safety	
6	Abraham Baldwin Agricultural College	First Aid/ Worker Health	
7	University of Georgia	Farm Equipment Safety	

**Table 17. Training Organizations, Topics and Informational Booths
June 9, 2016 Events in Nashville, NC (Leggett Farm)**

Station	Organization	Training Topics	Informational Booths
1	U.S. DOL - WHD	MSPA/ H-2A	Agri Supply, Mexican Consulate, Greene County Health Care Inc.
2	EEOC	Sexual Harassment Prevention	
3	NCDOL	Field Sanitation & Housing	
4	NCDOL	CPR	
5	Telamon Corporation	Pesticide Safety	
6	NCSU Extension/ NC Farmworkers Projects	Heat illness prevention& GTS	
7	Greene County Health Care Inc.	ACA & First Aid	
8	NC DOL	Farm Equipment Safety	

Table 18. Training Organizations and Topics at the 2016 Events in Kentucky

Station	Training Topic(s)	Owensboro 8/2/2016	Glasgow 8/3/2016	Springfield 8/4/2016
1	MSPA/H-2A	USDOL-Wage and Hour Division	USDOL-Wage and Hour Division	USDOL-Wage and Hour Division
2	Sexual Harassment	Owensboro Human Relations Commission	Kentucky Commission on Human Rights	AgSafe
3	Field Sanitation and Housing	USDOL-Wage and Hour Division	USDOL-Wage and Hour Division	USDOL-Wage and Hour Division
4	CPR	AgSafe	AgSafe	AgSafe
5	Farm Equipment Safety	University of Kentucky	University of Kentucky	University of Kentucky
6	Pesticide Safety	Greene County Health Care Inc.	Greene County Health Care Inc.	Greene County Health Care Inc.
7	Heat stress, GTS	Greene County Health Care Inc.	Greene County Health Care Inc.	Greene County Health Care Inc.
8	First Aid/Emergency Response	AgSafe	AgSafe	AgSafe

2017

The On-Farm events have a huge impact on all the attendees. Comments from surveys collected were positive and appreciative to the speakers for sharing their knowledge on the topic. 2017 topics included: MSPA, H-2A Program, FLC, FLCEs, H-2ALCs, Housing, Transportation, Field Sanitation, Child Labor, GTS/ Heat Illness Prevention, Pesticide Safety, Farm Equipment Safety, Basic First Aid, Basic CPR, Sexual Harassment, Human Trafficking, and Barn Safety (see Tables 19-25). GAPC partnered with many federal and state government agencies, local organizations, medical providers, and the cooperative extension service offices in many of the counties where the On-Farm Training Events were hosted.

**Table 19. 2017 Training Organizations, Topics and Informational Booths
Daniel Johnson Farm, Alma, Georgia, on June 6 – morning session**

Station	Organization	Training Topics	Informational Booths
1	U.S. DOL – WHD (GA)	MSPA/ H-2A / FLC/FLCE/H2ALC	Georgia Department of Education, Consulate General of Mexico, Telamon Corporation, US Citizenship & Immigration Services, Georgia Department of Labor
2	U.S. DOL – WHD (GA)	Housing/ Transportation/ Field Sanitation/ Child Labor	
3	OSHA	GTS/ Heat Illness Prevention	
4	Coastal Plains Technical College	Basic CPR	
5	U.S. EEOC	Sexual Harassment	
6	University of Georgia	Pesticide Safety	
7	Abraham Baldwin Agricultural College	Basic First Aid/Emergency Protocol	
8	University of Georgia	Farm Equipment Safety	

**Table 20. 2017 Training Organizations, Topics and Informational Booths
Martin Johnson Farm, Gallivants Ferry, South Carolina, on June 8 – morning session**

Station	Organization	Training Topics	Informational Booths
1	U.S. DOL – WHD (SC)	MSPA/ H-2A / FLC/FLCE/H2ALC	South Carolina Farm Bureau, Healthcare Partners of South Carolina, Telamon Corporation, Association of Farmworker Opportunity Program, Consulate General of Mexico, Horry County Farm Service Agency
2	U.S. DOL – WHD (SC)	Housing/ Transportation/ Field Sanitation/ Child Labor	
3	NC Department of Ag	Basic CPR	
4	NC Cooperative Extension	GTS/Heat Illness Prevention	
5	U.S. EEOC	Sexual Harassment	
6	Clemson Cooperative Extension	Pesticide Safety	
7	Greene County Health Care, Inc.	Basic First Aid/Emergency Protocol	
8	University of Georgia	Farm Equipment Safety	

