



# CERTIFICATE OF FARM LABOR MANAGEMENT

The objective behind the Certificate of Farm Labor Management is to **enhance the professional stature** of those farm labor supervisors who embrace the daily challenges of agricultural production and successfully manage farm workers in accordance with all the associated rules and regulations.

**REQUIREMENTS:** To earn the Certificate of Farm Labor Management attendees will:

- 1) Attend (8) FLS classes.
- 2) Pass a test for each class. The format of each test will vary according to the topic. Anyone who does not pass may retake the test.

**CORE CLASSES:** Three classes will be required: Wage & Hour, EEO Compliance, and one class related to worker safety.

**“YOUR CHOICE” CLASSES:** The remaining five classes will be the choice of the individual student.

**SCHEDULE:** Times and locations of classes are posted at the SWFREC website ([swfrec.ifas.ufl.edu](http://swfrec.ifas.ufl.edu)). They will last between two and four hours. All classes will be offered in both English and Spanish.

**SCHEDULING ADDITIONAL CLASSES:** Additional classes and locations can be scheduled. We urge growers, crew leaders, and other interested folks to contact their local cooperative extension agent to request training sessions in their respective areas around the state. We will schedule a new class in any of the topics if at least 10 people commit to attend.

**FEES:** There will be a registration fee for each training session that will vary based on the type of program. Please consult the SWFREC website for those details ([swfrec.ifas.ufl.edu](http://swfrec.ifas.ufl.edu)).

For any questions about FLS training classes and earning the Certificate of Farm Labor Management, please contact **Carlene Thissen** (239.658.3449, [carlene@ufl.edu](mailto:carlene@ufl.edu)) or **Fritz Roka** (239.658.3428, [fmroka@ufl.edu](mailto:fmroka@ufl.edu)).

For more information, visit <http://swfrec.ifas.ufl.edu/programs/economics/fls.php>



## Farm Labor Supervisor (FLS) Classes for Fall 2015

<b>Class Title / Outline</b>
<b>WAGE &amp; HOUR</b> Compensable hours, terms & working conditions, minimum wage
<b>FARM LABOR CONTRACTOR BASICS</b> Licensing, supporting documents, timing and surviving inspections
<b>EQUAL EMPLOYMENT OPPORTUNITY (EEO) COMPLIANCE</b> Preventing / eliminating discrimination & harassment in agricultural environments
<b>MANAGEMENT COMMUNICATIONS</b> Types of communication, cultural awareness, management styles and skills.
<b>AGRICULTURAL EQUIPMENT AND FIELD SAFETY</b> Steps all workers need to take when working around equipment in farm fields
<b>WPS TRAIN-THE-TRAINER</b> Worker protection standards for trainers. A course to certify “train-the-trainer.”
<b>PESTICIDE SAFETY</b> Overview of Worker protection standards (WPS) with pesticide handler training.
<b>EMERGENCY PREPAREDNESS AND PERSONAL SAFETY</b> Procedures to prepare for natural disasters and personal safety in town and at home.
<b>CPR/AED</b> Training for when someone has a heart attack and/or stops breathing.
<b>FIRST AID</b> Basics in treating wounds, snake and spider bites, slips and falls, heat stress and other injuries related to farm work.
<b>ADVANCED DOT COMPLIANCE</b> Hours of service, drug & alcohol testing, driver qualification files, vehicle maintenance files
<b>RULES FOR BUS/VAN DRIVERS</b> Focused on DOT for drivers, vehicle inspections and driver preparedness, but includes DOL and DBPR regulations.
<b>SAFE DRIVING</b> Defensive driving principles: space, anticipation, adjustments, distractions, plus distracted driving
<b>MIGRANT AND SEASONAL WORKER HOUSING</b> State and county health standards

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