Hosting a Food Focused Event on Your Farm

The Legal Side of a Delicious Activity





BREAD& BUTTER FARM



VERMONT



- Matchmaking service to pro bono legal services for farmers, food entrepreneurs and food related organizations
- A New England-based network of law firms
- Educational workshops and legal guides
- Currently offered in ME, MA, RI, CT, VT, NH

www.legalfoodhub.org



Our speakers today:



Entering our 14th Season of On-Farm Events

- Weekly Burger Nights brings 500 people to the farm, we do between 4-12 events per year (pre-ticketed, food, live music)
- Wednesday Workshops cooking classes, tours, herbalism workshops, fiber arts, birding (we tap our staff and our CSA members for content)
- Adult Village School Day 1 day event for adults to spend the day in the woods like our children's Village School
- Music Events 50 150 people (ticketed events, sometimes with food, sometimes without food)
- One off special events
- Barn Dances (new this year! IN our newly renovated barn)
- Taco Fridays breakfast tacos about 50 people per week, about 45 per year (every Friday)

What to consider before starting events:

Are you ready to open your farm to the community?

Do you have a dedicated person to run the events?

Are you able to staff them (irregular times and frequency)?

Do you have the capacity to go through the regulatory process?

Can you market them?

Will they be financially worth it?





FOOD, PEOPLE MANAGEMENT, EVENT FLOW



EVENT FLOW

- Have dedicated event flow manager live music, mic to greet people, signage to set expectations
- Clear, obvious spaces and places for people to go
- Portopots, handwashing, trash/recycling stations

EVENT FLOW

PARKING MANAGEMENT



LARGE CROWDS









PEOPLE MANAGEMENT

Have clear roles, training, and manager for the food team.







FOOD

Proper Fair Stand Permit in place

Place to prep and stage your food

All supplies needed that will work for the Health Dept.

CHECKLIST:

• Make sure your are allowed, by your town, to do on farm events. Find out from your town what they need.

• Talk to your neighbors and create buy-in with them! (You do not want to have any complaints recorded on the town record)

• Apply for and receive your Fairstand Permit, or other necessary permit from the VT Health Department

• Serve Safe Training for your food manager, cook(s) and owner of the farm (not required but highly recommended - lasts for 5 years, expensive per person)

• Space for food prep - if none available onsite - you need to find a place with a catering license or commercial kitchen

• All internal "ducks in a row"

- Parking safety
- Bathrooms
- Trash/Recycling
- Staffing
- Entertainment
- Signage and flow plan

Maple Sugaring in Vermont, Gleason's Pictoral, 1852

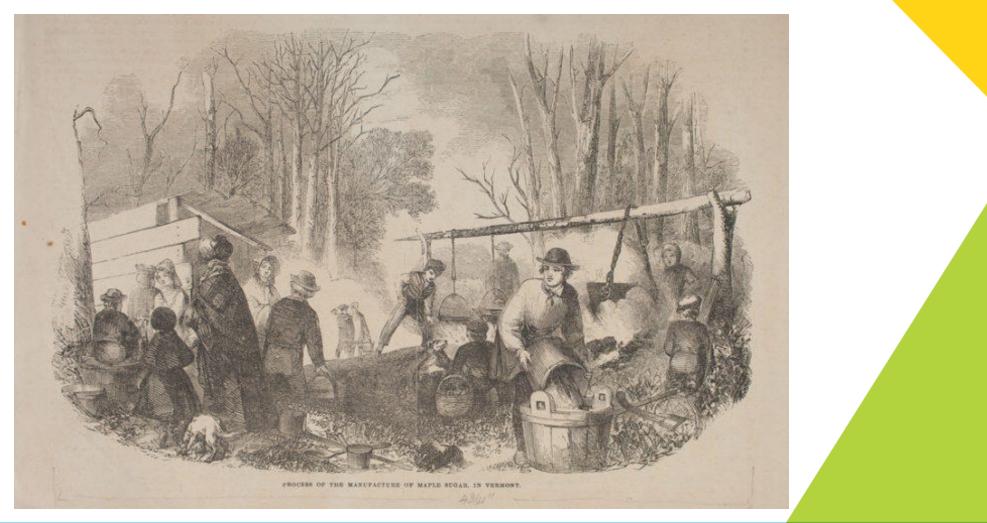


Photo courtesy of Historic New England https://www.historicnewengland.org/archival-images-maple-sugaring-tradition/

Global agritourism market size in 2021: **\$9.2 billion**



Projected agritourism market size in 2027: **\$18.6 billion**

across the globe

MARKET SHARE BY TYPE OF AGRITOURISM:

EVENT & RECREATION

using farm land for marketable experiences such as festivals, hay rides, and corn mazes

EXPERIENCE & EDUCATION

hands-on experiences that educate visitors about farm life, such as farm stays and tastings

DIRECT MARKET

direct-to-consumer sales that take place on-farm or through farm stands and markets

Sources: GLOBAL AGRITOURISM MARKET SIZE, STATUS AND FORECAST 2022-2028, <u>https://www.24marketreports.com/ict-and-media/global-agritourism-2021-2027-503</u>. Peihong, Zhao and Zheng Yali. March 2019. Global Agritourism Market Report, History and Forecast 2014-2025, Breakdown Data by Companies, Key Regions, Types and Applications. Published by QY Research, Beijing, China.

