



Mid American Ag and Hort Services is the labor organization dedicated to simplifying labor issues and transforming human resources for Indiana, Kentucky and Ohio agricultural and horticultural businesses.

MAAHS members are typically family-based agricultural and horticultural businesses that hire additional employees to achieve business goals. Their workforces include year-round, seasonal, foreign and United States employees. They rely upon MAAHS to assist them with the human resource/labor opportunities and challenges facing their businesses. Some employ a few while others employ over 500.

Organizations join MAAHS as Sponsor Members.

Organizations

Sponsor Members are agricultural, agri-business or other associations/organizations whose members employ agricultural, agriculturally-related and other workers in the MAAHS service area. The purpose of Sponsor Members is to finance, promote and provide program/service facilitation.

** See Sponsor Members listed below. Organizations interested in Sponsor Membership may contact MAAHS for more details.*

Premium Membership: \$1 per organization member per year (minimum of \$300 & maximum of \$5,000 the first year, minimum of \$300 & maximum of \$1,000 in subsequent years)

Limited Membership: \$100 per year

Eligible employers join MAAHS directly.

Members of Sponsor Organizations are eligible to join MAAHS.

Sponsor Members

- Commodity Growers Cooperative Assn.
- Dairy Farmers of America - Midwest Area
- Fruit Growers Marketing Assn.
- Indiana Farm Bureau
- Indiana Horticultural Society
- Indiana Nursery & Landscape Assn.
- Integrated Leadership Systems
- Kentucky Farm Bureau Federation
- Kentucky State Horticultural Society
- Kentucky Nursery & Landscape Assn.
- Mahoning Valley Landscape & Nursery Assn.
- Nursery Growers of Lake County Ohio
- Ohio Dairy Producers, Inc.
- OFA - an Association of Floriculture Professionals
- Ohio Farm Bureau Federation
- Ohio Landscape Assn.
- Ohio Nursery & Landscape Assn.
- Ohio Produce Growers & Marketers Assn.
- Red Gold, Inc.
- Vreba-Hoff Dairy Development

Employers

Individuals, partnerships, corporations, organizations that employ other people, are members in good standing of a Sponsor Member and need services such as education, regulatory compliance assistance and labor recruiting are eligible for Employer Membership.

Employer "Limited" Members: \$100 per year, plus first year activation fee of \$100

Employer "Premium" Members: \$10 per employee at peak with a \$200 minimum and \$500 maximum. Plus first year activation fee of \$100

Contact MAAHS for up-to-date listings of member services and Sponsor Members.

Member Services

MAAHS members 1) save \$\$\$, 2) improve regulatory compliance, 3) employ with more confidence, 4) improve employee productivity, 5) prevent fines and lawsuits and 6) improve the regulatory environment through MAAHS member services.

Available for Employer "Limited" Members

MAAHS Labor Law Compliance Guide - An overview of state and federal labor law issues facing agricultural and horticultural businesses in Indiana, Kentucky and Ohio. Included with membership fee.

MAAHS Messenger Newsletter - Provided exclusively to MAAHS members on a monthly basis. Included with membership fee.

Transforming the Role of Human Resource Management in Ag and Hort Businesses - An exclusive guide to assist MAAHS members who are looking for a successful approach to capture the highest value from their employees and family labor. The guide reviews the following six transformational steps: 1) Creating a vision for human resource success, 2) Developing human resource strategic goals, 3) Crafting an organizational structure and culture that support your vision and goals, 4) Putting in place the "right" human resource practices, 5) Operating within the law, and 6) "Equipping" every leader in the business to handle his or her Human Resource responsibilities. Included with membership fee and slated for publication in Spring 2007.

www.midamservices.org - MAAHS has developed the most comprehensive web-based reference for agricultural, horticultural and other employers in Indiana, Kentucky and Ohio.

Gempler's Discounts - Gempler's provides a 20% discount to MAAHS members on numerous educational and compliance assistance items. A ONE-TIME 20% discount is also offered to new MAAHS members on all items (limited exceptions) available from Gempler's.

Spanish Phrases for Landscaping Professionals - Geared to landscapers, it has many translations in general terms that could be applicable in other situations. Available through the Ohio Nursery & Landscape Association to MAAHS members at their member price of \$25 vs. non-member price of \$50. E-mail jennifergray@onla.org for more information and to order.

Basic Phone Consultation - MAAHS staff will be available during normal business hours (except when at meetings, doing field work) to discuss basic labor issues. Members wishing more extensive phone consultation are welcome to upgrade to premium membership.

Drug Screening - A reliable and legally compliant drug testing program that meets U.S. Department of Transportation requirements. This program coordinated through Clinical Reference Laboratory.

ABRA Learning Action Employee Training - Training on topics such as sexual harassment, discrimination, rightful termination and more can be delivered via the Internet to all your employees at an affordable price (25% savings) with documentation of this training to provide extra protection for the employer. Provided through ACG, Incorporated.

Horizon Payroll Services, Inc. - Provides a special MAAHS pricing reflecting over 10% off services. Horizon Payroll has been finding solutions to all your payroll needs for 25 years, for employers anywhere in the USA. Wishing to out-source payroll? Save time and be confident payroll taxes are paid and calculated accurately. Horizon provides secure checks, direct deposit or PayCards. Their software is ready to work with any electronic time/earnings system and their pricing is competitive. No additional cost for Ohio Workers' Compensation calculation and filing.

Available for Employer **“Limited”** Members

Sage Payroll Services through ACG, Incorporated - Flexible and affordable outsourcing alternatives. Sage Payroll Services is your online solution from the trusted leader in payroll management tools. This full service, online payroll solution is designed to manage your most important employee interactions.

