

**Should legislators pass
“The Children's Act for Responsible
Employment and Farm Safety”
or keep current agricultural exemptions?**



State Qualifying Event: March 25, 2024

Oakland FFA

2225 Patriot Drive
Murfreesboro, TN 37130

Tennessee

615-519-0296



The Summary

Oakland High School (OHS) is a multi-teacher agricultural program with 424 FFA members. Pathways include Animal Science, Plant Science, Agriculture Engineering, and Agriculture Business. Additional courses offered include Floral Design, Agriscience, and Honors Agriscience.

The issue of child labor laws in relevance to agricultural exemptions is important now. The reintroduction of child labor legislation emphasizes the urgent need to reassess agricultural exemptions that allow children to work under conditions considered hazardous in other industries. H.R. 4046, the Children's Act for Responsible Employment and Farm Safety of 2023 was introduced by Representative Ruiz of California on June 12, 2023, to amend the Fair Labor Standards Act (FLSA) of 1938 (Ruiz, 2023). At the state level, similar legislation was introduced by U.S. Senator Ben Ray Lujan on March 21, 2024 (Lujan, 2024). Recent news headlines have highlighted child labor violations, workplace fatalities, and critical accidents involving major agricultural businesses such as Perdue, Tyson, and The Exclusive Poultry Incorporation. These incidents underscore the potential need to address child labor laws concerning current agricultural exemptions, which allow more leeway for children to work on farms. For example, in agriculture, 16-year-olds are eligible for any agricultural job, including those determined hazardous by the Secretary of Labor, with no restrictions on work hours. In other sectors, the minimum age for hazardous work is 18 years. Additionally, 14-year-olds can work outside school hours in non-hazardous agricultural jobs with parental consent, while the minimum age for non-hazardous work in other sectors is 16. Even 12- and 13-year-olds can be employed in non-hazardous agricultural jobs outside school hours with a parent's written consent. In contrast, in other sectors, the legal employment age is 14, with restrictions on hours and work conditions (Congressional Research Service, 2016). Age restrictions and regulations can vary between state legislations and are adjusted for the state's labor demands.

The nature of this issue is a civil rights concern. For centuries, the government has sought to uphold certain civil rights that humans should possess. These rights include "Life, Liberty, and the pursuit of Happiness" (The U.S. National Archives and Records Administration, 2023). Hamlin (2023) defines civil rights as equal social opportunities and legal protection, regardless of race, religion, or other personal characteristics. Child labor laws in agriculture disproportionately impact vulnerable populations, including lower-class, minority, and undocumented groups, both locally and globally. According to the Library of Congress (2023), many of these populations include farmworkers who are immigrants, poor, and sometimes undocumented. Youth workers should have the right to provide for themselves and their families. These populations face various restrictions on their unalienable rights, adding to the hardships of their everyday working lives.

This legislation contains impactful definitions. It proposes that agricultural workers must be 18 before engaging in hazardous labor. The International Labour Organization (2019) defines hazardous child labor as any "work that is hazardous to a child's health and development, demands too many hours, and is performed by children who are too young." Usually, child labor interferes with a child's right to education and to play. According to the U.S. Department of Labor (n.d.), the FLSA defines several examples of hazardous agricultural jobs. These include operating a tractor with over 20 Power-Take-Off horsepower, connecting or disconnecting implements or parts to such a tractor, operating a chain saw, and working in a pen or stall occupied by a bull, boar, or stud horse maintained for breeding purposes, a sow with suckling pigs, or a cow with a newborn calf with an umbilical cord present.

