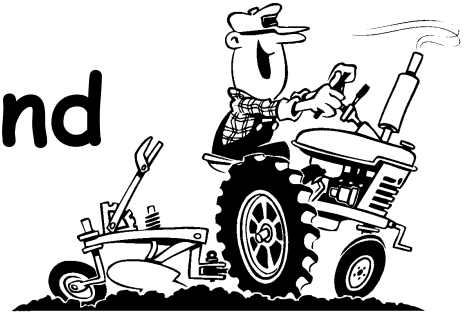


Cultivating Cumberland

July - 2013 VOL. 18, ISSUE 7



Inside this issue:

| | |
|--|-------|
| Equine Center Open House | 1 |
| Food Safety Modernization Act | 2-5 |
| Labor Relations Bulletin | 6-8 |
| Greenhouse Tomato Survival Kit | 9 |
| Retail Farm Market Employee Professional Development | 9 |
| Calendar of Important Events | 10-11 |
| Regularly Scheduled Meetings | 12 |

Attachments:

Rutgers Equine Science Center Open House

Tiffany Cody, Equine Science Center

Date: July 24, 2013

Time: 10:00 a.m.—12:00

Where: Red Barn
College Farm Road & Sheepfold Lane
New Brunswick, NJ

Come and experience the excitement of a horse galloping at full speed on a 21-foot treadmill during the Open House.

After the treadmill demonstration, learn all about equine anatomy with RU Wish Bone, the life-sized horse skeleton. The Open House will also include a fun-filled barn safety scavenger hunt and other exciting activities.

If you have any questions about the event or how to register, please feel free to contact Tiffany Cody at 848-932-9419 or email: cody@njaes.rutgers.edu

Parking will be in the Dairy Barn & Creamery parking lot which is directly across the street from Sheepfold Land and the Red Barn.

Food Safety Modernization Act

Meredith Melendez and Wesley Kline, Rutgers Cooperative Extension

The Food Safety Modernization Act passed by Congress in 2010 has five main components which affect fruit and vegetable growers:

- Standards for the Growing, Harvesting, Packing and Holding of Produce for Human Consumption (Produce Safety Rule)
- Preventive Controls for Human Food
- Foreign Supplier Verification Program
- Preventive Controls for Animal Feed
- Accredited Third Party Certification

The first two are open for public comment until Sept. 16, 2013. Below is the information summarized from various conference calls with the Food and Drug Administration on the Produce Safety Rule.

Standards for Produce Safety Proposed Rule

The Produce Safety Alliance hosted a number of conference calls focusing on individual subparts of the proposed Produce Safety Rule of the Food Safety Modernization Act (FSMA). These calls allowed for growers, Extension educators and industry representatives the opportunity to ask questions about the rule. There is much that requires clarification with this rule and there are many areas that need comment from the industry. Information on how to comment is at the end of this document. Subparts of the Proposed Produce Safety Rule that were not covered in past Cultivating Cumberland are presented below.

The Q&A sessions with the FDA are highlighted in a question and answer format. You can access audio recordings of the call at the [Produce Safety Alliance webpage](http://producesafetyalliance.cornell.edu) (<http://producesafetyalliance.cornell.edu>).

UNDERSTANDING EXEMPTIONS (Subpart A)

1. How are average annual sales for a farm calculated?

“Food” is defined as any and all food produced for human (including chewing gum) or animal consumption (corn, wheat, soybeans etc.) on a farm. This definition is derived from the FDA Food, Drug and Cosmetic Act part 201F. This definition is important in determining a farm's need for compliance with the FSMA produce safety rule. All farms need to know what qualifies as food sold on their farm and the dollar amount of food sold. If your farm sells more than \$25,000 of food (as defined above) and the majority of your sales are to wholesale buyers, you will need to comply with this rule. Much discussion took place during this conference call since “food” defined this way includes field crop production. The rule as it currently stands will affect many NJ farms. For example: A farm produces soybeans and field corn on 90% of its land and uses 5% of that land for vegetable production. The fresh produce grown on the farm is sold at their farm stand. More than 50% of the food produced on the farm is sold into the wholesale grain market and therefore the farm must comply with the FSMA produce rule.

