



Labor  
Rights

Community  
Mobilization



Working  
Conditions

Immigration

Occupational  
Safety

Health

Education

Empowerment

Living  
Conditions

Environmental  
Justice

# 2016

## ANNUAL REPORT



# FIGHTING

## for Immigration Reform



### FROM THE PRESIDENT...

In 2016, we continued to press for immigration reform to allow undocumented farmworkers and their families to earn immigration status and a path to citizenship. Our talented staff provided analysis, education, and training regarding immigration proposals and programs to farmworkers, farmworker organizations, immigrant advocates, policymakers, and journalists.

Members of Congress introduced several bills on immigration and guestworker policy during the 2015-2016 Congress. Despite demands by many agricultural employer groups for a new guestworker program that would eliminate the H-2A program's modest labor protections, no bill passed.

We analyzed the language of the proposed bills, investigated the behind-the-scenes activity to gauge the likelihood of action, and reported to farmworker organizations and allies.



Farmworker Justice actively engaged in the planning and training for farmworkers to take advantage of the Obama Administration's Deferred Action for Parents of Americans (DAPA) program and expanded DACA program, which did not go into effect due to a court injunction. We served on the steering committee of the national Coalition for Immigration Reform Implementation and in the farmworker-focused Si Se Puede Network. DAPA's deferral of deportation and work authorization would have benefited more than 700,000 farmworkers and family members as well as agricultural employers.



### OUR BI-WEEKLY FARMWORKER IMMIGRATION BULLETIN

reaches several hundred organizations and educates the public about harmful legislation and options for pro-farmworker immigration reform. Journalists and think-tanks count on Farmworker Justice to gain knowledge about immigration policy.



### WE ADVOCATED IN FEDERAL

**AGENCIES** for the granting of relief from deportation for immigrants who experience retaliation by employers for organizing labor unions or challenging unlawful employment practices.



# ADVOCATING for Protections

## H-2A AGRICULTURAL GUESTWORKER PROGRAM

Through meetings at the White House and the Department of Labor, and regular media coverage, Farmworker Justice kept up the pressure against abuses under the H-2A agricultural guestworker program. The number of jobs approved for H-2A workers increased rapidly recently to about 165,000 in 2016.

- We convened meetings with expert advocates from around the country to compile information about the H-2A program for presentation to officials at the Departments of Labor, State, and Homeland Security.
- We participated in the International Labor Recruitment Working Group (ILRWG) to address international recruitment abuses of guestworkers.
- We helped Washington State advocates prevent a substantial lowering of domestic and foreign workers' wages. An H-2A labor contractor encouraged agricultural employers in the state to distort their responses to wage surveys which are used to set the minimum wage rates under the H-2A program. The federal and the state employment departments of labor concluded that some survey results had been tainted and would lead to substantially lower wages. These wage rates were disallowed and investigations into potential fraud were launched.

### FROM THE PRESIDENT...

Farmworker Justice developed an ambitious but realistic agenda for the last year of the Obama Administration. In collaboration with farmworker groups and other allies, we spent months encouraging the Secretaries of Labor, Homeland Security, Agriculture, and Health and Human Services and the Administrator of the Environmental Protection Agency to complete major policy initiatives and fine-tune specific programs and services. Important progress occurred and, we hoped, we set the stage for larger achievements in the next Administration.



Photo by Katie Langley

## WE CONTINUED OUR ADVOCACY AT US DEPARTMENT OF HEALTH AND HUMAN SERVICES

for increased farmworker-focused health programming and policy support. We also engaged with the Office of Minority Health, Health Resources and Services Administration, Substance Abuse and Mental Health Administration, Office of the Assistant Secretary. We work to improve the overall health of farmworkers and their families.



# ROOTED

in Community



Photo by David Bacon

## FROM THE PRESIDENT...

We continued and expanded our innovative health promotion work to train farmworkers on health issues and health care access. An important component of this work is building leadership skills among women.

Farmworker Justice has trained and collaborated with hundreds of *promotores de salud*, keeping us rooted in farmworker communities across the nation. *Promotores de salud* are peer health educators that engage with groups and/or individuals to share important messages about health. *Promotores* are instrumental in helping underserved farmworker communities learn proactive measures to address the unique occupational safety and health challenges farmworkers and rural families face.

