



2018 Farm Safety and Compliance Events

NEW DATES ADDED IN KENTUCKY!

GAP Connections will host 15 Farm Safety & Compliance Training Events in the summer of 2018. The training events are presented in English and Spanish and are free to attend. Event attendees will rotate through eight interactive stations as they learn about safety and compliance topics related to GAPC Standards.



Date	Morning Event	Afternoon Event	Location
June 18	9:00 – 12:30 Check-in 8:00 AM	No Afternoon Event	Planter's Warehouse 2439 Hwy 82 East Tifton, GA 31794
June 20	9:00 – 12:30 Check-in 8:00 AM	No Afternoon Event	Safe Marketing 231 E McIntyre Street Mullins, SC 29574
June 22	9:00 – 12:30 Check-in 8:00 AM	2:00 – 5:30 Check-in 1:00 PM	Warren Farms 596 Blake Road Newton Grove, NC 28336
June 25	9:00 – 12:30 Check-in 8:00 AM	2:00 – 5:30 Check-in 1:00 PM	RC Commodities, INC. 1810 London Church Road NE Wilson, NC 27893
June 27	9:00 – 12:30 Check-in 8:00 AM	2:00 – 5:30 Check-in 1:00 PM	Roberts Farms 947 Farmers Field Road Lawrenceville, VA 23868
June 29	9:00 – 12:30 Check-in 8:00 AM	2:00 – 5:30 Check-in 1:00 PM	Richmond Farms 3871 Hwy 119 N Leasburg, NC 27291
August 6	9:00 – 12:30 Check-in 8:00 AM	2:00 – 5:30 Check-in 1:00 PM	Murdock Farms 2081 Rayburn Rd Murray KY, 42071
August 8	9:00 – 12:30 Check-in 8:00 AM	2:00 – 5:30 Check-in 1:00 PM	Harton Farms 183 Casey Creek Drive Cadiz, KY 42211
August 9	No Morning Event	4:00-7:30 Check-in 3:00 p.m.	Webb Farms 3748 Combs Ferry Rd Lexington, KY 40509

PREREGISTRATION IS STRONGLY RECOMMENDED

AS SPACE IS LIMITED.

[register online now](#)

or call GAP Connections at (865) 622-4606 to register by phone. When calling to register by phone, please be prepared to provide the names of workers who will be attending. This will help make the registration process on the day of the event easier.

For more information on events click [here](#).

2018 Farm Safety and Compliance events are free thanks to the generosity of our sponsors!

RJ Reynolds, Altria Client Services, Alliance One International, Philip Morris International, US Tobacco Cooperative, Universal Leaf Tobacco, Gallatin Redrying & Storage Company, Hail & Cotton, Tobacco Growers Association of North Carolina, Georgia Farm Bureau, ProSolutions, South Carolina Farm Bureau, United Tobacco Company, and Virginia Farm Bureau

GAP Connections Assessments

This year we have three firms conducting the GAP Connections Assessments, ARCHE Advisors, UL Responsible Sourcing, and Context Network LLC. The auditors have begun scheduling the assessments so if you were chosen, you should be getting a call soon depending on your tobacco type. These three firms will be starting to conduct assessments on June 27th in the flue cured region, and they will begin assessments in the burley and dark regions in late July.

Assessments are expected to last into October. Last week letters were mailed out to every grower who was chosen for a GAP Connections assessment. If you received a letter and have questions please contact us at (865) 622-4606.



What is the difference between assessments and Certification Audits?

There are three major differences between assessments and Certification Audits; (1) who pays, (2) how are growers selected, and (3) how results are interpreted.

Assessments:

- Paid for by the company(s)
- Growers randomly selected and/or selected according to company instructions
- Results are interpreted and evaluated by the company(s)

Certification Audits:

- Paid for by the grower
- Growers elect to participate in a Certification Audit to fulfill the requirement of the GAPC Certification Program
- Results are scored and evaluated by GAPC

Please note the results from an assessment or a Certification Audit will be shared with any company listed or checked on your data release(s). To see a list of which companies have access to your results login at www.gapconnections.com with your grower ID and password and click on the "Access Report."



