

**RESOLUTIONS to the  
CANADIAN FEDERATION OF AGRICULTURE – STANDING POLICY  
as Approved at the 2016 ANNUAL MEETING  
OTTAWA, ONTARIO  
FEBRUARY 23 – 24, 2016**

**RURAL**

1. Rural Cell Phone Service

**WHEREAS** rural cell phone users pay the same rate as urban users for substandard service; now, therefore,

**BE IT RESOLVED** that CFA lobby the Canadian Radio-television and Telecommunications Commission to work with Canadian cellular phone service providers to improve rural cellular phone service and reduce cellular phone rates.

2. Farmland Inventory Database

**WHEREAS** comprehensive data is a critical for sound and successful development of policies and programs; and

**WHEREAS** new technology has greatly improved our mapping and statistical capabilities; and

**WHEREAS** there is no inventory of the area of farmland that is being permanently converted to non-agricultural uses; nor is the specific use identified for lands that were re-designated out of agriculture such as for residential, commercial, industrial and extraction (aggregates); and

**WHEREAS** farmland is a valuable and finite resource; and

**WHEREAS** developers are targeting farmland for development;

**BE IT RESOLVED** that the Canadian Federation of Agriculture work with its provincial members to ensure collection of vital statistics for farming via a farmland inventory that will be readily available to the public.

3. National Rural Health Strategy

**WHEREAS** rural Canada is home to many of Canada's leading industries; agriculture, mining, forestry, oil and gas, electricity generation, fishing and tourism.

**WHEREAS** rural health services face unique challenges based on rural demographics, income levels, long distances from critical care and other factors related to the unique nature of rural life.

**WHEREAS** rural health services historically and currently have less resources than urban areas.

**WHEREAS** Alberta’s March 2015, ‘Rural Health Services Review’ report and PEI’s February 2016 ‘We Can Do Better’ report cited the importance of enforcing the universality provision of the Canada Health Act that ensures all Canadians are entitled to accessible health services.

**BE IT RESOLVED** that the Canadian Federation of Agriculture lobby the federal government to introduce a National Rural Health Strategy that will consider the unique factors and challenges of rural life and also address the emerging needs of rural life – including but not limited to:

- Definition of rural areas;
- Demographic trends;
- Per capita government resources;
- Emerging technology;
- Emerging professional development of health practitioners;
- Special accreditation and compensation for rural health practitioners; and
- Special needs of rural areas.

## **ENVIRONMENT AND SCIENCE**

### 4. Infrastructure Funding for Climate Change Projects

**WHEREAS** climate change is leading to programs to reduce carbon emissions, and

**WHEREAS** agriculture can reduce carbon in the atmosphere when farmers receive a refundable tax credit for sequestration of carbon, and

**WHEREAS** climate change is being addressed in federal government programs, and

**WHEREAS** water-saving and energy-saving technologies will help adapt to climate change and also slow climate change, respectively,

**BE IT RESOLVED** that the CFA lobby the federal government that the federal infrastructure program for the private sector be used to promote water-saving and energy-saving technologies, both on-farm and in packing plants.

### 5. Credit for Carbon Sequestration

**WHEREAS** the new federal government has signed the Paris Agreement on the climate, and carbon taxes on inputs could be an outcome of this Accord, and

**WHEREAS** it is recognized that agricultural practices can help mitigate climate change through carbon sequestration, and

**WHEREAS** a former federal government was prepared to expropriate all carbon sequestered prior to the implementation of the previous Climate Accord, therefore,

**BE IT RESOLVED** that CFA lead farm organizations in exploring a common strategy to ensure that growers are recognized and rewarded for removal of carbon from the air and its storage in the soil.

#### 6. Indian Head Shelterbelt Centre

**WHEREAS** the Indian Head Shelterbelt Centre has distributed 650 million trees to landowners across western Canada since it opened in 1901, and

**WHEREAS** the previous federal government closed this very productive and beneficial facility, and

**WHEREAS** the demand and need for trees and shrubs for shelterbelts, soil conservation, wildlife habitat, carbon sequestration, etc., is very high, therefore

**BE IT RESOLVED** that CFA urge the federal government to commit to working with agricultural organizations, communities and concerned citizens in western Canada to re-open the Indian Head Shelterbelt Centre.

