FARMWORKERS, THEIR FAMILIES, & COMMUNITIES FACE SERIOUS CHALLENGES EVERY DAY.

We lead programs that bring ethical standards to America’s farms – protecting the hands that feed us – & CREATE POLICY CHANGES ON CAPITOL HILL.

Farmworker Justice is a national voice in the fight against farmworker abuse, poverty, & health risks.

Farmworker Justice gives voice to 2.5 MILLION FARMWORKERS who would not otherwise be heard.

OUR VISION

OUR VISION IS A NATION WHERE FARMWORKERS ARE ORGANIZED AND THEIR ORGANIZATIONS ARE EQUIPPED WITH THE TOOLS TO:

END DISCRIMINATION against agricultural workers in labor laws and improve labor law enforcement so that farmworkers enjoy the same workplace rights that protect employees in other occupations and exercise their rights without retaliation.

PROMOTE HIGHER WAGES, better working conditions, and comprehensive immigration reform that will improve farmworkers’ lives and stabilize the agricultural work force.

ACCESS health and job safety information to address health disparities within farmworker communities, limit exposure to toxic pesticides, and reduce preventable workplace injuries.
DEAR FRIENDS,

I often have the privilege of speaking at meetings of organizations that serve farmworkers. Many of their staff members were farmworkers themselves. I have felt fortunate when these dedicated people come up after my talk to say they appreciate the work of Farmworker Justice. While there is much to be done, we continue to make progress.

An example of the impact of Farmworker Justice occurred in late 2015 when the U.S. Environmental Protection Agency issued a new Worker Protection Standard. It took years of advocacy. The new regulation will reduce pesticide poisoning of farmworkers and their children. Our staff wrote formal comments; enlisted medical experts to submit recommendations; generated media coverage; built relationships in the White House and federal agencies; helped farmworkers advocate inside the EPA; and helped ensure a broad, productive coalition. We also kept the pressure on EPA for a prohibition on children handling highly toxic pesticides and a ban on chlorpyrifos.

Farmworker Justice continued our longstanding advocacy and education on immigration. Our staff developed plans with other farmworker organizations to help hundreds of thousands of farmworker family members apply for President Obama’s executive action on immigration reform. We conducted trainings so that organizations would be ready if the U.S. Supreme Court had overturned the court injunction against the DAPA/expanded DACA programs.

Following up on our advocacy to improve enforcement of labor rights, we published a report analyzing the record of the Department of Labor Wage and Hour Division and presented our recommendations to the DOL leadership. We challenged the department but also defended it against attacks by agribusiness. The Equitable Food Initiative, a corporate social responsibility project we co-founded, has expanded and shows great promise in empowering farmworkers in the global food supply chain with cooperation of businesses.

As the year ended, we were planning the launch of a new health promotion project, on skin cancer. This project is a valuable addition to our capacity-building assistance to community-based organizations under which we help train promotores de salud (community health workers).

We appreciate the praise we often receive from farmworker-serving organizations, but there is much to be done. Your support makes it possible for Farmworker Justice to help farmworkers, their family members and their communities win a greater measure of justice. Thank you.

Bruce Goldstein
Bruce
Helped farmworkers prepare for administrative immigration relief.

Released report of the Department of Labor’s wage and hour enforcement in agriculture.

Represented 80+ migrant workers in a class action to recover damages from wage theft and labor abuses.

Won over $500,000 in compensation for workers.
Generated 425 media stories reaching more than 1.5 billion readers.

Reached over 700 million users on social media

Succeeded in co-leading a coalition that influenced the EPA to update the Worker Protection Standard aimed at limiting pesticide exposures experienced by farmworkers.

14,400 farmworker community members received information about Medicaid & CHIP.

