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# *National Dairy FARM Program*



- FARM Overview
- Animal Care Version 5 Updates
- Workforce Development
- Environmental Stewardship (ES)

# FARM Program Overview



# The Consumer's Perspective

Roughly 55% of Americans agree with the following statement:

*“There is nothing wrong with humans using animals for food, clothing, entertainment, and research, as long as unnecessary pain and suffering are minimized”*

- Center for Food Integrity, 2017

However, only 25% believe U.S. meat is derived from humanely treated animals



U.S.

# Video Appears To Show Cows 'Screaming' As 18,000 Burn to Death in Texas

BY JAMES BICKERTON ON 4/14/23 AT 11:00 AM EDT



Treehugger Voices

## The Texas Mega-Dairy Fire is an Urgent Call to Address the Costly Clean-Up of Big Ag's Cruelty

By Daisy Freund

Animal Rights

### How Many Animals Do Humans Kill Each Year?



Health

## Dairy Leaches Calcium From Your Bones—Eat These Foods Instead

Share

Tweet

by PETA  
March 21, 2023

Vegans are sooooo lucky to get free medical advice from people who haven't the slightest clue what they're talking about! All you have to do is tell someone you don't eat dairy and watch as they play physician, demanding to know where you get your calcium.

# Why do we need FARM?

- Consumer interest in where and how their food is produced
- Establish highest standards for the dairy industry in all program areas
- Provide transparency
  - External review
  - Assessment
- Demonstrate compliance and adoption of evidence-based practice

# Dairy Customer Support



“Starbucks requested that our suppliers ensure that all the cooperatives and farms supplying them participate in the National Dairy FARM Program. This program provides a strong focus on animal care, antibiotic stewardship, and environmental stewardship on the dairy farm. We also recommend continuous improvement on, and farmer adoption of, the environmental modules and the development of a worker care module.”

“McDonald’s USA is proud to work with the US dairy industry. By 2020, nearly all dairy products served in McDonald’s restaurants in the US will come from farms that participate in the Farmers Assuring Responsible Management (FARM) Program, which strives to hold its member to high standards of animal care, and environmental and antibiotic stewardship.”



**Chobani**<sup>®</sup>

“Chobani supports the Farmer's Assuring Responsible Management (FARM) animal welfare program. All farms supplying milk to Chobani must participate in the program. FARM encourages continuous improvement and use of best management practices.”

“Kroger has successfully expanded its F.A.R.M. requirement to include all U.S. milk that we procure, whether it is sold as fluid milk or used in the dairy products we market under our various Our Brands labels, furthering Kroger’s commitment to best practices in animal care in our dairy supply chain.”