**Table 21. 2017 Training Organizations, Topics and Informational Booths
Central Marketing, Inc., Smithfield, North Carolina on June 13 – morning & afternoon sessions**

Station	Organization	Training Topics	Informational Booths
1	U.S. DOL – WHD (NC)	MSPA/ H-2A / FLC/FLCE/H2ALC, Transportation, Child Labor	Consulate General of Mexico, Greene County Health Care, Inc., Telamon Corporation, Amexcan, NC Department of Commerce, Access East, Inc.
2	NC DOL Agriculture, Safety & Health Bureau	Housing & Field Sanitation	
3	NC Farmworkers Project	GTS & Illness Prevention	
4	U.S. EEOC GAP Connections	Sexual Harassment	
5	NC DOL Agriculture, Safety & Health Bureau	Equipment Safety	
6	NC Farmworkers Project	Pesticide Safety	
7	Greene County Health Care, Inc.	Basic First Aid/Emergency Protocol	
8	Johnson County EMS	Basic CPR	

**Table 22. 2017 Training Organizations, Topics and Informational Booths
Tim Shelton Farm, Dry Fork, VA on June 27 – morning and afternoon sessions**

Station	Organization	Training Topics	Informational Booths
1	U.S. DOL – WHD (VA)	MSPA/ H-2A / FLC/FLCE/H2ALC	Virginia Agri Ability, Consulate General of Mexico
2	U.S. DOL – WHD (VA)	Housing, Transportation, Field Sanitation, Child Labor	
3	OSHA	GTS & Heat Illness Prevention	
4	U.S. EEOC	Sexual Harassment	
5	Lynchburg Fire Department	Basic CPR	
6	Greene County Health Care, Inc.	Basic First Aid/Emergency Protocol	
7	Telamon Corporation	Pesticide Safety	
8	Virginia Cooperative Extension Service	Equipment Safety	

GAPC in partnership the North Carolina Ag Research Station and North Carolina State University offered growers and option to combine two safety trainings with crop education at the On-Farm Training Event held in Oxford, North Carolina on June 29, 2017. Growers could elect to take a tour of the Oxford Tobacco Research Station crop trials hosted by North Carolina State University. Tobacco variety, fertilization and sucker control trials were showcased. Growers who participated in Option #2 were given crop credit for training.

**Table 23. 2017 Training Organizations, Topics and Informational Booths
North Carolina Ag Research Station, Oxford, NC on June 29 – morning and afternoon sessions**

Station	Organization Option #1	Organization Option #2	Training Topics	Informational Booths
1	NC Department of Ag	NC Department of Ag	Basic CPR	Consulate General of Mexico, Greene County Health Care, Inc., North Carolina Department of Commerce
2	NC DOL Agriculture, Safety & Health Bureau	NC DOL Agriculture, Safety & Health Bureau	Equipment Safety	
3	Greene County Health Care, Inc.	Crop and Field Trails hosted by NC State University	Basic First Aid/Emergency Protocol	
4	Greene County Health Care, Inc.		Pesticide Safety	
5	U.S. DOL – WHD (NC)		MSPA/ H-2A / FLC/FLCE/H2ALC, Transportation, Child Labor	
6	Greene County Health Care, Inc.		GTS & Heat Illness	
7	Project NO Rest		Human Trafficking	
8	NC DOL Agriculture, Safety & Health Bureau		Housing & Field Sanitation	

**Table 24. 2017 Training Organizations, Topics and Informational Booths
Dale Seay Farm, Crofton, KY, on July 25 – morning and afternoon sessions**

Station	Organization	Training Topics	Informational Booths
1	U.S. DOL – WHD (KY)	MSPA/ H-2A / FLC/FLCE/H2ALC, Housing, Transportation, Field Sanitation, Child Labor	Consulate General of Mexico, Kentucky Migrant Education Program
2	OSHA	Heat Illness Prevention	
3	KY Commission of Human Rights	Sexual Harassment	
4	University of KY Extension Service	Equipment Safety	
5	AgSafe	Basic First Aid/GTS	
6	University of KY Extension Service	Pesticide Safety	
7	University of KY Extension Service	Barn Safety	
8	AgSafe	Basic CPR	