Many groups are involved in this issue, including students, families, commercial farmers, stakeholders, and human rights organizations. Agriculture students are particularly affected due to their participation in Supervised Agriculture Experience (SAE) programs and work-based learning opportunities, which often involve employment in agricultural jobs on farms. If the legislation passes, it will introduce further restrictions on the hazards involved in hands-on education and classroom laboratories for agricultural students. Hands-on experience in agriculture promotes lifelong skills useful in nearly any workforce. This legislation would impact both family and commercial farming operations, as small and large farms often employ youth workers. Should the legislation pass, teenagers might lose valuable employment opportunities, and farmers risk losing youth employees within their operations. Additionally, stakeholders provide significant insight into the legalities of this legislation. Lobbying efforts are underway for both the support and opposition of this legislation. Over 200 organizations, including the American Academy of Pediatrics, have endorsed it (Maki, 2022). Conversely, many organizations, such as the Tennessee Farm Bureau, have opposed the proposal and issued written statements against it (Tennessee Farm Bureau Federation, 2011). This issue is relevant not only on a national level but also in local communities.

The historical background of this issue can be dated back to the 1930s. Family farms were prevalent, and children were often expected to work. Some children worked for relatives, while others were "sons and daughters of

poor parents or recent immigrants who depended on their children's meager wages to survive" (Hansen, 2011). The agriculture industry has always played a vital role in society. In the 1930s, President Franklin D. Roosevelt called for reform through several laws passed during his implementation of the New Deal. These laws included many reformative acts, such as the Fair Labor Standards Act. After the New Deal, the Industrial Revolution transitioned youth out of the agricultural industry and into more hazardous working conditions. Society began to view companies employing child workers as a national issue concerning youth safety and proper child development. Due to these concerns during industrialization, citizens and workers formed labor unions to fight for better working conditions, including fewer hours, better treatment, and higher pay. This period marked the beginning of labor activism, which continues today. The FLSA was proposed to improve labor standards but granted exceptions to agriculture to allow farmers to continue feeding the world with fewer restrictions. The CARE Act seeks to revise the FLSA. Labor activism has always been a part of the workforce and is relevant to this issue. Advocates for the youth are fighting for the same principles as the labor unions of the 1930s.

This issue is multi-faceted, but poverty is the leading cause of youth labor. Poverty-stricken families face significant financial struggles and often rely on their children to help provide for the household. In 2021, 16.1% of children in the United States lived in poverty (USA Facts Team, 2023). Agriculture, with its many available jobs and a growing need for laborers, often becomes a viable option for these families. According to Reid (2019), "About 160 million children around the world are engaged in child labor, with about 70% — 112 million — working in agriculture, mostly farming and livestock herding." This is a global issue, highly prominent in the United States. From 2015 to 2022, the number of minors employed in violation of child labor laws in the U.S. rose by 283%. In 2022, 3,876 children were illegally employed, with 688 working in hazardous conditions (USA Facts Team, 2023).

There are many risks to agriculturists if this legislation passes. The CARE Act particularly threatens the family farm tradition that has prospered for generations. According to the United States Department of Agriculture, 96% of farms are family-owned, and 88% of those are small family farms (Nseir, 2021). This issue not only impacts national farms but also affects local communities. Stricter regulations challenge small family farms nationwide, jeopardizing their economic viability. Agricultural families and students rely on agricultural workforce exemptions to keep their operations running and to prepare the next generation of agriculturalists. Passing this legislation would intensify labor shortages, increase production costs, negatively impact family farms, and result in a loss of traditional knowledge and skills. The National Agriculture Statistical Service's Farm Labor Survey reported in 2018 that the agriculture industry experienced a 7% decline in hired help but a 5% increase in labor wages (AgAmerica, 2020). Stricter youth labor laws would lead to labor shortages during critical times, affecting the efficient production of crops. If farmers must replace youth labor with adult labor or invest in machinery to compensate for the reduced workforce, production costs will increase, leading to higher food prices for consumers. People often associate youth labor with large corporations, but that is not always the case. This legislation also impacts students and their ability to work on farming operations. While direct descendants of farmers would be exempt from this legislation, 89% of FFA members at Oakland High School are from urban or suburban areas, meaning they do not have parents who are farmers. FFA members strive to build their agricultural knowledge through leadership and hands-on experience. Youth agriculturists would potentially lose traditional knowledge and skills if this legislation passes. Furthermore, this legislation would impact students' ability to develop SAE programs.