AGRITOURISM

THE UNIVERSITY OF VERMONT

58%

25%

18%



\$3.7 billion

estimated total income from agritourism in the U.S. in 2017

U.S AGRITOURISM INCOME IN 2017

Direct sales of food Agritourism & recreational services, such as farm tours, hay rides, hunting, fishing, etc. 75% 25%

farms that sold food **directly to** consumers in 2017 130,056

farms provided agritourism and recreational services in 2017

Sources: USDA Census of Agriculture. (2017) Tables 2 and 7. U.S. Travel Association (2019, June) U.S. Travel and Tourism Overview Fact Sheet. https://www.ustravel.org/system/files/media_root/document/Research_Fact-Sheet_US-Travel-and-Tourism-Overview.pdf



AGRITOURISM **VT AGRITOURISM INCOME IN 2017** 3% in Vermont Direct sales of food \$51.7 million Agritourism & recreational services, such as farm tours, hay rides, hunting, fishing, etc. 97% estimated total income from agritourism in Vermont in 2017 The share of food sold Agritourism income combines direct sales with from farms directly to agritourism & recreational services income data. consumers in Vermont: Vermont farms that sold food directly to consumers in 2017 6% 27% vs. the Vermont farms provided agritourism & U.S. average. recreational services in 2017

Source: USDA Census of Agriculture (2017) Tables 2 and 7. https://www.nass.usda.gov/Publications/AgCensus/2017/index.php

EXTENSION

Online Survey of Producers

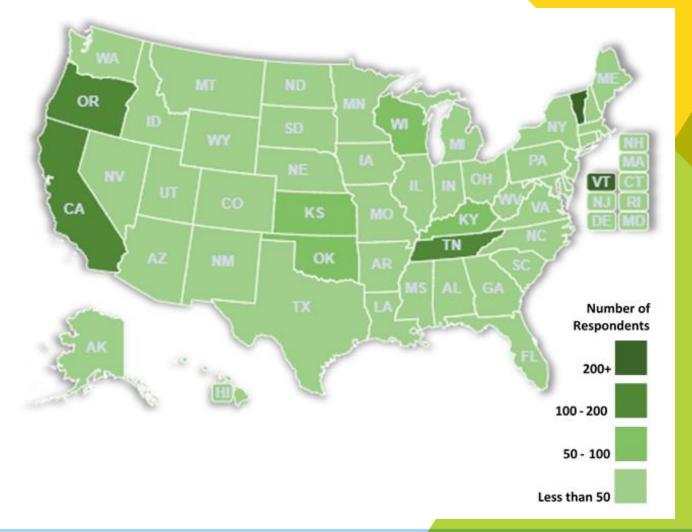
- Conducted November 2019 February 2020
 - Pre-COVID responses
- 1834 respondents from all 50 states

In the survey, we asked about:

- Products and activities
 Partr
- Motivations
- Challenges

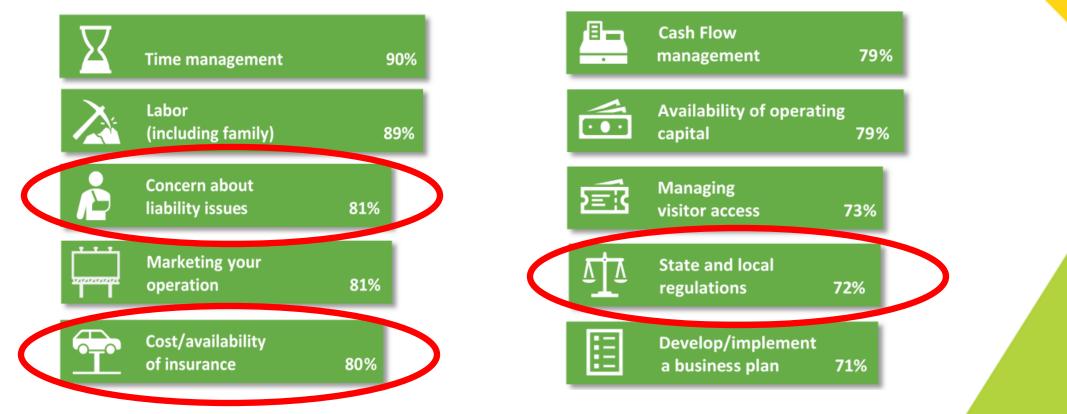
٠

- Support systems
- Partnerships
 - Plans for future
 - Firmographics
 - Demographics