**Table 25. 2017 Training Organizations, Topics and Informational Booths
Bale Tobacco Company, Elizabethtown, KY on July 27 – evening session**

Station	Organization	Training Topics	Informational Booths
1	U.S. DOL – WHD (KY)	MSPA/ H-2A / FLC/FLCE/H2ALC, Housing, Transportation, Field Sanitation, Child Labor	Kentucky Migrant Education Program, Hardin Memorial Hospital
2	OSHA	Heat Illness Prevention	
3	KY Commission of Human Rights	Sexual Harassment	
4	AgSafe	Basic CPR	
5	Ky Department of Ag	Equipment Safety	
6	AgSafe	Basic First Aid/GTS	
7	University of KY Extension Service	Pesticide Safety	
8	University of KY Extension Service	Barn Safety	

2017 On-Farm Safety, Health and Compliance events were free to those who attended thanks to our generous sponsors. Sponsors at the Elevating Good Practices level (\geq \$10,000) were: Alliance One International, Altria, RJ Reynolds and Philip Morris International. Sponsors at the Demonstrating Good Practices level (\$9,999-5,000) were: Tobacco Growers Association of North Carolina and Universal Leaf North America. Sponsors at the Learning Good Practices level (\leq \$4,999) were: Georgia Farm Bureau and South Carolina Farm Bureau.

2018

2018 Farm Safety & Compliance Training topics included: MSPA, H-2A Program, FLC, FLCEs, H-2ALCs, Housing, Transportation, Field Sanitation, Child Labor, Green Tobacco Sickness, Heat Illness Prevention, Pesticide Safety, Farm Equipment Safety, Basic First Aid, Basic CPR, Harassment, Human Trafficking, and Barn Safety (see Tables 26-34).

GAPC partnered with many federal and state government agencies, local organizations, medical providers, and cooperative extension service offices in many of the counties where the Farm Safety & Compliance Training Events were hosted.

**Table 26. 2018 Training Organizations, Topics and Informational Booths
Planter’s Warehouse – Tifton, GA on June 18 – morning session**

Station	Organization	Training Topics	Informational Booths
1	U.S. DOL – WHD (GA)	Labor Laws	Georgia Department of Education, Telamon Corporation, Georgia Department of Labor
2	OSHA	GTS & Heat Illness Prevention	
3	US EEOC	Harassment	
4	ABAC School of Nursing & Health Services	Basic First Aid	
5	ABAC School of Nursing & Health Services	Basic CPR	
6	University of Georgia	Pesticide Safety	
7	University of Georgia	Farm Equipment Safety	

**Table 27. 2018 Training Organizations, Topics and Informational Booths
Safe Marketing – Mullins, SC on June 20 – morning session**

Station	Organization	Training Topics	Informational Booths
1	U.S. DOL – WHD (SC)	Labor Laws	South Carolina Farm Bureau, Grainger
2	U.S. DOL – WHD (SC)	Housing, Transportation, Field Sanitation and Child Labor	
3	US EEOC	Harassment	
4	OSHA	GTS & Heat Illness Prevention	
5	Greene County Healthcare	Basic First Aid	
6	Clemson Extension	Pesticide Safety	
7	Clemson Extension	Farm Equipment Safety	

**Table 28. 2018 Training Organizations, Topics and Informational Booths
Warren Farms – Newton Grove, NC, June 22 – morning & afternoon sessions**

Station	Organization	Training Topics	Informational Booths
1	NC Department of Agriculture	Equipment Safety	Greene County Healthcare, Telamon Corporation, Amexcan, NC Department of Commerce, Project NO Rest
2	U.S. DOL – WHD	Labor Laws	
3	US EEOC	Harassment	
4	Greene County Healthcare	Basic First Aid	
5	NC Cooperative Extension	Pesticide Safety	
6	NC Farmworker’s Project	GTS & Heat Illness Prevention	
7	Cary Fire Department	Basic CPR	
8	NC DOL – Ag Safety & Health Bureau	Housing & Field Sanitation	

**Table 29. 2018 Training Organizations, Topics and Informational Booths
RC Commodities – Wilson, NC, June 25 – morning & afternoon sessions**

