



**ADVISORY AND WORKING  
COMMITTEES**

Updated: January 2021

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# Certification Committee

## Description of Committee:

The Certification Committee will consist of GAP Connections (GAPC) Board Members and any others identified, nominated, and approved by the existing Committee to help provide needed counsel, input, or feedback on a Certification and Remediation program.

## Committee Scope:

The Certification Committee will work to design, develop, and evaluate a certification and remediation program including a worker and grower concern process for GAP Connections. The Committee will bring awareness of concerns and questions of the members and stakeholders and make proposals when necessary to the GAPC Board.

## Committee Members:

Name	Representation
Al Pedigo	Council for Burley Tobacco
Brent Leggett	Grower Member
Lily Bland	Pyxus Agriculture USA, LLC
Frank Geovannello	Altria
Robbie Parker	R.J. Reynolds
Mamie Sutphin	R.J. Reynolds
Tim Yarbrough	Tobacco Growers Association of North Carolina
Hunter Mason	Universal Leaf
Linda McMurtry	Hail and Cotton
Jennie Salyer	Gallatin Redrying and Storage
Katie Dillon	Gallatin Redrying and Storage

# Farm Worker Advisory Committee

## Description of Committee:

The Farm Worker Advisory Committee will consist of at least one GAPC Board of Director and four to six organizations that serve farm workers in the regions where GAPC has a presence. All organizations must be approved by the Board of Directors prior to joining The Farm Worker Advisory Committee.

## Committee Scope:

The Committee will 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.

## Committee Members:

Name	Region	State
Rick Alexander	KY Agriculture Workforce Management Association	Kentucky
Richard Blaylock	US DOL Wage & Hour Division	North Carolina
Miguel Perez	US DOL Wage & Hour Division	North Carolina
Deborah Bourland	KY Migrant Education Program	Kentucky
Luiz Cruz	NC Department of Commerce	North Carolina
Frank Geovannello	Altria, GAPC Board Member	Virginia
Nancy Hagan	NC Project NO Rest	North Carolina
Robbie Parker	RJ Reynolds, GAPC Board Member	North Carolina
Jennifer Poole	VA Agriculture Growers Association	Virginia
Beth Rodman	NC Department of Labor	North Carolina
Lee Wicker	NC Growers Association	North Carolina
Lynn Whitehouse	KY OSHA	Kentucky

# Grower Advisory Committee

## Description of Committee:

The Committee will consist of the two GAP Connections (GAPC) Board Grower Representatives, two GAPC Grower Association Representatives, and nine GAPC Grower Members representing the major tobacco types and growing regions.

## Committee Scope:

The Grower Advisory Committee will provide input on GAPC policies and procedures affecting growers, bring awareness of concerns and questions of the grower community to the GAPC Board, and suggest ways in which GAPC can better assist growers.

**Committee Appointment:** GAP Connections will solicit names of potential committee members from the Extension Service, grower associations and Board members, develop a proposed list, contact proposed members to ascertain their willingness to serve, and present the list to the GAPC Board for final approval. Membership must comprise of the GAPC Board Grower Representatives, Grower Association Representatives, and one member from each of the following areas:

- Ohio/West Virginia/Indiana burley
- Pennsylvania/Maryland air cured
- Kentucky burley
- Tennessee/Virginia/W. North Carolina burley
- Kentucky/Tennessee dark air/fire cured
- Virginia flue cured
- North Carolina flue cured
- Georgia/Florida flue cured
- South Carolina flue cured
- Burley Council
- Tobacco Growers Association of North Carolina

## Committee Members:

Name	Region	State
Craig Armstrong	Ohio/West Virginia/Indiana burley	Ohio
Andrew Miller	Pennsylvania/Maryland air cured	Pennsylvania
Donald Mitchell	Kentucky Burley	Kentucky
William Shipley	Tennessee/Virginia/ W.North Carolina burley	Tennessee
Dale Seay	Kentucky/Tennessee dark air/fire cured	Kentucky
Joanna Carraway	Kentucky/Tennessee dark are/fire cured	Kentucky
Jason Clary	Virginia flue cured	Virginia
Archie Griffin	North Carolina flue cured	North Carolina
Reid Turner	Georgia/Florida flue cured	Georgia
Neal Baxley	South Carolina flue cured	South Carolina
Al Pedigo	GAPC Board Member/Burley Council	Kentucky
Brent Leggett	GAPC Board Member: flue cured	North Carolina
Tim Yarbrough	GAPC Board Member/ TGANC flue cured	North Carolina

# Worker Concern Investigative Committee

## Description of Committee:

The Worker Concern Investigative Committee will consist of GAP Connections (GAPC) Board Members and any others identified, nominated, and approved by the existing Committee to help provide needed counsel, input, or feedback on issues.

## Committee Scope:

The Investigative Committee will discuss and propose procedures and protocols for investigations into worker concerns on farms participating in the GAPC Certification Program.

## Committee Members:

Name	Representation
Hunter Mason	Universal Leaf
Lily Bland	Pyxus Agriculture USA, LLC
Tim Yarbrough	Tobacco Growers Association of North Carolina
Robbie Parker	R.J. Reynolds
Mamie Sutphin	R.J. Reynolds
Brent Leggett	Grower Member
Frank Geovannello	Altria
Jennie Salyer	Gallatin Redrying and Storage

# Training Committee

## Description of Committee:

The GAPC Training Committee will consist of GAPC Board of Director members, observers and GAPC staff. Committee members will annually be appointed and approved by the Board of Directors.

## Committee Scope:

The Training Committee will serve an advisory role for GAPC staff to identify the educational and training needs of growers and workers and advise development of training programs covering Crop, Environmental, and Labor Management topics in order to improve grower compliance and meet the needs of the tobacco industry.

The Training Committee will advise by:

- Defining the training and educational programs and resources that support GAPC 's mission
- Identifying the needs and assist with the development of training for growers and farm workers in the tobacco industry
- Identifying the methods of training and distribution of educational resources for growers and farmworkers

## Committee Members:

Name	Representation
Lily Bland	Pyxus Agriculture USA, LLC
Viggo Wang	China Tobacco International (North America)
Robbie Parker	R.J. Reynolds
Jennie Salyer	Gallatin Redrying and Storage
Katie Dillon	Gallatin Redrying and Storage
Hunter Mason	Universal Leaf

# Review and Remediation Committee

## **Description of Committee:**

The Remediation Committee will be comprised of a GAPC staff organizer (generally the Compliance and Assessment Coordinator), two grower members and two company members. The members can rotate based on availability and location of the audit.

If the Committee chooses to they can bring in consultants such as an audit firm representative and/or a content expert depending on the issues that are in question for remediation.

## **Committee Scope:**

The Review and Remediation Committee will meet as needed to review cases in which the non-compliance issue does not fall into a predefined remediation path. The Committee will review the audit, site visit or desktop review report and any provided notes from the auditor or GAPC staff and prescribe the course of remediation for the grower by a majority vote. The Committee will also meet as needed to review and approve denials of Certification by a majority vote.

Committee Membership is anonymous.