The following image is a collection of quotes from *promotores* after participating in one of our occupational pesticide safety, heat stress, and workplace rights training in 2016.



I would like to keep learning more about heat stress so that I can help my community

*I liked learning more about how to stop using pesticides at home*

I thought it was hard to learn about the health consequences of pesticides because it makes me worry about my family

## I WOULD LIKE TO LEARN MORE ABOUT HOW WE CAN CHANGE OUR LAWS TO HELP PROTECT THE FARMWORKERS MORE

I thought it was special to sit in a room all together and talk about these hard issues

*I liked that we could speak from our own experience, each with our own story and circumstances*

*I liked hearing everyone's stories but it was also hard because it reminded me how difficult life can be*



# MOBILIZING

## for Better Health

### FROM THE PRESIDENT...

We are very pleased that the Bristol-Myers Squibb Foundation is providing support to help address issues relating to skin cancer in farmworkers who represent a medically underserved population at risk for both environmental and occupational health problems. In addition to providing access to skin cancer detection services, our UNIDOS project develops effective approaches and strategies to inform national private and public sector decision makers to better respond to this important public health issue.

In 2016, we launched our *Unidos Eliminado Barreras para la Prevencion de Cancer de la Piel* (United in Eliminating Barriers to Skin Cancer Prevention) project to increase cross-sector capacity to mobilize around skin cancer prevention, detection, treatment, and care with approaches that are sustainable in farmworker communities. Our community partners are California based Vista Community Clinic and the Farmworker Association of Florida.

Farmworkers and their family members face substantial health challenges and suffer poorer average health. Their working and living conditions expose them to long hours of ultraviolet radiation and skin irritants, putting them at a higher risk of developing skin cancer.

During the year we :

- Conducted a needs assessment and situational analysis through focus groups hosting over 75 farmworkers and in-depth interviews with 25 community representatives.
- Supported the formation of local steering committees (LSCs) made up of 45 representatives from variety of sectors including health, housing, faith-based, immigration, consular services, educational, and media sectors. The LSCs meet on monthly basis.
- Developed our skin cancer prevention/treatment curriculum

### RISKS

There are 5 major risk factors for skin cancer. You can remember these by placing one risk factor on each finger of your hand.

- 
- 1 AGE:** The older you are, the more exposure you've had to the sun. This increases your risk of developing skin cancer. However, younger people who spend lots of time in the sun are also at risk.
  - 2 MOLES:** Most moles are harmless and will never develop into cancer, but having a large number of moles may increase the risk for developing melanoma.
  - 3 SUN:** Your risk of developing skin cancers increases with exposure to sunlight. If you live and work in areas with year-round bright sunlight, or spend a lot of time outdoors without protective clothing or sunscreen, you are at a greater risk.
  - 4 PESTICIDES:** Working around pesticides can create a higher risk for developing skin cancer.
  - 5 FAMILY:** If you have a parent or sibling with skin cancer and/or have been diagnosed with skin cancer before, you are at a greater risk of developing skin cancer.

Photo in M in title by Earl Dotter



# WORKING

## to Improve Working Conditions & Health Care Access

### FROM THE PRESIDENT...

Farmworkers are unnecessarily exposed to many health and safety risks when working in the fields. Farmworkers deserve safe working conditions. We work to achieve greater protections for farmworkers from preventable work-related hazards and provide useful, culturally appropriate information to help farmworkers avoid injuries and illnesses.

We submitted comments to the Environmental Protection Agency (EPA) seeking the improvement of safety and training for pesticide applicators. The Certification of Pesticide Applicators rule (40 CFR 171), which had not been updated in nearly 40 years, provides national competency standards for those who may purchase and apply 'restricted use pesticides'.

The revisions improve standards for supervision, establish a minimum age of 18 for applicators, and require non-certified applicators- the persons most vulnerable to occupational injury from pesticide exposure- to receive pesticide handler and safety training in a language they understand.

