



Georgia

Agribusiness Information Guide

Agriculture is Georgia's largest and number one industry.

Georgia
DOL
DEPARTMENT OF LABOR
Mark Butler, Commissioner

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The Georgia Agribusiness Information Guide provides Georgia's agricultural employers with information about the Georgia Department of Labor's (Georgia DOL)

agricultural policies, and contacts for state and national agricultural resources. This guide is also available on the Georgia DOL web site at dol.georgia.gov.

What services does the Georgia DOL provide?

The Georgia DOL has career centers located throughout the state where Georgia businesses can find a comprehensive array of workforce information and services, including:

- Workforce planning
- Job orders
- Recruitment (via local career centers or onsite)
- Compliance guidance for federal and state laws
- Labor market information and industry trends
- Farm Labor Contractor (FLC) forms
- Child labor requirements
- Federal and state tax credit information (to help cut the costs of hiring new employees)
- Assistance with employment and unemployment-related questions
- Agricultural Forums
- Veterans services
- Information about assistive technology or accommodations for a disability
- Space for interviewing job applicants
- On-the-Job training
- Unemployment Insurance taxes and benefits
- Incentives to help your business grow
- Education or training resources for your employees
- Access to the Internet
- Access to copy and fax machines

If you are interested in learning more about any of these services or have other workforce needs, please contact the Georgia DOL career center that is most convenient for you and identify yourself as an agricultural employer. There are knowledgeable staff in every career center who will be able to talk with you and get you the help you need. Career center office locations and contact information is available on our web site at dol.georgia.gov (**Contact Us**).



Q & A

How can the Georgia DOL help me find qualified workers?

The Georgia DOL can help you plan for and recruit workers for your upcoming seasonal needs. We recommend contacting your local career center at least 3–4 months prior to when you will need workers so we can provide guidance and alternatives for recruitment of workers. The following describes our current recruitment options.

Local Agricultural Orders

Local agricultural orders are used to recruit domestic (US) workers in the local commuting area. You can place your orders with the local career centers or on our website at www.employgeorgia.com. Career center staff will actively recruit local migrant and seasonal farmworkers as well as other qualified jobseekers.

H-2A Temporary Agricultural Program

The H-2A program allows you greater flexibility in hiring Georgia workers, workers from other states, and foreign workers. The H-2A program permits you to bring nonimmigrant foreign workers to the US to perform agricultural work on a temporary basis. You are allowed to bring in any number of workers, without a visa limit, when your labor needs far exceed those necessary for ongoing operations.

The process of hiring H-2A workers should begin not less than 60 days and not more than 75 days before workers are needed. Documentation must be submitted to the Georgia DOL and the US Department of Labor (USDOL). USDOL certifies that there are not sufficient US workers and the wages and working conditions of American workers will not be adversely affected. Upon receiving labor certification from USDOL, employers submit a visa petition to the US Customs and Immigration Service Center.

When hiring H-2A workers, employers must meet the federal requirements for wages, housing, and work conditions. USDOL Wage and Hour enforces the worker contracts to ensure employers honor the terms of the work agreement. The Georgia DOL Agricultural Services staff inspects and approves worker housing as part of the USDOL certification process.

The Georgia DOL proactively recruits American workers until three days prior to the workstart date. USDOL regulations require employers to continue accepting referrals from the local career center and hiring US workers until the halfway point of the contract employment period is reached.

A wealth of information about H-2A and the following foreign labor programs is available through the USDOL Office of Foreign Labor Certification at www.foreignlaborcert.doleta.gov.



H-2B Certification for Temporary Non-Agricultural Work

The H-2B program permits you to bring nonimmigrant foreign workers to the US to perform non-agricultural services or labor on a one-time, seasonal, peak load, or intermittent basis. Because USDOL considers reforestation non-agricultural, Georgia agribusiness employers with reforestation projects may be able to utilize H-2B.

H-2B certification is issued to the employer, not the worker, and is not transferable. Certification is based on the employer having established there are insufficient US workers and employment of foreign workers will not adversely affect the wages and working conditions of similarly employed US workers.

Unlike H-2A which allows you to bring in an unlimited number of workers, Congress sets an annual limit or “cap” on the total number of foreign workers who may receive H-2B visas. Currently 66,000 H-2B visas may be issued each fiscal year, with 33,000 allocated for October 1 – March 31 and 33,000 allocated for April 1 – September 30.

