



2014-2021
GAP CONNECTIONS
TRAINING SUMMARY
AS OF DECEMBER 31, 2021



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 (2014-2021) as of August 31, 2021. 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 (2014-2021) as of December 31, 2021

| 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 |
| 776 | 58,552 | 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 8 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 Trainings and Growers trained (2014-2021) as of December 31, 2021*

| | 2014 | | 2015 | | 2016 | | 2017 | | 2018 | | 2019 | | 2020 | | 2021 | |
|--------------|---------------|-------------------|---------------|-------------------|---------------|-------------------|---------------|-------------------|---------------|-------------------|---------------|-------------------|---------------|-------------------|---------------|-------------------|
| State | GAP Trainings | Number of Growers | GAP Trainings | Number of Growers | GAP Trainings | Number of Growers | GAP Trainings | Number of Growers | GAP Trainings | Number of Growers | GAP Trainings | Number of Growers | GAP Trainings | Number of Growers | GAP Trainings | Number of Growers |
| GA* | 5 | 191 | 5 | 188 | 4 | 179 | 5 | 144 | 4 | 160 | 5 | 137 | 3 | 117 | 1 | 82 |
| IL | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 8 |
| IN* | 4 | 120 | 4 | 112 | 4 | 98 | 4 | 73 | 4 | 77 | 4 | 60 | 2 | 50 | 1 | 24 |
| KY* | 41 | 4,383 | 51 | 4,604 | 49 | 3,862 | 41 | 3,021 | 42 | 3,530 | 40 | 2,599 | 24 | 2,166 | 5 | 1,506 |
| LA* | 0 | 0 | 1 | 14 | 1 | 17 | 1 | 15 | 1 | 14 | 1 | 15 | 0 | 2 | 0 | 0 |
| MD | 2 | 61 | 1 | 59 | 2 | 56 | 1 | 48 | 1 | 53 | 1 | 22 | 0 | 0 | 0 | 0 |
| MO* | 1 | 36 | 1 | 31 | 1 | 20 | 1 | 16 | 1 | 22 | 1 | 8 | 0 | 1 | 1 | 1 |
| NC* | 19 | 1,694 | 19 | 1,922 | 17 | 1,828 | 16 | 1,624 | 15 | 1,735 | 16 | 1,513 | 15 | 1,331 | 1 | 1,003 |
| OH* | 7 | 350 | 8 | 235 | 7 | 151 | 3 | 97 | 6 | 139 | 3 | 64 | 2 | 45 | 2 | 32 |
| PA* | 9 | 964 | 6 | 1,287 | 9 | 1,229 | 10 | 1,332 | 5 | 508 | 8 | 1,184 | 0 | 367 | 1 | 228 |
| SC* | 3 | 158 | 2 | 199 | 2 | 216 | 2 | 202 | 2 | 194 | 2 | 167 | 2 | 155 | 1 | 91 |
| TN* | 21 | 959 | 21 | 798 | 18 | 684 | 12 | 453 | 15 | 597 | 12 | 398 | 6 | 346 | 2 | 426 |
| VA* | 10 | 568 | 9 | 579 | 9 | 475 | 7 | 424 | 8 | 494 | 8 | 359 | 6 | 306 | 10 | 248 |
| VW* | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| WI | 1 | 23 | 4 | 83 | 5 | 83 | 0 | 0 | 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 | 26 | 3,651 |

*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 | Grower's video trained 2015 | | | Grower's video trained 2016 | | | Grower's video trained 2017 | | | Grower's video trained 2018 | | | Grower's 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 video. 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 online 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 online training before June 30 and 19 growers completed online 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 |

In 2021, GAPC planned, prepared, and executed with the state Extension Specialists and other partners to offer remote or online training sessions for growers. The planning began in September of 2020 to offer options for how growers would complete 2021 Annual GAP Training. Training was offered in a variety of ways including online, by mail, video, drive-in, Zoom, and a few early summer trainings that were held in person.

GAP Connections offered an online training option for growers to receive 2021 Annual GAP Training. The online training platform was launched in January 2021. To complete online training, growers had to watch three (3) videos from each management category; crop and environment, labor, and GAP Updates, and successfully complete the quiz for each video. A total of nine (9) videos and quizzes had to be completed for the grower to earn 2021 GAP Annual Training credit. Growers had a broad list of video topics to select from in order to complete each management category. Table 5 lists the online course category, course name, collaborator, and number of growers that successfully completed the course. A total of 1,568 growers completed the online training option to earn 2021 GAPC Annual GAP credits.