Station	Organization	Training Topics	Informational Booths
1	U.S. DOL – WHD	Labor Laws	Mexican Consulate, Greene County Healthcare, Telamon Corporation, Amexcan, NC Department of Commerce, Access East, Project NO Rest
2	Project NO Rest	Human Trafficking	
3	Greene County Healthcare	Basic First Aid	
4	Wilson County EMS	Basic CPR	
5	NC Cooperative Extension	Equipment Safety	
6	NC Cooperative Extension	Pesticide Safety	
7	Greene County Healthcare	GTS & Heat Illness Prevention	
8	NC DOL – Ag Safety & Health Bureau	Housing & Field Sanitation	

**Table 30. 2018 Training Organizations, Topics and Informational Booths
Roberts Farm – Lawrenceville, VA, June 27 – morning & afternoon sessions**

Station	Organization	Training Topics	Informational Booths
1	U.S. DOL – WHD (VA)	Labor Laws	Agri Ability Virginia, Virginia Farm Bureau Federation
2	U.S. DOL – WHD (VA)	Housing, Transportation, Field Sanitation & Child Labor	
3	US EEOC	Harassment	
4	Telamon Corporation	Pesticide Safety	
5	Greene County Healthcare	Basic First Aid	
6	Greene County Healthcare	GTS & Heat Illness Prevention	
7	Virginia Cooperative Extension	Equipment Safety	

**Table 31. 2018 Training Organizations, Topics and Informational Booths
Richmond Farms – Leasburg, NC, June 29 – morning & afternoon sessions**

Station	Organization	Training Topics	Informational Booths
1	U.S. DOL – WHD	Labor Laws	Greene County Healthcare, NC Department of Commerce, Project NO Rest
2	US EEOC	Harassment	
3	Greene County Healthcare	Basic First Aid	
4	Greene County Healthcare	GTS & Heat Illness Prevention	
5	NC Cooperative Extension	Pesticide Safety	
6	Caswell County EMS	Basic CPR	
7	NC Department of Agriculture	Equipment Safety	
8	NC DOL – Ag Safety & Health Bureau	Housing & Field Sanitation	

**Table 32. 2018 Training Organizations, Topics and Informational Booths
Murdock Farms – Murray, KY, August 6 – morning & afternoon sessions**

Station	Organization	Training Topics	Informational Booths
1	U.S. DOL – WHD (KY)	Labor Laws	KY Migrant Education Program
2	OSHA	Heat Illness Prevention	
3	KY Commission on Human Rights	Harassment	
4	ProSolutions	Pesticide Safety	
5	UKY Cooperative Extension	Barn Safety	
6	AgSafe	Basic First Aid & GTS	
7	AgSafe	Basic CPR	
8	University of Kentucky	Equipment Safety	

**Table 33. 2018 Training Organizations, Topics and Informational Booths
Harton Farms – Cadiz, KY, August 8 – morning & afternoon sessions**

Station	Organization	Training Topics	Informational Booths
1	U.S. DOL – WHD (KY)	Labor Laws	KY Migrant Education Program, Mexican Consulate
2	OSHA	Heat Illness Prevention	
3	University of Kentucky	Equipment Safety	
4	KY Commission on Human Rights	Harassment	
5	AgSafe	Basic CPR	
6	ProSolutions	Pesticide Safety	
7	AgSafe	Basic First Aid & GTS	
8	UKY Cooperative Extension & GAP Connections	Barn Safety	

**Table 34. 2018 Training Organizations, Topics and Informational Booths
Webb Farms – Winchester, KY, August 9 – evening session**

Station	Organization	Training Topics	Informational Booths
1	ProSolutions	Pesticide Safety	KY Migrant Education Program, AgSafe
2	U.S. DOL – WHD (KY)	Labor Laws	
3	OSHA	Heat Illness Prevention	
4	KY Commission on Human Rights	Harassment	
5	UKY Cooperative Extension	Barn Safety	
6	AgSafe	Basic First Aid & GTS	
7	AgSafe	Basic CPR	
8	University of Kentucky	Equipment Safety	

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Comments from surveys collected were positive and appreciative to the speakers for sharing their knowledge on the topics. The 2018 events had a huge impact on all the attendees.

2019

Farm Safety & Compliance Training topics included: Labor Laws, Youth Labor Laws (PA), Housing, Transportation & Housing, Green Tobacco Sickness, Heat Illness Prevention, Pesticide Safety, Equipment Safety, Basic First Aid, Basic CPR, Harassment & Human Trafficking, Food Handling & Safety, Barn Safety (KY & TN), and NTRM Prevention.