Permanent Labor Certification

The Permanent Labor Certification Program (PERM) allows you to hire foreign workers to work in the United States permanently. To qualify, there must be a bona fide, full-time permanent job opening available to US workers. The job requirements must adhere to what is customarily required for the occupation in the US and may not be tailored to the foreign worker’s qualifications.

Q & A

Who can answer my questions about using foreign workers?

For questions related to employing foreign workers, please call the Georgia DOL Agricultural Services Office at 404.232.3500. Full details on the federal H-2A, H-2B, and PERM programs can be found at www.foreignlaborcert.doleta.gov.

What else does the Georgia DOL do to help growers?

Georgia DOL staff educate agricultural employers on various labor-related subjects, including market trends, services available to growers, compliance with state and federal laws, and other workforce information. On-site compliance consultations are also offered to assess actions that growers may need to take to meet federal and state laws and the regulations that protect migrant and seasonal farmworkers.

The Georgia DOL also compiles a variety of data that can help you, such as comparative wage information, availability of workers, green jobs information, and much more. You may link directly to Georgia Labor Market Explorer at explorer.gdol.ga.gov.

To learn more about Georgia DOL services, contact any of our career centers throughout the state. See Appendix 1 at the end of this guide or visit our web site at dol.georgia.gov (**Contact Us**) for a list of career centers.

What do I need to know about Unemployment Insurance?

Unemployment Insurance (UI) provides temporary income to workers who have lost their jobs through no fault of their own. Employers pay for unemployment insurance, as specified by federal and state laws and regulations. All private businesses with at least one worker in 20 different calendar weeks during a calendar year, or with a payroll of at least \$1,500 in any calendar quarter, are liable for unemployment tax. Agricultural employers with 10 or more workers on

any given day during 20 different weeks in a calendar year, or with \$20,000 or more in gross payroll are required to pay unemployment tax.

Once determined liable for unemployment tax, employers must file quarterly tax and wage reports and pay taxes associated with each report. All employers are encouraged to file their quarterly tax and wage reports online or through magnetic media. Liable employers pay tax on the

first \$9,500 earned by each employer each year.

The Georgia DOL web site provides all the information you will need for reporting unemployment tax at dol.georgia.gov/learn-about-unemployment-taxes-and-benefits. You may also call us at the following numbers:

New Accounts	404.232.3301
Tax Rates	404.232.3300



Q & A

Teenagers work on my farm. What child labor regulations do I need to follow?

Child labor laws ensure that youth have time to pursue their education and work in safe workplaces. The Fair Labor Standards Act of 1938 (FLSA), sets standards for youth employment in agriculture. These standards differ from those for nonfarm jobs. The FLSA covers employees whose work involves

production of agricultural goods which will leave the state directly or indirectly and become a part of interstate commerce. When there is a difference in state, federal or local law regarding child labor, the law providing the most protection to the minor takes precedence.

The Wage and Hour Division of the U.S. Labor Department's Employment Standards Administration enforces the youth agricultural laws. Employers may be fined up to \$11,000 for each youth employment violation.

Youth Employment Laws in Farm Jobs

Minimum Age Standards for Agricultural Employment (Federal)

- Youths ages 16 and above may work in any farm job at any time.
- Youths ages 14 and 15 may work outside school hours in jobs not declared hazardous by the Secretary of Labor.
- Youths ages 12 and 13 may work outside of school hours in non-hazardous jobs on farms that also employ their parent(s) or with written parental consent.
- Youths under age 12 may work outside of school hours in non-hazardous jobs with parental consent, but only on farms where none of the employees are subject to the minimum wage requirements of the FLSA.
- Local youths ages 10 and 11 may hand harvest short-season crops outside school hours for no more than 8 weeks between June 1 and October 15 if their employers have obtained special waivers from the Secretary of Labor.

- Youths of any age may work at any time in any job on a farm owned or operated by their parents.

NOTE: For non-agricultural jobs, see Child Labor on the GDOL website.