Occupational Safety and Health Administration

OSHA Form 300A

Reporting Deadline July 1

Tobacco growers employing 20-49 employees should now be filing the OSHA Form 300A Injury & Illness Report electronically. OSHA announced this ruling to improve tracking of workplace injuries and illnesses in November 2017. The new rule requires employers in high-risk industries, including agriculture, to electronically submit OSHA Form 300A on an annual basis.

Employers with 20-249 employees must submit information electronically by the following dates:

- **July 1, 2018:** 2017 Form 300A data

- **March 2, 2018:** Beginning in 2019 and every year thereafter

Forms 300, 301 and 300A are currently used for maintaining occupational injury and illness records by employers. GAP Connections has provided growers with a copy of the OSHA Forms in your 2018 GAP Record Packet.

To get set up to file the form electronically, a grower needs to set up an Injury Tracking Application (ITA). The link here gives instructions on how to set up an ITA.

<https://www.osha.gov/injuryreporting/jobajds/setting-up-ita-acct.pdf>

After setting up the ITA, the link below gives instructions on getting started.

<https://www.osha.gov/injuryreporting/jobajds/getting-started-in-ita.pdf>

Human Resources and Legal

Hotline for Growers

GAPC partnered with Littler Mendelson, attorneys at law, for the second year to provide growers with a comprehensive risk management hotline service carefully designed to help manage workforce employment issues and reduce exposure to employment related liability.

Littler

Employment & Labor Law Solutions Worldwide®

Littler Mendelson has over 75 years of agriculture employment law experience and all communications are protected by attorney-client privilege. This hotline is free to all GAPC grower members.

Growers can access the hotline by phone (866) 823-6333 or by email LittlerHRhelp@littler.com. When contacting the hotline, please be prepared to provide, your name, GAPC grower ID #, location, type of issue, phone and email (if available).



In the News

U.S. Department of Labor Debars Glasgow, Kentucky Farm Tobacco Farmer and Assesses \$35,755 Penalty for Visa Program Violations. [Read More...](#)

H-2A Agricultural Worker Visa Modernization Joint Cabinet Statement. [Read More...](#)

U.S. Department of Labor's Wage and Hour Division Education and Enforcement Initiative for Southeast's Agriculture Industry Underway. [Read More...](#)

U.S. Department of Labor Debars Georgia Farm Labor Contractor For H-2A Violations in Georgia and Wisconsin, Assesses \$207,522 Penalty. [Read More...](#)



2018 Tobacco Field Days in West KY/TN

Tobacco, Beef, and More Field Day – Thursday, June 21, 8:00 AM to 1:30 PM

University of TN Highland Rim Research & Education Center, 3181 Experiment Station Rd, Springfield TN, 37172

[CLICK HERE FOR MORE INFORMATION](#)

Corn, Soybean, Tobacco Field Day – Tuesday, July 24, 8:00 AM to 1:00 PM

University of Kentucky Research & Education Center, 1119 Hopkinsville Street, Princeton KY, 42445

[CLICK HERE FOR MORE INFORMATION](#)

Dark Tobacco Twilight Tour – Thursday, August 9, 5:30 PM to 8:30 PM

Murray State University West Farm, 675 State Route 1660 (Robertson Road N), Murray KY, 42071

North Carolina State University Annual Field Tour

Monday, July 23 and Tuesday, July 24

[CLICK HERE FOR MORE INFORMATION](#)

Virginia Tech Annual Tobacco Research and Extension Field Day

Thursday, July 26 - Registration 5:00pm, Dinner 5:30pm, Field Research Tour 6:00pm

[CLICK HERE FOR MORE INFORMATION](#)

www.gapconnections.com 865.622.4606 info@gapconnections.com

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