



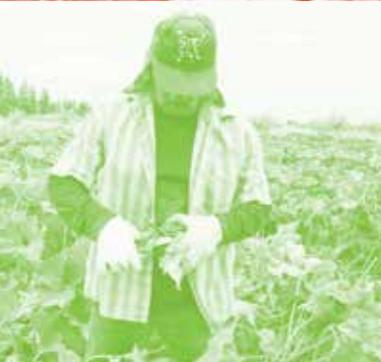
MAKING AN IMPACT



Connecting Advocates & Farmworkers to Create Change



2014 ANNUAL REPORT





DEAR FRIENDS,



Farmworker Justice continues to deliver meaningful solutions to farmworkers, their organizations, government agencies, growers of fruits and vegetables, retailers, and consumers.

With your support, we will build on the accomplishments summarized in this annual report to continue to make a difference. We have much to do. Conditions for most workers on farms and ranches are unacceptably poor—low wages, no paid sick leave, violations of the limited legal protections that apply to them, and barriers to health insurance and health care, to name a few.

We are seizing on opportunities for progress. Increasingly, consumers of food are telling businesses to act more responsibly toward the environment and their workforce. Farmworker Justice seizes on this public consciousness and builds support for meaningful answers to the problems faced by farmworkers and their families.

As a co-founder of the Equitable Food Initiative, a new corporate social responsibility project, we are helping deliver to consumers produce justly certified for food and pesticide safety, good wages and working conditions, and a trained, empowered farm labor force.

We will continue to advocate for immigration, labor, occupational safety, and health policies that help farmworkers and their families improve their lives. If President Obama's executive action on immigration moves forward, we will collaborate with farmworker groups to implement it. If the EPA finalizes new pesticide safety protections we have sought, we will educate farmworkers on them.

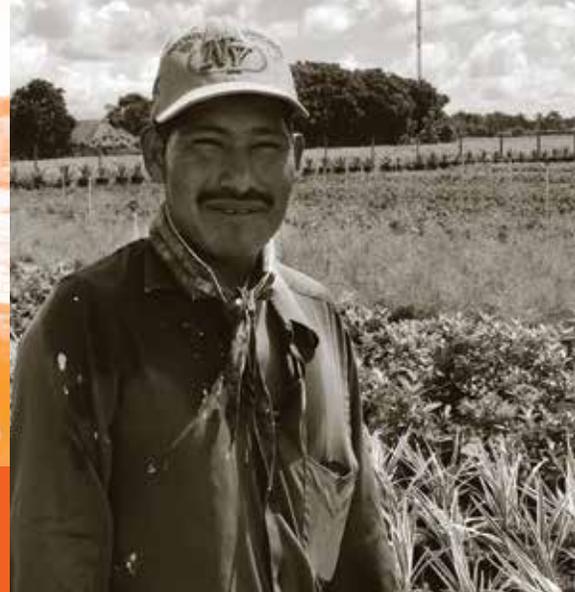
Farmworker Justice will continue to pursue impactful lawsuits to help farmworkers right wrongs, including to address abuses under the rapidly expanding H-2A agricultural guestworker program.

We seek to expand our train-the-trainer programs with local organizations to help them educate farmworkers and mobilize their communities to improve health and access to health care.

Our reputation for impact comes from dedication to our mission, creativity, diligence, strategic thinking, and a collaborative approach. Farmworker Justice has an amazing staff, Board of Directors, Advisory Council, and many collaborators and supporters. I thank all of them and you.

A handwritten signature in cursive script that reads "Bruce Goldstein".

Bruce



IMMIGRATION

Immigration is a critically important issue for farmworkers.

Over one-half of the approximately 2.4 million seasonal workers on U.S. farms and ranches lack authorized immigration status. Undocumented workers' fear of deportation deprives them of bargaining power with their employers and inhibits them from challenging illegal employment practices. Farmworker Justice is committed to immigration reform that empowers farmworkers to improve their inadequate wages and working conditions.