2,800 farmworker educated about pesticide safety, heat stress, field sanitation, workers’ rights.
HELPING FARMWORKERS IMPROVE IMMIGRATION POLICY & STATUS

FARMWORKER JUSTICE plays a leading role in coalition with many groups to educate the public and policymakers about the need for federal immigration policies that would allow undocumented farmworkers to earn legal immigration status leading to citizenship. We monitor and analyze immigration policy proposals and help farmworker organizations and their allies participate effectively in public policy debates. Our goals are a fair immigration system and reduced exploitation of vulnerable undocumented workers and guest workers.

Farmworker Justice continues to play a pivotal role in the planning for implementation of administrative immigration relief. Although President Obama’s 2014 executive action programs on immigration, Deferred Action for Parents of Citizens and Lawful Permanent Residents (DAPA) and expanded Deferred Action for Childhood Arrivals (expanded DACA), have been held up by the courts, Farmworker Justice has continued educating farmworker and farmworker-serving organizations and the public about the programs as well as how to access the DACA program that is still in effect.

We educated farmworker communities about the increased flexibility of the education requirement in the current DACA program. These changes make it easier for farmworker youth to meet the requirements. By encouraging farmworker-serving organizations to help youth find eligible education courses, we are making sure more farmworkers have an opportunity to apply.

Through our participation in the Committee for Immigration Reform Implementation (CIRI) Steering Committee and work groups and our other networks, we created and presented materials during numerous workshops and webinars.

3 steps to prepare for Implementation of DAPA and expanded DACA:


2. Save money for filing fees.

3. Save documents to show that you have been in the country since January 2010.

We send updates about the state of immigration reform and relief focused on the farmworker perspective to over 1,000 people annually. Sign up to receive our timely digital updates at http://www.farmworkerjustice.org/get-updates.
AGRICULTURAL WORKERS frequently suffer theft of wages, unsafe working conditions and lack of information about the dangers of their work. Most farmworkers and their families live below the poverty line. We help farmworkers have a voice in government agencies to improve policies and enforcement of labor protections. When systemic worker rights violations occur, Farmworker Justice litigates against employers. Our goals are to defend against harmful policy proposals, improve labor protections, obtain vigorous enforcement of employment laws and facilitate innovative improvements in agricultural labor relations that directly impact farmworkers.

In 2015, Farmworker Justice focused on administrative advocacy to improve labor rights enforcement and protections for farmworkers. As part of this advocacy, we issued a report evaluating the Department of Labor’s wage-hour enforcement in agriculture titled “U.S. Department of Labor Enforcement in Agriculture: More Must Be Done to Protect Farmworkers” (April 2015).

The report analyzed the DOL’s statistics on its enforcement of the minimum wage and other basic labor protections applicable to agricultural workers on farms, ranches and dairies. Widespread violations of the minimum wage and other wage-hour laws in agriculture harm farmworkers, as well as the many law-abiding businesses suffering competitive disadvantage caused by unscrupulous employers. In the report, which analyzed eight years of agency data under two presidents, Farmworker Justice found a mixed record. Farmworker Justice called on the DOL to increase its enforcement and to make greater use of important enforcement mechanisms, such as the hot goods injunction and joint employer liability.

We worked to reform global supply chains to empower farmworkers through our work on the Equitable Food Initiative, International Labor Recruitment Working Group (ILRWG) and international ethical trade organizations.

Our work with ILRWG sought protections against labor trafficking.

Our advocacy sought improved enforcement in the H-2A guest worker program to protect guest workers from abuse and U.S. farmworkers from unfair discrimination. We met with officials in the Embassy of Mexico to address common concerns H-2A workers face.
FARMWORKER JUSTICE HAS A LONG HISTORY OF VINDICATING VIOLATIONS OF FARMWORKERS’ RIGHTS THROUGH LAWSUITS THAT ADDRESS SYSTEMIC ABUSES AFFECTING LARGE NUMBERS.