GAPC partnered with many federal and state government agencies, local organizations, medical providers, and cooperative extension service offices in many of the counties where the Farm Safety & Compliance Training Events were hosted (see Tables 35-41).

Table 35. 2019 Training Organizations, Topics and Informational Booths
Rest-A-Bit Farm – Pinetops, NC, June 18 – morning & afternoon sessions

Station	Organization	Training Topics	Informational Booths
1	US DOL Wage & Hour	Labor Laws	Mexican Consulate Greene County Healthcare, Inc. Telamon Corporation NC Department of Commerce Project NO Rest
2	NC State Extension	Food Handling & Safety	
3	US EEOC	Harassment	
4	NC Department of Agriculture	Equipment Safety & NTRM Prevention	
5	NC State Extension	GTS & Heat Illness Prevention	
6	Edgecombe County EMS	Basic CPR	
7	NC State Extension	Pesticide Safety	
8	NC DOL – Ag Safety & Health Bureau	Housing & Field Sanitation	
9	Greene County Healthcare, Inc.	Basic First Aid	

**Table 36. 2019 Training Organizations, Topics and Informational Booths
Lasley Farm – Ruffin, NC, June 20 – morning & afternoon sessions**

Station	Organization	Training Topics	Informational Booths
1	NC Department of Agriculture	Equipment Safety & NTRM Prevention	Greene County Healthcare, Inc. NC Department of Commerce Project NO Rest
2	US DOL Wage & Hour	Labor Laws	
3	NC DOL – Ag Safety & Health Bureau	Housing & Field Sanitation	
4	Greene County Healthcare, Inc.	Basic First Aid	
5	US EEOC	Harassment	
6	NC State Extension	Food Handling & Safety	
7	Greene County Healthcare, Inc.	GTS & Heat Illness Prevention	
8	NC State Extension	Pesticide Safety	
9	Rockingham County EMS	Basic CPR	

**Table 37. 2019 Training Organizations, Topics and Informational Booths
Garden Spot Fire Rescue – New Holland, PA, July 8 – morning session**

Station	Organization	Training Topics	Informational Booths
1	US DOL Wage & Hour	Youth Labor Laws	
2	OSHA	GTS & Heat Illness Prevention	
3	Penn State Extension	Basic First Aid & CPR	
4	Altria Client Services	Barn Safety	
5	Altria Client Services	NTRM Prevention	
6	Penn State Extension	Pesticide Safety	
7	Penn State Extension	Equipment Safety	

**Table 38. 2019 Training Organizations, Topics and Informational Booths
Ferrell Farm – Wylliesburg, VA, July 11 – morning session**

Station	Organization	Training Topics	Informational Booths
1	Greene County Healthcare, Inc.	GTS & Heat Illness Prevention	Mexican Consulate Virginia Farm Bureau Federation Charlotte County FSA Greene County Healthcare, Inc. VA Department of Ag & Consumer Services Fisher Scientific The Community Tax Law Project
2	Greene County Healthcare, Inc.	Basic First Aid	
3	Virginia Tech Extension	Equipment Safety & NTRM Prevention	
4	US DOL Wage & Hour	Labor Laws	
5	US DOL Wage & Hour	Housing, Transportation & Field Sanitation	
6	Virginia Tech Extension	Food Handling & Safety	
7	Telamon Corporation	Pesticide Safety	
8	Virginia Tech Extension	Basic CPR	

**Table 39. 2019 Training Organizations, Topics and Informational Booths
Danville Tobacco Services – Danville, KY, August 5, evening session**

Station	Organization	Training Topics	Informational Booths
1	UK Extension	Equipment Safety	KY Migrant Education Program
2	US DOL Wage & Hour	Labor Laws	
3	KY Commission on Human Rights	Harassment	
4	UK Extension	Food Handling & Safety	
5	OSHA	Heat Illness Prevention	
6	GAP Connections	Barn Safety & NTRM Prevention	
7	Ag Safe	Basic CPR	
8	Ag Safe	Basic First Aid & GTS	
9	UK Extension	Pesticide Safety	

