

2009 Handbook of Employment Regulations Affecting Florida Farm Employers and Workers: Introduction¹

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Introduction

This handbook is intended to provide a convenient reference to the major provisions of the several state and federal regulations that affect farm employers and employees. It reflects state and federal laws as of July 1, 2009, only as they apply to farmworkers and not to workers considered non-agricultural. Its purpose is simply to focus employers and employees on the fundamental provisions of the laws which govern their relationships.

For the purposes of this handbook, the definition of *farmworker* is taken from the United States Department of Labor's Bureau of Labor Statistics' Occupational Outlook Handbook for 2008-09 (<http://data.bls.gov/cgi-bin/print.pl/oco/ocos285.htm>).

A farm or agricultural worker (farmworker) is one who is paid for work performed on crop and/or livestock operations. Farmworkers may work for piece rates or be paid an hourly wage. Farmworkers may work part-time, seasonally, or full-time. They may perform manual labor, operate equipment, or supervise other farm personnel.

The handbook is divided into sections to cover specific labor laws and regulations. The online EDIS version allows a reader to *hyperlink* to the EDIS document discussing the particular issue of interest (<http://edis.ifas.ufl.edu>, documents FE390–FE423). Note that documents are categorized by subject and by jurisdiction (state and federal). Given the nature of government bureaucracy and the subject of labor law, many acronyms are used by professionals with

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the labor law community (a list of commonly used acronyms follows the Table of Contents).

The Handbook of Employment Regulations Affecting Florida Farm Employers and Workers does not and should not substitute for specific technical advice from responsible state and federal agencies, knowledgeable grower associations, legal agencies, or other experts in the agricultural labor law field. This handbook makes no attempt to cover all aspects of specialized agricultural labor and safety law (e.g., logging and/or forestry operations).

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These documents can be accessed by clicking on the links above.

List of Acronyms

- **ADA** -- Americans With Disabilities Act
- **ADEA** -- Age Discrimination in Employment Act
- **CDL** -- Commercial Driver's License
- **CFR** -- Code of Federal Regulations
- **CMV** -- Commercial Motor Vehicle
- **DBPR** -- Department of Business and Professional Regulations
- **DEP** -- Department of Environmental Protection
- **DOL** -- Department of Labor
- **DOT** -- Department of Transportation
- **EAO** -- Employees Assistance and Ombudsman
- **EEOC** -- Equal Employment Opportunity Commission
- **EHS** -- Extremely Hazardous Substances
- **EPA** -- Environmental Protection Agency
- **EPCRA** -- Emergency Planning and Community Right-to-Know Act
- **ETA** -- Employment and Training Administration
- **FDACS** -- Florida Department of Agriculture and Consumer Services
- **FFVA** -- Florida Fruit and Vegetable Association
- **FIFRA** -- Federal Insecticide, Fungicide, and Rodenticide Act
- **FLC** -- Farm Labor Contractor
- **FLSA** -- Fair Labor Standards Act
- **FMLA** -- Family and Medical Leave Act
- **GED** -- General Education Diploma
- **ID** -- Identification
- **IRCA** -- Immigration Control and Reform Act
- **IRS** -- Internal Revenue Service
- **MRO** -- Medical Review Officer
- **MSDS** -- Material Safety Data Sheet
- **MSPA** -- Migrant Seasonal Agricultural Worker Protection Act
- **OSHA** -- Occupational Safety and Health Act
- **PTO** -- Power Take-Off
- **REI** -- Restricted Entry Interval
- **RQ** -- Reportable Quantity
- **TJTC** -- Targeted Jobs Tax Credit
- **TPQ** -- Threshold Planning Quantity
- **UC** -- Unemployment Compensation
- **USC** -- United States Code
- **USCIS** -- United States Citizenship and Immigration Service
- **USDL** -- United States Department of Labor
- **WARN** -- Workers Adjustment and Retraining Notification
- **WC** -- Workers' Compensation
- **WOTC** -- Work Opportunity Tax Credit
- **WPS** -- Worker Protection Standard