https://www.uvm.edu/vtrc/agritourism-survey

Challenges for agritourism operators

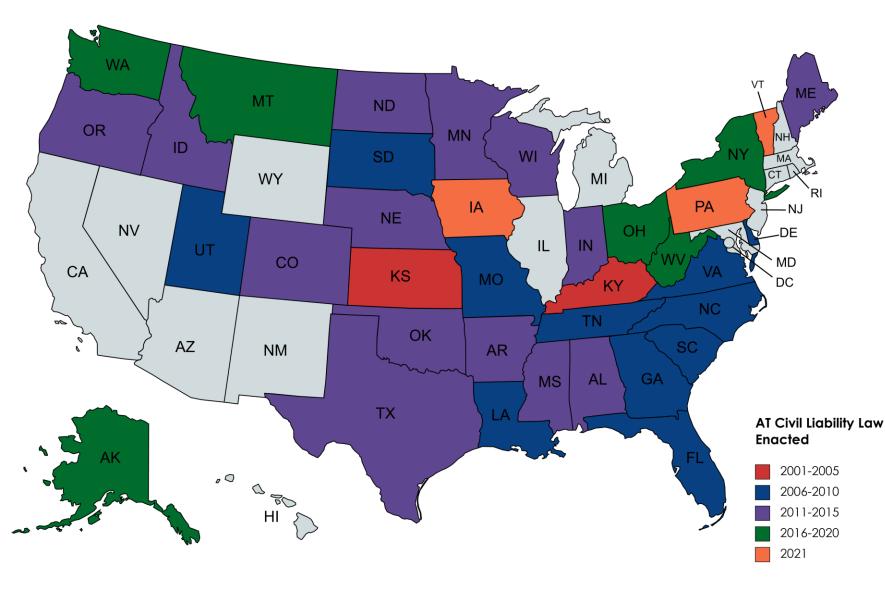


"This has been one of the hardest jobs and ventures I have ever been involved in, and I make little to nothing to show for all the effort and work put into this business."

- West coast operator



Civil Liability Law for Agritourism



Note: the years show when a civil liability law was enacted - this map does not reflect major updates and changes.

Source: Schweichler, J and Schmidt, C.: This work was supported in part by the United States Department of Agriculture, National Institute of Food and Agriculture (NIFA) under project # 2020-68006-31683.



Vermont Act No. 31 of 2021: An Act Relating to Limiting Liability from Agritourism



Guide to Navigating Vermont's Agritourism Regulations

Looking to develop an agritourism business? Start here by using the checklists to help you navigate the regulations, permits and licenses required for different scenarios and find points of contact for questions and additional help.

What agritourism activity/business are you looking to pursue?



Make sure to check out the **REGULATORY CHECKLIST**











https://go.uvm.edu/atquide

 \bigcirc . 6

Getting Started: On-Farm Events

Each farm event will be different and unique to your farm! Use the checklist below to determine what meets the needs of your event. Regardless of the type of event, everyone should **familiarize themselves** with Act 143 and Act 31, and follow all applicable regulations and permitting.



Note: Any establishment with food service activities that are more than "occasional" — defined as less than once a month — requires a license from the Vermont Department of Health. The Temporary Food Stand license ("fair stand") is applicable to weekly farmers market vending as well as occasional farm dinners. If other physical facilities are proposed to be regularly used instead of the temporary food stand (a kitchen space on the farm, for example), contact the Department of Health: (802) 863-7221.

Land Use Regulations 🐱	
Permits ~	F
Liability ~	
Licenses ~	





Additional Resources 👻

https://go.uvm.edu/atguide

D

 \bigtriangledown

The University of Vermont | Burlington, VT 05405 | Contact UVM | Accessibility | Privacy/Terms of Use | © 2023

← → ○ C 控

Licenses \land

- · Determine if food will be served at your establishment.
- Obtain a temporary food service establishment license, if necessary.
- · Research the coinciding food regulations and obtain permits and licenses as necessary.
- For licensing, operators are expected to demonstrate knowledge of food safety. The ServSafe (or other) certification is not specifically required, however, it is recommended that operators participate in some kind of food safety training to increase knowledge of safe food handling.

The following table can help you navigate the regulations and licenses required for various types of foods and products that you may be selling or serving.

- If you are selling wholesale, follow the regulations listed below.
- If you are producing and serving food regularly, then you may need licensing from the agency for food processing, as well as separate licensing for food service from the Department of Health.
- If you are using products from your farm to make any of these products (for example, jams) then you should follow any regulations listed below for those products.

Food Product	Examples	Agency with Oversight		
Dairy	Milk, cheese	Vermont Agency of Agriculture, Food and Markets, Dairy Section Phone: 802-828-2421		
Frozen Dessert	lce cream, sorbet	Vermont Agency of Agriculture, Food and Markets, Dairy Section Phone: 802-828-2421	 Frozen dessert license A retail license may be needed, read more about information and applications 	
		Vermont Department of Health, Bakery	 If sales are under \$6,500, you may be able to apply for an exemption 	



https://go.uvm.edu/atguide

🖗 🕒

IL

☆

∧ | ∨ 1 of 7

ය

× +

V agritourism-checklist.pdf

O C

 \leftarrow

1

— 🕂 Automatic Zoom 🗸

Checklist

This publication provides the basics of entering into an agritourism operation. All of the land use regulations, permits, liabilities, and licenses listed below are things you should consider before implementing an agritourism enterprise. At the end, you will find additional resources for specific agritourism businesses such as weddings, summer camps, and farm dinners.