During 2014, Farmworker Justice and its allied organizations were deeply engaged in a campaign to obtain executive action from the federal government regarding immigration policy. Farmworker Justice, working closely with the United Farm Workers, made substantial efforts to educate the Obama administration and the public about the urgent need for legislative action to address the fact that at least one-half of the nation's seasonal agricultural workers are undocumented. On November 20, 2014, the President announced executive actions to address our broken immigration system, including major deferred action opportunities. These deferred action programs

DAPA individuals may qualify for the new program if they are the parents of U.S. citizens or legal permanent residents (LPRs) and have been in the U.S. since before January 1, 2010. Applicants must have U.S. citizen or LPR children as of the date of the announcement, November 20, 2014, and must meet other criteria, including presence in the United States on the date of the new announcement and date of application; lack of lawful immigration status on the date of the memorandum; payment of an application fee; and a satisfactory criminal and national security background check. There is not yet an application process. Deferred action and work authorization will last for three years and will be renewable.

The DACA program is also being expanded to cover more individuals. The requirement that applicants must have continuously resided in the U.S. since June 15, 2007, will be changed to January 1, 2010. Significantly, the requirement that applicants be under the age of 31 as of June 15, 2012, will be eliminated, so there will be no upper age limit for applicants who would otherwise qualify.

present a tremendous opportunity for roughly 700,000 farmworkers and their spouses to obtain work authorization and temporary relief from deportation. The potential psychological, economic and other benefits to farmworker families and communities from the proposed action are substantial.

Farmworker Justice is committed to immigration reform that
EMPOWERS
FARMWORKERS
to improve their inadequate wages and working conditions.



Leading up to and since the President's announcement, Farmworker Justice has been engaged in work to ensure that the maximum number of farmworkers and their families will have access to deferred action. Deferred Action for Parents of Americans and Lawful Permanent Residents (DAPA) and Deferred Action for Childhood Arrivals (DACA) implementation is vital to large numbers of the nation's farmworkers and their family members and is an integral part of our organization's mission and longstanding activities.

Farmworker Justice is working to help organizations throughout the country enable eligible farmworkers and their family members to apply for and obtain status and associated benefits under the new programs. Our goal is part of a process that not only helps workers gain administrative relief but empowers them to improve their lives in other ways.

Unfortunately, as of the date of this report, the President's new deferred action programs have been enjoined by a federal district court. While there is strong legal support for the President's actions and appeals are pending, the nature of the litigation process leaves some uncertainty as to when and whether the lawsuit will be resolved favorably. We have supported the Obama administration by joining an amicus brief, and are continuing to work to encourage the potentially eligible population to take steps to prepare for immigration relief.

Every day at the crack of dawn, farmworkers leave their homes to endure long, difficult days cultivating and harvesting the food we all enjoy. Like undocumented workers across the country, many farmworkers leave their homes in fear—fear that they may not return home to their children that night.

One farmworker, Lupita, explained how difficult this omnipresent fear of separation is for children and the toll this takes on parents, who sometimes do not have the words to reassure their children. Like other workers, farmworkers deserve the right to live and work without fear.

Lupita shared her personal story with tears in her eyes. Her husband had recently been detained after a routine traffic stop, and she was left alone with their five children. She tried to get him released, but he was transferred to a detention center so quickly that she did not even have the chance to say goodbye. She didn't know how to tell her children about what had happened, so she told them their father had gone to visit his grandmother because she was sick. But the news of her husband's detention spread around the community, and another child told her kids that their father was in jail. The children came home in a panic, crying, and she tried to explain the situation, but they were too young to really understand, and were distraught at the thought of their father being in jail. They refused to eat and became distracted at school. Lupita began suffering from anxiety to such an extent that she was afraid to take a shower because she feared an immigration raid would take place while she was showering.

Lupita's children were not handling the separation from their father well, and Lupita was desperate to help them. She found a distant relative who was willing to drive the children to Texas to visit their father in the detention center. The children came back from the trip less upset about the situation, but still fearful of police officers.