Federal Prohibited Occupations in Agriculture

Minors under 16 years of age may not work in the following occupations declared hazardous by the Secretary of Labor:

- operating a tractor of over 20 PTO horsepower, or connecting or disconnecting an implement or any of its parts to or from such a tractor;
- operating or working with a corn picker, cotton picker, grain combine, hay mower, forage harvester, hay baler, potato digger, mobile pea viner, feed grinder, crop dryer, forage blower, auger conveyor, unloading mechanism of a nongravity-type self-unloading wagon or trailer, power post-hole digger, power post driver, or nonwalking-type rotary tiller;
- operating or working with a trencher or earthmoving equipment, fork lift, potato combine, or power-driven circular, band or chain saw;
- working in a yard, pen, or stall occupied by a bull, boar, or stud horse maintained for breeding purposes; a sow with suckling pigs; or a cow with a newborn calf (with umbilical cord present);

- felling, buckling, skidding, loading, or unloading timber with a butt diameter of more than 6 inches;
- working from a ladder or scaffold at a height of over 20 feet;
- driving a bus, truck or automobile to transport passengers, or riding on a tractor as a passenger or helper;
- working inside: a fruit, forage, or grain storage designed to retain an oxygen-deficient or toxic atmosphere; an upright silo within 2 weeks after silage has been added or when a top unloading device is in operating position; a manure pit; or a horizontal silo while operating a tractor for packing purposes;
- handling or applying toxic agricultural chemical identified by the words *danger*, *poison*, or *warning* or a skull and crossbones on the label;
- handling or using explosives; and
- transporting, transferring, or applying anhydrous ammonia.

The prohibition of employment in hazardous occupations does not apply to youths employed on farms owned or operated by their parents. There are some exemptions from the prohibitions:

- 14 and 15-year old student learners enrolled in vocational agricultural programs are exempt from certain hazardous occupations when certain requirements are met; and

- minors ages 14 and 15 who hold certificates of completion of training under a 4-H or vocational agriculture training program may work outside school hours on certain equipment for which they have been trained.

State Prohibited Occupations

Minors ages 15 and younger may not: operate machinery, motor vehicles or equipment; work with food processors, fixtures, railroads, unguarded gears, vessels or boats, dangerous gases or acids, communication or public utilities, freezers or meat coolers; load and unload trucks, railroad cars, conveyors, etc.; work in/about warehouses, scaffolding or construction, mines, coke breaker, coke oven, quarry, manufacturing, mining, public messenger service, construction, boilers or engine rooms, or cooking (includes power mowers, cutters, and weed eaters).

Where to Obtain Additional Information

Visit the USDOL Wage and Hour Division web site at www.wagehour.dol.gov, or call:

Atlanta	404.893.4600
Savannah	912.652.4221
National	866.487.9243 (toll free)

You may also obtain information from the Georgia DOL Child Labor Section of our web site at dol.georgia.gov/get-information-about-child-labor, or call 404.232.3260.

Q&A

Am I eligible for any tax credits from the Georgia DOL?

There are various tax credits and incentives available to Georgia businesses, including the Work Opportunity Tax Credit (WOTC) administered by the Georgia DOL. For additional information about WOTC and other incentives, please visit our web site, dol.georgia.gov/learn-about-tax-credits-and-incentives, or call the WOTC Unit at **404.232.3699**.

Are there other Georgia DOL programs that can help my workers?

Veterans Services

A military background can greatly enhance workplace productivity. Most veterans have demonstrated leadership, a great work ethic, and transferable skills proven in real world situations.

Veterans services, available in each Georgia Department of Labor Career Center, are provided to eligible veterans who need assistance finding work, transitioning into the workforce, building career skills, credentialing military experience and training, and accessing state and federal veterans services. For those who need special assistance, we have dedicated veterans staff to assist them.

Local Georgia DOL veteran employment representatives and disabled veteran outreach program specialists are trained and ready to assist veterans with their employment and training needs as well as to ensure the application of preference and/or priority services to veterans as prescribed by federal, state, and local laws.

For additional information about veterans services, please visit our web site at dol.georgia.gov/find-veteran-assistance-and-information or call Veterans Services at **404.232.3530**.



Vocational Rehabilitation

Georgia DOL Vocational Rehabilitation (VR) provides services to help eligible persons with disabilities prepare for and maintain competitive employment, thus becoming productive and independent citizens in their communities. VR has more than 50 offices statewide with professional staff who work in the community and have in-depth

knowledge of both the marketplace and the support services available. Therefore, customers can benefit from opportunities tailored to their specific needs.

Services available to employees with disabilities include counseling and guidance, on-the-job training, work adjustment training, vocational and technical training,

and deaf, blind, and deaf/blind services. Services available to employers with qualified applicants or employees with disabilities include accessibility assessments, job analysis studies, disability awareness education, and assistive technology.