CONTEN

Land Use Regulations

	Zoning Regulations	2
	Act 143	2
Per	mits	
	Permit specialists	3
	Construction permit	3
	Act 250	
	ADA compliance	3
	Wastewater permit	4
Liat	bility	
	Act 31	
Lice	enses	6
Add	litional resources	
	Summer camp licenses and resources	7
	Additional farmstay resources	7
	Additional general event resources	7



https://go.uvm.edu/atguide

Contacts in New England

State	Name	Contact Info	Organization
Connecticut	Stacey Stearns	stacey.stearns@uconn.edu	UConn Extension
Massachusetts	Katie Rozenas- Hanson	katelyn.rozenas@mass.gov	Massachusetts Department of Agricultural Resources
Maine	Anne Trenholm	Anne.Trenholm@maine.gov	Maine Department of Agriculture
New Hampshire	Jada Lindblom	Jada.Lindblom@unh.edu	UNH Extension
Vermont	Lisa Chase	Lisa.Chase@uvm.edu	UVM Extension

Legal Food Hub serves all of New England

Funding is provided by the Agricultural Marketing Resource Center (AgMRC), located at Iowa State University, <u>www.agmrc.org</u>. AgMRC is a national website dedicated to providing information to producers and service providers on value-added agriculture businesses. This material is based upon work supported by the National Science Foundation under Grant No. 2122374. This work was supported in part by the United States Department of Agriculture, National Institute of Food and Agriculture (NFA) under project # 2020-68006-31683.

Key Legal Considerations for On Farm Events



ANDREW MARCHEV, ESQ. LEGAL FOOD HUB FELLOW AT THE VERMONT LAW AND GRADUATE SCHOOL





Agenda

- 1. Intro to speaker and VT Legal Food Hub
- 2. Definitions: What is an On-Farm Event (legally)?
- 3. Need-to-asks before you host (20,000 foot view) (a.k.a. 50% of law school in 2 minutes)
- 4. Closer Look: Zoning
- 5. Closer Look: Department of Health
- 6. Educating Yourself Further
- 7. Questions









Who is presenting?

-Andrew Marchev, attorney from Vermont, focusing on agricultural law.

-Legal Food Hub: Project that matches working lands enterprises with attorneys who are willing to do some work for free.

-Center for Agriculture and Food Systems (CAFS): Research, education and assistance for working lands enterprises and food entrepreneurs, hands on experience for law and policy students.

-Vermont Law and Graduate School: Premier environmental and land use law and policy school in South Royalton.







What will I learn?

Worst thing lawyers say, "It depends"

BUT we say it so often, because it's TRUE!

So, I will NOT be giving legal advice, and I will NOT be citing specific laws,

Rather, I will talk about:

- General patterns
- Ways to educate and help yourself
- Resources





Definitions: What is an on-farm event?

DIFFERENT RELATIONSHIPS

- Typical farm-customer relationship is off premises
- Typical farm-employee relationship covered by ag exemptions from employment law
- Typical agricultural zoning contemplates intensive use of land, but with low traffic and few people

- Inviting folks onto the premises opens up a whole new world of liabilities, both civil and admin
- Typical worker for an event is not considered a farm worker for the purposes of the exemptions
- Event and commercial land uses tend to increase traffic and people in the area

Takeaway: On farm events are "a whole new world"





"Need-to-asks" before hosting an event

TORTS (A.K.A. PERSONAL INJURY)

- Who is visiting? How accident prone are they?
- What is the expectation?
 What are other folks doing? ("industry standard")
 Expectation setting
- Reasonably safe
- Reasonably accessible
- Duty to warn

Expectations CONTRACTS

- What do you require of the visitors/customers
 *before*they are allowed onto premises
- What are you promising? Can you deliver?
- Is there agreement?
- Documentation! (Waivers, agreements, form contracts, etc.)

P R O P E R T Y / L A N D Impact on neighbors

- Does your town/county have zoning?
- What zone are you in?
- Permitted uses v.s. conditional uses
- Ag v.s. commercial uses
- Nuisance (1/2 tort, ¹/₂ property)
- Who are your neighbors?



"Need-to-asks" before hosting an event

E M P L O Y M E N T L A W

- Do you currently take advantage of any exemptions for ag work?
- Will the employees who are farm workers also be event workers?
- Will you hire additional people for events?
- Employees/contractors/ volunteer/intern

A D M I N I S T R A T I V E L A W

- Who inspects establishments for health where you are? At what level: (town, country or state)
- Do they require a permit for: Restaurants? Hotels/Motels/BnB's? Food truck/catering? Entertainment venue? Other?
- If you apply to any categories, what is required? Inspections?
- Does your event require multiple permits? (e.g. health and fire)

AG EXCEPTIONALISM

- Are there exemptions from any of the previous requirements because you are a farm?
- Do any of those exemptions not apply because of the particular nature of your activity?
- E.g. in Vermont

INSURANCE!!!



- Make sure you have insurance that covers what you are doing.
- If insurance won't cover a particular activity, make sure you know that.
- Maintain your insurance coverage:
 - -Keep paying it

-Avoid activities that void the coverage

DO ASK & DO TELL

- Give your insurance a call with the specifics of what you are planning.
 Most of the time will be OK
 But always worth getting their perspective
- If something happens, even if no claim arises, keep them informed
- Better to ask and find out, then to not ask and find out later





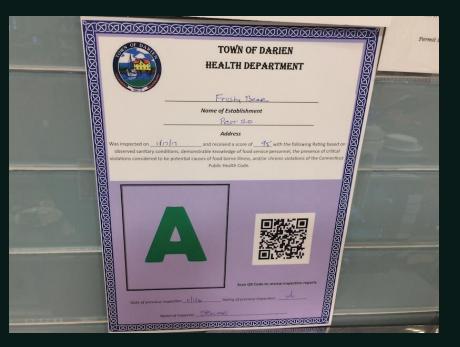
Our Focus Today

ZONING



PERMITS

(HEALTH AND FIRE)





Zoning or Planning?