Now Lupita is afraid to drive for fear that she too will be stopped and detained. She has been unable to drive her son, who has Down syndrome, to his occupational and speech therapy appointments, and her long hours in the fields and the lengthy hour-and-a-half bus ride make alternative transportation unworkable. Lupita spoke with emotion as she said, "My heart hurts to think that my son will be less developed because I can't get in the car and drive him to therapy. What happens if I get deported? Who will take care of my child with Down syndrome?"

Sadly, Lupita's story is not unusual.

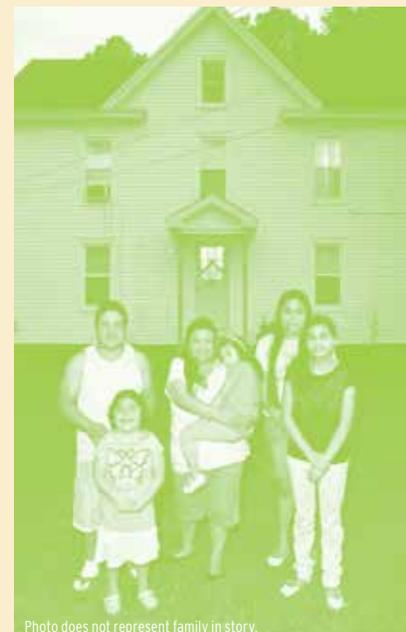


Photo does not represent family in story.



We work closely with the United Farm Workers and other farmworker advocates to support administrative relief for farmworkers and to obtain the best possible policy outcomes.



LABOR

During the current stalemate on immigration in Congress,

increasing numbers of agricultural employers are applying for permission to hire foreign workers on temporary work visas under the H-2A agricultural guestworker program. In 2014, the number of jobs approved under the program grew to over 116,000, increasing 18% from the previous year. From 2005 to 2014, the total amount of workers certified increased by 141%. The H-2A program is likely to grow even more rapidly if Congress does not pass immigration reform. We engaged in substantial monitoring and advocacy at the Department of Labor to remedy rampant abuses in the program suffered by domestic and foreign workers.

We participated in the North American Agreement on Labor Cooperation (NAALC) joint declaration process to ensure H-2A workers are properly informed of their rights in the United States and we disseminated information about the increasing numbers of H-2A workers and implications for immigration reform.

We work to educate allies and the public about the labor challenges faced by all farmworkers, including both those in the H-2A visa program and domestic workers.

Farmworker Justice and its allied support groups, including Oxfam America, pushed the Department of Labor (DOL) to enforce farmworker minimum wage and child labor

protections using the Fair Labor Standards Act (FLSA) “hot goods” provision. Under FLSA, it is illegal to sell goods that have been produced in violation of the FLSA minimum wage, overtime and child labor rules. Use of the “hot goods” provision in the agricultural industry led to push-back from growers and some Members of Congress, who introduced a bill to prohibit such injunctions in agriculture. We generated support for the DOL’s actions and the protection of FLSA by arranging for two op-eds (one in *The Miami Herald* and another in *The Hill*), coordinating a sign-on letter in support of the DOL, educating key Congressional offices, farmworker groups, and our allied support groups about the proposed legislation.

“**...PROMPT ACTION IS ESSENTIAL**

because otherwise there are no assurances that the underpaid employees will be paid the wages due to them...

“Congress passed the hot goods provision to prevent unfair competition by barring goods produced or handled by underpaid workers from entering the flow of interstate commerce. The Supreme Court, in upholding the hot goods provision, made clear that the power of Congress to regulate the interstate flow of goods was not limited to explosives, poisons and other goods that posed an immediate danger, but applied to all goods.

In most hot goods cases, prompt action is essential because otherwise there are no assurances that the underpaid employees will be paid the wages due to them and that the grower will comply with the law in the future. A court order achieves these assurances. Migrant farmworkers move from place to place to do their jobs, so it is critical to distribute back wages due to them as soon as possible. In the absence of a court order, even where an employer agrees to pay back wages, the workers may be difficult to locate.”