There are many benefits to passing The CARE Act. Passing the CARE Act offers many benefits, including protecting youth from agricultural chemicals, improving academic performance, and decreasing hazardous activities. Agriculture has the highest number of occupational fatalities across industries for youth aged 17 and younger from 2011-2020, with tractors and all-terrain vehicles being the leading source of deaths (National Children's Center for Rural and Agricultural Health and Safety, 2022). Farm hazards, including equipment and livestock, pose significant risks. The U.S. Department of Labor Census of Fatal Occupational Injuries and the Surveillance of Occupational Injuries and Illnesses databases report that bulls caused 48% of cattle-related fatalities (Global Ag Media, 2022). Working with livestock can be as dangerous as operating tractors or other equipment. Many physical effects are involved in agricultural work, including exposure to agricultural chemicals. Certain pesticides may cause reversible or irreversible damage, leading to medical problems that can impact youth's quality of life into adulthood (National Institute of Environmental Health Sciences, 2023). Agricultural workers face long hours of hard labor, balancing the challenges of youth with adult responsibilities. Migrant farmworkers' children have the highest dropout rate of any student group in the nation, ranging from 45-60% (Brotzman, 2016). Thus, another significant advantage of passing the legislation is improving youth workers' academic performance and protecting their physical and mental well-being.

References

- AgAmerica. (2020, February 26). *The U.S. farm labor shortage*. AgAmerica. Retrieved November 14, 2023, from <https://agamerica.com/blog/the-impact-of-the-farm-labor-shortage/>
- Brotzman. (2016). *Addressing migrant children's education in the United States*. Washington and Lee University. Retrieved January 22, 2024, from https://dspace.wlu.edu/bitstream/handle/11021/33420/RG38_Nastoff_Poverty_2016_A.pdf?sequence=1&isAllowed=y
- Congressional Research Service. (2016, June 29). *The fair labor standards act (FLSA) child labor provisions*. Retrieved November 13, 2023, from <https://crsreports.congress.gov/product/pdf/R/R44548/4>
- Global Ag Media. (2022). *Handling bulls safely*. The Cattle Site. Retrieved from <https://www.thecattlesite.com/articles/4608/handling-bulls-safely>
- Hamlin, R. (2023, December 27). *Civil rights*. Encyclopedia Britannica. Retrieved November 14, 2023, from <https://www.britannica.com/topic/civil-rights>
- Hansen, J. (2011). *The American era of child labor*. Social Welfare History Project. Retrieved November 15, 2023, from <https://socialwelfare.library.vcu.edu/programs/child-welfarechild-labor/child-labor/>
- International Labour Organization. (2019). *Hazardous child labour (IPEC)*. Ilo.org; International Labour Organization. Retrieved December 3, 2023, from <https://www.ilo.org/topics/child-labour>