LITIGATION FIGHTING EMPLOYMENT ABUSES
In Villalobos v. Calandro SonRise Farms, LP Farmworker Justice and California Rural Legal Assistance (CRLA) represented over 120 migrant workers in a collective action against an onion-growing operation to recover damages for wage theft, failure to provide sanitation in labor camps and other labor abuses. The corporation and its owner sought to shift responsibility onto its labor contractors. In March 2016, the federal court for the eastern district of California approved a settlement under which defendants will pay $660,000 to compensate workers for these violations and attorney’s fees, and agreed to specific actions for the future.

In Saucedo v. John Hancock Life & Health Insurance Co., Farmworker Justice and the National Employment Law Project submitted an amicus curiae brief on behalf of a coalition of farmworker advocates in a class action brought by farmworkers in Washington state. The case concerned efforts by companies to escape liability for labor abuses committed by their farm labor contractors. The Washington State Supreme Court ruled in favor of the workers in March 2016.

LITIGATION FIGHTING GUEST WORKER PROGRAM ABUSES
In Jimenez v. GLK Foods, LLC, Ramirez v. GLK Foods, LLC Farmworker Justice and the Chicago law firm Hughes Socol Piers Resnick Dym, Ltd. are litigating class-action lawsuits charging Wisconsin-based GLK Foods, the largest sauerkraut producer in the United States, with federal and state wage and labor law violations in its employment of hundreds of H-2B program temporary foreign workers.

LITIGATION FIGHTING ABUSES THAT AFFECT FARMWORKERS’ OCCUPATIONAL SAFETY AND HEALTH
In Demetrio v. Sakuma Bros. Farms Farmworker Justice and the National Employment Law Project wrote an amicus curiae brief on behalf of farmworker health organizations in a wage and hour class action brought by farmworkers who are entitled to paid rest breaks under state law and are paid piece-rate wages. Our brief educated the court on the health impacts of rest breaks and the need for incentives to take them. The Washington State Supreme Court ruled that such workers are legally entitled to rest-break pay based on their average piece-rate earnings, rather than the minimum wage. The court’s opinion referenced our amicus brief.

LITIGATION FIGHTING ENVIRONMENTAL DISCRIMINATION OF FARMWORKER COMMUNITIES
In Garcia v. Environmental Protection Agency Farmworker Justice and California Rural Legal Assistance and the Center on Race, Poverty, and the Environment, filed a complaint under Title VI of the Civil Rights Act alleging that California’s pesticide regulatory agency approved uses of toxic pesticides that disparately impacted Latino schoolchildren. In 2011, after a decade of investigation, the Environmental Protection Agency found that California’s pesticide approvals were racially discriminatory but entered into an inadequate settlement that required the state to do little more than limited monitoring of exposure levels and outreach to affected areas. The challenge to the settlement is on appeal in the U.S. Court of Appeals for the Ninth Circuit.
STRENGTHENING OCCUPATIONAL SAFETY & HEALTH OF FARMWORKERS

FARMWORKERS are unnecessarily exposed to many health and safety risks when working in fields and orchards. Agricultural workers deserve safe working conditions — from adequate drinking water to eliminating exposure to pesticides. Farmworker Justice advocates for major occupational safety policies; litigates to require stronger pesticide safety rules; and helps develop standards to limit farmworkers’ exposure to toxic pesticides. Our goals are to win greater protections for farmworkers from preventable work-related hazards and provide useful, culturally appropriate information to help farmworkers avoid injuries and illnesses.

Farmworker Justice co-led a coalition of farmworker, public health, and environmental advocates in a multiyear effort to update the Worker Protection Standard (WPS), a federal regulation aimed at protecting agricultural workers from the health risks associated with pesticides. After more than 20 years of advocacy to strengthen these protections, the Environmental Protection Agency finalized the revisions in September 2015.

The regulation applies to hired workers involved in the production of crops and “handlers” who mix, load or apply pesticides. The changes will take effect over the next two years, and compliance with certain provisions will not be required immediately.