#### 7. Water Development and Conservation Programs

**WHEREAS** the demise of the Prairie Farm Rehabilitation Administration (PFRA) has resulted in a loss of technical expertise and programs for water development in arid and semi-arid agricultural regions across Canada;

**WHEREAS** the construction of small water retention structures is important for livestock water, small scale irrigation and wildlife habitat;

**BE IT RESOLVED** that the CFA immediately consult with the federal government to ensure that there are adequate programs, including those acknowledging the value of ecological goods and services, in place to maintain the use and development of surface water resources in drought prone regions of Canada.

#### 8. Expansion of Weather Radar Network

**WHEREAS** Environment Canada's weather radar coverage allows for early detection of thunderstorms and other extreme weather events, such as excess precipitation;

**WHEREAS** weather radar coverage is not only important for the protection of rural life and property, but also helps producers manage their farming practices, particularly when applying expensive crop protection products;

**WHEREAS** not all of Canada's productive agricultural land in Canada is currently covered by Environment Canada's existing weather radar network;

**BE IT RESOLVED** that the CFA lobby Environment Canada to ensure the weather radar network provides radar coverage for all agricultural lands in Canada.

#### 9. Proposed Buffer Zones for Fumigation

**WHEREAS** Canada's Pest Management Regulatory Agency (PMRA) has conducted a re-evaluation of phosphide/phosphine, a product commonly used for fumigation of stored grains;

**WHEREAS** this decision entails several changes to its terms of use, including mandatory buffer zones;

**WHEREAS** phosphide/phosphine is the most extensively used product that we have in Canada to control pests in stored grain and vessels, and equally effective alternative fumigants are not readily available,

**WHEREAS** the mandatory buffer zones represent a de-facto ban on the use of this product in Canada for many facilities and, if passed, would impose significant economic costs on the Canadian grain industry;

**WHEREAS** the PMRA decision is based on consultations that were conducted in 2004;

**BE IT RESOLVED** that the CFA support the ongoing efforts of the Canada Grains Council and other industry groups to ensure the PMRA decision to change the terms of use for phosphide/phosphine is based on reasonable monitoring data and sound, science based evidence, prior to the implementation of mandatory buffer zones.

#### 10. PMRA

**WHEREAS** agriculture in Canada depends on having the most current and safe chemistry available to be competitive and environmentally responsible in today's world;

**BE IT RESOLVED** that the Canadian Federation of Agriculture lobby the government of Canada to ensure PMRA has the ability and mandate to quickly process comprehensive scientific assessments of pest control products to enable agriculture in Canada to remain sustainable.

#### 11. River Bank Erosion

**WHEREAS** many farms have rivers running through their farms;

**WHEREAS** a stream bank erosion has caused huge losses in land value, in terms of lost acreage, fences, etc.;

**WHEREAS** due to Environmental regulations, farmers are not able or allowed to take corrective measures to minimize damage at high water times;

**WHEREAS** preventative/corrective measures for stream bank protection is extremely expensive;

**BE IT RESOLVED** that the Canadian Federation of Agriculture work with the proper department(s) to do a comprehensive study and formulate an action plan to address serious river bank erosion and loss of valuable farm land.

## 12. Forage Research and Green Cover Program

**WHEREAS** Perennial forages are a large part of sustainable agriculture especially in environmentally sensitive areas facing high moisture and salinity problems; and

**WHEREAS** The political and economic climate for business risk management subsidies by government is declining; and

**WHEREAS** Perennial forage legumes and grasses increase soil health, water quality and pollinator diversity; and

**WHEREAS** There is a lack of local research into using forages to combat these problems; and

**WHEREAS** green cover programs encourage producers to prevent soil erosions and control weeds by planting green cover crops in situations where seeding a regular crop is not possible due to excess moisture.; and

**WHEREAS** Livestock producers can economically justify improving marginal acres due to better market conditions for livestock; now, therefore, be it

**BE IT RESOLVED** that CFA lobby the Government of Canada to support more research focused on using forages to combat rising salinity issues and for improving water use and soil holding capacity; and be it further

**BE IT FURTHER RESOLVED** that CFA lobby the Government of Canada to establish a new Green Cover Program to help Canadian farms overcome environmental extremes and improve the sustainability of livestock farmers.