- Library of Congress. (2023, June 12). *H.R. 4046 - 118th Congress (2023-2024)*. Congress. Retrieved May 20, 2024, from [https://www.congress.gov/bill/118th-congress/house-bill/4046/text?s=1&r=1&q=%7B"search"%3A"h.r.+4046+-+CARE+Act+of+2023"%7D](https://www.congress.gov/bill/118th-congress/house-bill/4046/text?s=1&r=1&q=%7B)
- Lujan, B. (2024, March 21). *During ag week, Lujan introduces legislation to improve child protections and safety standards for agriculture industry*. Ben Ray Lujan U.S. Senator for New Mexico. Retrieved May 20, 2023, from <https://www.lujan.senate.gov/newsroom/press-releases/during-ag-week-lujan-introduces-legislation-to-improve-child-protections-and-safety-standards-for-agriculture-industry/>
- Maki, R. (2022, April 1). *201 Organizations endorse legislation (CARE act) to close child labor loopholes that endanger the health, safety and educational development of farmworker children*. The Child Labor Coalition. Retrieved January 19, 2024, from <https://stopchildlabor.org/90-organizations-endorse-legislation-to-close-child-labor-loopholes-that-endanger-the-health-safety-and-educational-development-of-farmworker-children/>
- National Children's Center for Rural and Agricultural Health and Safety. (2022). *2022 Fact sheet childhood agricultural injuries*. National Children's Center for Rural and Agricultural Health and Safety. Retrieved January 22, 2024, from https://marshfieldresearch.org/Media/Default/NFMC/National%20Childrens%20Center/2022_Child_Ag_Injury_Fact_Sheet.pdf
- National Institute of Environmental Health Sciences. (2023, November 2). *Pesticides*. National Institute of Environmental Health Sciences. Retrieved November 14, 2023, from <https://www.niehs.nih.gov/health/topics/agents/pesticides>
- National Pesticide Information Center. (2022, November 1). *Pesticide safety for youth in agriculture*. National Pesticide Information Center. Retrieved November 14, 2023, from <http://npic.orst.edu/health/youthag.html>
- Nseir, A. (2021, January 22). *Newsroom*. United States Department of Agriculture. Retrieved November 17, 2023, from <https://www.nass.usda.gov/Newsroom/archive/2021/01-22-2021.php>
- Reid, K. (2019, October 21). *Child labor: Facts, FAQs, and how to help end*. World Vision. Retrieved November 14, 2023, from <https://www.worldvision.org/child-protection-news-stories/child-labor-facts>
- Ruiz, R. (2023, June 12). *H.R. 4046: CARE Act of 2023*. GovTrack. Retrieved November 14, 2023, from https://www.govtrack.us/congress/bills/118/hr4046/text#google_vignette
- Sanchez, M. (2020, November 19). *Inside the lives of immigrant teens working dangerous night shifts in suburban factories*. ProPublica. Retrieved November 14, 2023, from <https://www.propublica.org/article/inside-the-lives-of-immigrant-teens-working-dangerous-night-shifts-in-suburban-factories#main>
- Tennessee Farm Bureau Federation. (2011, December 2). *TFBF speaks out about child labor law proposal*. Tennessee Farm Bureau. Retrieved January 19, 2024, from <https://tnfarmbureau.org/tfbf-speaks-out-about-child-labor-law-proposal>