-Both Municipal level laws of limited application Municipal=below the state, i.e. town, city or county

-The plan is a document that focuses on how the municipality will develop over time (future).

~Typically administered by a Planning Board or Development Review Board ~Typical application will be when subdividing your land, or building a major building

-Zoning is one of the tools of planning >Looks at the present



Zoning, what is it?

Ideally a compromise

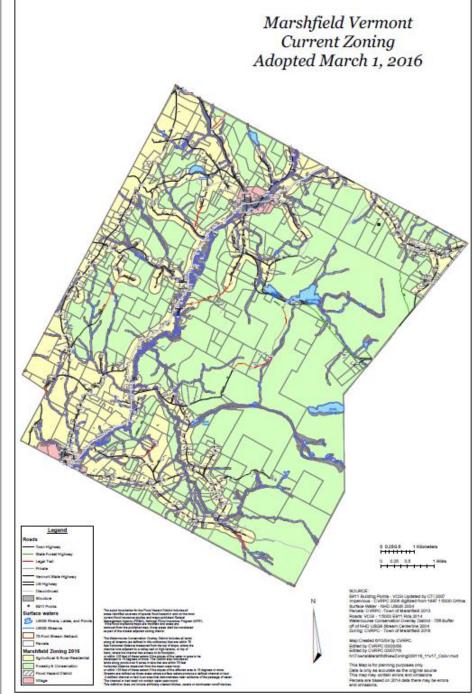
Zoning divides a municipality into zones ->Different mix of uses for each zone -> Typically triggered by construction or major renovation ->BUT a dramatic enough change in use will also trigger

-Typically set out in the form of zoning regulations

-Primary tools:

Prohibition or Review
Dividing of area into zones
Requiring of permits
Withholding permit until certain conditions are met







<u>Zoning</u> Ben and Jerry's example







Zoning "Does it even apply to me?"



- Does your town/county have zoning?
- What zone are you in?
- Permitted uses v.s. conditional uses
- Ag v.s. commercial uses

Do we even have zoning?

-Your town's website is the best place to start. -Look for:

"Zoning", "Planning", "Town Plan", "Land Use"

Ideally there is a set of zoning regs right on the website

Next best thing is a contact information for the people in charge. Look for:

"Zoning administrator", "Planning Board", "Code Enforcement Officer", "Development Review Board"

If no information, or no website, try to find either the -Town Clerk, or -Town Manager

Counties have equivalents, e.g. "County Clerk"



MARSHFIELDVermont

https://marshfieldvt.gov/







Home

Calendar

Photos of Marshfield

ARPA

Town Office

Recreation

Boards and Commissions

Minutes of all Boards

Zoning and Planning

Property Taxes

Photos: Martin Covered Bridge, by Deanna Martin; Bailey Pond, by Rich Baker; Storm Clouds by Andrea Carbonneau Photography; Marshfield Waterfall by Bobbi Brimblecombe

News

35

-

TOWN MEETING 2023

The Selectboard voted to go ahead with traditional town meeting, but will be asking voters if they want to move future meetings to Saturday or an evening meeting, or switch to Australian Ballot. Stay tuned for more info.

Requests for Appropriations

The Marshfield Budget Committee met on December 20, 2022 to consider requests for appropriations. See the requests here.

Dog Licenses

2022 Dog Licenses were due by April 1st - what are you waiting for? Don't

Contact Info

Town Clerk's Office 122 School Street, Room 1 Marshfield, VT 05658 802-426-3305 email

Office hours: Tuesday-Friday 8:00-12:00 12:30-4:00

Calendar



MARSHFIELDVermont





Home

Calendar

Photos of Marshfield

ARPA

Town Office

Recreation

Boards and Commissions

Minutes of all Boards

Zoning and Planning

Property Taxes

Zoning and Planning

X4

Zoning Information

Roles of Zoning Administrator, Planning Commission, and Development Review Board

Zoning Documents and Fees

Links to the Town Plan and current regulations

Zoning Minutes

Links to Planning Commission and Devleopment Review Board

Applications

The Zoning Permit application is not available online at this time, because it requires special paper. Please contact the Town Clerk's Office (426-3305) for a zoning permit application. Other applications may be found here.