## 13. Emission Offset Programming

**BE IT RESOLVED** that CFA investigate carbon sequestration and the potential impact it may have on Canadian farmers' incomes; as well, investigate a cap and trade system and the potential it may have as a source of income for Canadian farmers.

## 14. Harmonization of Pesticides

**WHEREAS** the harmonization of pesticide approvals has long been a goal for all growers; and

**WHEREAS** the term "harmonization" may have many interpretations which do not meet grower intentions; and

**WHEREAS** the Regulatory Cooperation Council (RCC) was established in part to cause "harmonization" of pesticides to occur; and

**WHEREAS** it appears that the parties seem intent on only harmonizing the process of data submission, but have not attempted to resolve the differences in data requirements, data evaluation and the outcomes of the reviews between countries,

**BE IT RESOLVED** that the Canadian Federation of Agriculture, in concert with other interested organizations petition the Privy Council Office, which is the body responsible in Canada for the Regulatory Cooperation Council, with a demand that all differences in the evaluation and registration of pesticides that are preventing harmonization between Canada and the USA be resolved.

## **TRADE**

### 15. Standards for Imported Products

**CONSIDERING** Canada's participation in various trade agreements governed by international trade law;

**WHEREAS** an increasing number of imported food products are found on the market alongside food products of Canadian origin;

**WHEREAS** over the years Canada and the provinces have instituted various certification standards linked to the method of production, regulations governing food safety, biosecurity and animal welfare, environmental and labour standards, and various traceability systems;

**BE IT RESOLVED** that the Canadian Federation of Agriculture ask the federal government to:

- Prohibit the entry of any food product or by-product that fails to comply with the Canadian standards;
- Exempt producers from the measures whose reciprocity cannot be enforced, or compensate producers financially for required upgrading;

### 16. Reciprocity for Imported products

**CONSIDERING** Canada's participation in various trade agreements governed by international trade law;

**WHEREAS** an increasing number of imported food products are found on the market alongside food products of Canadian origin;

**WHEREAS** over the years Canada and the provinces have instituted various certification standards linked to the method of production, regulations governing food safety, biosecurity and animal welfare, environmental and labour standards, and various traceability systems;

**BE IT RESOLVED** that the Canadian Federation of Agriculture ask the federal government to clarify the notion of reciprocity of standards as currently perceived in the agricultural and agri-food sectors to ensure that it is clearly defined within the scope of international trade law during negotiations;

### 17. Canadian market access for Imported products

**CONSIDERING** Canada's participation in various trade agreements governed by international trade law;

**WHEREAS** an increasing number of imported food products are found on the market alongside food products of Canadian origin;

**WHEREAS** over the years Canada and the provinces have instituted various certification standards linked to the method of production, regulations governing food safety, biosecurity and animal welfare, environmental and labour standards, and various traceability systems;

**BE IT RESOLVED** that the Canadian Federation of Agriculture ask the federal government to promote the quality of Canadian agricultural products, in particular by informing the public of the terms and scope of the applicable standards.

#### 18. Trans-Pacific Partnership

**WHEREAS** Canada has signed a free-trade agreement with its partner members in the Trans-Pacific Partnership (TPP);

**WHEREAS** the economic consequences of this agreement will result in lost income and lost markets for all producers under supply management;

**WHEREAS** the compensation program for loss of income announced by the previous government will compensate producers only partially for lost income and whereas it is highly unlikely that the compensation program for loss of value of quotas will be actually used because the supply management system will be maintained;

**WHEREAS** the anti-circumvention measures announced by the government for the purpose of strengthening border controls for the dairy sector are not very reassuring for producers and must be more specific;

**WHEREAS** the Canadian producers who rely on export markets to develop their sector must receive competitive-support benefits if they want to export their products;

**BE IT RESOLVED** that the Canadian Federation of Agriculture ask the federal government to:

- Definitively and permanently resolve, within the early months of its mandate, the tariff circumvention problems in the milk and poultry sectors in order to stop the unlimited non-tariff imports and use of these products;
- Ensure that compensation benefits fully compensate the producers under supply management for all losses resulting from trade agreements;
- Grant Canadian producers support that is at least equal to that offered to producers in other countries.

