VALUE STATEMENTS

— fair employer (how do you want to be seen?)
— fair inclusive wages + living conditions

— opp's for, equity
  workers to gain
— clarity of expectations, roles, responsibilit ies
— employee input in decisions
— feel a sense of ownership
— employees feel valuable
— equal opportunity employer
— employees gain skills
  ↳ making an investment
    profesh dev. (Behavior +
                  Systems?)

— safe working conditions

— physical + mental health
— efficient + effective
— output is worth expense

LABOR MGMT FOR FARMERS

- context, goals, audience, etc

- desired outcomes

~~IF YOU WANT TO OPTIMIZE~~ YR LABOR FORCE, SOMEONE NEEDS TO:

- resources
- onboarding
- hiring
- retention

- orientation

- perceptions of laborers

- LABOR + HGs

- skills of mgrs
    assessment
- bias

- sources/labor pools

- wage/pymt options
    + benefits
    ↳ intrinsic + extrinsic motivators

- selecting employee classification

FA

RESO

☆

X

☆S

SYSTEMS FOR LABOR MGMT

— Being an anti-racist farm + tension w/ hiring the "right" employees might not create equitable opportunities

    ↳ HIRING PROCESSES for ↑ %or new diversity

    ↳ market + outreach

    ↳ policy + advocacy

    ↳ education + capacity building ; learning about bias + internalized descrimination

☆ The structure is the same } VALUE SYSTEM TO ACHIEVE

RIGHT EMPLOYEES FOR OUR ~~FARM~~

~~- SMART GOALS w/ employees~~   B+S

- hiring practices

- setting reasonable expectations

- ~~Put~~ Put together work styles complementarily

- know yr weaknesses, stressors

- Set up procedures that match work styles

- feedback systems - 2 way

- delegate + give responsibilty to employees

- dialogue ~~bt~~ about conditions, production systems

FAIR EMPLOYER B+S

- retention system: seniority benefits
- effective HR ⤷ what else can I give you?
- apply fair labor standards
- fed + state laws + records
- communication
- conflict resolution
- feedback system

RESOURCES/FOLLOW-UP:

* BONNIE'S COOL PROGRAM
* JASON'S FACT SHEET
* STORMING, FORMING + NORMING

* what makes a good employer vs. fair empl?
* values are subjective but need clarity in farmers mind
DECISION MAKERS

RETENTION SYSTEMS

Effective

SMART GOALS

- EMPLOYEE ~~RECOG~~ RECOGNITION
  - └ what?
  - └ when?
  - └ how?

  └ what are your obstacles?

- DESIGN FOR MOTIVATIONS

- TRANSPARENCY:
  - └ what about the farm's fin. situation can they share? are willing to?