Zoning Administrator

Kathleen Hayes 122 School St, Room 1 Marshfield, VT 05658 (802) 426-3045 ext. 2 zoning@marshfieldvt.gov

Planning Commission Minutes

Read more

Development Review Board Minutes

Do we even have zoning? tps://marshfieldvt.gov/

Zoning Documents and Fees

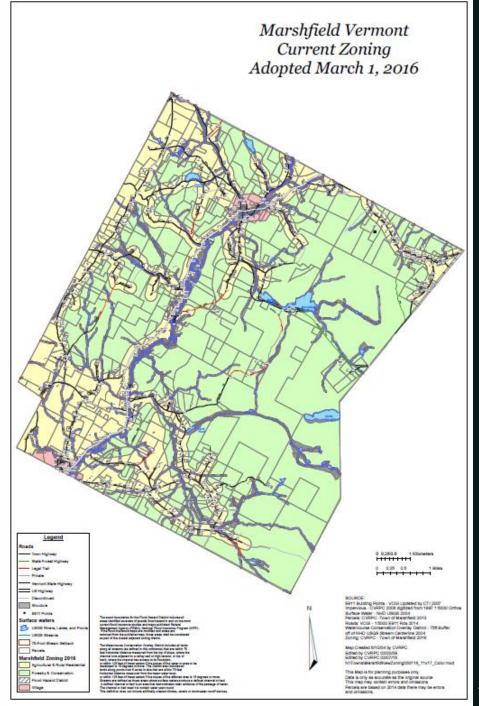
- Zoning Fees September 21, 2021
- <u>Zoning Regulations</u> Adopted March 1, 2016 with fees adopted September 21, 2021
- Subdivision Regulations Adopted March 4, 2014
- Zoning Map Adopted March 1, 2016
 - Marshfield Town Plan Adopted August 21, 2018
 - Telecommunications Ordinance Adopted March 4, 2003





What Zone am I in?

- Use the legend to understand the zones
- Find where you are on the map





1.

2.

Permitted Use?

Conditional Use?

The following uses are permitted after issuance of a conditional use permit by the Development Review Board. Public wastewater treatment and disposal facilities 1. Agricultural and Rural Residential Section 420 2. Public water treatment and supply facilities 3. Commercial and industrial uses upon the finding by the Development Review Board, in In the Agricultural and Rural Residential District, the following uses are permitted: addition to other necessary findings, that such is appropriate in the District and will not be detrimental to the other uses within the District or to the adjoining land uses. Agricultural uses and forestry Rooming and boarding house 4. One or two family dwelling 5. Hospital 6. Religious institution 36 Marshfield Zoning Regulations Adopted M 7. State facility 8. Multiple family dwelling. 9. Kennel 10. Development on slopes between 15-25%. Development on slopes greater than 25% is prohibited. 11. Fourth or more dwelling per lot with site plan approval and conditional use approval.



https://marshfieldvt.gov/

<u>Permitted Use?</u> <u>Conditional Use?</u>

- Ironically, permitted uses do NOT require a permit. *They are already allowed*
- Conditional uses require *review* After review, a conditional use permit is issued
- If the use is neither permitted, nor conditional, <u>it is prohibited</u>

MARSHFIELDVermont





Home

Calendar

Photos of Marshfield

ARPA

Town Office

Recreation

Boards and Commissions

Minutes of all Boards

Zoning and Planning

Property Taxes

Zoning and Planning

Zoning Information

Roles of Zoning Administrator, Planning Commission, and Development Review Board

Zoning Documents and Fees

Links to the Town Plan and current regulations

Zoning Minutes

Links to Planning Commission and Devleopment Review Board

Applications

The Zoning Permit application is not available online at this time, because it requires special paper. Please contact the Town Clerk's Office (426-3305) for a zoning permit application. Other applications may be found here.

Zoning Administrator

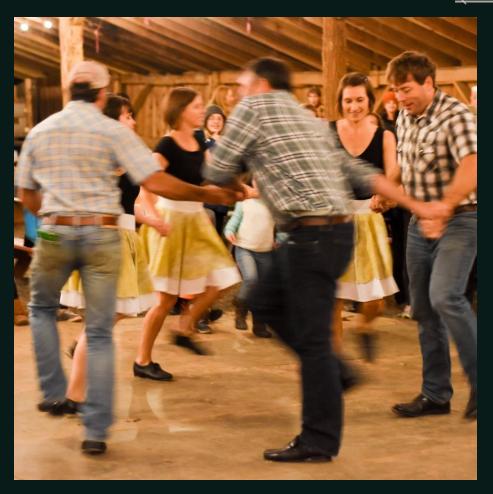
Kathleen Hayes 122 School St, Room 1 Marshfield, VT 05658 (802) 426-3045 ext. 2 zoning@marshfieldvt.gov

Planning Commission Minutes

Read more ...

Development Review Board Minutes





<u>Permits</u> (health and fire)

- Does your town, county or state have a department of health? (or equivalent, sometimes called different things)
- Do they require a permit for: Restaurants? Hotels/Motels/BnB's? Food truck/catering? Entertainment venue? Home based food business? Other?
- If you apply to any categories, what is required? Inspections?
- Does your event require multiple permits? (e.g. health and fire)



https://www.maine.gov/dhhs/mecdc/environmental-health/el/index.htm

Health Inspection Program					
Lisa Silva, Program Manager					
Emergency Consultation and Disease Reporting hotline: 1-800-821-5821.					
Program Mission					
The Health Inspection Program exists to provide licensing and inspection services for a number of different types of businesses to protect the public health. These businesses include restaurants, lodging, campgrounds, youth camps,					
public swimming pools and spas, tattooists, micropigmentation, body piercing, electrolysists, school cafeterias, and					
mass gatherings.					