For additional information about Georgia DOL Vocational Rehabilitation, please visit our web site at dol.georgia.gov or call 1 **844.367.4872** (Statewide Toll Free), or TTY: GA Relay 711.

Training and Employment Services

Training and employment services provided by Georgia DOL workforce partners are valuable resources to both employers and workers. Local Workforce Innovation and Opportunity Act (WIOA) areas and the Technical College System of Georgia are primary avenues for effective short-term training or retraining of workers. A variety of other training options are available through Georgia's training and employment network. For additional information, please visit our web site at dol.georgia.gov/employers-faqs-education-and-training, or see Appendix at the end of this guide for a list of Workforce Investment Areas.



Q&A

Who can I call if I have other questions?

If you have questions that have not been addressed in this information guide, please call the Georgia DOL Agricultural Services Office at **404.232.3500** for assistance.

Georgia Agribusiness Resources

Georgia Agribusiness Council

The mission of the Georgia Agribusiness Council is to advance the business of agriculture through economic development, environmental stewardship, and education to enhance the quality of life for all Georgians.

The council provides a forum for the agricultural industry to share views, develop understanding, and work on issues of common concern. The council represents the agribusiness industry in the legislative arena; provides economic services to members; promotes agribusiness development; builds coalitions within the agricultural community; educates the public about agribusiness issues; and promotes agricultural education through elementary, secondary, college, and adult education programs. For additional information about Georgia Agribusiness Council's membership, publications, events, and tools, please visit their web site at www.ga-agribusiness.org or call 800.726.2474.

Georgia Department of Agriculture

The Georgia Department of Agriculture's mission is to protect consumers, promote agriculture both locally and globally, and assist their customers using education, technology, and a professional workforce.

The Georgia Department of Agriculture, which is not a branch of the US Department of Agriculture, administers a variety of programs with the primary goal of maintaining the state's viable farm industry and protecting the consuming public. The department

regulates, monitors, and assists with areas such as marketing Georgia agricultural products domestically and internationally, pest control/pesticides, state farmers markets, plant diseases, nurseries and garden centers, soil, fertilizer, and apiaries. For additional information about the Georgia Department of Agriculture's services, please visit their web site at www.agr.georgia.gov or call 404.656.3600 or 800.282.5852.

Georgia Department of Community Health

The Georgia Department of Community Health provides two programs to assist Georgia's farmworkers—the **Georgia Healthy Farmers Program** and the **Georgia Farmworker Health Program**. The mission of the **Georgia Healthy Farmers Program** is to reduce the number of farm-related injuries and to improve the health of farmers, farm families, and farmworkers in the state of Georgia. Program activities include farm injury data collection, agricultural health and safety programs, publications, fairs, conferences, and farm safety camps.

The **Georgia Farmworker Health Program** was created to improve the health of Georgia's migrant and seasonal farmworkers and their families by providing primary healthcare and arranging for other levels of healthcare through collaboration with local organizations and advocacy. Primary health care services are provided for 21 rural counties at the following six sites in the state:

Bainbridge (Decatur County)
Pearson (Atkinson County)
Ellaville (Schley County)

Ellenton (Colquitt County)
Reidsville (Tattall County)
Lake Park (Lowndes County)

Georgia Agribusiness Resources

To learn more, visit the Georgia Department of Community Health web site at www.dch.georgia.gov and select the Programs link. On the programs page, select Rural Health to go to the State Office of Rural Health (SORH) web page. Select the Programs link on the SORH page to access the link to Migrant Health, Homeless and Special Projects. Or, you may contact the State Director at **404.656.4507**.

Georgia Department of Education/Migrant Education Program

The Migrant Education Program (MEP) is a federally funded program designed to support comprehensive educational programs for migrant children to help reduce the educational disruption and other problems that result from repeated moves. Through the program, Georgia provides educational support to migrant children by identifying and enrolling eligible children in school, conducting comprehensive needs assessments and offering other services.

To learn more, visit the Georgia Department of Education web site at <http://www.gadoe.org/School-Improvement/Federal-Programs/Pages/Migrant-Education-Program.aspx>. You may also contact the Georgia Migrant Education Program at **404.463.1857**.