The U.S. National Archives and Records Administration. (2023, October 11). *Declaration of Independence: A transcription*. National Archives and Records Administration. Retrieved November 14, 2023, from <https://www.archives.gov/founding-docs/declaration-transcript>.

USA Facts Team. (2023, October 5). *Is child labor increasing in the U.S.?* USA Facts. Retrieved January 19, 2024, from <https://usafacts.org/articles/is-child-labor-increasing-in-us/>

U.S. Department of Labor. (n.d.). *Prohibited occupations for agricultural employees*. Elaws Advisors. Retrieved January 19, 2024, from <https://webapps.dol.gov/elaws/whd/flsa/docs/hazag.asp>

Community Forums

Date	Time	Location	Audience
1/10/2024	3:30 p.m.	<i>Virtual Presentation via Zoom:</i> <u>Ag Issues Team:</u> OHS Agriculture Classroom — Murfreesboro, TN <u>Audience:</u> Washington, D.C.	Haley Todd, <i>Attorney</i> ; US Environmental Protection Agency, Office of Civil Enforcement
1/18/2024	10:45 a.m.	<i>Virtual Presentation via Webex:</i> <u>Ag Issues Team:</u> Individual's Homes due to Inclement Weather — Murfreesboro, TN <u>Audience:</u> Farm Credit Services Mid-America — Varying Locations in Tennessee, including Murfreesboro, McMinnville, and Columbia	Farm Credit Mid-America: • Laura Leigh: <i>Associate Financial Officer</i> • Scott Lewis: <i>Tennessee Relationship Manager</i> • Megan Moser: <i>Director of Retail Operations</i> • Colten McClanahan: <i>Financial Officer</i> • Amy Olt: <i>Financial Officer</i>
1/22/2024	6:30 p.m.	<i>In Person:</i> Rutherford County Farm Bureau Office — Murfreesboro, TN	9 Rutherford County Young Farmers and Ranchers
1/23/2024	10:40 a.m. and 11:20 a.m.	<i>In Person:</i> Middle Tennessee State University, Vocational Agriculture Building — Murfreesboro, TN	Dr. Chaney Mosley, <i>Professor at Middle Tennessee State University</i> ; and 17 total students in two AGED 2230 Classes – Program Planning in SAE Programs
1/25/2024	2:45 p.m.	<i>Virtual Presentation via Zoom:</i> <u>Ag Issues Team:</u> OHS Agriculture Room – Murfreesboro, TN <u>Audience:</u> University of Tennessee at Martin, Brehm Hall — Martin, TN	Dr. Will Bird, <i>Professor at UT Martin</i> ; and 11 students in the AGED 200 Class – Introduction to the Agricultural Education Profession
1/26/2024	3:30 p.m.	<i>Virtual Presentation via Zoom:</i> <u>Ag Issues Team:</u> OHS Agriculture Room – Murfreesboro, TN <u>Audience:</u> Alston & Bird Law Firm — Washington, DC	Kristi Boswell, <i>Agricultural Policy Lawyer</i> ; Alston & Bird Law Firm
1/29/2024	6 p.m.	<i>In Person:</i> Rutherford County Farm Bureau Office — Murfreesboro, TN	52 Members of the Rutherford County Farm Bureau Board of Directors including farmers, business representatives, and leaders across the agriculture industry
1/31/2024	4 p.m.	<i>In Person:</i> Tennessee Cattleman's Association Headquarters — Murfreesboro, TN	Melinda Perkins, <i>Director of Youth Programs and Outreach</i> ; and 4 Tennessee Cattleman's Members
2/28/2024	3:30 p.m.	<i>Virtual Presentation via Zoom:</i> <u>Ag Issues Team:</u> OHS Agriculture Room – Murfreesboro, TN <u>Audience:</u> National Children's Center for Rural and Agricultural Health and Safety – Marshfield, WI	Dr. Barbara Lee, <i>Director and Senior Research Scientist</i> ; National Children's Center for Rural and Agricultural Health and Safety

United States Environmental Protection Agency — Washington, D.C.



January 10, 2024

To Whom It May Concern:

I had the opportunity to work with the Oakland FFA Agriculture Issues Team on their presentation, "Should legislators pass the Children's Act for Responsible Employment and Farm Safety Act, or keep current agricultural exemptions?" on January 10, 2024 at 3:30 p.m. I was able to hear their presentation and work with them on potential questions they may experience with this topic.

We completed our forum virtually through a Zoom link. I commend them on choosing such an in-depth and important topic in agriculture. As an attorney with the United States Environmental Protection Agency, I am very familiar with the impact pesticides and other farming chemicals have on farm laborers. Additionally, I have been working on this legislation.

I appreciate the opportunity to work with the team and I look forward to continuing to collaborate in the future.

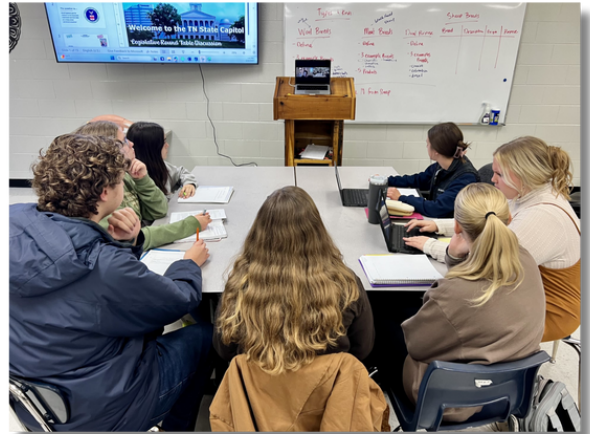
Sincerely,

Haley C. Todd | Attorney-Advisor (*she/her/hers*)

US Environmental Protection Agency | Office of Civil Enforcement | Waste & Chemical Enforcement Division