### **BUSINESS RISK MANAGERMENTS PROGRAMS**

#### 19. Canadian Agricultural Policy Framework

**WHEREAS** significant cuts were made in federal agriculture supports during the transition between the agricultural policy frameworks Growing Forward and Growing Forward 2, making the programs offered unfit for meeting the sector's needs and putting Canadian businesses at a disadvantage internationally;

**WHEREAS** AgriStability, formerly the sector's central support program, has been abandoned by producers after the significant reductions in its level of coverage converted it into a disaster relief program;

**WHEREAS** the AgriInvest program helps to ease adjustments in response to market demands and facilitates proactive investments by agriculture businesses in risk mitigation measures with repercussions on the Canadian economy;

**CONSIDERING** the current and forthcoming discussions on the next Canadian Agricultural Policy Framework;

**BE IT RESOLVED** that the Canadian Federation of Agriculture ask the federal government to:

- As a priority, restore the level of coverage offered by the AgriStability program to what it was before Growing Forward 2;
- Increase the maximum base contribution rate in the AgriInvest program to 1.5% of allowable net sales from eligible commodities and set an annual maximum limit of \$100,000 for the amounts paid in return;
- Amend the AgriRecovery program such that, when extraordinary losses result from the consequences of a one-time event or from recurring events that are not managed effectively by other mechanisms, the program will cover not only the short-term consequences but also multiple-year consequences;
- Offer more flexibility to agriculture businesses as regards the order of withdrawal of funds amassed under the AgriInvest programs when these funds are to be used for production investments in the business.
- Have significant farmer input into the funding decision for Growing Forward 3.

#### 20. Universal Producer Payment Security Program

**WHEREAS**, Producers of all commodities are left on the hook when a business goes into receivership; now, therefore, be it

**BE IT RESOLVED**, that CFA lobby the Government of Canada for a producer payment security program that covers all agricultural commodities for all producers.

#### 21. BRM

**WHEREAS** diversified farm operations are not well covered by AgriStability; and

**WHEREAS** diversified farms are dropping AgriStability because of inadequate program coverage;

**BE IT RESOLVED** that CFA advocate for development of an add on program so that commodity losses within a diversified farm are recognized and result in a payment for the particular commodity regardless of other commodity prices on the farm.

#### 22. Financial Payment Protection for fruit and vegetable sellers

**WHEREAS** the lack of financial payment protection for fruit and vegetable sellers relating to insolvent Canadian buyers results in disproportionate financial risk for produce sellers in Canada; and

**WHEREAS** the failure of the Canadian Government to provide insolvency protection for US produce sellers into Canada has resulted in the US removing the longstanding preferential access for Canadian produce sellers to the protections under the US Perishable Agricultural Commodities Act (PACA); and

**BE IT RESOLVED** that the Canadian Federation of Agriculture advocate for the creation of a limited (limited specifically to produce accounts receivable, and any cash and inventory from the sale of the produce) deemed trust to provide financial protection for produce sellers in Canada in a manner that is equivalent to the US PACA protections for produce sales to US buyers, and

**BE IT FURTHER RESOLVED** that this protection, once in place be extended to US sellers to permit reinstatement of the preferred access to PACA protection for Canadian produce sellers into the US and the elimination of this unnecessary trade irritant.

## **GRAINS AND OILSEEDS**

### 23. Maximum Revenue Entitlement Program

**WHEREAS** the revenue cap guarantees the railways a profit of 26% over calculated 1992 costs, and

**WHEREAS** the railways have lobbied to have the railway cap removed, and

**WHEREAS** the revenue cap in a monopoly situation keeps producers' costs for rail transportation at a manageable level, therefore

**BE IT RESOLVED** that CFA lobby the federal government to retain the maximum revenue entitlement program on rail movement of grains and oilseeds.

### 24. Forage Seed Standards

**WHEREAS** the standards established in Canada's Seeds Act provide maximum allowable limits of primary and secondary noxious weeds and total weed counts per 25 g sample;

**WHEREAS** the seed purity standards for forage seeds have not been updated to keep pace with modern advancements in seed cleaning technologies;

**WHEREAS** farmers and ranchers can face significant costs when it comes to controlling the spread of noxious weeds carried through Certified and Common forage and grass seed;

**BE IT RESOLVED** that the CFA lobby Agriculture and Agri-Food Canada and the Canadian Food Inspection Agency to conduct a full review of forage seed grades to ensure standards are current with modern seed cleaning technology;

**BE IT FURTHER RESOLVED** that these government agencies closely consult general farm organizations as part of this review and conclude the review by December 31, 2016.