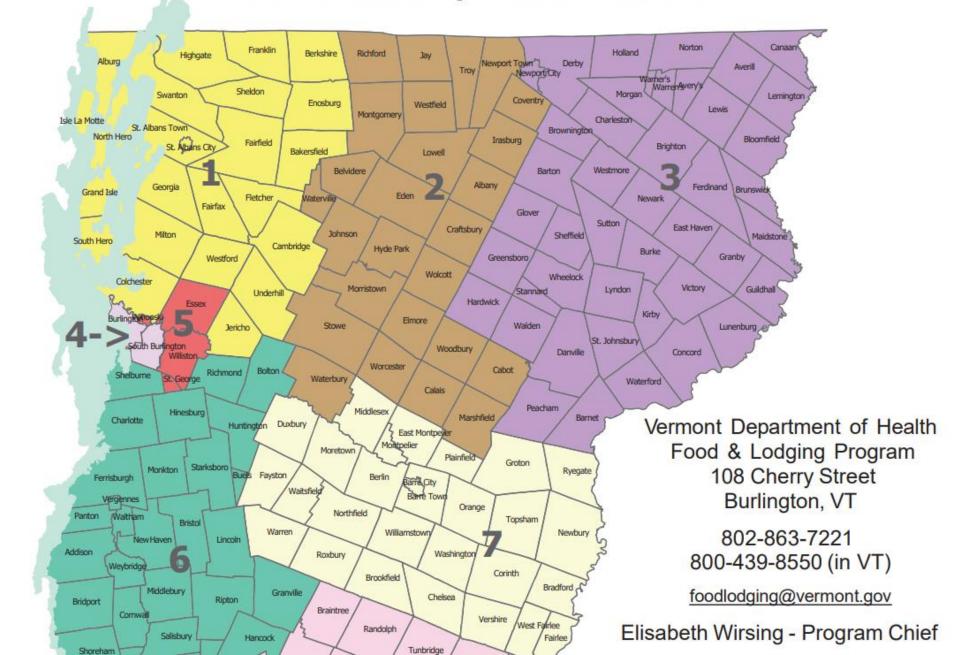
New Hampshire Health Officer and Deputy Health Officer Contact Information

		TOWN/CITY FIRST and LAST NAME						
_	TOWN/CITY				TOWN/CITY MAILING ADDRESS			PHONE AND EMAIL
	ACWORTH	Jennifer Appt. Expire Date:	Bland	3/30/2023	PO Box 37, 13 To Acworth		ll Rd. 03601	860-601-2223 Jlb1365@att.net
	ALBANY	Joseph Cathy Appt. Expire Date:	Ferris Ryan	4/30/2023	1972A NH Route Albany		03818	447-6038 jjoezach@rcn.com 447-6038 cwryan6861@gmail.com
	ALEXANDRIA	Michael Appt. Expire Date:	Provost	4/1/2025	47 Washburn Rd Alexandria	NH	03222	744-3220 mikedebpro@metrocast.net

https://www.dhhs.nh.gov/sites/g/files/ehbemt476/files/documents/2021-11/holu-local-municipal-health-officers.pdf



Public Health Inspection Districts





Fire Permits (briefly)

- Usually triggered by specific kinds of new construction
- BUT, sometimes triggered by:
 - Major renovation or change
 - Renovation involving new electrical or plumbing
 - Major change in use
- Sometimes very large tents require a fire safety permit
 - E.g. in Vermont its 12,000 sq. ft. tent or greater
- Fireworks often require a permit too



Fire Safety Considerations for Short-Term Rental Operators

Smoke Alarms

- Photoelectric type smoke alarms are required in the immediate vicinity of sleeping rooms, inside each sleeping room, and on all floor levels including the basement. All newly installed smoke alarms must be hard wired into the buildings electrical system.
- Smoke alarms in sleeping rooms of buildings constructed prior to 1994, may be of the 10year photoelectric lithium powered tamper resistant type.

Carbon Monoxide Alarms

 Outside each sleeping area in the immediate vicinity of the bedrooms. An additional detector shall be installed in each sleeping

Electrical Safety:

Ground Fault Current Interrupters (GFCI) are required in the following areas;

Bathrooms, Garages and accessory buildings that have a floor located at or below grade level not intended as habitable room and limited to storage areas, work areas, and areas of similar use, outdoors, Crawl spaces, Unfinished portions or areas of the basement not intended as habitable rooms, kitchens, where the receptacles are installed to serve the countertop surfaces, sinks, where the receptacles are installed within 6ft from the top inside edge of the bowl of the sink, boathouses, bathtubs or shower stalls, where receptacles are installed within 6ft of the outside edge of the

https://firesafety.vermont.gov/buildingcode/codesheets



Key Takeaways

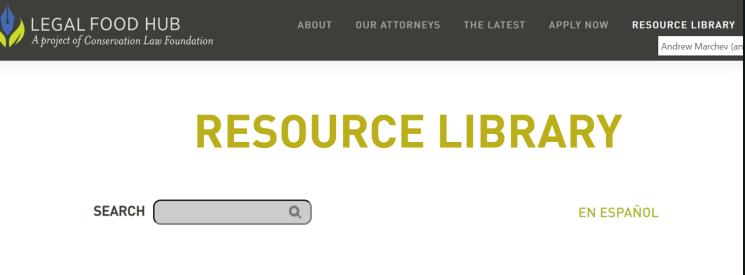
- New construction and major changes in use tend to be triggers that require some form of permitting from a state or municipal authority
- Always good to go direct to the source



Legal Food Hub Resource Library

HTTPS://WWW.LEGALFOODHUB.ORG/RESOURCE-LIBRARY/

- Many helpful materials
- Some state specific, but you can still extrapolate enough to be useful to you in initial planning
- Searchable!