- EDUCATIONAL OPPORTUNITIES
  w/in + outside of farm

- HOUSING
- SPLIT SHIFTS

L how
L when → instantaneous   audio
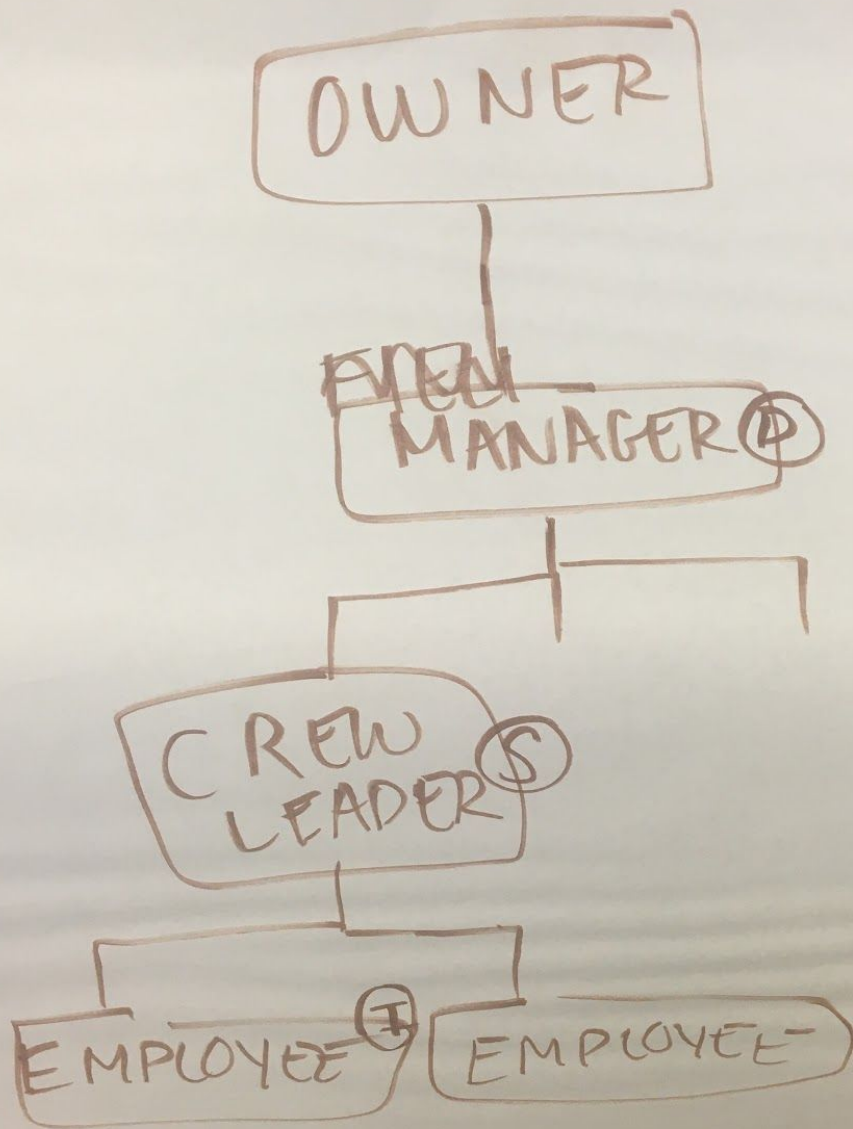L what → specific, not overwhelming

ORIENTATION	~WORKPLACE CULTURE~ ONBOARDING
-Logistics	-A DEEP DIVE, PERSONALIZED
	- How do I expect you to get the job done
-Day to Day flow/structure	- who/how to ask for help
- What is where?	- who do I report to?
	who are folks responsible to?
- Intro to other employees	- Go thru Manual
	- overall picture of business/ production systems
	- JD + compensation
	- HOW TO HANDLE COMPLAINTS
	- training + skills
	L> how am I going to teach you to milk?

ONBOARDING SYSTEMS:

- JOB DESCRIPTIONS
  w/min. req's + nec. skills
- ORGANIZATIONAL CHART
- TIME MGMT for the PROCESS; ASSIGN
  ROLES + RESP. for TRAINING

- TRAINING
  - Day 1 ; week 1 ; month 1;
    etc

- SOPs + a DELIVERY SYSTEM(s)
  ↳ what does it look like
    when it's done?
    ↳ WHY?
- FEEDBACK   - experiential
  ↳ how ⌐   - visual/
  ↳ when ⌐→ instantaneous   audio
  ↳ what ⌐→ specific, not overwhelming

OWNER

EVEN MANAGER (P)

CREW LEADER (S)

EMPLOYEE (T)   EMPLOYEE

PROCESS FOR SUPPORTING FARMERS

1.) IDENTIFY YR VALUES
    AWARENESS OF ISSUES

2.) PUT SYSTEMS IN PLACE

3.) INCORPORATE EMPLOYEE
    FEEDBACK / DATA / NEEDS

4.) SKILL-BUILDING

- Awareness Building? Get into
  LT Memory?

- Do the DISC Survey