The question was posed about when livestock becomes a food sale. If the animal is sold live it is not a food sale, once the animal is killed and then sold it qualifies as a food sale.

2. Farm Facility (Packinghouse) Registration, are farms exempt?

Farms that grow and harvest their own product are exempt from the facility registration rule. If the farm purchases product from another farm to sell at their own retail operation and/or via wholesale transactions they

are then considered a facility and are required to register.

3. At what point does the FDA Preventative Controls rule apply to a farm?

If you don't grow it, but you sell it, the preventative control rule applies to you. If you are growing fruits and vegetables and then doing anything beyond standard practices to prepare that fruit or vegetable for sale as a whole product, the preventive control rule applies to you. Drying, baking, cutting, and mixing products all fall under the preventative control rule.

4. Are there any exemptions to the labeling of product to be sold?

All products that are harvested to be sold will need to comply with the labeling portion of the proposed rule, regardless of a farms exemption from the FDA Proposed Produce Food Safety Rule. Any packaged produce must be labeled with the farm name and business address on the master container. Produce grown for direct market sales does not need to be labeled but the farm name and street address do need to be prominently displayed at the point of sale location. A sign or banner with this information is acceptable.

GROWING, HARVESTING, PACKING AND HOLDING OF PRODUCE (Subpart K)

1. Will growers be expected to use food grade containers?

Containers do not have to be food grade. Wooden containers and canvas bags are acceptable but they must be sanitary.

2. Wood is difficult to sanitize.

Wood does not have to be sanitized but it does need to be sanitary.

3. How do you define sanitary in regards to wood?

Sanitary wood would be wood that is likely to not contribute to contamination.

4. Can galvanized metal buckets be used for harvest?

Yes, they need to be clean and sanitary.

5. What regulations do the sanitizers fall under?

Sanitizers used on surfaces and in water need to contain an EPA pesticide label, and they must be used according to that labels directions. If the sanitizer is going to be used to kill microbes (on fruit, on surfaces etc.) then it must have a label that specifies that use.

6. Would trimming lettuce cause a farm to fall under the definition of a facility? What does this mean for this farm/facility?

Typical trimming of produce (removing outer leaves) does not cause a farm to fall under the category of a facility. When the actual raw agricultural commodity is cut (trimming ends of green onions to be uniform in length etc.) that activity would cause a farm to fall under "facility" and therefore the preventative control rules. More information on the preventative control rules can be found at the FDA FSMA website. FDA would like comments related to trimming as a general practice at or after harvest for specific commodities.

7. Would a seasonal open air packing facility, with a wood floor, canopy overhead and a dunk tank and cooler below be acceptable?

Yes, as long as the facility is not a source of contamination.

8. Does the requirement to keep produce contact containers/surfaces clean during the season apply to the off-season?

No. The containers should be clean when taken out of storage and if they are not, appropriate measures should be taken to clean them or discard them. Measures should be taken to exclude pests from storage areas during the entire year.

9. Food Hubs often have store fronts which sell fresh produce as well as trim and package items for sale. Does this fall under the preventative controls rule?

No, the food hub would be considered a retail establishment and would need to comply with the state's food code.

10. Can boxes be reused?

Yes, as long as they are not a source of contamination.

11. How does the rule apply to ladders used in orchard harvests?

Ladders should be clean and sanitary. Could they become a source of contamination in the way that they are used? Workers should be trained on how to avoid cross-contamination.

12. Page 3568 includes the statement that hands that contact produce must be free of microbial contaminants. This statement is impossible.

Yes, this is a word choice error and should read that hands must be free of pathogens.

RECORDS, COMPLIANCE AND ENFORCEMENT (Subpart M)

1. Do lot numbers need to stay the same from supplier to supplier? Currently each supplier assigns its own lot number to a box, can this still occur?

Yes, changing the lot number is OK. Each supplier will need to keep records of what they received and the information that they assigned to each box. There needs to be a way to trace product back and forth one step.

2. Small growers do not want their name and address publicized. How will the traceability rule impact small growers and displaying the farms physical location?

