



# AMERICAN DAIRY COALITION'S (ADC) PRINCIPLES TO ENSURE A RELIABLE WORKFORCE FOR THE DAIRY INDUSTRY

**The American Dairy Coalition represents over 30,000 dairy producers. We are the united voice of the dairy industry and advocate to advance the economic success of dairy farmers.**

Milk is one of the most common items on any American consumer's grocery list. Before it ever reaches a local grocery store shelf, the safe and abundant production of milk has involved many steps – including top-quality animal care, modern milking procedures, state-of-the-art logistics and health-conscious food processing. Each step provides much-needed jobs to both rural and urban communities and pours billions of dollars into our economy.

**However, farmers are in a panic over the lack of reliable, consistent workers showing up to milk the cows.** Farmers CANNOT wait any longer. They have been waiting over 20 years for a legal guestworker program that will fill vacancies that our domestic labor force does not want. These vacancies exist despite increased starting pay and benefit packages for milking positions on the farms across the United States. It is clear that our domestic workers do not want these jobs, yet they are vital to support thousands of jobs domestic workers *do* want.

**The below list represents the principles most vital to ensuring a reliable labor force for the dairy industry:**

- A guestworker program that allows a sensible visa program designed to boost the modern agricultural labor market as needed. This includes both securing legal status to unlawful existing workers and allow additional new immigrants in to the U.S. to fill necessary job vacancies at dairy farms.
- To eliminate bureaucratic red-tape, allow a guestworker program to be administered by the USDA, which understands the unique needs of America's dairy operations.
- Allow the guestworker program to be market-driven by offering workers and employers a choice in their employment arrangements. Employers should have the option to utilize contract or at- will employment.
- Discourage abusive litigation due to grievances but allow mediation and conciliation services to reach resolution.
- Employers should be required to pay wages of not less than state or local minimum wage or 115% of the Federal minimum wage.
- Allow a guestworker program to fill year-round-permanent jobs by allowing workers to stay in the U.S for 5 years before renewing their visa. Dairy operation jobs require on the job training and employees become very skilled at their jobs. It is important to keep these workers in place and not disrupt the dairy operation's business with employees coming and going within short time spans.
- Do not require employers to reimburse employees for housing and transportation costs.

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- Ensure that the E-verify program implemented mandates guestworkers within this program to remain in the dairy, livestock or agriculture industry to discourage guestworkers migrating to jobs outside of our industry.
- Guestworkers should be ineligible for most federal public benefits.
- Immediate families of undocumented guestworkers currently in the U.S. should be allowed to remain in the U.S. with the guestworker, but spouses should be encouraged to apply for a guestworker visa as well.
- Inject certainty into the guestworker process to ensure undocumented farmworkers will be allowed back into the U.S.
- Ensure employers are protected from liability due to undocumented workers releasing new knowledge of their inadmissibility.
- Definition of inadmissibility should be well thought out and only prevent actual criminals from applying for guestworker status.

Learn more about the American Dairy Coalition - **CONTACT US TODAY!**

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