MAAHS Online Discussion and Collaboration Forum - MAAHS initiated this collaborative group to enhance the ability of members and direct clients to share labor and human resource issues, experiences and ideas. This site is exclusively available to MAAHS members and direct clients and additional managers and supervisors within their businesses. MAAHS members and direct clients will be sent invitations to join this exclusive group after membership fees are received. Additional managers and supervisors may be added by e-mailing maahs@ofbf.org and providing their names, your company name and e-mail addresses.

ABRA HRIS System - An integrated payroll, human resource software suite that leads to better compliance and provides flexibility. MAAHS members entitled to customized software, 10% discount on software licensing and free components of ABRA HRIS System. Provided through ACG, Incorporated.

Permanent Resident Visas - For employers wishing to secure year round employment and unable to find employees in the domestic market. Shihab & Associates, Co, LPA provides this service for MAAHS members.

Educational Events - Educational sessions at Sponsor Member events, telephone seminars and web based seminars. Fees to cover costs will be charged for these events. Non-members may participate at higher fees.

Human Resource Assessments - A comprehensive human resources assessment provides an organization with a clear picture of current human resources practices that are being performed completely and efficiently, and those, which may be improved. By Consulting Resources, Inc.

Employee Handbooks/Manuals - The handbooks and/or manuals that are developed by Consulting Resources are employee friendly, compliant and customized to meet the needs of each individual organization. Hard copy and electronic versions of the document are given to each client so future updates can be easily made, not creating consultant dependency. By Consulting Resources, Inc.

Extended DISC® - A pragmatic, concise and easy-to-use assessment tool that provides results for behavioral change, and aren't just analysis reports. In 1994, Jukka Sappien developed the Extended DISC® that identifies 160 specific behavioral styles , using four main quadrants that are identified with the letters D, I, S and C. By Consulting Resources, Inc.

Available for Employer **“Premium”** Members

Member services include all Limited Services listed above with unlimited telephone consultation. “Premium” Members take advantage of the ability for MAAHS to contact government agencies to clarify compliance details.

Temporary Worker Program - MAAHS can assist members in obtaining legal and motivated workers through the federal H-1B (Specialty Workers), H-2A (Agricultural Workers) and H-2B (Non-Agricultural Workers) temporary guest-worker programs. MásLabor (Mid-Atlantic Solutions, Inc.) provides H-2A and H-2B services while Shihab & Associates provides H-1B service. (Special pricing for MAAHS members)

MSPA Disclosure Form Service - The Migrant & Seasonal Agricultural Worker Protection Act requires a disclosure be provided migrant and seasonal workers. Shihab & Associates provides this service at an extremely affordable rate.

Vision

- Creating widespread human resource management strengths in Mid American agricultural and horticultural businesses.

Mission

- Helping MAAHS members respond to opportunities for human resource management success with their management teams, employees, potential employees and governmental agencies.

- Making MAAHS the known leader in identifying and dealing with human resource management issues for Mid American agricultural and horticultural businesses.

- Building productive working relationships with the governmental agencies responsible for administration and enforcement of labor laws and regulations by engaging in cooperative educational approaches to compliance.

Members speak ...

Producer of tomatoes and peppers for processing, fresh cabbage, corn, soybeans and hogs

"MAAHS has been very helpful to our business by getting us information concerning worker compliance regulations, labor camp regulations, grant money availability, and numerous other services. It would be difficult to be an employer and agricultural producer without the services and information that MAAHS provides."

Producer, packer and shipper of leafy vegetables and annual bedding plants

"MAAHS not only helps me stay current on government regulations, it provides me an opportunity to discuss human resource issues with my peers from other member organizations at the Human Resource Conference and HR Managers Forum. I have found many solutions to compliance issues through the sharing of ideas and interaction which these events provide. I now have a network of individuals with common interests, with whom I feel comfortable calling on the phone and discussing ideas to solve a problem."

A wholesale nursery offering quality nursery stock for sale to landscapers, contractors and retail outlets possessing a valid state issued nursery dealer's license

"Providing housing is an important asset to recruit critical workers for our business. The combination of federal and state agricultural labor camp regulations requires state by state attention. MAAHS has been effective in coordinating the state and federal agency efforts in Ohio. The Ohio and Indiana Labor Camp Manuals that MAAHS developed have been useful reference tools for all labor camp operators."

A wholesale nursery producing woody ornamentals, evergreens, deciduous shrubs, trees, perennials and liners

"MAAHS provides a competent and reasonable voice to represent employers to governmental labor agencies. MAAHS has helped clarify confusing issues such as bus transportation and housing regulations and prevailing wages. MAAHS acts as a mediator on common issues that we face as employers. The web site, especially members only, is a must have reference for all items concerning labor issues. By consolidating all the labor laws and regulations, it has saved me much time searching web sites trying to make sure we are in compliance with everything."

Producer and marketer of apples, peaches, plums, blackberries and pumpkins

"MAAHS provides a forum for a variety of ag and hort businesses to work together to address the common people issues. MAAHS helps us more effectively deal with our employees and government agencies."

Processing vegetable and grain grower

"MAAHS is a trusted, independent source of labor and regulatory information that creates peace of mind and helps me sleep better at night. MAAHS understands the unique issues of farms and small businesses and I feel comfortable calling for information."

Landscape contractor

"I have found that MAAHS has been an excellent resource on the immigration and H2B issues that affect my business. I receive monthly updates on these important issues that are critical for the success of my business. I highly recommend that anyone that works in the green industry become a member of MAAHS."