Georgia Farm Bureau Federation

(See also American Farm Bureau Federation under National Resources)

The mission of the Georgia Farm Bureau Federation, as the largest farm organization in Georgia (with more than 360,000 member families), is to provide leadership and assistance to the agricultural sector; to promote farm products; to aid in agri-related procurement; to be a spokesperson for the farmer in the legislative arena; to be a leader in the development and expansion of farm markets; to strive for more agricultural research and educational funds and facilities—in essence—to use the Georgia Farm Bureau organization and its facilities as the vehicle with which to assist in providing farm families a fair and equitable standard of living and to ensure the existence of agriculture as a vital and thriving industry in the future.

For additional information about Georgia Farm Bureau services, please visit their web site at www.gfb.org. Be sure to view a geographical video tour of Georgia through its agriculture entitled “Without Farmers, Georgia Can’t Grow” on the web site.

The Farm Bureau has a strong grassroots network with 159 Farm Bureau organizations. An online directory to reach County Farm Bureaus is on the web site at <https://www.gfb.org/about-us/contact-us.cms>. You can call the Farm Bureau State Office in Macon at **478.474.8411**.

Georgia Agribusiness Resources

Georgia Farm Monitor

The Georgia Farm Monitor, the only weekly news and information program dedicated to agriculture, has been on the air continuously since 1966 when it was created by the Farm Bureau to fill a need for information to farmers and also to tell the farmer's story to consumers. The program can be seen on RFD TV in every Georgia TV market. Visit RFDTV at www.rfdtv.com. You may also go to <http://www.gfb.org/monitor/stations.html> to find a farm monitor station near you.

Georgia Farm Service Agency (FSA)

(See also US Department of Agriculture-Farm Service Agency under National Resources)

The mission of the Farm Service Agency is to equitably serve all farmers, ranchers, and agricultural partners through the delivery of effective, efficient agricultural programs for all Americans. The agency's vision is to create a market-oriented economically and environmentally sound American Agriculture that delivers abundant, safe, and affordable food and fiber supply while sustaining quality agricultural communities.

The Georgia Farm Service Agency can be accessed through the State Offices link on the USDA FSA web site at www.fsa.usda.gov. The Georgia State Office web page contains information about relevant programs and events, news releases, minutes from state and county meetings, and a quarterly newsletter.

FSA's local Farm Service Centers are designed to be a single location where customers can access the services provided by the Farm Ser-

vice Agency, Natural Resources Conservation Service, and the Rural Development agencies. Locations and contact information for Georgia's Farm Service Agency Centers (by county) are available on the web site at <https://offices.sc.egov.usda.gov/locator/app?state=ga&agency=fsa>. The phone number for the Georgia State FSA office in Athens is **706.546.2266**.

Georgia Fruit and Vegetable Growers Organization (GFVGA)

The mission of the Georgia Fruit and Vegetable Growers Organization is to provide a united voice to represent the diverse and massive fruit and vegetable production industry.

The GFVGA provides programs and services designed to increase production efficiencies, provide educational opportunities, promote new markets, monitor legislation, encourage applied research, and improve communications among GFVGA members and industry suppliers. **Georgia Grown** is a GFVGA initiative to promote Georgia grown produce. Please visit their web site at <http://gfvga.org> for information about membership benefits and services. You can also reach the GFVGA LaGrange office by phone at **877.994.3842**.

Georgia Soil and Water Conservation Commission (GSWCC)

The Commission's goal is to make Georgia a better place for its citizens through the wise use and protection of basic soil and water resources. The Commission provides agricultural services, including soil and water resource information, education, technical, financial, and planning assistance, and program oversight to locally-led soil

Georgia Agribusiness Resources

and water conservation districts, landowners/users, and local, state, and federal governments to maintain, conserve, and wisely use the soil and water resources for all Georgians.

For additional information please visit their web site at www.gaswcc.georgia.gov, or you can contact the State Headquarters in Athens by calling **706.552.4470**.

Georgia US Department of Agriculture - Natural Resources Conservation Service (NRCS)

(See also US Department of Agriculture-Natural Resources Conservation Services under National Resources)

The goal of NRCS is a sustainable, nutritious, abundant food supply, and thriving ecosystems that support a diversity of life. The NRCS web site provides information on the conservation of natural resources including programs to help address environmental concerns, news releases and information on upcoming events, office locations, and other information of interest to Georgia residents and partners. Visit the Georgia NRCS web site at www.ga.nrcs.usda.gov, or call Georgia's State Conservationist at **706.546.2272**. A comprehensive list of Georgia NRCS partnerships is available at <https://www.nrcs.usda.gov/wps/portal/nrcs/site/ga/home/>.