—James B. Leonard, Excerpt from “*Don’t weaken labor law’s ‘hot goods’ provision*”
OpEd published by *The Hill*

Mary Jo and Kathern are longtime residents of Colquitt County, Georgia. Both have worked in agriculture for much of their lives, and Mary Jo grew up with her grandmother, who worked as the live-in housekeeper for a farm family. She learned to pick vegetables at the age of 14. Mary Jo has been a crew leader on farms in the local area. "I love to work," said Mary Jo.

In September 2010, both Mary Jo and Kathern were out of work. At the unemployment office they saw an H-2A job-order for zucchini picking, advertising \$9.11 per hour for 40 hours a week of work. The work was at the same farm Mary Jo grew up on, which was now owned by the sons of her grandmother's employer. Both Mary Jo and Kathern signed up for the job.

But when Mary Jo, Kathern, and their coworkers arrived at the farm at 7am, they found that to get the advertised wage, they had to meet a production standard of nine buckets an hour. Furthermore, the U.S. workers who arrived were forced to wait until 9am before being allowed into the fields—while a number of Mexican H-2A workers were already working.

Once in the fields, Kathern and Mary Jo had a hard time making the production standard. After filling each bucket, they spent valuable time walking to the tractor—parked across the field—to unload. Meanwhile, the tractor serving the H-2A workers was close by. "They were trying to get us to quit," said Kathern, "[but] I said, 'we need to prove to 'em that we at least want to work.'"

At about 10:30am, Mary Jo, Kathern, and their co-workers were told to turn in their chips - their work for the day was done. "They sent all the blacks home," said Mary Jo, while the H-2A workers continued to work.

They were given work only every other day, and experienced the same frustrating routine. Finally, the workers who did not meet the production standard, including Mary Jo and Kathern, were fired. After transportation costs, Mary Jo came home with less than \$30 for three workdays. "I've never been fired," said Mary Jo. "This is the first time it's ever happened to me."

Kathern explained, "The farmers can take advantage of the [H-2A workers] where they can't take advantage of the Americans...because we know the laws when [they] don't...I think it was more or less, they didn't want the Americans out there."



We provided recommendations to address gender equality; right of association for agricultural workers, and prevention of slavery of agricultural workers during the United Nations Human Rights Council Universal Periodic Review (UPR) civil society consultation.

KEEPING UP THE PRESSURE TO PROTECT FARMWORKERS FROM PESTICIDES



In this battle, we're fighting for the

HEALTH & SAFETY

of the farmworkers and their children—and for their dignity, humanity, and equality. Working in hazardous conditions should not be the price farmworkers have to pay to feed their families.

—Shelley Davis, 2006



In 2014, the Environmental Protection Agency (EPA) proposed revisions to the Worker Protection Standard (WPS).

The WPS provides basic protections to farmworkers to minimize the adverse effects of pesticide exposure. The law applies to both workers involved in the production of crops and “handlers” who mix, load, or apply pesticides. Among the law’s requirements, agricultural employers must: provide pesticide safety training to workers, provide protective equipment to workers coming into contact with pesticide handlers, and restrict entry into pesticide-treated areas until they are deemed safe. The EPA’s revisions represented the first major overhaul of the WPS in 20 years. Farmworker Justice analyzed the proposed changes, and in coordination with farmworkers, as well as public health, environmental, and legal advocates, wrote and coordinated the submission of highly technical and comprehensive comments to the EPA about how the WPS could be more protective of farmworkers’ health.

Farmworker Justice called upon the EPA to change the proposed standard to include:

- ✔ Parity with safety rules provided to workers in non-agricultural industries
- ✔ Improved safety training annually and starting before workers enter treated fields
- ✔ Easily accessible information about pesticides used on the farm and in nurseries
- ✔ Prohibition of children under 18 years of age from handling pesticides
- ✔ Strict adherence to no-entry rules for areas recently treated with pesticides
- ✔ Improved protections and safety monitoring for pesticide handlers

The EPA has indicated that it will issue a final set of regulations in late summer 2015.