The traceability rule is not yet written, growers are encouraged to comment on how advertising the farms physical location (as a part of the labeling rule affecting both FSMA qualified and non-qualified farms).

3. If the FDA removes the exemption status of a farm how does that farm obtains that exemption status once again?

The FDA will treat this situation on a case by case basis. FSMA includes an appeals process (section 112.204b, 05, 06, and 07). Growers who are exempt are not required to keep the records that farms who are not exempt must keep. Should an exempt farm become non-exempt they will be expected to start keeping the required records at that point.

4. What will be expected of farms going through an appeals process?

Growers will want to show any records that they have kept and would want to show the FDA how they have been complying with Good Agricultural Practices and FSMA. Visually showing the FDA investigator your practices is acceptable. Offering the timeframe that records could be produced is also advised.

5. How can variances be used appropriately?

Variances are appropriate for specific regions that have an economic hindrance for compliance. This can apply to individual regions, foreign governments, and states. Alternative methods are very different than variances. Page 3642 section 112.171 details who may request a variance.

6. What are the penalties for growers who should comply but do not?

There are many steps between the FDA coming onto a farm and the act of shutting that farm down. The FDA has the authority of shutting a farm down if they are found to be producing adulterated product. When an FDA inspection takes place there will be the opportunity for a farm to put corrective actions into place. Growers will need to show the investigator what will be done in that corrective action and will have 15 days to reply to the FDA in writing as to the actions put into place.

7. During a National Organic Program inspection the inspector is not permitted to have dialog with the grower about non-compliance. Is this true also for FSMA?

No, the investigator can share information that is available in guidance documents with the grower.

COMMENT ON THE PROPOSED RULE

The Q&A conference calls highlighted many areas that are in need of comments from growers. The comment period has been extended until September 16, 2013, there is still time to offer your suggestions on the Standards for the Growing, Harvesting, Packing, and Holding of Produce for Human Consumption (the Produce Safety proposed rule). Commenting on this proposed rule is incredibly important. The FDA recognizes that there are many situations and practices that they may be unaware of and may affect how the regulation should be revised. Comments that are thoughtful and substantive, containing real examples and data that support your position are encouraged and will have the most impact.

How to submit your comment:

When submitting a comment include the title "Standards for Growing, Harvesting, Packing and Holding of Produce for Human Consumption, Docket No. FDA-2011-N-0921 and Regulatory Information Number RIN 0910-AG35.

Comment electronically at the [FDA FSMA webpage](#). Written comments may be faxed to the FDA at 301-827-6870 or you may mail them to:

Division of Dockets Management (HFA-305)
Food and Drug Administration
5630 Fishers Lane, Room 1061
Rockville, MD 20852

Florida Fruit & Vegetable Association LABOR RELATIONS BULLETIN

Sheldon J. Blumling, Employee Benefits Practice Group
Fisher & Phillips LLP.

Counting Employees for Purposes of Health Care Reform's Employer "Play or Pay" Mandate

While nearly every aspect of Health Care Reform is overly complex, it seems that one of the most complex and confusing aspects for employers—particularly agricultural employers—is counting employees for purposes of determining whether the employer "play or pay" mandate (the "Employer Mandate") will apply. This analysis is commonly referred to as the "50 or More Test."

The 50 or More Test

Beginning in 2014, the Employer Mandate applies to so called "large employers" that employed an average of at least 50 full-time employees ("FTs") and "full-time equivalents" ("FTEs") on business days during the preceding calendar year. Current IRS guidance provides that this average should be calculated by (1) determining the total number of FTs and FTEs for each calendar month of the preceding year, (2) adding up the totals for all calendar months (including fractions) and (3) dividing the total for the year by 12. If the result (rounded down to the nearest whole number) is less than 50, then the Employer Mandate does not apply for the current calendar year. Alternatively, if the result is "50 or More," then the Employer Mandate does apply for the current calendar year. In either case, the application or non-application of the Employer Mandate during the current calendar year will continue throughout the entire current calendar year, regardless of what happens to the employer's employee count during such current calendar year (i.e., the employee count during the preceding calendar year is the only count that matters for purposes of whether the Employer Mandate applies in the current calendar year).