Growing Georgia

Growing Georgia, the only publication that focuses exclusively on agricultural issues in Georgia, reaches agribusiness owners, community leaders, policy makers, and growers from all over the state. The *Growing Georgia Field Report* is a daily email newsletter containing

the day's agricultural news impacting Georgians. Visit their web site at www.growinggeorgia.com.

Telamon

The Telamon Corporation assists farmworkers with training programs, Head Start for migrant children, housing, and other forms of support in several communities in Georgia. To learn more, visit the Telamon web site at www.telamon.org. Select the In Your State link, and then GA to view the Georgia Telamon web page. You may also contact the Georgia headquarters at **478.750.7134**.

University of Georgia (UGA)

Georgia AgrAbility - Farm Again

(See also AgrAbility under National Resources)

Out of the approximately 85,000 Georgians employed in agriculture, 19% of these workers are estimated to have some type of disability. The mission of the Georgia AgrAbility project is to enable a high quality lifestyle for farmers, ranchers, and other agricultural workers with disabilities, including seasonal and migrant farmworkers, so that they, their families, and their communities continue to succeed in rural Georgia.

After assessment, an individualized plan is developed that may include assistive technology to make tasks easier, a business plan, community or student volunteer projects, and a wide variety of other resources. Georgia AgrAbility headquarters are located on the Athens and Tifton UGA campuses. For additional information, please visit the Georgia AgrAbility web site at www.farmagain.com, or call **706.542.0304** or **877.524.6264 (toll free)**.

Georgia Agribusiness Resources

UGA College of Agriculture and Environmental Sciences/ Cooperative Extension

The mission of UGA Cooperative Extension is to extend lifelong learning to the people of Georgia through unbiased, research-based education in agriculture, the environment, communities, youth, and families. The Extension Service is a county, state, and federally-funded organization supported by specialists in the UGA College of Agricultural and Environmental Sciences and the College of Family and Consumer Sciences.

Extension agents stay in touch with issues relevant to people in local communities through county Extension Service offices. The agents keep farmers abreast of the latest agricultural technology, research, and marketing strategies. Visit the online county directory at <http://extension.uga.edu/about/county>.

For additional information, please visit www.extension.uga.edu.

UGA Center for Agribusiness and Economic Development (CAED)

The Center for Agribusiness and Economic Development combines the missions of research and extension. Their three major objectives are to provide feasibility and marketing services; to provide agricultural and demographic data for private and public decision makers; and to conduct analysis related to policy issues in Georgia agriculture and provide that information to decision makers. CAED has a variety of resources, data, and tools on their web site at www.caed.uga.edu, or you can reach the center director at **706.542.3000**.

National Agribusiness Resources

AgrAbility

The mission of AgrAbility is to enable a high quality lifestyle for farmers, ranchers, and other agricultural workers with disabilities, including seasonal and migrant farmworkers, so that they, their families, and their communities continue to succeed in rural America. Workers in agricultural-related occupations such as loggers, fishermen, gardeners, lawn maintenance personnel, Christmas tree growers, truckers, agricultural implement service technicians, and wood workers will find many of the resources available through AgrAbility applicable to their workplaces also.

AgrAbility came into existence through the 1990 Farm Bill, and there are currently 21 USDA-funded State/Regional AgrAbility Projects nationally, including Georgia's project. For more information about the national AgrAbility Project, please visit their web site at www.agrability.org.

American Farm Bureau Federation (AFBF)

AFBF is the unified national voice of agriculture, working through grassroots organizations to enhance and strengthen the lives of rural Americans and to build strong, prosperous agricultural communities. The Farm Bureau is an independent, non-governmental, voluntary organization governed by and representing farm and ranch families united for the purpose of analyzing their problems and formulating action to achieve educational improvement, economic opportunity and social advancement and, thereby, promoting the national well-being. There are Farm Bureaus in every state. For additional information, visit their web site at www.fb.org, or call **202.406.3600**.