EDUCATED **6,000** FARMWORKERS ABOUT:



**Occupational
Pesticide Safety**



**Field
Sanitation**



**Heat
Stress**



**Workplace
Rights**



Farmworker Justice is co-counsel in litigation against the EPA that challenges the agency to be more responsive to concerns of farmworkers and their families about the alarming health and safety impacts from the heavy usage of pesticides in agriculture. In 2009, a coalition of farmworker, public health, and conservation advocates filed a petition urging the EPA to set safety standards to protect children who grow up near farms from the harmful effects of pesticide drift. The petition asked the EPA to adopt no-spray buffer zones around homes, schools, parks and daycare centers for the most dangerous and drift-prone

pesticides. In July 2013, we filed a lawsuit charging the agency with unreasonable delay in responding to the petition, in violation of the Administrative Procedure Act, which ultimately forced the EPA to respond in March 2014. While the EPA's response acknowledged the serious risks to human health of pesticide drift, it unfortunately failed to address the risks in any significant way, forcing another round of litigation, initiated in June 2014, which seeks to require the agency to take affirmative regulatory steps to mitigate the risks of pesticide exposure, including the imposition of buffer zones.

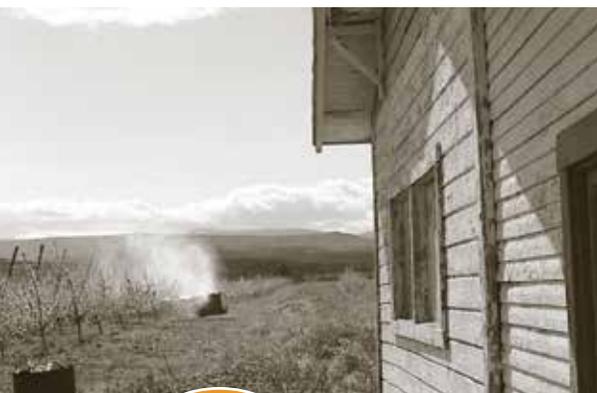
**WE UPDATED
AND PRODUCED A
USER-FRIENDLY
VERSION OF OUR
CURRICULUM**

on pesticide safety, heat stress, field sanitation, and workers' rights. The curricula are available in English and Spanish.



**WE ALSO UPDATED THE
COORDINATING FLIP CHART
HOW CAN WE PROTECT
OURSELVES AND OUR
FAMILIES FROM THE
DANGERS IN THE FIELDS,**

which our farmworker educators use as a guide for their in-field presentations.



**WE CREATED THE WEBSITE
WWW.PROTECTFARMWORKERS.ORG**

to support the campaign to strengthen the WPS and educate the public about pesticides and farmworkers.



Farmworker Justice supported efforts by grassroots organizations around the country to submit more than 200,000 individual comments to the EPA calling for stronger pesticide protections for farmworkers.



HEALTH

Health care is about more than treating disease; it is also about preventing it.

Across the U.S., farmworkers struggle to access affordable health care. For farmworkers, it is important to secure appropriate medical care that takes into account a wide variety of occupational health hazards, including acute and chronic pesticide exposure, and heat-related illness.

CONEXIONES

Latinos account for a disproportionate amount of the eligible and uninsured population within the U.S. In particular, rural Latino families and children are particularly susceptible to remaining uninsured; consequently, there is an ongoing need for targeted outreach to migrant and seasonal farmworkers and their families. Through our new 2014

project Conexiones, Farmworker Justice works with community-based organizations and health centers in Arizona, California, and Florida to promote awareness and enrollment in Medicaid, and other insurance programs including the Marketplace and the Children's Health Insurance Program (CHIP).

Under this program we have developed bilingual Spanish/English curricula and toolkits on how to educate rural Latino communities about the application and enrollment system, and how to deliver effective assistance to families with children eligible for Medicaid and CHIP.