ANIMAL CARE



ANTIBIOTIC  
STEWARDSHIP

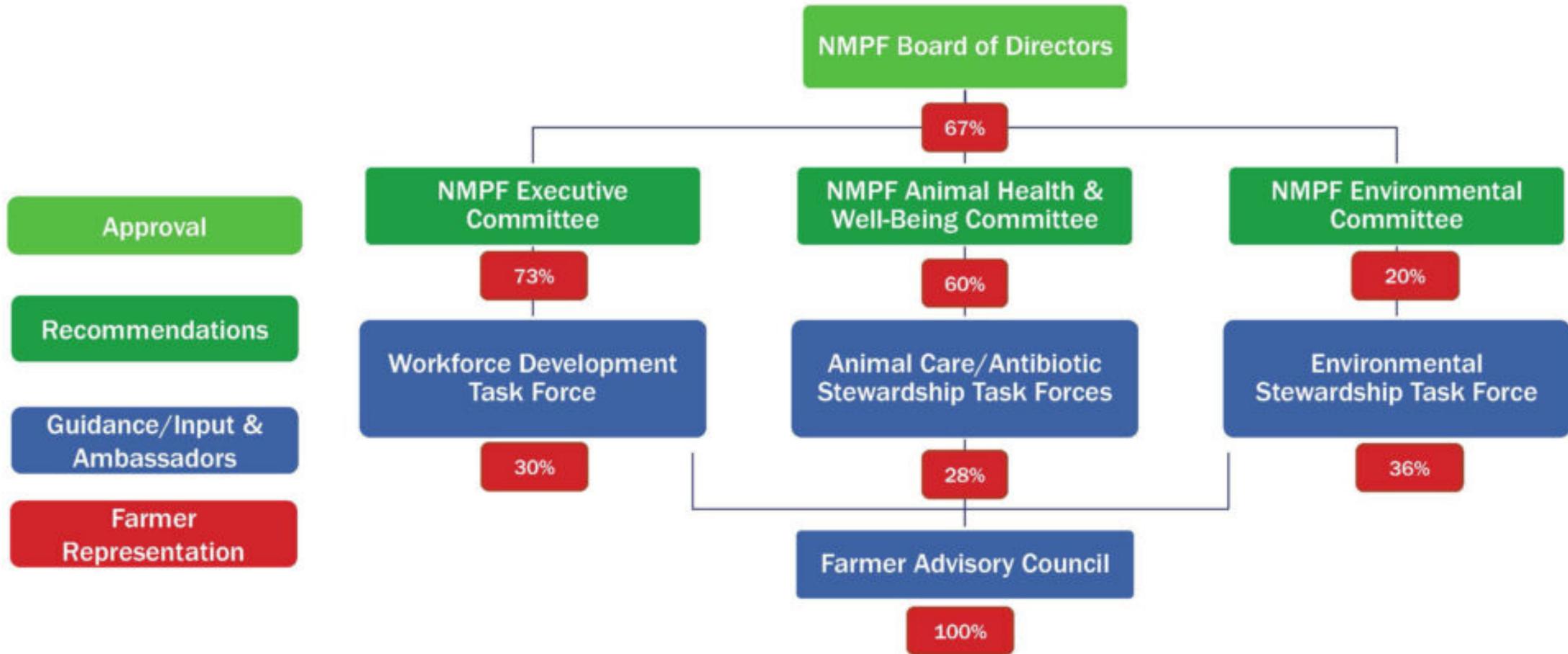


ENVIRONMENTAL  
STEWARDSHIP



WORKFORCE  
DEVELOPMENT

# Who Makes Decisions About FARM?



# FARM Version 5

# Version 5 Communications & Outreach

## Quarterly NMPF Board Memos

- Summarizing topics of discussion from FAC, AC TF and AHWB Meetings

## Quarterly NMPF Board & Industry Town Hall Webinars

- Opportunity for ongoing engagement and feedback

## Quarterly Public Facing Properties

- Version 5.0 Public Webpage
- Recorded town hall webinars
- Press releases
- Memos
- Dairy pub placements

## Industry Outreach

- AABP Conference
- AABP Executive Committee
- Academy of Dairy Vet Consultants
- AMPI & Foremost Board of Directors
- Dairy Sustainability Alliance
- Evaluator Conference
- Evaluator Engagement Hours
- Farmer Advisory Council (monthly updates)
- Innovation Center for U.S. Dairy
- Hoard's Dairymen
- National Mastitis Council
- NMPF/DMI Annual Meeting
- PA Center for Dairy Excellence
- PDPW
- Wisconsin Field Reps Association
- Wisconsin Animal Well-Being Conference
- World Dairy Expo

*More than 75 unique feedback opportunities*



# Information Sources for Farmers

## 1. Program Participants

*(dairy cooperative or processor)*

## 2. FARM

- Industry meetings & conferences
- NMPF and FARM Communications (e-newsletters, webinars, social media)
- Email: *[dairyfarm@nmpf.org](mailto:dairyfarm@nmpf.org)*
- Phone: 703-243-6111
- Website: [www.nationaldairyfarm.com](http://www.nationaldairyfarm.com)

## 3. Dairy publications / media



# Kick-Off Survey Results

## Quarter 3 2021

### Goal

- Evaluate industry stakeholders' perspectives on high priority animal care issues
- Solicit standardized feedback from farmers, veterinarians, academics, processors/co-ops across the U.S.
- Identify opportunities to improve FARM Animal Care V5
- Assess the representativeness of focus group results with a larger population

### Response Demographics

- 967 responses
- 63% farmers
- 16% cooperative & processors
- 12% veterinarians

**Q: How would you rank the following animal care issues in order of how important it is that the U.S. dairy industry addresses them? (1 = top priority, 11 = lowest priority)**

