



It's time for Ben & Jerry's to stand for farmworker's rights by joining the Milk with Dignity Program!

www.migrantjustice.net

There are approximately 870 dairy farms and many more farmworkers that sustain Vermont's working landscapes and world-renowned dairy products including Ben & Jerry's Ice Cream...

"They've stood up for cows (no rBSt) & for chickens (cage-free eggs). Now Ben & Jerry's must stand for farmworkers' rights!"



What's life like for the workers who put the cream in "Vermont's Finest" ice cream?

Know Your Dairy Farmworker.

- ✓Work 60-80 hrs per week; ✓40% no day off
- ✓40% receive less than VT Min wage,
- ✓27% never had a raise; ✓26% no paystubs;
- ✓29% work 7 hours or more without a break;
- ✓16% don't have 8 hours in a row to sleep;
- ✓20% have their first wages illegally withheld;
- ✓12% don't get paid on time;
- ✓16% say housing is overcrowded;
- ✓15% have insufficient heat ;
- ✓9% w/out clean drinking water;

Got Milk with Dignity?

"They wanted us to work from 3:30 am to 9:00 at night. They didn't even give us an opportunity to eat. It was really hard there. They were paying me like \$5 an hour and I was working 90 hours a week, sometimes 95...The only thing I asked for was time to make food and they said no"

Know Your Dairy Farmer.

Dairy farmers sometimes endure months of net losses when the price of milk drops below costs of production and meanwhile CEOs of dairy corporations and supermarkets earn record-breaking salaries.

Call on Ben & Jerry's to Join #MilkWithDignity

Migrant Justice dairy farmworker members need your support to call on Ben & Jerry's to join the Milk with Dignity Program to secure the human rights to work with dignity and fair housing. Join us if you believe corporations profiting from the hard work on the dairy farm have a moral obligation to ensure farmworkers' rights are respected and to share their profits with the farmer and farmworker.

Get involved: 802-540-8370

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Migrant Justice & the Milk with Dignity Campaign

Migrant Justice builds the voice, capacity, and power of the farmworker community and engages community partners to organize for economic justice and human rights. We gather in monthly assemblies to share food, discuss and analyze community problems and envision collective solutions.



Our members have prioritized **building a movement to secure fundamental human rights to:**

- **Dignified work and quality housing;**
- **Freedom of movement and access to transportation;**
- **Equal treatment and freedom from discrimination;**
- **Access to quality healthcare.**

Migrant Justice has made significant progress advancing our member's human rights agenda winning access to driver's licenses (2013) and changing state-wide racial profiling policies (2014).



Now members have decided its time to build a movement to **secure the human rights to dignified work and quality housing.** Farmworker leaders surveyed over 180 dairy workers to define what is "dignified work and quality housing" converting this into the Milk with Dignity Standards. The standards are the measuring stick of whether milk is made with dignity and in our program workers truly hold the stick!

The Milk with Dignity Program, draws upon the Coalition of Immokalee Worker's groundbreaking Fair Food Program and is adapted to the VT worker's reality in the dairy industry. It has 5 essential elements:

1. **Farmworker-Authored Code of Conduct:** farmworkers' definition of work with dignity;
2. **Farmworker Education:** workers' right to education about rights under the Code of Conduct
3. **Third Party Monitoring Body:** Monitors, enforces and audits compliance with Code of Conduct;
4. **Economic relief:** Participating corporations pay an premium directly to farmworkers AND farmers
5. **Legally-binding Agreements:** Participating Corporations sign a legally binding agreement