7 TWO-DAY TRAINING EVENTS YIELDED



4 project coordinators

48 *promotores de salud* (community health educators) 



4,837

community members educated about enrolling in CHIP and state health insurance programs

HEALTH ACCESS

5 FACTS EVERY FARMWORKER SHOULD KNOW ABOUT THE AFFORDABLE CARE ACT

1

Farmworkers and their family members who are lawfully present in the U.S. are eligible to purchase health insurance through the health insurance marketplaces.

2

Farmworkers and their family members may qualify for Medicaid/CHIP or other financial help, in the form of subsidies, to lower the cost of health insurance.

3

Farmworkers and their family members may qualify for an exemption from the requirement to have health insurance.

4

Farmworkers who work for a large employer may be offered health insurance through that employer.

5

Everyone, regardless of health insurance coverage, is able to access healthcare at community health centers, free clinics, and hospitals.

AFFORDABLE CARE ACT

The Affordable Care Act (ACA) created new opportunities for insurance coverage for many Americans. For farmworkers however, there remain significant challenges to health insurance enrollment, including: lack of information and misinformation in farmworker communities about eligibility, incorrect denials of health insurance subsidies, and a lack of coverage options for workers and their families that move around frequently for their work.

Farmworker Justice provides resources and training to support outreach and enrollment efforts. Through our factsheets and presentations, we strive to provide farmworkers and their families with culturally and linguistically appropriate information about their rights and responsibilities under the ACA.



FARMWORKER JUSTICE MET WITH STAFF AT THE CENTERS FOR MEDICARE & MEDICAID SERVICES (CMS) TO PROVIDE RECOMMENDATIONS TO FACILITATE H-2A GUESTWORKER ENROLLMENT IN HEALTH INSURANCE MARKETPLACES.

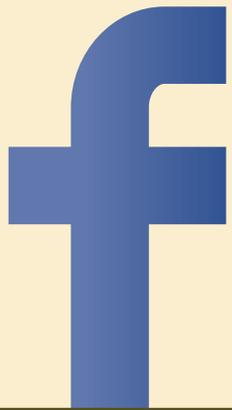
As a result of this advocacy, CMS amended the paper application for 2015 to facilitate H-2A workers' enrollment during Special Enrollment Periods.



We strengthened our collaboration with the consular network of Mexico, the Mexican Embassy, and the *Ventanillas de Salud* by presenting bilingual webinars to consular staff across the United States on the ACA and H-2A workers.



REACHING THE PUBLIC



OVER
6 MILLION
USERS REACHED ON FACEBOOK

↑ 226%
from 2013

16 MILLION
FACEBOOK IMPRESSIONS

↑ 126%
from 2013

80 MEDIA MENTIONS
IN PRINT AND ONLINE



8 LETTERS TO THE
EDITOR & OPEDS

18 PRESS
RELEASES



MEDIA REACH 218,094,289 READERS

REACHED MORE THAN 215,000 INDIVIDUALS VIA TWITTER FOR NATIONAL HIV TESTING DAY

through a Thunderclap coordinated by Farmworker Justice for our Act Against AIDS Leadership Initiative Program, *Aliados*.



PROVIDED FREE HIV TESTING

at the National Council of La Raza's annual conference.

DISTRIBUTED OVER 1,600 INFORMATION PACKETS

about farmworkers and HIV prevention, and

TESTED 88 PEOPLE FOR HIV.

WORKED TO HELP CONSUMERS, INDUSTRY, AND ADVOCATES

understand the critically important role of farmworkers in providing better, safer produce by supporting the Equitable Food Initiative (EFI). The EFI is transforming relationships in agriculture to create a system where labor practices, the environment, and food safety are respected through a rigorous certification program.



PARTICIPATED IN THE CERTIFICATION OF THE FIRST EFI FARMS AND THE LAUNCH OF THE EFI LABEL.

BRINGING ADVOCATES TOGETHER

Planned and hosted **FARMWORKER HOUSING QUALITY AND HEALTH: A TRANSDISCIPLINARY CONFERENCE**

in November 2014. **More than 60** researchers, advocates, public health and government representatives attended this unique symposium.