#### Top Priority

Timely care of sick cows

Lameness

Calf and non-ambulatory cattle management

Pain management for common procedures

Transport and Handling of Calves

Euthanasia

Transport of cull cows

Broken Tails

Cow-calf separation

#### Lowest Priority



# Final Version 5 Revisions

## *NMPF Board Approval*

### Locomotion

- Establish benchmark for **moderate lameness 15%** with associated Continuous Improvement Plan (up to 3 years)

### Disbudding

- **Elevate pain management standard** from Continuous Improvement Plan (up to 3 years) to Mandatory Corrective Action Plan (up to 9 months)
- Acceptable methods: **Caustic Paste & Cautery**

### Calves

- Revision to how colostrum feeding standards are evaluated:
  - Meet **quantity** (10% birth weight), **quality** (visual, colostrometer, etc.) and **timeliness (within 6 hours)** guidelines; OR evidence of successful transfer of passive immunity

### Continuing Education

- Elevate Family Employee standard from Continuous Improvement Plan (up to 3 years) to Mandatory Corrective Action Plan (up to 9 months)

### Euthanasia

- Identification **primary & secondary individuals** for euthanasia implementation
- **Confirmation of death** in protocol

### Program Implementation

- Establish discovery process between FARM & co-op/processor for farms that exceed animal observation benchmarks significantly



# Workforce Development

15



# Why is this needed?

Where to Apply in person / Donde Aplicar en Persona

**Tri-Valley**  
Opportunity Council, Inc.

|   |   |   |
|---|---|---|
| <b>1</b><br>Breckenridge<br>810 Beede Avenue<br>Breckenridge, MN 56520<br>Phone: 218-641-4036 | <b>5</b><br>Danube<br>100 Main Street<br>Danube, MN 56230<br>Phone: 320-626-2147            | <b>9</b><br>Elgin<br>52497 275th Ave<br>Elgin, MN 55932<br>Phone: 800-201-5464            |
| <b>2</b><br>Elysian<br>101 5th Street NW<br>Elysian, MN 56028<br>Phone: 507-267-4373          | <b>6</b><br>Glencoe<br>1828 Knight Avenue North<br>Glencoe, MN 55336<br>Phone: 320-864-6635 | <b>10</b><br>Grafton<br>1301 McHugh Avenue<br>Grafton, ND 58237<br>Phone: 701-352-0238    |
| <b>3</b><br>Monticello<br>9375 Fenning Avenue<br>Monticello, MN 55362<br>Phone: 763-272-2964  | <b>7</b><br>Owatonna<br>565 NE 20th Street<br>Owatonna, MN 55060<br>Phone: 507-459-2203     | <b>11</b><br>Bethel<br>23820 Dewey St. NW<br>Bethel, MN 55005<br>Phone: 855-501-5450      |
| <b>4</b><br>Sleepy Eye<br>800 4th Ave SW<br>Sleepy Eye, MN 56085<br>Phone: 507-794-7911       | <b>8</b><br>St. Cloud<br>930 31st Ave N<br>St. Cloud, MN 56303<br>Phone: 866-677-3648       | <b>12</b><br>Winnepago<br>100 1st Avenue NE<br>Winnepago, MN 56098<br>Phone: 800-569-1379 |

Highlighted centers are open from February to December.  
Other centers open in June and close in different months.  
Centros resaltados estan abiertos febrero hasta diciembre.  
Otros centros abren en junio y cierran en otros meses.

**RELIEF**  
\$ \$

**Agricultural Worker Project**  
Proyecto para Trabajadores Agrícolas

Free and Confidential Legal Aid for eligible agricultural workers in Minnesota and North Dakota.  
Asistencia Legal Gratuita y Confidencial para los trabajadores agrícolas elegibles en Minnesota y Dakota del Norte.

## NORTH DAKOTA & MINNESOTA FARMWORKERS

TRABAJADORES AGRÍCOLAS DE DAKOTA DEL NORTE Y MINNESOTA

You may be eligible for a one-time \$600 payment from the USDA.  
Usted puede ser elegible para un pago único de \$600 del USDA.