For purposes of the 50 or More Test, an employee counts as an FT for a particular calendar month if he or she is employed for at least 130 hours of service for the month. For employees who do not meet the 130 hours of service threshold for a particular calendar month, their total hours of service for the month (but no more than 120 hours of service for each such employee) must be added up and divided by 120 to determine the number (including fractions) of FTEs for the month.

The following is an example of the counting of employees for purposes of the 50 or More Test:

ABC Farms has the following employee and hours of service counts for the month of January of 2014:

38 employees with 173 to 217 hours of service each (e.g., roughly 40 to 50 hours of service per week)—this results in 38 FTs for the month (note that an employee's hours of service in excess of 130 do not affect the result).

6 employees with 120 to 129 hours of service each—this results in 6 FTEs for the month (note that no more than 120 hours of service are taken into account for purposes of determining FTEs, so if you add up 120 hours of service for each of these 6 employees and then divide the total by 120, you will get 6 FTEs).

5 employees with 65 hours of service each (e.g., roughly 15 hours of service per week) and 8 employees with 43 hours of service each (e.g., roughly 10 hours of service per week)—this results in 5.58 additional FTEs for the month ($325 (5 \times 65) + 344 (8 \times 43) = 669$ and $669 / 120 = 5.58$).

The total number of FTs and FTEs for January is 49.58 (38 FTs + 6 FTEs + 5.58 FTEs = 49.58).

ABC Farms has the following FT/FTE totals for the months of February through December of 2014:

| | | | | | |
|-----------------|--------------|--------------|------------|-------------|-------------|
| February: 40.21 | March: 39.83 | April: 41.50 | May: 42.62 | June: 43.33 | July: 53.30 |
| August: 65.41 | Sept: 68.22 | Oct: 71.65 | Nov: 42.44 | Dec: 51.75 | |

ABC Farms' total number of monthly FTs/FTEs for 2014 (including fractions) is 609.84.

If you divide the total number of monthly FTs/FTEs for 2014 by 12, you get an average of 50.82. After rounding 50.82 down to 50, you get an average employee count of 50 FT/FTEs for 2014.

Therefore, because ABC Farms' average FT/FTE count for 2014 is at least "50 or More," ABC Farms will be subject to the Employer Mandate in 2015. Note that this is the case, despite the fact that ABC Farms' average FT/FTE count for seven of the twelve months in 2014 is less than 50 (i.e., the counts in the other five months are large enough to bring the monthly average above 50).

It is important to remember that closely related employers, such as those with a parent-subsidary relationship or those with material common ownership, will be treated as a single employer for purposes of the 50 or More Test. Accordingly, when counting employees as described in the above example, in most cases it will be necessary to aggregate the employee counts of all related employers. In addition, if an employee works for two or more related employers during a particular calendar month, his or her hours of service for all related employers during the month will need to be aggregated for purposes of counting him or her as an FT or as part of the FTE count.

Are There Any Exceptions?

There are two very limited exceptions that may permit an agricultural employer to avoid application of the Employer Mandate even if the employer has "50 or More" FT/FTEs under the 50 or More Test.

One-Time Transition Rule for 2014—

As discussed above, to determine whether the Employer Mandate applies in the current calendar year, the 50 or More Test is run based upon employee counts in the preceding calendar year. For example, to determine whether the Employer Mandate applies in 2015, an employer must run the 50 or More Test based upon its employee counts in 2014 (such as in the above example). However, for purposes of determining whether the Employer Mandate applies in 2014 only (but not in any other year), the IRS created a special, one-time transition rule that permits an employer to run the 50 or More Test based upon any continuous six-calendar-month period in 2013, rather than using all twelve calendar months of 2013.

Applying this transition rule to the ABC Farms example above (assuming the example employee counts are in 2013, as opposed to 2014), if ABC Farms were to run the 50 or More Test based upon the continuous six-calendar-month period of January through June, the total number of monthly FTs/FTEs for this period (including fractions) would be 257.07. If you divide this number by six, you get an average of 42.85. After rounding 42.85 down to 42, you get an average employee count of 42 FT/FTEs for the 2013 period. Therefore, because ABC Farms' average FT/FTE count for this period is not "50 or More," ABC Farms would not be subject to the Employer Mandate in 2014 (noting that if all of the calendar months were used for purposes of determining the average employee count in 2013, the count would be "50 or More" and the Employer Mandate would apply in 2014).