## 25. PFRA Pastures

**WHEREAS** under the federal community pasture program, the federal government managed 145,000 hectares of prairie grassland to provide cattle producers with a valuable grazing resource while preserving the ecological value of the grasslands in the interest of all Canadians;

**WHEREAS** in 2012, the federal government ended the community pasture program and began transferring the pastures to the provinces, with all 83 pastures scheduled to be transferred to provincial administration by 2018;

**WHEREAS** as a result of this divestiture, there is no longer provision for funding to support the ecological benefits associated with these pastures including, grassland management, water conservation, habitat preservation and public access to benefit all Canadians;

**WHEREAS** conservation groups have also expressed apprehension over the future of these environmentally sensitive lands and are calling for a freeze of the pastures currently undergoing transition to provincial administration;

**BE IT RESOLVED** that the Canadian Federation of Agriculture request the Federal government to freeze the divestiture of the federal community pastures until there is close and meaningful consultation with all concerned groups; and

**BE IT FURTHER RESOLVED** that the purpose of this consultation be to determine an appropriate level of public financial support for the public benefits provided by well managed grasslands and to develop a new administrative model for these pastures that includes pasture patrons, conservation groups, and the federal government.

## 26. Training and Certification – Grain Graders

**WHEREAS** Canada is one of the few grain exporting countries that does not require grain graders to have appropriate grain grading training & certification; and

**WHEREAS** Canada currently has an excellent international reputation for grain quality control; and

**WHEREAS** it is anticipated that inward inspection at export position will be discontinued, potentially resulting in terminal grain mis-grades, bio-security issues and damage to Canada's quality control reputation;

**BE IT RESOLVED** that CFA investigate the feasibility of requiring all grain graders to be appropriately trained and certified.

## 27. Canadian Grain Commission – Public Good

**WHEREAS** the Canadian Grain Commission ensures that Canada's domestic (when required) and exported grain meets appropriate grade standards, food and feed safety and grain quality and thus protects Canada's domestic and global grain trade reputation;

**BE IT RESOLVED** that CFA petition the federal government to recognize that those activities are on behalf of the public good as opposed to individual good and the public purse should fund the Canadian Grain Commission for those activities.

#### 28. Export Grain Reporting

**WHEREAS** export grain sale information is important for producers to know in marketing or selling their grain; and

**WHEREAS** the US has made it mandatory for grain exporters to report all export sales to track sales volumes since the 1972 Great Grain Robbery;

**BE IT RESOLVED** that CFA lobby the Government of Canada and relevant government agencies to require weekly reporting and publication of all export sales of grain.

**BE IT FURTHER RESOLVED** that CFA lobby the Government of Canada to mandate that grain terminal operators report what grains are being loaded for export.

### **TRANSPORTATION**

#### 29. Railway Crossing Maintenance

**WHEREAS** Railway crossings located on school routes and frequently used roads are not being maintained, even after considerable efforts to persuade railways to do so, leading to dangerous roadways; now, therefore, be it

**BE IT RESOLVED** that CFA enter into discussions with CN Rail and CP Rail and Transport Canada to resolve provincial railway crossing maintenance issues.

### **ANIMAL WELFARE**

#### 30. Truck Wash and Disinfect

**WHEREAS** From the beginning of the PEDv outbreak it has been known that the disease spreads through the improper washing and disinfecting of trucks; and

**WHEREAS** The only effective way to clean a truck and/or trailer is to have a dedicated wash – disinfect – bake (heat) procedure to kill the PEDv; and

**WHEREAS** Washing trucks and trailers in the U.S. is not practical because their facilities use recycled water, which is a true source of spreading the disease; and

**WHEREAS** During the PEDv crisis, the Canadian Food Inspection Agency gave the Canadian hog industry an exemption to the wash and disinfect rule before entry back into Canada allowing trucks to return to Manitoba directly to a proper wash facility; and

**WHEREAS** CFIA is going to return to the original policy of washing trucks and trailers in the U.S. prior to re-entry into Canada in January 2016 – putting the entire Canadian hog industry at risk; now, therefore, be it

**BE IT RESOLVED** that CFA lobby the Canadian Food Inspection Agency, and the Government of Canada to extend the exemption which requires trucks and trailers used for transporting hogs across the border to be washed and disinfected at facilities in Canada, rather than in the U.S.