THE REVISED WPS INCLUDES CHANGES TO PROTECTIONS RELATED TO:

<table>
<thead>
<tr>
<th>TRAINING FOR AGRICULTURAL WORKERS AND PESTICIDE HANDLERS</th>
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<tr>
<td>Increases the frequency of worker safety training from once every five years to every year.</td>
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<tr>
<td>Improves the content and quality of worker safety trainings.</td>
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<tr>
<td>Training must occur before workers enter an area where a pesticide has been used; there is no “grace period” for training.</td>
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<tr>
<th>ACCESS TO INFORMATION ABOUT PESTICIDES USED IN THE WORKPLACE</th>
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<tr>
<td>Workers may designate another individual to access information about the pesticides used at their worksites. In an emergency situation, an employer must promptly provide this information to treating medical personnel.</td>
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<tr>
<td>Improves posting and notification about pesticide-treated areas.</td>
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<tr>
<th>PROTECTIONS FOR PESTICIDE HANDLERS</th>
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<tr>
<td>Sets 18 as the minimum age for pesticide handling and early entry into restricted areas.</td>
</tr>
<tr>
<td>Provides for medical evaluation, fit testing and training for pesticide handlers who must use respirators.</td>
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<tr>
<td>Clarifies requirements for decontamination equipment.</td>
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Farmworkers are routinely exposed to high levels of pesticides in the fields where they work and in the communities where they live. With proper implementation and enforcement, these updates can result in greater awareness by farmworkers of the risks they face, stronger protections from exposure and, ultimately, fewer pesticide-related injuries, illnesses and deaths among farmworkers and their family members.
CONTINUING THE FIGHT BEYOND THE WORKER PROTECTION STANDARD — BANNING CHLORPYRIFOS

IN 2015, the EPA also published a revised human health risk assessment for the neurotoxin chlorpyrifos. Chlorpyrifos is a widely used pesticide that was initially created as a nerve agent in World War II. It is now used on many crops such as vegetables, wheat, alfalfa and corn. Every year, chlorpyrifos is identified as one of the top pesticides that cause pesticide poisoning across the United States.

Scientific studies show that farmworkers exposed to chlorpyrifos suffer from acute pesticide poisoning and that farmworker children suffer from neurodevelopmental impairments due to secondary exposure. Required personal protective equipment is oftentimes insufficient to protect farmworkers from being exposed to chlorpyrifos, and it may actually increase farmworkers’ risk of heat stress. It is noteworthy that the EPA banned the use of the pesticide for household use, while its use is still permitted in agriculture.

Farmworker Justice believes that chlorpyrifos should be banned from agricultural use, as it is for residential use. We submitted comments and engaged in advocacy at the EPA to urge the agency for a complete ban on the neurotoxic pesticide.
Health is a basic need and right for everyone. Unjust disparities exist in the levels of physical, psychological and emotional well-being of farmworkers and their families experience. We have developed a variety of initiatives to help build capacity among health service and community providers to better respond to the directed health needs of farmworkers. From HIV prevention and health access education to community mobilization, our goal is to empower farmworkers with the information, skills and resources necessary to reduce and eliminate health disparities and support farmworker efforts to create and sustain healthy communities.

We developed guides and fact sheets in English, Spanish and Haitian Creole to provide workers with information about the Affordable Care Act (ACA) and connect them with local assistance.

Farmworker Justice has distinguished itself as a leading expert on the Affordable Care Act and farmworkers, specifically H-2A workers. We work with national organizations in Washington, D.C., to raise the concerns of enrollment assisters and others who work with farmworker communities and farmworkers themselves to federal agencies such as the Centers for Medicare & Medicaid Services and the Health Resources and Services Administration. Through in-person meetings with agency officials and the drafting of regulatory comments, we are working to ensure greater access to health insurance and health care for farmworkers and their families.