"Seasonal Worker" Exception—

If (1) an employer's workforce exceeds 50 FT/FTEs for 120 days or fewer during the preceding calendar year (or four calendar months or fewer, noting that in either case it is not necessary that the days or months be consecutive) and (2) the employees in excess of 50 who were employed during such days or months were "seasonal workers," then the Employer Mandate will not apply in the following calendar year, even if the employer averaged "50 or More" FT/FTEs taking into account the entire preceding calendar year.

The current IRS definition of a “seasonal worker” for purposes of the seasonal worker exception to the 50 or More Test incorporates the DOL regulations that interpret the Migrant and Seasonal Agricultural Workers Protection Act, which provide as follows:

Labor is performed on a seasonal basis where, ordinarily, the employment pertains to or is of the kind exclusively performed at certain seasons or periods of the year and which, from its nature, may not be continuous or carried on throughout the year. A worker who moves from one seasonal activity to another, while employed in agriculture or performing agricultural labor, is employed on a seasonal basis even though he may continue to be employed during a major portion of the year.

Accordingly, unless the IRS later modifies the existing guidance, it appears that most seasonal farm laborers will be considered “seasonal workers” for purposes of the seasonal worker exception to the 50 or More Test.

Applying the seasonal worker exception to the ABC Farms example above, there are five calendar months where ABC Farms’ FT/FTE count exceeds 50 (July, August, September, October and December). If (1) ABC Farms were to reduce its FT/FTE count in December to 50 or less, thus leaving only four months where its FT/FTE count exceeds 50 (July, August, September and October), and (2) the employees causing the FT/FTE counts to exceed 50 in July, August, September and October qualify as “seasonal workers” (e.g., they are seasonal harvest workers), then ABC Farms would not be subject to the Employer Mandate in 2015 because of the seasonal worker exception to the 50 or More Test (noting that ABC Farms’ average FT/FTE count for 2014 would likely still be “50 or More”).

It is important to note that there is no blanket exclusion of “seasonal workers” for purposes of the 50 or More Test. In other words, an agricultural employer may not simply exclude all “seasonal workers” when counting employees for purposes of the 50 or More Test. Rather, if the agricultural employer’s workforce exceeds 50 FT/FTEs for 120 days (or four calendar months) or fewer during a calendar year, and the employees in excess of 50 who are employed during such period qualify as “seasonal workers,” then the Employer Mandate will not apply in the following calendar year.

When counting employees for purposes of the 50 or More Test, it is important to remember that “the devil is in the details.” For example, you may have three separate operations of roughly 45 employees each and assume there is no need to worry about the 50 or More Test. However, if all three operations are owned by the same common owner, you will likely need to aggregate the employee counts of all three for purposes of the 50 or More Test, after which you end up with the exact opposite result that you expected. Alternatively, you may assume that the Employer Mandate applies in 2014 because your average FT/FTE count for 2013 is 53, not realizing that if you made use of the one-time transition rule and only considered a particular continuous six-calendar-month period in 2013, you could get the FT/FE count down to 48, thus avoiding Employer Mandate obligations in 2014.

Both of the situations described above are examples of how if you do not understand the overly complex employee counting rules and apply them correctly to your own facts and circumstances, you could easily make the wrong conclusions and end up subjecting your organization to Employer Mandate liabilities or expenses. Whether you are going to determine your Employer Mandate obligations on your own or seek professional assistance to do so, be sure to overcome the complexity and pay close attention to the details in order to protect you organization from unnecessary risks and costs.

10-DVD Greenhouse Tomato Grower's Survival Kit

Mississippi State University Extension

A complete 10-DVD Greenhouse Tomato Grower's Survival Kit is available to help greenhouse vegetable growers succeed in the business of raising high quality tomatoes and other greenhouse vegetables.