**Table 40. 2019 Training Organizations, Topics and Informational Booths
Breckinridge County Extension – Hardinsburg, KY, August 7 – morning & afternoon sessions**

Station	Organization	Training Topics	Informational Booths
1	GAP Connections	Equipment Safety	Mexican Consulate KY Migrant Education Program
2	UK Extension	Food Handling & Safety	
3	Ag Safe	Basic First Aid & GTS	
4	Ag Safe	Basic CPR	
5	US DOL Wage & Hour	Labor Laws	
6	OSHA	Heat Illness Prevention	
7	US EEOC	Harassment	
8	UK Extension	Pesticide Safety	
9	UK Extension	Barn Safety & NTRM Prevention	

**Table 41. 2019 Training Organizations, Topics and Informational Booths
Gallatin Redrying & Storage Company – Gallatin, TN, August 9 – morning session**

Station	Organization	Training Topics	Informational Booths
1	GAP Connections	Equipment Safety	TN Migrant Education Program
2	UT Extension	Food Handling & Safety	
3	Ag Safe	Basic First Aid & GTS	
4	Ag Safe	Basic CPR	
5	Labor Compliance Consultants	Labor Laws	
6	US EEOC	Harassment	
7	UT Extension	Pesticide Safety	
8	UT Extension	Barn Safety & NTRM Prevention	

Comments from surveys collected were positive. Speakers were recognized for sharing their knowledge on the topics. Workers attending the Farm Safety & Compliance training chose Labor Laws (250 responses), Pesticide Safety (202 responses) and Heat Illness & GTS Prevention (202 responses), and Equipment Safety (136 responses) as their top three training stations. Growers attending the Farm Safety & Compliance training chose Equipment Safety (66 responses), Basic CPR (42 responses), and Pesticide Safety (38 responses) as their top three training stations.

Farm Safety & Compliance Training events are free to those who attended thanks to our generous sponsors. Sponsors at the Elevating Good Practices level (\geq \$10,000) were: Altria, RJ Reynolds, Philip Morris International, and Universal Leaf. Sponsors at the Demonstrating Good Practices level (\$9,999-5,000) were: Alliance One International. Sponsors at the Learning Good Practices level (\leq \$4,999) were: Gallatin Redrying & Storage Company, Hail & Cotton, Virginia Farm Bureau, and United Tobacco Company.

Appendix 1: Topics Covered in GAP Training (2014 -2020)

	Crop	Environment	Labor
2014	<ul style="list-style-type: none"> • Variety selection for disease control and quality (all areas) • Weed ID and choosing the most economical system of weed control (traditional burley and dark area) • Greenhouse management (flue cured, PA and MD) • Blue mold control (PA and MD) • Black shank control (flue cured, PA and MD) • Leaf disease control (flue cured, PA and MD) • Field insect control (flue cured, PA and MD) • NTRM (PA and MD) • CPA residues (PA and MD) 	<ul style="list-style-type: none"> • Conservation tillage (traditional burley and dark area) • CPA storage (PA and MD) • Energy efficiency in curing (flue cured) • Use of IPM principles to minimize pesticide use (flue cured, PA and MD) 	<ul style="list-style-type: none"> • Provision of the Fair Labor Standards Act (traditional burley, dark and flue cure) • Provisions of the Migrant and Seasonal Worker Protection Act (traditional burley, dark and flue cured) • Worker safety and green tobacco sickness (flue cured, PA and MD) • FPLG pilot labor training (selected NC and KY locations)
2015	<ul style="list-style-type: none"> • Variety selection for disease control and quality (all areas) • Weed ID and choosing the most economical system of weed control (traditional burley and dark area) • Greenhouse management (all areas) • Blue mold control (PA and MD) • Black shank control (all areas) • Leaf disease control (flue cured, PA and MD) • Field insect control (flue cured) • NTRM (all areas) • Weed seed contamination of tobacco (flue cured) • CPA residues (VA, PA, MD) • Pest resistance management (VA, MD, PA) 	<ul style="list-style-type: none"> • Conservation tillage (burley and dark area) • CPA storage (all areas) • Energy efficiency in curing (flue cured) • Use of IPM principles to minimize pesticide use (all areas) 	<ul style="list-style-type: none"> • FPLG Enhance Labor Training (all areas) <ol style="list-style-type: none"> 1. Disclosure of employment terms 2. Disclosure of wages 3. Transportation requirements 4. Housing requirements 5. Farm Labor Contractors 6. Child Labor • Worker Protection Standards (PA and MD)

