



*Setting the standard for sustainability™*



# Touch-base Tuesday

**Resource Center - for recorded sessions:**

<https://www.scsglobalservices.com/resources/all>



# About SCS Global Services

- International leader in third-party environmental, sustainability and food quality certification, auditing and testing since 1984
- Worldwide network of staff, trainers, auditors and affiliates
- Areas of Expertise:

Food Safety, Certified  
Claims & Testing

Sustainable Agriculture

Sustainable Seafood

Green Building

Responsible Sourcing

Responsible Forestry

Climate Change

Life Cycle Assessment

Ecolabels

# Training



■ FSMA PC and FSVP

■ Internal Auditor

■ HACCP



## Training & Certification



**GLOBALG.A.P.**



## Certification Services





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# **Introducing AgSafe: Our valued partner in On-Farm Worker Safety**



# 2018 UPDATES

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Presented by: Anna Genasci



# What we will cover ...



- Night Work
- Emergency Plans
- H2A and wage orders
- Recreational marijuana and its effects on your drug and alcohol policies
- And more ...





# Night Work

- Poses additional hazards
- Illumination requirements
- Cal OSHA, possible night standard:
  - creating a minimum 10-foot-candle brightness requirement
  - requiring reflective clothing for workers
  - developing a written safety plan in place for night work
  - establishing a traffic plan for mobile equipment
  - designating safe areas for starting, stopping and rest breaks
  - establishing a system for accounting for workers
  - lighting and marking of water hazards



# Emergency Plans



- Under 3220: a plan is required, with the following elements:
  - Procedures for emergency evacuation
  - Procedures for accounting for all employees
  - How to report emergencies, and more
- Evacuation-Training
  - The employer shall establish in the emergency action plan the types of evacuation to be used in emergency circumstances.





# Temporary Agricultural Workers: H2A Program



- The H2A program allows U.S. employers or U.S. agents who meet specific regulatory requirements to bring foreign nationals to the United States to fill temporary agricultural jobs.
- Additional responsibilities: paperwork, written disclosures, transportation, and housing.



# Wage Orders

- Which one applies?
  - 4,8,13, or 14?
- 2018 Minimum wage
- Overtime
- Day of rest
- Pay days
- Final pay
- Recordkeeping

Date June 30 1998

No. Melanie Fisher

Fig. No. Clerk ACCOUNT FORWARDED

|   |                  |          |
|---|------------------|----------|
| 1 | 2 hrs @ 5.75     | 120.75   |
| 2 |                  |          |
| 3 | less 0.5 to S.D. | -.60     |
| 4 |                  |          |
| 5 | less 7.65% S.S.  | 9.23     |
| 6 |                  |          |
| 7 | less Fed W.H.    | 10.00    |
| 8 |                  |          |
| 9 | Total W.H.       | 19.83    |
| 0 |                  |          |
| 1 | net              | \$100.92 |
| 2 |                  |          |
| 3 |                  |          |
| 4 |                  |          |
| 5 |                  |          |

6119-7

Your account stated to date. If error is found return at once.





# Recreational Marijuana

- California voted in favor of SB 94, the recreational marijuana initiative that allows adults 21 and over to possess up to an ounce of marijuana and cultivate up to six plants indoors.
- Employers may still enforce drug-free workplace rules for cannabis even with marijuana legalization in California. Companies can still drug test you for pot and fire you or refuse to offer you employment if you test positive.
- California's Supreme Court has held that an employer may refuse to hire an applicant who tests positive for marijuana, even if the drug is legally prescribed for a disability.



# And more ...



- **AB 1008**
  - “Ban the Box,” bill
- **AB 168**
  - Prohibits questions about an applicant’s salary history.
- **SB 63**
  - The New Parent Leave Act expands the current California Family Rights Act benefits to smaller employers.
- **SB 396**
  - Expands sexual harassment prevention training requirements to include a discussion of gender identity and expression as well as sexual orientation.

# And more ...



- **AB 450**

- The Immigration Worker Protection Act prohibits employers from voluntarily agreeing to allow Immigrations and Customs Enforcement (ICE) agents to enter non-public areas of a workplace or accessing employment records without a warrant, subpoena or court order.