We co-authored the Promoting Health Care Access to Lesbian, Gay, Bisexual and Transgendered (LGBT) Farmworkers brief in partnership with the National LGBT Health Education Center. The brief was awarded a Health & Wellness Design Award by Graphic Design USA.
COMMUNITY MOBILIZATION AND LEADERSHIP TRAINING

LEADERSHIP TRAINING: Connecting Promotores de Salud & Migrant Health Centers.

Migrant Health Centers receive funding to provide health care to migrant and seasonal farmworkers and their families and are required to have patient majorities on their board of directors. Migrant health centers often struggle to recruit and retain farmworker board members.

Farmworker Justice developed our leadership training for promotores de salud (community health workers) to address this need. The leadership training not only reinforces the leadership skills possessed by promotores de salud, but also illustrates how they can apply their leadership skills at the health center. Promotores de salud, who are from the community and are often patients of the health center, can link farmworkers to the health center and can advocate for better policies on behalf of farmworker community members.

YOUTH LEADERSHIP WORKSHOP:

We held our first farmworker youth leadership and community engagement workshop to empower farmworker youth to become active members of their community. The workshop focuses on building leadership and goal-setting skills, providing the opportunity to learn about the health care profession and opportunities to further engage in their community. By empowering farmworker youth, we are helping to cultivate the next generation of farmworker leaders.

Congratulations to the 2015 FARMWORKER JUSTICE HONOREES

February
Marcos Camacho
Maria Elena Durazo
Dolores Huerta Award

May
U.S. Senator Richard Blumenthal
Farmworker Justice Award

Ms. Andrea LaRue
Shelley Davis Award

October
Mily Treviño-Sauceda
Robert A. Williams

Provided free HIV testing at the National Council of La Raza’s annual conference and distributed over 1,800 information packets about farmworkers and HIV prevention. Tested 97 people for HIV.
### CURRENT ASSETS
- Cash and cash equivalents: $1,121,690
- Investments: -
- Grants receivable: 717,137
- Other receivables: 996
- Pledges receivable: 22,265
- Prepaid expenses: 31,936

**Total current assets:** $1,894,024

### FIXED ASSETS
- Less: Accumulated depreciation and amortization: [142,198] (165,102 - 22,904)

**Net fixed assets:** 22,904

### OTHER ASSETS
- Deposits/Grants Receivable, net of current maturities: 11,223

**TOTAL ASSETS:** $1,928,151

### LIABILITIES AND NET ASSETS
- Total current liabilities: 165,329

**NET ASSETS**
- Unrestricted: 831,688
- Temporarily restricted: 931,134

**Total net assets:** 1,762,822

**TOTAL LIABILITIES AND NET ASSETS:** $1,928,151

### REVENUE
- Federal grant revenue: $890,437
- Contributions and support: 1,744,945
- Interest income: 3,108
- Other revenue: 2,859
- In-kind contribution: 72,163

**Total revenue:** 2,713,512

### EXPENSES
- Program services: 1,815,264
- Fundraising: 107,221
- Core Operations and Administrative: 172,321

**Total expenses:** 2,094,806

**Change in net assets:** (618,706)

**Net assets at beginning of year:** 1,144,116

**NET ASSETS AT END OF YEAR:** $1,762,822
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National Coordination for Administrative Relief Implementation Project
Emma Lazarus II Fund—Committee for Immigration Reform Implementation
Oregon Law Center, Prevent and Reduce Adverse Health Effects of Pesticides for Indigenous Farmworkers
U.S. Department of Labor, Occupational Safety and Health Administration, Susan Harwood Training Grant Program

**U.S. Department of Health and Human Services**
Health Resources and Services Administration, Training and Technical Assistance National Cooperative Agreements (NCA)
Centers for Medicare and Medicaid Services, Connecting Kids to Coverage Outreach and Enrollment Grant
Centers for Disease Control and Prevention (CDC), Increasing HIV Awareness and Latino Communities across the Nation

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National Council of La Raza (NCLR)
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United Steelworkers

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**Individuals and Organizations**

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