	Crop	Environment	Labor
2016	<ul style="list-style-type: none"> • Variety selection for disease control and quality (all areas) • Weed ID and choosing the most economical system of weed control (traditional burley and dark area) • Greenhouse management (all areas) • Blue mold control (PA and MD) • Black shank control (all areas) • Leaf disease control (flue cured, PA and MD) • Field insect control (flue cured) • NTRM (all areas) • Weed seed contamination of tobacco (flue cured) • CPA residues (VA, PA, MD) • Pest resistance management (VA, PA, MD) • Transplanting depth and ground suckers (traditional burley areas) 	<ul style="list-style-type: none"> • Conservation tillage (burley and dark area) • CPA storage (all areas) • Energy efficiency in curing (flue cured) • Use of IPM principles to minimize pesticide use (all areas) • Plastic trays (Beltwide—NC, KY, TN, VA) • Weather station online (KY) • Scouting and survey results (NC) 	<ul style="list-style-type: none"> • FLPG Enhanced Labor Training (two selected topics at each meeting) • Payroll records/Payment of labor • Housing & Transportation • Farm Labor Contractors • H-2A Program and Regulations • Field Sanitation (outside NC) • Expected Changes in the Worker Protection Standards (PA and MD) • Reducing pesticide contamination of farm home (PA and MD)
2017	<ul style="list-style-type: none"> • Overview of the 2016 Growing Season & Prospects for 2017 • Tools to help manage recordkeeping requirements • Update on alternatives to EPS Trays • Variety update and selection • Managing black shank • Managing leaf spot disease • Lower leaf removal programs for flue-cured tobacco production • Overview of NCSU online tobacco portal • New flue-cured varieties • Economic outlook • Insect management • Disease management 	<ul style="list-style-type: none"> • Spray program for transplant production • Overview of nutrient diagnostic tool • Advertisement of new auxin herbicide technologies and training requirements for farmers • Proper spray nozzle selection • No-till production • Concerns about Dicamba tolerant crops • Chemical label changes • Proper use of N fertilizer and manure 	<ul style="list-style-type: none"> • Common violations • Terms of employment • Wage statements • Employment eligibility verification Form I-9 • FLC and FLCE registration • FLC's as H-2A employers • H-2ALC's & Joint employment • Transportation safety • Illegal fees • New Worker Protection Standard provisions