The relief is meant to defray costs for reasonable and necessary personal, family, or living expenses related to the COVID-19 pandemic. / Este alivio está destinado a ayudar con los gastos personales, familiares y necesarios relacionados con la pandemia de COVID-19.

- Who is eligible?** Workers who did farming or meatpacking activities between January 27, 2020 & May 11, 2023.
- Immigration status is NOT one of the eligibility criteria.**

**Apply by September 30th, 2024.**

- Telephone (MN & ND):** UFW Hotline: 1-877-881-8281. Monday - Friday, 11am - 9pm & Sunday, 11am - 7pm.
- Phone/Email (ND-only):** Hispanic Federation: 1-866-432-9832, FFWR@HispanicFederation.org.
- Online/Phone (MN-only):** UMOS, Inc. <https://tinyurl.com/UMOS-EN> 1-833-758-2004.
- In-person (MN & ND):** 12 sites through Tri-Valley Opportunity Council, Inc. **Appointment required, call 1-800-584-7020 to schedule.**

**¿Quien es elegible?** Trabajadores que realizaron trabajo agrícola o empacamiento de carne entre el 27 de enero de 2020 y el 11 de mayo de 2023.

- El estatus migratorio NO es uno de los criterios de elegibilidad.**

**Aplicar antes del 30 de septiembre de 2024.**

- Teléfono (MN y ND):** UFW línea directa: 1-877-881-8281. lunes a viernes, 11am a 9pm y domingo, 11am a 7pm.
- Teléfono/Email (Solamente ND):** Hispanic Federation: 1-866-432-9832, FFWR@HispanicFederation.org.
- Teléfono (Solamente MN):** UMOS, Inc. 1-833-758-2004.
- En persona (MN y ND):** 12 sitios a través de Tri-Valley Opportunity Council, Inc. Cita requerido, llame 1-800-584-7020 para registrar.

Information provided by:  
Información proporcionada por:  
**Agricultural Worker Project**  
Proyecto para Trabajadores Agrícolas

The Agricultural Worker Project provides free and confidential civil legal aid to eligible agricultural workers in Minnesota and North Dakota. / El Proyecto para Trabajadores Agrícolas proporciona asistencia legal gratuita y confidencial a los trabajadores agrícolas elegibles en Minnesota y Dakota del Norte.  
Contact us at // Contáctenos al 1-800-584-7020.

**MA ELENA GUTIERREZ**  
SHE/HER/ELLA  
CENTRAL MN COALITION DIRECTOR

**Fe y Justicia**  
FJMN.ORG

320-492-2220

FEYJUSTICIAMN@GMAIL.COM

@FEYJUSTICIAMN



# FARM Workforce Development

40%

of dairy farms have non-family employees

129K

non-family employees on dairy farms



# FARM Workforce Development Strategy

- Provide dairies across the country with guidance and best management practices around human resources (hiring, training, and supervision) and worker health and safety
- Rely on expert stakeholder input to ensure materials are technically robust and dairy-specific



# FARM WFD Implementation

Every farm is different and so are the take aways from the program. The goal is to continuously improve.

- Farm Safety Plans - OSHA
- Employee Handbooks
- Training logs
- Job Descriptions
- Housing Contracts



## Sample Employee Handbook

### Introduction

The Sample Employee Handbook is a resource that dairy farms can tailor for use on their operation. The Sample Employee Handbook is provided for educational purposes only. Farms are responsible for determining whether the Sample Employee Handbook meets compliance requirements of their applicable local, state or federal laws and regulations. National Milk Producers Federation and National Dairy FARM Program are not responsible for the content of the handbook. Once downloaded by an organization or an individual, the user assumes the sole responsibility and liability for any loss or damage resulting from the use of the templates or reliance on any information provided in the handbook.

This handbook was drawn from materials developed by [Michigan State University](#). The original content was modified. The MSU Extension Service is reviewed by Viannum LLP for information purposes only. If this document is intended as legal advice, agricultural organizations should consult with legal counsel in legal counsel if they choose to utilize an employee handbook using this template, you understand that there is no attorney-client relationship between the attorneys who were involved in developing the fact sheet. This is a substitute for competent legal advice from a licensed attorney.