1200 Pennsylvania Ave NW, Washington, D.C. 20004

(202) 564-1580 | todd.haley@epa.gov | <https://www.epa.gov>



Our virtual and interactive meeting with Mrs. Todd proved essential in ensuring the accuracy of our research. Her invaluable insight helped us identify crucial information that required inclusion in our script and summary, resulting in a more comprehensive topic analysis. Mrs. Todd's expertise in the legal aspects of the agriculture industry illuminated the legal ramifications of the issue at hand. Specifically, she clarified the legalities surrounding youth's use of agricultural chemicals, such as pesticides. Her real-world perspective gave us a deeper understanding of the potential impact of the discussed legislation.

Farm Credit Mid-America — Varying Tennessee Locations: Murfreesboro, McMinnville, and Columbia



813 South Church Street
Murfreesboro, TN 37130
615-893-7631

January 18, 2024

To Whom It May Concern:

The Oakland FFA Agriculture Issues Team presented their forum, "Should legislators pass the Children's Act for Responsible Employment and Farm Safety Act, or keep current agricultural exemptions?" to multiple representatives of Farm Credit Mid-America. The presentation was originally scheduled to take place in-person, but due to inclement weather, it was completed via Webex on January 18, 2024, at 10:45 a.m.

Farm Credit Mid-America representatives present at the Webex conference included:

- Laura Leigh: *Associate Financial Officer in Columbia*
- Scott Lewis: *Tennessee Relationship Manager*
- Megan Moser: *Director of Retail Operations*
- Colten McClanahan: *Financial Officer in McMinnville*
- Amy Olt: *Financial Officer in Murfreesboro*

The forum was interactive and consisted of the students presenting as well as answering questions. We were able to share Farm Credit Mid-America's policies, as well as examples from our personal life. Goodluck in the competition, we enjoyed your presentation!

Thanks,

A handwritten signature in black ink, appearing to read "Amy Olt".

Amy Olt

NMLS 2121771
Financial Officer | Amy.Olt@e-farmcredit.com
T 615-893-7631 F 615-893-4522 | e-farmcredit.com



We had initially planned on meeting with Farm Credit Mid-America for an in-person forum, but Mother Nature had another idea. So, we rescheduled for a virtual forum during our rare Tennessee snowpocalypse. This meeting was valuable because it was the first opportunity to practice answering questions for a panel. Also, Mrs. Laura Leigh has extensive experience in lobbying. We learned that companies like Farm Credit Mid-America have lobbyists who can defend agriculturists when legislation like this arises. Mr. Lewis pointed out how important it is to be educated on issues like ours that can be polarizing due to the topic's sensitive nature.

Rutherford County Young Farmers and Ranchers — Rutherford County Farm Bureau Office; Murfreesboro, TN



January 22, 2024

To Whom it May Concern,

On January 22, 2024, at 6:30 p.m., my team and I were given the opportunity to listen to the Oakland FFA Agricultural Issues team present a presentation for the topic: "Should legislators pass the Children's Act for Responsible Employment and Farm Safety Act, or keep current agricultural exemptions?"

Being an association that is constantly working with young farmers and ranchers, we are faced with new challenges daily. Seeing these students take on federal laws and regulations in the workplace and in schools is exciting. We asked them questions and discussed how these new regulations would affect them and told the students how this would impact our farming operations.

We loved hearing their insight on this difficult topic. We wish them the best of luck and cannot wait to see how they do at the next level!

Best regards,

Jennifer Dowd

Rutherford County

Young Farmers and Ranchers Chairman



At Young Farmers and Ranchers we realized how passionate agriculturists are about this topic. No doubt, it is a polarizing issue. We learned how to answer questions while still portraying both sides of this important issue. Young farmers offer a unique perspective on the challenges of agricultural safety.