The 10 DVD's include all of the speakers and presentations from a three-day Greenhouse Tomato Short Course.

You can order the DVD set by sending in the Order Form with a check for \$75.00 which includes shipping within the U.S. and Canada.

The Greenhouse Tomato Short Course is a national conference with growers and exhibitors participating from over 25 states, Canada and other countries. For more information visit: <http://greenhousetomatoes.com>. This is your chance to see what you missed and to have reference materials at your fingertips to help you succeed.

To order, send check or money order (no credit cards accepted) to Dr. Richard G. Snyder, Professor & Vegetable Specialist, Mississippi State University, PO Box 231, Crystal Springs, MS 39059.

Retail Farm Market Employee Professional Development On-line

Penn State Extension (USDA/NIFA Award #2010-49200-06201)

Have you ever looked for training materials to build the knowledge and confidence of your farm market personnel? Penn State Extension now offers on-line training for farm professionals that handle, process, or merchandise fresh market produce.

This educational material is designed for people that market through a CSA, Farmers' Markets stand, and On-Farm Markets. This on-line education is part of a full day workshop that provides employees with knowledge and skills for responding to preserving product quality and serving customer needs. If you missed this full day workshop, here is a chance to enhance your direct-to-consumer farm marketing skills.

Topics include:

- Produce Handling and Quality
- Produce Merchandising
- Customer Service
- Sanitation

The materials are designed to address the science of produce and the art of retail marketing. From the workshops delivered this spring we find this material is appropriate for new employee training and as a refresher for existing employees. Five brief on-line videos are available at no fee. You can use them as your and your employees schedule permits. To take advantage of this unique training opportunity, visit: <http://www.youtube.com/psufoodandfarmbiz>

This program provides a basic understanding of produce science, which will help employees understand and be responsive to consumer needs. Additionally, program participants will be able to provide the highest level of friendly, helpful and skilled service. The course is valuable for anyone who handles, processes or merchandises fresh market produce.

Calendar of Important Events

↪ Indicates the newly added event since last calendar

July 2013

↪ July 30-31

@013 Rutgers Turfgrass Research Field Days, Hort Farm II, 102 Ryders Lane, North Brunswick, NJ. For info call 973-812-6467 or visit: www.njturfgrass.org. Pesticide credits: July 30th - 1 Core, 8 - 3B & 3A, 2 - PP2, 10 & 13. July 31st - 4 Core, 6 - 3B & 3A, 2 - PP2, 4 - 10 & 13.

August 2013

August 15

NJ Pest Management Association 66th Annual Clinic, Tradeshow and Clambake, Hickman Hall, Douglass campus, 89 George Street, New Brunswick, NJ. Cost \$125-\$290 (call 732-932-9271 for details). For info call 732-932-9271 or visit: www.cpe.rutgers.edu

October 2013

October 18-21

Produce Marketing Association Fresh Summit 2013, New Orleans. For more info call 302-738-7100, email: solutionctr@pma.com or visit: www.freshsummit.com

November 2013

November 13-14

Pacific Northwest Vegetable Assoc. Conf. & Trade Show, Three Rivers Conv. Ctr, Kennewick, Washington. For info call 509-585-5460 or visit: www.pnva.org

December 2013

December 2-4

Washington State Hort. Assoc. Annual Mtg, Wenatchee, Wash. Info call 509-665-9641 or visit: www.wahort.org

December 4-7

Joint NCSA/NASGA Conf., Sheraton Imperial Hotel, Durham, N.C. For info email: info@ncstrawberry.com or visit: www.ncstrawberry.com

December 6

Haygrove Owners Conference. For info call 717-492-4955 or visit: www.tunnelbuzz.com

December 10-12

Great Lakes Fruit, Veg & Farm Market EXPO, DeVos Place Conv. Ctr, Grand Rapids, Mich. For info call 616-794-0492 or visit: www.glexpo.com

January 2014

January 8-10

Potato Expo 2014, Henry B. Gonzalez Convention Center, San Antonio, Texas. For info call 202-682-9456, email: hollee@nationalpotatocouncil.org or visit: www.nationalpotatocouncil.org