Table 5. 2021 Online Training Courses

| Course Category | Course Name | Collaborator | Number Successfully Completed Course |
|--------------------|--|--|--------------------------------------|
| Crop & Environment | Burley Varieties | Dr. Bob Pearce, University of Kentucky | 105 |
| Crop & Environment | Hidden Soil Compaction Impacts on Tobacco Production | Dr. Bob Pearce, University of Kentucky | 354 |
| Crop & Environment | Frogeye | Dr. Emily Pfeufer, University of Kentucky | 447 |
| Crop & Environment | Tobacco Budgets | Dr. Andy Bailey, University of Kentucky | 364 |
| Crop & Environment | Angular Leaf Spot | Dr. Andy Bailey, University of Kentucky | 202 |
| Crop & Environment | Angular Leaf Spot Trials | Dr. Andy Bailey, University of Kentucky | 130 |
| Crop & Environment | Potassium Source Recommendations | Dr. Andy Bailey, University of Kentucky | 180 |
| Crop & Environment | Weed Management | Dr. Matthew Inman, Clemson University | 349 |
| Crop & Environment | Insect Management | Dr. Francis Reay-Jones, Clemson University | 288 |
| Crop & Environment | Tobacco Greenhouse Disease Management | William J. Hardee, Clemson University | 296 |
| Crop & Environment | Weed Management | Dr. Matthew Vann, NC State University | 652 |
| Crop & Environment | Variety Overview and Selection | Dr. Matthew Vann, NC State University | 513 |
| Crop & Environment | De-Lugging Programs | Dr. Matthew Vann, NC State University | 503 |
| Crop & Environment | Energy Cost Outlook & Co2 Meter Updates | Dr. Grant Ellington, NC State University | 123 |

| | | | |
|--------------------|---|---|-------|
| Crop & Environment | Steam Generator Specifications | Dr. Grant Ellington, NC State University | 113 |
| Crop & Environment | Scouting Recommendations & Methods in Tobacco | Dr. Hannah Burrack, NC State University | 392 |
| Crop & Environment | Identifying Injury Caused by Minor Pests in Tobacco | Dr. Hannah Burrack, NC State University | 260 |
| Crop & Environment | Tobacco Flea Beetle Biology & Management | Dr. Hannah Burrack, NC State University | 236 |
| Crop & Environment | Tobacco Budworm Biology & Significance – Part 1 | Dr. Hannah Burrack, NC State University | 211 |
| Crop & Environment | Tobacco Budworm Biology & Significance – Part 2 | Dr. Hannah Burrack, NC State University | 162 |
| Crop & Environment | Using the Tobacco Thrips Flights & TSWV Intensity Predictor | Dr. Hannah Burrack, NC State University | 143 |
| Crop & Environment | Cigarette Beetles in Carryover Tobacco | Dr. J. Michael Moore, University of Georgia | 104 |
| Crop & Environment | Frenching/Manganese Deficiency | Dr. J. Michael Moore, University of Georgia | 111 |
| Crop & Environment | Tobacco Mosaic Virus | Dr. J. Michael Moore, University of Georgia | 135 |
| Crop & Environment | CT Broadleaf Cigar Wrapper Update | Dr. Andy Bailey, University of Kentucky | 217 |
| Crop & Environment | Basic Angular Leaf Spot | Dr. Andy Bailey, University of Kentucky | 162 |
| Labor | Prevent, Identify, Care, Isolate: Farmworkers and COVID-19 | Gayle Thomas, NC Farmworker Health Program | 1,589 |
| Labor | Responding to a COVID-19 Outbreak on the Farm | Khalil Harbi, NC Department of Health & Human Services | 1,585 |
| Labor | Farmworkers and the 2019 Novel Coronavirus | Beth Rodman, NC Department of Labor Dr. Robin tutor, NC Agromedicine Institute | 1,579 |
| GAPC Update | Labors FAQs | Jane Chadwell, GAP Connections | |
| GAPC Update | Certification Program | Lauren Walker, GAP Connections | |
| GAPC Update | Certification Application | Katelyn White, GAP Connections | |
| GAPC Update | Labor Terms | Jane Chadwell, GAP Connections | |

In February 2021, GAPC launched the mail training option for growers. Information from the Extension Tobacco Specialists were put together into a 2021 Tobacco Information Booklet for Flue and 2021 Tobacco Information Booklet Air & Dark. 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 June 30, 2021, 718 growers completed training by mail.

In 2021, GAP training was required to be completed by June 30 for all growers participating in the GAP Connections Certification Program. GAP Connections did not record training for any other growers after June 30.

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 6. 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 47-51.

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 7. 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

2021

Three (3) training videos were made possible through a partnership with the NC Department of Health & Human Services, NC Department of Labor, and NC Agromedicine Institute. In collaboration with the agriculture community, the goal was to improve the safety and health of farmers, farmworkers and their families through education, training, and technical assistance. The goal of the videos was to help growers prepare for the upcoming farming season. The information presented in the first video, “Prevent, Identify, Care, Isolate: Farmworkers and COVID-19,” was aimed towards developing a COVID-19 identification and prevention plan to help prevent the spread of COVID-19 on the farm. The second video, “Responding to a COVID-19 Outbreak on the Farm,” was aimed towards helping develop a COVID-19 response plan to respond to and contain a COVID outbreak on the farm. The third video, “Farmworkers and the 2019 Novel Coronavirus,” was aimed at helping growers develop a COVID-19 prevention plan to help prepare for the arrival of migrant farmworkers and to help prevent the spread of COVID-19 on the farm.