Planned and facilitated the **NATIONAL FARMWORKER LAW CONFERENCE**

in Washington DC. **Over 170** farmworker lawyers, paralegals, and outreach workers participated and attended workshops on occupational health and safety, labor law, and immigration law.

WEBINARS

Over 150 healthcare professionals, legal service providers, government officials, and advocates attended our various webinars covering topics ranging from immigration policy, healthcare reform, medical-legal collaborations, and HIV prevention.

OVER 230 AFFILIATES AND PARTNER ORGANIZATIONS RECEIVED OUR ALIADOS NEWSLETTER ON HIV PREVENTION FOR LATINO COMMUNITIES.



REACHING FARMWORKERS

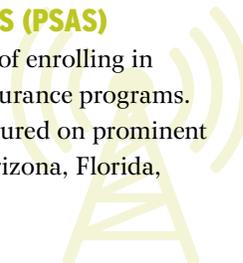
WE DESIGNED A MOBILE TEXT MESSAGING SYSTEM

to disseminate health and safety information to farmworkers.



DEVELOPED RADIONOVELA PUBLIC SERVICE ANNOUNCEMENTS (PSAS)

on the importance of enrolling in CHIP and state insurance programs. The PSAs were featured on prominent radio stations in Arizona, Florida, and California.



With our *Conexiones* project we **CONDUCTED COMMUNITY PARTNER FOCUS GROUPS**

with **over 30** community members and **30** *promotores de salud*.



We continued to strengthen our relationships with farmworker groups including our project partners: Alianza de Mujeres Activas, Campesinos Sin Fronteras, Centro Binacional para el Desarrollo Indígena Oaxaqueño, and Organización de Líderes Campesinas.

FINANCIAL STATEMENTS

AUDITOR'S STATEMENT OF FINANCIAL POSITION

AS OF DECEMBER 31, 2014

	2014
CURRENT ASSETS	
Cash and cash equivalents	\$ 911,750
Investments	-
Grants receivable	288,492
Other receivables	
Pledges receivable	43,192
Prepaid expenses	45,211
Total current assets	1,288,645
FIXED ASSETS	
	149,102
Less: Accumulated depreciation and amortization	(134,769)
Net fixed assets	14,333
OTHER ASSETS	
Deposits/ Grants Receivable, net of current maturities	14,794
TOTAL ASSETS	\$1,317,772

AUDITOR'S STATEMENT OF ACTIVITIES AND CHANGE IN NET ASSETS

AS OF DECEMBER 31, 2014

	2014 Total
REVENUE	
Federal grant revenue	\$ 1,222,278
Contributions and support	524,908
Interest income	3,127
Other revenue	4,808
In-kind contributions	24,938
Total revenue	1,780,059
EXPENSES	
Program services	2,097,077
Fundraising	145,120
Core Operations and Administrative	251,518
Total expenses	2,493,715
Change in net assets	(713,656)
Net assets at beginning of year	1,857,772
NET ASSETS AT END OF YEAR	\$1,144,116

Farmworker Justice would like to thank the following organizations and individuals for their support in 2014:

FOUNDATIONS

The California Endowment
The Ford Foundation
Four Freedoms Fund
W.K. Kellogg Foundation
The Kresge Foundation
The Evelyn and Walter Haas, Jr. Fund
The Public Welfare Foundation
The Rosenberg Foundation

GOVERNMENT GRANTS AND CONTRACTS

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 Action in Latino Communities across the Nation
• National Institutes of Health, National Center on Minority Health and Health Disparities

IN-KIND DONATIONS

AT & T Innovation Center
Mehri & Skalet, PLLC
National Council of La Raza
Sheppard, Mullin, Richter & Hampton LLP
Wilson Sonsini Goodrich & Rosati

We are grateful to AARP, MacArthur Foundation, and Pew Charitable Trust for providing matching funds for contributions from their employees.

We express our gratitude to the Campaign Committee for the Shelley Davis Memorial Fund for its support of our efforts to carry on the work of Shelley Davis, especially our assistance to farmworker women and advocacy for pesticide safety.