## **OTHER**

### 31. BSE Lawsuit

**WHEREAS** the class action lawsuit on behalf of cattle producers of Canada resulting from the BSE crisis is held up in the Canadian court system because of actions of the Federal Government; now, therefore, be it

**BE IT RESOLVED** that CFA lobby the Government of Canada to resolve outstanding BSE crisis compensation by entering into settlement negotiations in good faith or allowing the 2005 BSE class action lawsuit to proceed through the court system expeditiously.

### 32. Dow/Dupont Merger

**WHEREAS** The proposed merger between Dow and Dupont will reduce competition between these farm input companies; and

**WHEREAS** This reduction of competition will likely result in higher prices and less investment in research and innovation; now, therefore, be it

**BE IT RESOLVED** that CFA work with general farm organizations in Canada and the United States to lobby the Government of Canada and the Canadian Competition Bureau to halt the Dow/Dupont merger or otherwise ensure competition in the farm inputs market.

## **FARM SAFETY**

### 33. Farm Safety

**WHEREAS** farm safety is becoming a larger issue due to high profile accidents and provincial initiatives around Farm Safety; and

**WHEREAS** farm safety funding has been a part of the Ag policy framework and is expected to be part of the next agreement;

**BE IT RESOLVED** that CFA establish a comprehensive policy on farm safety; and

**FURTHER BE IT RESOLVED** that CFA actively lobby for farm safety programs and funding to be delivered through the APF Agreement.

**BE IT FURTHER RESOLVED** that due to the provincial nature of safety legislation that the focus of funding be through provincial delivery and that the model promoted be provincial government supported and industry delivered.

## **LABOUR**

### 34. Review of National Commodity List

**WHEREAS** grains and oilseeds producers in many regions of the country face acute labour shortages and continue to face challenges in sourcing Canadian born employees to work on a seasonal basis;

**WHEREAS** the national commodity list that is used to define “agriculture” for the LMIA (Labour Market Impact Assessment) process within the Seasonal Agricultural Worker Program and the Agricultural Stream of the Temporary Foreign Worker Program currently excludes grains and oilseeds;

**WHEREAS** the exclusion of grains and oilseeds from the national commodity list requires producers of these commodities to apply through the low or high wage streams, rather than the seasonal agricultural worker program or the agricultural stream;

**BE IT RESOLVED** that the CFA review the national commodity list and lobby the federal government to add grains and oilseeds, the maple-product sector and any other commodity that may be missing, where the commodity has expressed interest in joining the national commodity list, to ensure the list accurately reflects the labour needs of Canadian agricultural producers.

### 35. Local Labour Force

**WHEREAS** labour shortage issues are a reality for many agricultural operations;

**WHEREAS** a lot of retirees would work if they did not lose their supplement;

**BE IT RESOLVED** that the Canadian Federation of Agriculture lobby the proper government agencies to provide changes to allow agricultural producers to access the local labour force without affecting their Guaranteed Income Supplement or incurring any penalties.

### 36. Temporary Foreign Worker Program

**WHEREAS** an adequate workforce must be available to maintain and develop agricultural businesses;

**WHEREAS** the Government of Canada has set up programs for agricultural employers enabling them to hire temporary foreign workers to fill vacant positions;

**WHEREAS** foreign workers cannot account for more than 10% of the workforce of a processing business whose operations are directly dependent on seasonal agricultural productions, which can jeopardize its operations;

**BE IT RESOLVED** that the Canadian Federation of Agriculture ask the federal government to:

- Include general farm organizations, Beekeepers' associations, and commodity associations in their stakeholder consultations regarding the cumulative duration provision for the Temporary Foreign Worker Program.
- Amend the temporary foreign agricultural worker programs to exempt agricultural workers from the cumulative duration-of-work limit of 48 months in Canada;
- Provide workers arriving under the agricultural component of the Temporary Foreign Worker program with a work permit enabling them to transfer easily and quickly from one employer to the next during the season;
- Revise the Temporary Foreign Worker program to eliminate the 10% limit of temporary foreign workers for a processing business whose operations are directly dependent on seasonal agricultural productions;
- Ease the administrative burden borne by businesses that have already filed an application under a temporary foreign worker hiring program.