Middle Tennessee State University AGED 2230 Class — MTSU Vocational Agriculture Building; Murfreesboro, TN



School of Agriculture

P.O. Box 5
Middle Tennessee State University
Murfreesboro, Tennessee 37132
Office: (615) 898-2523
FAX: (615) 898-5169

**MIDDLE
TENNESSEE**
STATE UNIVERSITY

January 23, 2024

To Whom It May Concern:

The Oakland FFA Agriculture Issues Team presented their forum, "Should legislators pass the Children's Act for Responsible Employment and Farm Safety Act, or keep current agricultural exemptions?" to my AGED 2230 – Program Planning in Supervised Agricultural Experience Programs – classes at Middle Tennessee State University in Murfreesboro, Tennessee. The presentation took place on January 23, 2024, at 10:40 am and 11:20 am, respectively. The classes had a total of 17 future agriculture educators.

Agriculture education students served as an interactive audience for the forum. The class consists of all agriculture professionals with anybody from agriculture educators to equine scientists. Thank you so much for attending our lecture!

Thanks,

Chaney

Chaney Mosley, PhD (he, him, his)
Assistant Professor, Agricultural Education
Middle Tennessee State University
chaney.mosley@mtsu.edu

No doubt, this was our toughest crowd yet! It turns out, a few students had even studied this legislation for their podcast assignment. Dr. Mosley gave us our toughest questions to date. We learned how important it is for us to provide examples when answering questions and gained presentation advice from Faith Cook, past Tennessee State FFA Officer.

University of Tennessee at Martin AGED 200 — UTM Brehm Hall; Martin, TN



January 25, 2024

To Whom It May Concern:

The Oakland FFA Agriculture Issues Team presented their forum, "Should legislators pass the Children's Act for Responsible Employment and Farm Safety Act, or keep current agricultural exemptions?" to my AGED 200 Class – Introduction to the Agricultural Education Profession – in Martin, Tennessee. The presentation was completed on zoom on January 25, 2024 at 2:45 p.m. The classes had a total of 11 future educators in attendance who must be educated and informed on this important topic.

The College of Agriculture students served as an interactive audience for the forum. The class consists of students ranging from college freshman to juniors. Thank you so much for attending our lecture! We learned a lot and hope you did, too!

Thanks,

Dr. Will Bird | Associate Professor of Agricultural Education
Department of Agriculture, Geosciences, and Natural Resources
College of Agriculture and Applied Sciences
The University of Tennessee at Martin
268 Brehm Hall | Martin, Tennessee 38238
Office: 731-881-7271 | Fax: 731-881-7968
Email: wbird1@utm.edu

Our virtual forum with UTM was valuable because we were in a different geographical area. West Tennessee has more production agriculture, especially row crops, so the students had an in-depth understanding of why farm safety is vital and the challenges this legislation would cause for the farming community. We learned that we need to continue to work on answering questions and giving details to paint a complete picture of this legislation.

Alston & Bird Law Firm — Washington, D.C.

ALSTON & BIRD

January 26, 2024

To Whom It May Concern:

The Oakland FFA Agriculture Issues Team presented their forum, "Should legislators pass the Children's Act for Responsible Employment and Farm Safety Act, or keep current agricultural exemptions?" to me virtually in Washington, D.C. The presentation was completed on zoom on January 26, 2024, at 3:30 p.m.

I served as an interactive audience for the forum. We had an excellent discussion about this legislation, how it would impact the agriculture community, and the probability of the legislation passing. I was impressed with the knowledge the students had on the topic, and I look forward to seeing the great things they accomplish down the road!

Best,

Kristi J. Boswell
Counsel
ALSTON & BIRD
950 F Street, NW
Washington, DC 20004
+1 402 499 1658 (C)
Kristi.Boswell@alston.com



Our meeting with Mrs. Bozwell was unique because she testified before the U.S. House of Representatives Committee on Education and Labor in opposition to The CARE Act. We learned a lot about both sides of the issue, how it would impact agriculturists, and how we can do our part in promoting farm safety. She believes the best middle ground is safety education, training initiatives, and conversations based on skill level.