- **SB 306**

- Authorizes the Division of Labor Standards Enforcement (DLSE) to investigate an employer when retaliation or discrimination is suspected, with or without a filed complaint.

- **SB295**

- Requires farm labor contractors (FLCs) to provide sexual harassment prevention and reporting training to employees in a language they can understand, and provide the DLSE with the number of persons trained along with a list of training material used.





# AGSAFE TRAINING AND RESOURCES

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# What AgSafe has to offer ...



- Safety Certificate Program
- HR Certificate Program
- Food Safety Series
- Pesticide Safety Training
- Resources

# Safety Certificate Program



- **Course 101:** Agricultural Safety Laws and Regulations  
History and resources
- **Course 102:** OSHA Top 10 Violations   Checklists for compliance, self-auditing and regulations
- **Course 103:** Your Safety Programs   Injury Illness and Prevention Program, Heat Illness Prevention Program, Pesticide Safety Program, Hazard Communications, and Emergency Procedures
- **Course 104:** Internal Investigations   Effective steps to an internal investigation and proper documentation
- **Course 105:** Effective Safety Training and Course Review   Putting your program and training to work



# Human Resources Certificate Program



- This course is designed for new human resources professionals, working in the food and farming industries.
- **Topics Include:**
- Laws and Regulations
- Union Awareness
- Migrant and Seasonal Agricultural Worker Protection Act (MSPA)
- Agricultural Employers under the Fair Labor Standards Act (FLSA)
- H2A Guest Worker Program
- Joint Employment Liability
- Wage and Hour issues – non-productive time, minimum wage, piece rate, overtime, and wage statements
- Hiring Essentials – interviewing, job descriptions and orientation paperwork
- Employee Relations – discipline and employee separation



# Food Safety Series

- Control of physical contaminants
- Document Control
- Food Defense
- Pest Control
- Sanitation
- Trace Back and Mock Recalls
- Transportations, Storage and Delivery
- Worker topics: employee hygiene, field sanitation and proper work attire





# Pesticide Safety Training



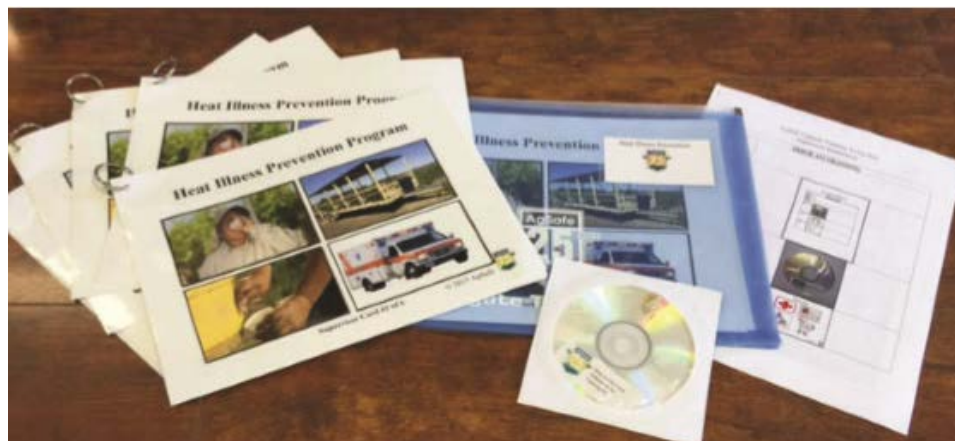
- Updated to reflect WPS updates
- EPA and DPR approved
- Handler and Fieldwork Topics
- Train the trainer options available



# Resources



- Tailgate Training Kits
  - ATV, Farm First Aid, Forklift, General Safety, Hazard Communications, Heat Illness Prevention, Lock out Tag out, Tractor, Sexual Harassment Prevention, Pesticide WPS/Handler
- Posting Binders
- Decontamination Kits
- Pesticide Compliance Binders
- Emergency Medical Care Key-chains



# Thank you ...



# Questions?

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**To view previously recorded webinars visit the SCS Resource Center:**

<https://www.scsglobalservices.com/resources/>

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