



2003 Handbook of Employment Regulations Affecting Florida Farm Employers and Workers: Introduction¹

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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, 2002, only as they apply to farm workers 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 Occupational Outlook Handbook for 2002-03. A farm or agricultural worker is one who is paid for work performed on crop and/or livestock operations. Those individuals who perform veterinary and landscaping services are not

considered farmworkers according to the United States Department of Labor occupational definition. 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.

Thus, this handbook 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. There is also no attempt to cover all aspects of specialized agricultural labor and safety law (e.g., logging and/or forestry operations).

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