Rutherford County Farm Bureau Board of Directors — Rutherford County Farm Bureau Office; Murfreesboro, TN



January 29, 2024

To Whom It May Concern:

The Rutherford County Farm Bureau Board of Directors Members had the opportunity to work with the Oakland FFA Agriculture Issues Team on their presentation, "Should legislators pass the Children's Act for Responsible Employment and Farm Safety Act, or keep current agricultural exemptions?" on January 29, 2024 at 6 p.m. at the Rutherford County Farm Bureau office.

With many of the members working in the agriculture industry, they brought many questions and discussions for the students. They opened the floor for discussion and many members took the opportunity to engage with the students. I was great having these young leaders at our meeting.

I appreciate the students' willingness to get involved in the community, and best of luck to them at the next round!

Sincerely,

Doris Fitts

Customer Service Representative

Murfreesboro – Church Street Farm Bureau Insurance

The opportunity to present to the Rutherford County Board of Directors was an honor. This was by far our largest audience, with 52 board members in attendance. This audience had a broad range of agriculturist, including farmers and agribusiness owners, including the owner of Lucky Ladd Farm, Jason Ladd, who we depict in our script. It was a great opportunity to get his input, along with other prominent leaders in the agriculture industry in Rutherford County and the state of Tennessee.



Tennessee Cattleman's Association — TCA Headquarters; Murfreesboro, TN



We got to speak with Tennessee Cattlewomen's Association members, pork producers, the director of youth programs for TCA, and youth in the cattle industry at this forum to hear diverse perspectives. Everyone was concerned about how this legislation could impact agriculture - but the conversation was not one-sided. We discussed how agricultural organizations can work with FFA chapters to promote agricultural safety and how to keep youth safe while working on the farm.



January 31, 2024

To Whom It May Concern:

I had the opportunity to work with the Oakland FFA Agriculture Issues Team on their presentation, "Should legislators pass the Children's Act for Responsible Employment and Farm Safety Act, or keep current agricultural exemptions?" on January 31, 2024, at 4 p.m.

If passed, this legislation would make a huge impact on the agriculture industry, especially cattle producers. Students had the opportunity to discuss how this issue would affect cattle producers across the state of Tennessee. We also discussed the middle ground and how we could promote education while not making such large changes to the laws.

After the presentation, we had an interactive discussion, and we were able to ask the students questions. I am proud of these students, and I cannot wait to see how they do at the next level!

Best,

Melinda Perkins
Director of Youth Programs & Outreach
Tennessee Cattlemen's Association
530B Brandies Circle
Murfreesboro, TN 37128
E: melinda@tncattle.org
O: (615) 896-2333
www.tncattle.org/youth

Tennessee Pork Producers Association



National Children's Center for Rural and Agricultural Health and Safety — Marshfield, WI



1000 N Oak Avenue
Marshfield, WI 54449

February 28, 2024

To Whom It May Concern:

The Oakland FFA Agriculture Issues Team presented their forum, "Should legislators pass the Children's Act for Responsible Employment and Farm Safety Act, or keep current agricultural exemptions?" to me, Dr. Barbara Lee, at the National Children's Center for Rural and Agricultural Health and Safety.

The presentation was completed via Zoom on February 29, 2024, at 3:30 p.m.

The forum was interactive and consisted of the students presenting and answering questions. Also, we spent a lot of time having a question-and-answer session, as I testified at the congressional hearing on behalf of The CARE Act. I wish you luck as you continue this journey!

Best,

Barbara Lee, PhD • Senior Research Scientist
Director, National Children's Center for Rural and Agricultural Health and Safety
Marshfield Clinic Research Institute • Marshfield Clinic
lee.barbara@marshfieldresearch.org



We connected with Dr. Barbara Lee in a once-in-a-lifetime opportunity to learn from someone who testified on behalf of the legislation in the congressional hearing. She explained that while this legislation may inconvenience agriculturists, it is the right thing to do to protect children across the United States. We learned about the research she conducts on farm safety and advocacy. Her first-hand knowledge was invaluable to understand the pro side of The CARE Act.