

**Protect Washington Farm Communities by Opposing HR 4393  
The “Dignity” Act of 2025**

**WHEREAS** immigrant farmworkers are essential to Washington’s economy as “neighbors, business owners, taxpayers, that make extensive contributions that benefit all” <sup>1</sup> and as “highly-skilled workers; they’re competent, they’re valued, they do an essential job; 99% of the people are just solid, hardworking, productive individuals;”<sup>2</sup> and

**WHEREAS** 40% of immigrant farmworkers lack legal immigration status, 83% of farmworkers are settled, not migrant,<sup>3</sup> i.e. more than half of farmworkers without legal immigration status live locally; and

**WHEREAS** farmworkers have notoriously not been protected for overtime pay, minimum wage protections, adequate workplace safety, and the right to unionize<sup>4</sup>; they represent some of the most socially and economically disadvantaged people in the U.S with 20% of worker families having income below the national poverty line, significant barriers to federal aid such as Medicaid, SNAP, social services and cost-effective primary health care and often crowded, substandard housing<sup>5</sup>; and

**WHEREAS** the 2025 Dignity Act (HR 4393)

- Replaces a path to citizenship for undocumented immigrants in the original Dignity Act draft legislation of 2023 with no path to citizenship but “Dignity Status” for work and travel authorizations<sup>6</sup> that would relegate undocumented immigrants to a permanent underclass and exclude them from many federal aid programs despite paying federal taxes;
- Establishes a seven-year deferred action “Dignity” program where eligible undocumented immigrants in the U.S. since prior to 2021 must pass background checks and pay \$1,000 per year in restitution for each of seven years in order to reach permanent “Dignity Status”<sup>7</sup> for some of the most economically disadvantaged people in our communities;
- Requires all employers nationwide to use an Employment Eligibility Verification (E-Verify) System to confirm the legal status of their workers<sup>8</sup> that could have significant adverse consequences to farmworker employers living in areas with poor or no internet access, or not understanding the technology or having a dedicated HR or IT staff to integrate E-Verify into their HR or payroll systems,<sup>8</sup> could force hiring from the underground economy and for which E-Verify has a high failure rate for finding those not authorized to work;<sup>9</sup> and

**WHEREAS** the 2024 Washington State Democratic Party Platform states America’s economy depends on jobs that provide a fair and living wage, fair benefits, and safe working conditions for ALL workers (Line 953 in the Labor Pillar);

**THEREFORE BE IT RESOLVED** the 42<sup>nd</sup> Democratic Party and WSDCC support local farmworker rights and oppose passage of HR 4393 The Dignity Act of 2025, and

**THEREFORE, BE IT FINALLY RESOLVED** that a copy of this resolution be forwarded to the WSDCC, the Washington State’s Democratic Congressional and Legislative Delegations and the Congressional Progressive Caucus.

Adopted by 42<sup>nd</sup> LD Democratic Party September 13, 2025

- <sup>1</sup> Immigrants in Washington, American Immigration Council, 2025 <https://map.americanimmigrationcouncil.org/locations/washington/>
- <sup>2</sup> Public News Service, WA farmer calls for migrant worker protections by Isobel Charle, Aug 12, 2025, <https://app.publicnewsservice.org/story/wa-farmer-calls-for-migrant-worker-protections/e8c725bb-cdfa-4c9e-aa1f-b8d4654ecd63>
- <sup>3</sup> United States Dept of Agriculture, Economic Research Service, <https://www.ers.usda.gov/topics/farm-economy/farm-labor>
- <sup>4</sup> BSR, Managing Migrant Labor Human Rights Risks in U.S. Food Value Chains, March 5, 2025, <https://www.bsr.org/en/blog/managing-migrant-labor-human-rights-risks-in-us-food-value-chains>
- <sup>5</sup> Facts about Farmworkers, National Center for Farmworker Health, [https://www.ncfh.org/wp-content/uploads/2025/04/facts\\_about\\_farmworkers\\_fact\\_sheet\\_1.10.23-1.pdf](https://www.ncfh.org/wp-content/uploads/2025/04/facts_about_farmworkers_fact_sheet_1.10.23-1.pdf)
- <sup>6</sup> American Immigration Council, Bipartisan Group of Legislators Keep Dream of Immigration Reform Alive with Reintroduced 'DIGNIDAD' Act, July 25, 2025, <https://www.americanimmigrationcouncil.org/blog/legislators-immigration-reform-reintroduced-dignidad-act/#>
- <sup>7</sup> Immigration Forum, Border Security for America Act (A division of the Dignity Act) <https://immigrationforum.org/article/the-dignity-act-of-2025-bill-summary/#>
- <sup>8</sup> Farm Bureau, Emerging issue: agricultural workforce, April 9, 2025, <https://www.michfb.com/about/news-media/emerging-issue-agricultural-workforce#>
- <sup>9</sup> American Immigration Council, Mandatory E-Verify without Legalization Would Hamper Economic Recovery and Cost U.S. Workers Jobs, February 9, 2011 <https://www.americanimmigrationcouncil.org/fact-sheet/mandatory-e-verify-without-legalization/#>