	Crop	Environment	Labor
2018	<ul style="list-style-type: none"> • Overview of the 2017 Growing Season & Prospects for 2018 • Tools to help manage recordkeeping requirements • Update on alternatives to EPS Trays • Managing black shank • Managing leaf spot disease • Lower leaf removal programs • New tobacco varieties • Issues with Agronomic Performance of a new Tobacco Variety • Economic outlook • Insect management • Disease management • Use of Air Flow during Curing 	<ul style="list-style-type: none"> • Spray program for transplant production • Overview of nutrient diagnostic tool • Advertisement of new auxin herbicide technologies and training requirements for farmers • Proper spray nozzle selection • No-till production • Concerns about Dicamba tolerant crops • Chemical label changes • Proper use of N fertilizer and manure 	<ul style="list-style-type: none"> • Common violations • Terms of employment • Wage statements • Employment eligibility verification Form I-9 • FLC and FLCE registration • FLC's as H-2A employers • H-2ALC's & Joint employment • Transportation safety • Illegal fees
2019	<ul style="list-style-type: none"> • Harvest Timing & Implication of Cured Leaf Quality (NC) • Farm Budget Considerations and Improving Efficiency (NC) • Black Shank and Nematode Management (NC) • Tomato Spotted Wilt Management (NC) • Review/Strategies to Help Mitigate Extreme Weather (KY) • Burley Profitability/Budget Check (KY) • Burley Tobacco Variety Update (KY/TN) • Black Shank Management (KY) • Dark Tobacco Variety Update (KY/TN) • Management of Pythium Root Rot in Transplants (KY/TN) • Angular Leaf Spot Management (KY) • Control of Last Season Flea Beetles (KY) • Transplant Water Products & Interactions (KY/TN) • Sucker Control (TN) • Greenhouse Management (PA) • Disease Management (PA) • Harvest Timing for Wrapper Crop (PA) • Curing Barn Management (PA) • Agronomy Update – varieties, sucker control, insect pest management & fertilization (VA) • Disease Management Update – variety resistance ratings, black shank fungicides, soil fumigant update & leaf spot fungicides (VA) • Flue Cured Tobacco Budget (VA) 	<ul style="list-style-type: none"> • Limiting Chloride in Applied Fertilizer (NC) • Nitrogen Source Selection; Balancing Cost with Quality (NC) • CPA Application and Leaf Style (NC) • Chemical Topping (KY) • Pesticide Stewardship (KY) • Disposal of Unused Plants, Float Trays & Float Water (KY/TN) • CPA Recordkeeping (KY/TN) • Irrigation for Tobacco (KY/TN) • Pesticide Leak/Spill Containment (KY/TN) • Dicamba Drift (KY/TN) • Boron & Sulphur Fertility (TN) • No-Till (TN/PA) • Reading CPA Labels & Recordkeeping (PA) • Nutrient Management Plans (PA) • Pesticide Safety & Worker Protection Standards (VA) • Pesticide Storage & Recordkeeping (VA) 	<ul style="list-style-type: none"> • Department of Commerce Mission (NC) • Department of Commerce Services Reporting Areas (NC) • Overview of Agricultural Program & Other Services (NC) • Employment & Training Services (NC) • Farm Labor Contractor Registrations (NC) • Farm Labor Rules & Regulations Assistance (NC) • Foreign Labor Certification H2A/B (NC) • Migrant Housing Consultations (NC) • Compliant System (NC) • Understanding Labor Options (NC) • Agricultural Recruitment System & H2A (NC) • H2A Certification Process (NC) • OSHA Forms 301, 300 & 300A • Workplace Communication • Communication Pitfalls on the Farm • Toolbox Tools to Overcome Communication Pitfalls • Training Resources available for Workplace Improvement • Positive & Constructive Communication with workers • Listening to workers

	Crop	Environment	Labor
2020	<ul style="list-style-type: none"> • Variety selection (SC-GA) • Pest management relating to weeds, nematodes, disease, suckers (SC-GA) • Fertility management (SC-GA) • Harvesting for optimum quality (SC-GA) • Production economics (SC-GA) • Flea beetle and budworm management (NC) • Minimizing insecticide residues in cured leaf (NC) • Transplant water fertilizers (NC) • Base and side dress nitrogen fertilizer options (NC) • De-lugging systems & crop budgets (NC) • Black shank, Granville wilt, & nematode management (NC) • Economic outlook for burley tobacco (KY) • Curing management for burley tobacco (KY) • New burley tobacco cultivar (KY) • Potential for cigar wrapper production (KY) • Angular leafspot (KY-TN) • Potassium sources and effects on TSNA (KY-TN) • Variety update (KY-TN) • Connecticut Broadleaf cigar wrapper (KY-TN) • Flea beetle management (KY-TN) • Black shank management (KY-TN) • Chemical topping (KY) • Variety Resistance Ratings (VA) • Black Shank Fungicides (VA) • Soil Fumigant Update (VA) • Leaf Spot Fungicides (VA) • Variety Update (VA) • Tobacco Fertilization (VA) • Sucker Control (VA) • Insect Pest Management Update (VA) • Flue-Cured Tobacco Budget for 2020 (VA) 	<ul style="list-style-type: none"> • Energy conservation during curing (SC-GA) • Use of cover crops to reduce erosion (SC-GA) • Improve soil tilth (SC-GA) • Integrated Pest Management (NC) • Selective pesticide use (NC) • Worker Protection Standard Updates (NC) (NCDA & Consumer Services) • Efficient use of chemicals for black shank control (KY) • Integrated pest management for flea beetles (KY) • Pesticide resistance management (KY) • Pesticide management (KY-TN) • Worker Protection Standards (VA) • Pesticide Storage and Recordkeeping (VA) • Pesticide Container Recycling (VA) • Pesticide Recertification Changes (VA) 	<ul style="list-style-type: none"> • H-2A Labor Documentation • Due Diligence When Using an FLC • What is an H-2ALC? • Wage Statement • Worker Safety Training • Personal Protective Equipment • Housing Best Practices • Field Sanitation • Avoiding Illegal Fees • Addressing Worker Issues & Concerns • Communication with workers • GAP Recordkeeping