



What do Food Justice Certification standards offer to farm workers?

Food Justice Certification standards outline fair working conditions for farm workers, as well as fair practices for businesses who buy from farms. These standards are written and maintained by farm workers, community-scale farmers, and other stakeholders, and include:

- Farm employers must be in **full compliance with federal, state, and local laws** covering employees' working conditions, minimum wages and compensation, leave, housing, and so on.
- **Freedom of association** and **collective bargaining**: workers can raise concerns, negotiate terms of their employment, and lodge complaints without reprisal. Employers agree to **negotiate in good faith** with any individual worker, group of workers, or democratically elected representatives of workers, including unions. Workers can bring a **representative of their choice** into any meeting with management.
- Workers earn **living wages** calculated for local cost of living, providing for life's necessities and a dignified livelihood. If a farm can't afford living wages yet, they must share their accounting with workers and make a plan to achieve living wages.
- Comprehensive **benefits**: workers compensation, unemployment insurance, disability insurance, social security, paid sick leave, and parental leave (unpaid).
- Termination only for **just cause**, and an established **disciplinary process** that allows workers the chance to know and respond to the employer's expectations.
- Employees have **full access to their personnel files**, including all disciplinary records and evaluations. Employees receive **evaluations** at least once a year.
- Written policies for **conflict resolution and grievances** with **no retaliation** for whistleblowing, making a complaint, or raising concerns.
- The work week for farm labor is **48 hours** or less, and **overtime beyond 48 hours is voluntary**. At least **one day off per week**. Work on the 7th day is voluntary.
- **Seniority**: Right to return to the same farm for work next season or to take an unpaid leave of absence if there is a family emergency.
- **Training in workplace health and safety** and full disclosure of all hazardous materials. Farms may not use toxic chemicals and must use materials approved for use on organic farms. **Regular meetings & dialogue to address and resolve health and safety issues**.

- **No full time employment for minors under 16.**
- Written **learning contracts for interns/apprentices.** They enjoy the same rights as others, though they may be paid less than living wage as long as significant instruction is provided.

Non-profit organizations have additional requirements because of their governance structure:

- Staff have clear channels for **participation in board decision-making.**
- Defined **decision-making policy**, and staff & board understand their rights and obligations relative to each other.
- Staff members have detailed **job descriptions**, and **tasks are assigned fairly and equitably.**
- Board members selected through a **transparent and democratic process.**
- **Advance notice** to staff & board when board meetings are scheduled, and **meeting agendas and minutes** shared with all board and staff members.
- Board members are **qualified to make decisions** and have **direct experience relevant to the mission.**
- Conflict resolution policy addresses **disputes within board** and **between board members & staff.**

And more...

This list is not complete and is intended only as a brief summary. For details and the complete list of standards, see the full AJP standards sections 3 & 7 @ AgriculturalJusticeProject.org.



3.0 Farm Employees



7.0 Non-profits