Centers for Disease Control and Prevention (CDC)/ National Institute for Occupational Safety and Health (NIOSH)

The mission of the CDC National Institute for Occupation Safety and Health is to generate new knowledge in the field of occupational safety and health and to transfer that knowledge into practice for the betterment of workers worldwide. Visit their web site at www.cdc.gov/niosh/agforfish for information on agricultural safety and health, NIOSH Agricultural Centers, child labor, the National Children's Center for Rural and Agricultural Health and Safety, and other related topics, or call **800.232.4636** or TTY: **888.232.6348**.

US Department of Agriculture Farm Services Agency (FSA)

The mission of the Farm Service Agency is to equitably serve all farmers, ranchers, and agricultural partners through the delivery of effective, efficient agricultural programs. Its purpose is to work toward an economically and environmentally sound future for American agriculture.

FSA administers farm commodity, crop insurance, farm credit, conservation, and other programs for farmers through a network of state and county offices. Information and online services are available on their web site at www.fsa.usda.gov/FSA.

National Agribusiness Resources

National Invasive Species Information Center (NISIC)

The NISIC web site serves as a reference gateway to information, organizations, and services about invasive species, and includes resources specific to Georgia. Visit www.invasivespeciesinfo.gov for a wealth of information regarding invasive species threats.

Natural Resources Conservation Service (NRCS)

The goal of NRCS is a sustainable, nutritious, abundant food supply, and thriving ecosystems that support a diversity of life. NRCS continues to tackle challenges like ensuring clean water and healthy soil, clean air, clean energy, climate change, and new technology. Visit their web site at www.nrcs.usda.gov for additional information.

Rural Development/Farm Labor Housing

Housing and Community Facilities programs, under the US Department of Agriculture (USDA) Rural Development, offer various housing programs committed to helping improve the economy and quality of life in rural America.

The **USDA Farm Labor Housing** program is designed to provide decent, safe, and sanitary housing for domestic farm labor. There are two basic components: (1) a loan only to farmers for on-farm housing on a non-rental basis, and (2) a loan or a combination loan/grant for off-farm housing on a rental basis for the local agricultural market. Information about Georgia's Farm Labor Housing services is on the Georgia Rural Development web site at www.rd.usda.gov/programs-services/farm-labor-housing-direct-loans-grants/ga. Location and contact information for Georgia's area offices is at www.rd.usda.gov/contact-us/state-offices/ga (Farm Labor falls under the Multi-Family Housing/Section category).

US Department of Labor

FirstStep Employment Law Advisor

The *FirstStep* Employment Law Advisor helps employers determine which federal employment laws apply to their business or organization; what recordkeeping and reporting requirements they must meet; and which posters they need to post. Required posters are provided online at no cost to employers.

Please visit the *FirstStep* web site at <https://webapps.dol.gov/elaws/firststep/> to use their simple online process for determining your needs. You can also call **866.487.2365** or TTY: **877.889.5627** for information.

Foreign Labor Certification

Although each foreign labor certification program is unique, there are similar requirements that employers must complete prior to the issuance of a labor certification. The Foreign Labor Certification web site walks employers through the process, which requires approval from several government agencies including USDOL, US Citizenship and Immigration Services (CIS), the Department of State (DOS), and Immigration and Nationality Act (INA).

For comprehensive information and resources, visit their web site at www.foreignlaborcert.doleta.gov. You can also call **877.872.5627** or TTY: **877.889.5627** for information.

Youth and Labor

Visit the Federal Youth and Labor web page at www.dol.gov/dol/topic/youthlabor/Agriculturalemployment.htm for information on youth agricultural employment. The web page includes Fair Labor Standards Act (FLSA) information, child labor statistics, and links to other resources. You can also call **866.487.2365** or TTY: **877.889.5627** for information.

Miscellaneous Agribusiness Resources

Future Farmers of America (www.ffa.org)

Georgia 4-H (<http://georgia4h.org>)

Georgia Arborist Association (www.georgiaarborist.org)

Georgia Beekeepers Association (www.gabeekeeping.com)

Georgia Blueberry Commission (www.georgiablueberries.org)

Georgia Christmas Tree Association (www.gacta.com/index)

Georgia Cotton Commission (www.georgiacottoncommission.org)

Georgia Exotic Pest Plant Council (www.gaeppc.org)

Georgia Forestry Commission (www.gfc.state.ga.us)

Georgia Future Farm Workers Association (www.georgiaffa.org)

Georgia Green Industry Association (www.ggia.org)

