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## WEEKLY TIPS for GAPC Certification

Check your email each week for helpful tips on achieving GAPC Certification.

# THIS WEEK: Monitoring Code of Conduct and Worker Interviews

What is expected of the grower and who will be interviewed the day of the monitoring visit

### 1. Monitoring Code of Conduct

#### What is the Monitoring Code of Conduct?

- Growers must participate in monitoring activities with honesty and respond to questions thoroughly and truthfully. If documents provided are discovered to be intentionally fraudulent it could result in GAPC Certification being denied.
- Growers must not retaliate or intimidate workers, the auditor, or GAPC staff. If the auditor reports that any such conduct occurs during the monitoring activities, the monitoring visit will be terminated, and can result in GAPC Certification being denied.
- Growers must cooperate with agents and employees of the selected audit firm and GAPC with respect and without intimidation during monitoring activities and any follow up actions. Failure to cooperate with agents and employees of the audit firm or GAPC is grounds for denial of GAPC Certification.

If a grower is found to be violating the Monitoring Activity Code of Conduct Certification could be denied or revoked.

### 2. Worker Interviews

#### Who is going to be interviewed?

- 20% of the total workforce
- Minimum of 2 workers - maximum of 10 workers
- Workers interviewed must representative of all labor sources used on the farm (i.e. H-2A, FLC, H-2ALC, Local, Migrant)
- Auditor will select workers randomly to be interviewed.
- Worker interviews are to be conducted anonymously and grower must not be present
- Auditor reserves the right to interview additional workers as needed

If worker interviews are being conducted, ensure the workers will be available and close by on the day the auditor arrives.

#### What operations are required to have worker interviews?

- Operations in the Year 1 Audit of the Certification Program who have hired labor
- Operations in the Year 2 Site Visit of the Certification Program who (1) remediated an issue in previous year that requires worker interviews, (2) switched from ONLY immediate family farm labor to hiring non-family labor or (3) hires workers indirectly
- Requested by grower at time of application
- Required annually for growers who indirectly hire labor. See below for more information on direct vs indirect labor

Operations who only hire immediate family labor are exempt from worker interviews.

### 3. Direct vs Indirect Hiring

#### What is the difference in direct vs indirect hiring?

##### Direct Hiring/Hired Directly

Workers are hired directly by the grower or with the assistance of a personal attorney, approved H-2A agent or H-2A agricultural association (i.e., NCGA, AWMA, VAGA, National Ag Consultants or KY Farmers Aid)

##### Indirect Hiring/Hired Indirectly

Workers are NOT hired directly by the grower or with the assistance of a personal attorney, approved H-2A agent or H-2A agricultural association. Grower solicits a third party such as a Farm Labor Contractor (FLC) or H-2ALC to hire workers to work on the operation.

If any of your labor is indirectly hired, please review the definition and requirements for an FLC (i.e., crew leader). The FLC you are using to help you indirectly hire may need to register with the U.S. Department of Labor. Working with an unregistered FLC is a non remediable Critical Standard which means your Certification can be denied or revoked.

Learn More in the  
GAPC Certification Compliance Guide

### Farmworker Training Opportunities

#### On-Farm Worker Training

GAPC offers on-farm training for individual farms and their workforce or for a group of farms and their collective workforce. Training is customized to the operation and is offered in both English and Spanish. Training topics are numerous and varied to offer a full and complete package for operations that may be looking for safety and compliance training to meet different requirements. [Learn More.](#)

#### Farm Safety and Compliance Events

GAPC is excited to announce Farm Safety and Compliance Training Events are back in 2022! The events are for all those involved in a farming operation including family members and farm workers. Training is provided in English and Spanish. Attendees rotate through six to nine interactive stations led by experts in the safety and compliance topics. Topics have included safety training on machinery, pesticide safety, heat illness, green tobacco sickness, basic first aid, and basic CPR. In addition, training on compliance topics such as labor laws, workers' rights, and harassment are included.

#### Dates and Locations:

- **Thursday, June 30** | United Tobacco Company, Wilson NC | 8:30a - 12:00p and 2:00p - 5:30p. [Learn More.](#)
- Information about Kentucky Farm Safety and Compliance Event Coming Soon!

Register





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