This handbook is intended to be used in some areas of employee relations. Thus, it is very important that you have your own employee handbook and what you have needs your needs, but also complies with state and federal laws, regulations, and states in which your company operates.

This handbook is intended to help employers as much as possible with this difficult but essential task. However, it cannot serve as a substitute for individual legal advice from a licensed attorney in your state(s) of operation. It is intended to be taken "as is" and incorporated directly into an organization's employee handbook and to help them prepare to work more efficiently with their own employees.

This handbook is designed as a sample document to be used by farms at their discretion. If you insert your name and make changes, it becomes your farm's employee handbook. You must ensure that your farm is in compliance with applicable laws. The Farmers Assuring Responsible Management has developed state and federal fact sheets that dairies can use. These are available online: <https://nationaldairyfarm.com/industry-development/>



## Managing Employee Housing

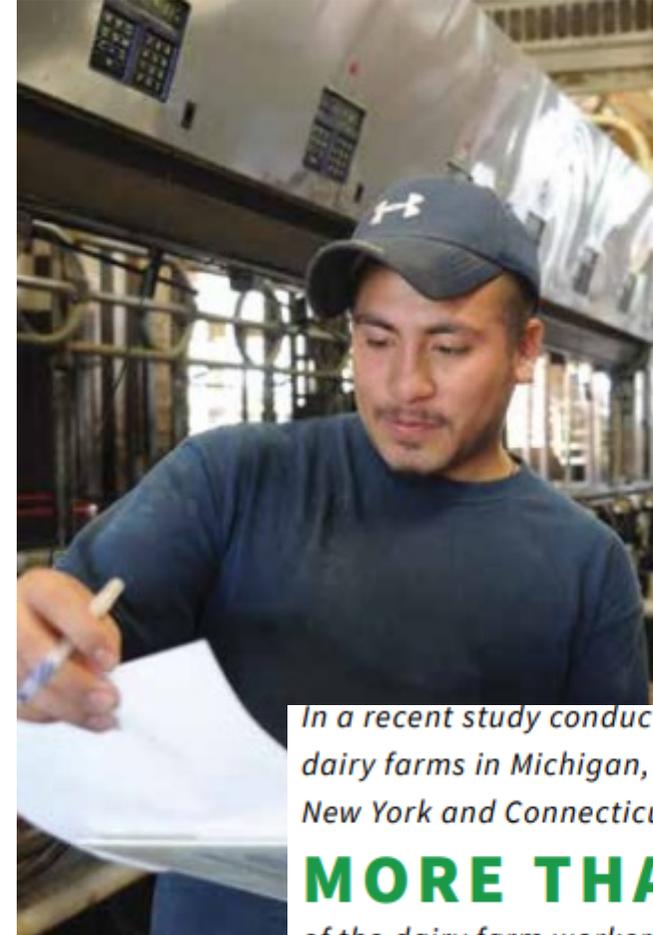
FARM Human Resources  
Reference Manual 2018

# FARM WFD Resources

FARM has developed 40+ resources in both English and Spanish for farmers to utilize on their own operations.

Each year, FARM reviews legal changes on a federal and state by state basis.

Editable resources such as policies, employee handbooks and job descriptions



*In a recent study conducted with dairy farms in Michigan, Pennsylvania, New York and Connecticut,*

**MORE THAN 54%**  
*of the dairy farm workers surveyed were*  
**NON-ENGLISH SPEAKING.**

# Environmental Stewardship (ES)

# Environmental Stewardship

- Show customers and consumers how dairy is **continuing to make progress** in **improving environmental outcomes**
- The FARM ES Program helps to track and communicate a farm's environmental achievements
- GHG results are reported in pounds of carbon dioxide (CO<sub>2</sub>) equivalent per pound of fat and protein corrected milk (FPCM)



# What goes into an ES Evaluation?

The data needed to estimate GHG emissions and energy use intensity include:



Milk Production



Herd Data



Rations



Manure Management



Energy Use

- Number of Cattle on Farm
- Yearly Milk Production Stats
- Electricity and Fuel Use
- Crops Produced on Farm
- Ration of Dairy Cattle
- Average Dry Matter Ration Intake (DMI)
- Manure Storage/Handling
- Renewable Energy on Farm?
- Active Conservation Practices on Farm



# Questions?