Georgia Organics (www.georgiaorganics.org)

Georgia Peach Council (<http://gapeaches.org>)

Georgia Peanut Commission (www.gapeanuts.com)

Georgia Pecan Commission (www.georgiapekans.org)

Georgia Pecan Growers Association (www.georgiapecan.org)

Georgia Perennial Plant Association (www.georgiaperennial.org)

Georgia Urban Agriculture Association (<http://urbanagcouncil.com>)

Georgia Urban Forest Council (<http://www.gufc.org>)

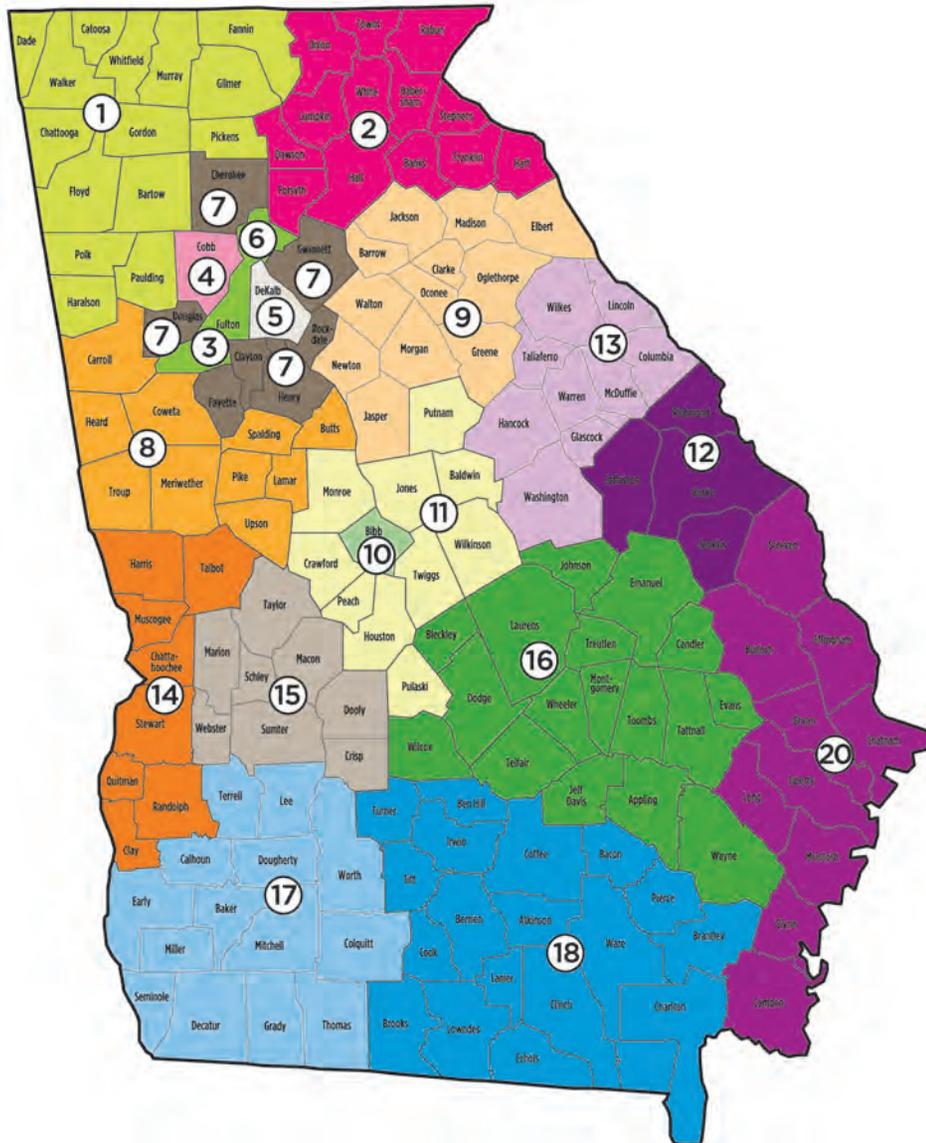
Georgia Watermelon Association (www.georgiawatermelonassociation.org)

North American Raspberry and Blackberry Association
(www.raspberryblackberry.com)

Southern Nursery Association (www.sna.org)

Southern Region Small Fruit Consortium (www.smallfruits.org)

Vidalia Onion Committee (www.vidaliaonion.org)



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