January 10-11

National Potato Council annual meeting, Henry B. Gonzalez Convention Center, San Antonio, Texas. For info call 202-682-9456 or email: hollee@nationalpotatocouncil.org

January 20-22

Ohio Produce Growers & Marketers Association, Kalahari Resort & Convention Center, Sandusky, Ohio. For more info visit: www.opgma.org

REGULARLY SCHEDULED MEETINGS

✓ Indicates meeting will be held at RCE of Cumberland County

| | | |
|--|---|--|
| <p>✓</p> <p>Pesticide Certification Exam Schedule—Cumberland County 291 Morton Avenue Millville, NJ 08332 (Between Rosenhayn & Carmel)</p> <p><u>2013</u></p> <p>Sept 25 Oct 23 Nov 6 Dec 18</p> <p>To Register call 609-984-6614 For directions call 856-451-2800 *****</p> | <p>✓</p> <p>Cumberland County Agriculture Development Board 291 Morton Avenue Millville, NJ 08332 (Between Rosenhayn & Carmel)</p> <p><u>2013</u></p> <p>Jul 10 Aug 14 Sept 11 Oct 9 Nov 13 Dec 11</p> <p>Reg. Meetings start at 7 p.m. Call DeAnn at 856-453-2211 *****</p> | <p>✓</p> <p>Cumberland County Board Of Agriculture 291 Morton Avenue Millville, NJ 08332 (Between Rosenhayn & Carmel) 7 pm meetings</p> <p><u>2013</u></p> <p>Sept 19 Oct 17 Nov 21 Dec 19</p> <p>For info call Shirley Kline, President 856-685-3784 *****</p> |
|--|---|--|

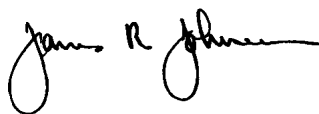
**Cumberland County Improvement Authority (CCIA)
Pesticide Container Recycling
9:00 a.m. to 12 Noon**

Cumberland County Solid Waste Complex
169 Jesse's Bridge Rd. (located off Route 55 Exit 29)
Deerfield Township, New Jersey

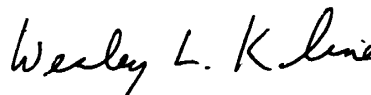
Questions? Call Karen Kritz, NJ Dept. of Ag 609-984-2506

July 19 Aug 16
Sept 20 Oct 18 Nov 15

Sincerely,



James R. Johnson
Agricultural Agent
Nursery Management Commercial
Internet: jjohnson@njaes.rutgers.edu



Wesley L. Kline, Ph.D.
Agricultural Agent
Vegetable & Herb Production
Internet: wkline@njaes.rutgers.edu

Pesticide User Responsibility: Use pesticides safely and follow instructions on labels. The user is responsible for the proper use of pesticides, residues on crops, storage and disposal, as well as damages caused by drift.

Use of Trade Names: Trade names are used in this publication with the understanding that no discrimination is intended and no endorsement is implied. In some instances the compound may be sold under different trade names, which may vary as to label.

Have you visited the Cumberland County website for the Present and/or past issues of "Cultivating Cumberland"? It's a great resource for information and dates.....

<http://Cumberland.njaes.rutgers.edu/>

Public Notification and Non-discrimination Statement

Rutgers New Jersey Agricultural Experiment Station Cooperative Extension educational programs are offered to all without regard to race, religion, color, national origin, ancestry, age, sex, sexual orientation, gender identity and expression, disability, atypical hereditary cellular or blood trait, marital status, civil union status, domestic partnership status, military service, veteran status, and any other category protected by law. Rutgers Cooperative Extension encourages individuals with disabilities to participate in its programs and activities. If you need special accommodations, have questions about physical access, or require alternate means for program information, please contact your local Extension Office. Contact the State Extension Director's Office if you have concerns related to discrimination, 732-932-5000, ext. 584.

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Cooperative Extension of Cumberland County
Extension Education Center
291 Morton Avenue
Millville, NJ 08332-9791

RUTGERS
New Jersey Agricultural
Experiment Station