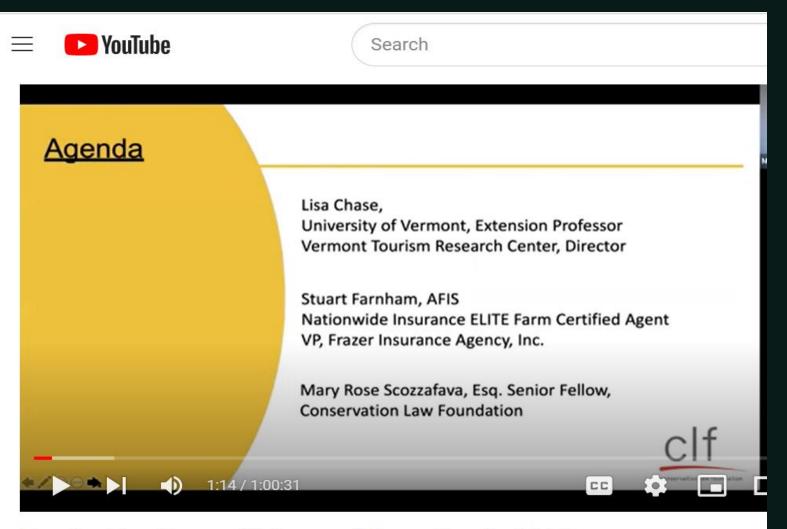
Do you have legal questions about starting your business, acquiring land, entering into contracts, or other essential business matters? The Legal Food Hub Resource Library provides answers to common legal questions. If you're in a hurry, check out our short Lightning Guides. If you have more time, explore our Legal Guides and Webinars.



LFH Resource Library: Opening Your Farm to Visitors

H T T P S : / / W W . Y O U T U B E . C O M / WA T C H ? V = L O M M A M A T K 4 A

- Really good coverage of the torts, contracts (liability waivers), and insurance part of our intro
- Only 2 years old, still good info
- Free!

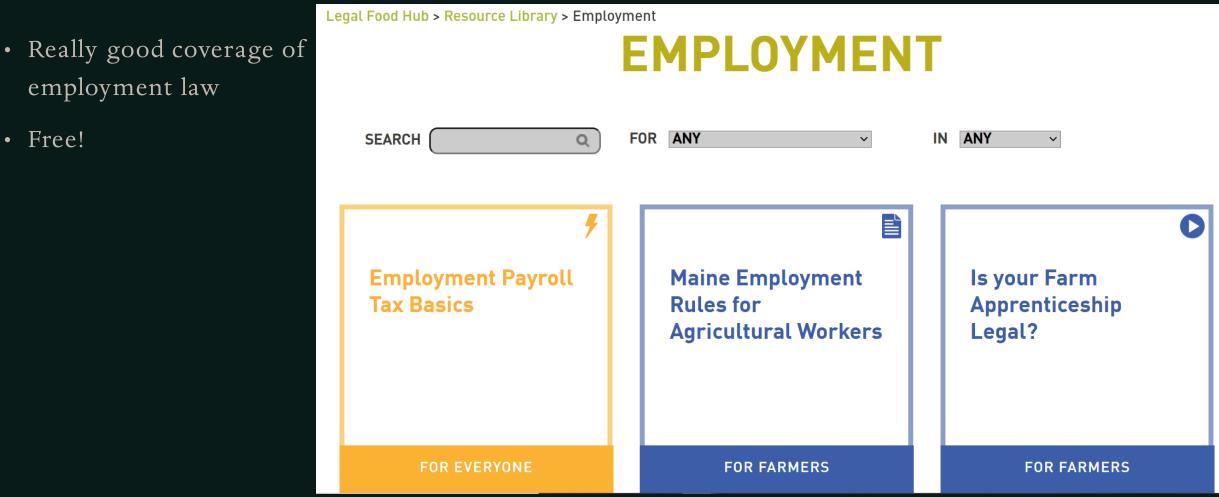


Opening Your Farm to Visitors and Controlling for Liability



Legal Food Hub Resource Library:

HTTPS://WWW.LEGALFOODHUB.ORG/RESOURCE-LIBRARY/EMPLOYMENT/





Other excellent resources

• Center for Agriculture and Food Systems (CAFS)

https://www.vermontlaw.edu/academics/centers-and-programs/center-for-agriculture-and-food-systems/projects

- Your local university ag extension
- National Agricultural Law Center (NALC)
- National Association of State Dept's of Ag (NASDA)
- Farm Commons (website with resources and podcast)

Questions?

Also feel free to contact me and/or the Legal Food hub at:

Amarchev@vermontlaw.edu

legalfoodhub@vermontlaw.edu

