

FARM LABOR Supervisor Core Training Program

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Carlene Thissen

FLORIDA TOMATO INSTITUTE PROGRAM

September 8, 2011

Purpose of Training Program

- Increase FLC/Supervisor awareness & knowledge of:
 - Federal and State regulations on agricultural labor
 - “safety culture”
- Enhance professional stature of FLC/labor supervisor
- Possible collaboration with FL-DBPR:
 - Florida statutory (2004) intent to recognize FLCs who ***voluntarily*** follow “best labor practices.” (Note: “best labor practices” has not yet been defined by DBPR.)

Local Organizing Committee (LOC)

- Representatives
 - Growers
 - Farm Labor Contractors
 - Government (AWI, DBPR, DOL, DOT, DOH)
 - Farmworker Advocates (RCMA, COFFO)

Four (4) Core Units

- General Administration
 - Transporting Farm Workers / Housing
 - Agricultural Safety
 - Personnel Management
-
- Complete course taught in 2 full days
 - English and Spanish

General Administration

- FLC License
- Wage & Hour –
 - disclosure of working conditions,
 - hours worked
 - worker rights
 - joint employment
- Workers' Compensation
- Surviving inspections

Transportation / Housing

- Licensing, Insurance, Postings
- CDL & Driver qualification file
- Vehicle Maintenance
- Hours of service
- Drug & Alcohol testing

Housing

- Housing permits
- Housing inspections

Agricultural Safety

- WPS overview
- First Aid and Emergency Response
 - Slips, falls, and back injuries
- Food Safety / Field Sanitation
- Safety around agricultural machinery

Personnel Management

- Sexual Harassment and Discrimination
- Human Trafficking
- Child Labor
- Management techniques - Rewarding excellence, 9 ways to handle problems
- Stress management

Professional Recognition Attendance

Farm Labor Contractor Core Training Program

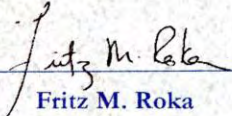
UF UNIVERSITY of
FLORIDA
IFAS Extension

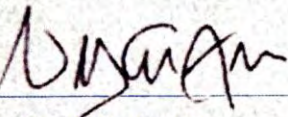
presented to

Margarita Dimas-Martinez

in recognition of attending the
Personnel Management Unit

November 4, 2010


Fritz M. Roka


Cesar R. Asuaje

Professional Recognition Completion Certificate



Immokalee Training 2010



Attendance – Fall 2010

Topic	Sep	Oct	Nov	Total
Gen Admin	51	28	75	154
Transport	47	52	70	169
Safety	43	37	66	146
Personnel Mgmt	34	36	64	134
Attendees for at least (1) class			Spanish English	182 96 86
Completion Certificates			Spanish English	126 76 50

Citrus companies	19
Vegetable companies	14

Funding for the FLC Program

- **Grants** (USDA-FL Block Grant) – overhead, program staff
- **Registration fees** – instructors, notebooks
(\$25.00/unit -- \$100.00/complete course)
- **Sponsorships** – food
(\$500 lunch, \$500 breakfast/refreshments, \$300 notebooks)

Fall 2011 Training Dates

Balm (GCREC): Aug 24 - 25

Nov 2 - 3

Bell Glade (EREC): Sep 21 - 22

Dec 14 - 15

Immokalee (SWFREC): Oct 5 - 6

Nov 16 - 17

Arcadia (So. Fl Comm. College):

Nov 9 - 10

Thank You

Questions?