GAP Connections prepared two (2) training videos to discuss Labor Terms and Frequently Asked Question in Labor. The Labor Terms video focused on the difference between direct and indirect hiring and labor types including definitions of H-2A, migrant, local, immediate family, and apprenticeship/vocational workers. The Labor FAQ’s focused on who should be trained on the farm, worker training documentation, required posters, worker concern helpline poster and documentation, worker interviews during GAPC Certification Monitoring Visits, and what is the process if there is a worker concern reported to the Worker Concern Helpline.

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 8.

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.

2021

Due to the COVID-19 Pandemic resources and materials were distributed by GAPC company members or available through the GAP Connections website.

Table 8: 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) • 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) |

| Crop and Environmental | | | |
|------------------------|---|---|---|
| Year | Recordkeeping Materials | Materials | Labor Materials |
| | | | <ul style="list-style-type: none"> • 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 to Federal Labor Law” (English & Spanish) • 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) |
| 2021 | <ul style="list-style-type: none"> • Flue-cured Record Templates | <ul style="list-style-type: none"> • Flue Cured Production Guide | <ul style="list-style-type: none"> • All-in-One Labor Poster |

| Crop and Environmental | | | |
|------------------------|--|---|---|
| Year | Recordkeeping Materials | Materials | Labor Materials |
| | <ul style="list-style-type: none"> • Air & Dark-cured Record Templates • Required Records Checklist • 2021 GAP Certification Compliance Guide • 2021 GAP Certification Application | <ul style="list-style-type: none"> • Burley and Dark Tobacco Guide | <ul style="list-style-type: none"> • Worker Rights & Responsibilities Poster (Spanish & English) • Worker Concern Helpline Poster (Spanish & English) |

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 9. 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 10. 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 11).

Table 11. 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 12 shows the language breakdown by English and Spanish at the On-Farm Training Events in 2017.

Table 12. 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 13).

Table 13. 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 14. 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 15 and 16).

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 15. 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 16. 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).

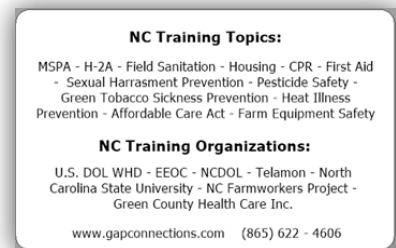


Figure 8. Worker Card NC (back side)

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 17-19).

**Table 17. 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 18. 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 19. 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 20-26). 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 20. 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 21. 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 22. 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 23. 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 24. 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 25. 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 26. 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 27-35).

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 27. 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 28. 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 29. 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 30. 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 31. 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 32. 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 33. 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 34. 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 35. 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 36-42).

**Table 36. 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 37. 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 38. 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 39. 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 40. 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 41. 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 42. 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.

2020

Farm Safety & Compliance Training was not held in 2020 due to the Coronavirus Pandemic.

2021

Farm Safety & Compliance Training was not held in 2020 due to the Coronavirus Pandemic.

Appendix 1: Topics Covered in GAP Training (2014 -2021)

| | 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) • FLPG 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"> • FLPG 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) <p>Reducing pesticide contamination of farm home (PA and MD)</p> |
| 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 |

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| 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 |

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| 2021 | <ul style="list-style-type: none"> • Burley Varieties (KY-TN) • Frogeye (KY-TN) • Tobacco Budgets (KY) • Angular Leaf Spot (KY-TN) • Angular Leaf Spot Trials (KY-TN) • Weed Management (NC/SC) • Insect Management (SC) • Tobacco Greenhouse Disease Management (SC) • Variety Overview & Selection (NC) • De-Lugging Programs (NC) • CT Broadleaf Cigar Wrapper Update (KY-TN) • Basic Angular Leaf Spot (KY-TN) | <ul style="list-style-type: none"> • Hidden Soil Compaction Impacts in tobacco Production (KY-TN) • Potassium Source Recommendations (KY-TN) • Energy Cost Outlook & Co2 Meter Updates (NC) • Steam Generator Specifications (NC) • Scouting Recommendations & Methods in Tobacco (NC) • Identifying Injury Caused by Minor Pests in Tobacco (NC) • Tobacco Flea Beetle Biology & Management (NC) • Tobacco Budworm Biology & Significance (NC) • Using the Tobacco Thrips Flight & TSWV Intensity Predictor (NC) • Cigarette Beetles in Carryover Tobacco (GA-FL) • Frenching/Manganese Deficiency (GA-FL) • Tobacco Mosaic Virus (GA-FL) | <ul style="list-style-type: none"> • Labor FAQs • Labor Terms • Prevent, Identify, Care, Isolate: Farmworkers and COVID-19 • Responding to a COVID-19 Outbreak on the Farm • Farmworkers and the 2019 Novel Coronavirus |