INDIVIDUALS AND ORGANIZATIONS

Leaders and Champions of Justice

AARP Foundation
AFL-CIO
David Bowler
Elizabeth Toll Davis and Joel P. Davis*
Family Health/La Clínica
FJC, a Foundation of Philanthropic Funds
Holzer Family Foundation
Jules Bernstein and Linda Lipsett
M. Patricia Davis and Wesley Callender
Robin Talbert and Bruce Goldstein*
The Gordon and Llura Gund Foundation*
Werner-Kohnstamm Family Fund

Social Justice Advocates

Kathy L. Krieger*
UMOS*
United Food and Commercial Workers International Union

Harvesters of Justice

Andrew Goldstein*
Ann Malester and Daniel Barney*
Bernstein & Lipsett, P.C.
Charles Field, Jr.
James & Hoffman, PC
Jay Holleran and Maria Holleran Rivera*
Jeffrey McVehil
Joan and James Leonard*
Katharyn Marks and James Klimaski
Katz, Marshall & Banks, LLP*
Keith and Lori Talbot*
Kurzban Kurzban Weinger Tetzeli & Pratt P.A.
Linda and Glen Zazove
Lois and Dale Good*
Matthew C. Keifer*
Mehri & Skalet, PLLC
Mirna McHale
Nueva Vista Group
Priscilla and Stephen Embry*
Ross Eisenbrey and Barbara Somson Rural Housing, Inc.*

Cultivators of Justice

Amalgamated Bank*
Andrea Bazan
Bryan Harrington
Chris L. Owens
Christine Naper and Donald Davis*
CrossCurrents Foundation
Cyrus Mehri
Deborah Hicks
Eddie Acosta
Erik Olson*
Frances W. Stevenson
Hermelinda B. Pompa
Janice and Thomas Casey
Janis and Howard Berman
Kerry Blume*
Kit Gage and Steven Metalitz
MAFO
Minda Berbeco and William Fertman Charitable Fund
Monique Morrissey and Mike Duffy
Natalie Camacho Mendoza
National Migrant and Seasonal Head Start Association
New York Administrative Employees CWA Local 1180
O'Donoghue & O'Donoghue LLP
Paula and Weeun Wang
Rachel May
Rebecca Smith
Rosa and Juan J. Gutierrez
Sara T. Campos and Brad Seligman*
Susan Cleveland and Edward Tuddenham*
Susan Schreiber and Barry Trebach*
United Steelworkers
Winky Foundation
Farmworker Friends
Amanda Hawes*
Anne R. Leonard
Bari Schwartz and Barry M. Hager
Barry Ira Castleman*
Caitlin and Erik Lang*
Carol L. Wolchok

Catherine Bergmann and David P. Dean
Charles Kamasaki*
Connie and Kenneth Graham
Deborah Berkowitz*
Edgar James
Farmworker Legal Services of New York*
Fenton Communications
Gary Mitchell Hurley*
Gerald J. Williams
Helen Davis*
Ibarra Strategy Group
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Katherine Bissell and Lee Congdon
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Law Offices of Steven M. Birnbaum
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Mary and Stephen Smith*
Mary Ann Massenburg and Robert Purcell*
National Labor Office, Blue Cross Blue Shield Association
Paul McAndrew Law Firm*
Phyllis Gutierrez Kenney*
Proteus, Inc.
Richard A. Irwin*
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Rosemary Sokas*
Russell Lyons
Shannon Lederer
Shelley Fox and Thomas Aries*
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Steven M. Rubin
Terri Bookless
The Victoria Foundation
United Mine Workers of America
Victor M. Glasberg & Associates

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Bettina and Christopher Paige
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Elisa and Marco Lizarraga*
Ellen Widess*
Enrique Santos
Equitable Food Initiative*
Hannah and Garry Geffert
Herman Schwartz

Irasema Garza*
Jacqueline Nowell*
Jan and Cornelia Flora
Jane and Matt Stockman Norton
Janet Bartels*
Janice Glick and Alan Piazza
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