The regulatory updates should result in greater awareness by pesticide applicators of the risks they face, stronger protections from exposure, and ultimately, fewer pesticide-related injuries, illnesses, and deaths among farmworkers and their family members. The revisions were due to go into effect in March 2017, but the EPA has delayed implementation until May 2018.

WE EDUCATED  
**2,700**  
FARMWORKERS ABOUT:



Occupational  
Pesticide Safety



Field  
Sanitation



Heat  
Stress



Workplace  
Rights

through in-person trainings  
and mobile text messaging.



In this battle, we're fighting for the health and 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



# ORGANIZING

## Coalitions to Create Change

We worked with coalitions of public health advocates in Florida, Georgia, Washington, and California to improve access to health care and health insurance for farmworker communities.



We collaborated with our partners in the Farmworker Health Network and co-authored a guide of key resources for migrant health. Additionally, we developed guides and fact sheets in English, Spanish, and Haitian Creole to provide farmworkers with information about the Affordable Care.



We partnered with the Center for Health Law & Policy Innovation at Harvard School of Law to research increasing access to specialty care for farmworkers through the use of telehealth technology.

We partnered with Committee for Immigration Reform Implementation (CIRI) to increase the capacity of community-based immigrant service agencies to understand unique farmworker issues.



We worked to reform global supply chains to empower farmworkers through our work with the International Labor Recruitment Working Group (ILRWG) and international trade organizations.



We convened monthly conference calls with farmworker advocates to discuss the H-2A agricultural guestworker program and develop effective strategies to monitor the program.



We hold leadership positions within the National Hispanic Leadership Agenda on both the Economic Empowerment and Labor Committee and the Environment and Energy Committee.

### FROM THE PRESIDENT...

We have helped win adoption of farmworkers' policy goals in varied coalitions. Our staff brought farmworkers' views to new forums, including the Truth, Racial Healing and Transformation Enterprise led by the W.K. Kellogg Foundation, the National Hispanic Leadership Agenda, and Food Tank's national Farm to Fork Conference in Sacramento.



# RESPONSIBLY

## Grown, Farmworker Assured

### FROM THE PRESIDENT...

Farmworker Justice is founding organization of the Equitable Food Initiative (EFI). EFI brings together workers, growers, retailers, and consumers to transform agricultural and the lives of farmworkers. Our commitment to support EFI is driven by the belief that through collaboration, our agricultural system can create shared benefits for all.

SINCE 2013

18

locations are certified in

4

countries

United States, Canada, Mexico, Guatemala

covering

13,207

acres of land

9,737

farmworkers on certified farms

502

leadership team members trained

Photo by Nicholas Wray/Equitable Food Initiative



EFI is a non-profit skill-building and certification organization. EFI-certified farms meet rigorous standards for labor practices, food safety, and pest management with a commitment to a culture of worker engagement and continuous improvement.



A critical component for EFI certification is the creation of a Leadership Team at each location. Each team has a gender and regional balance that accurately reflects the demographics of the workforce. Members receive a minimum of 40 hours of training on problem-solving processes, data gathering, communication, and conflict resolution. Leadership teams provide an opportunity for workers to be heard and to help address farm compliance issues.



# KEEPING UP

## the Pressure to Protect Farmworkers from Pesticides



We provided guidance to EPA officials to ensure that improvements to the Worker Protection Standard are implemented effectively and that farmworkers receive adequate and timely information about pesticide safety protection. The majority of the revised protections went into effect in January 2017 but have been subject to delays. We monitor these implementation delays and actively engage with administrative officials to ensure farmworkers receive the protections the law provides.

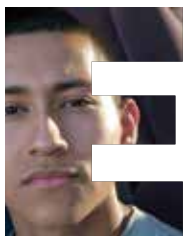
We developed and distributed educational materials on the revised Worker Protection Standard — including a clinician's guide — and have disseminated information through blog posts, media interviews, webinars, and conference presentations.



For more than 10 years, we have worked with a coalition of farmworker and environmental advocates to push the EPA to outlaw the dangerous and widely-used pesticide 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. Chlorpyrifos has been found to cause neurodevelopmental harm to children at low levels of exposure and is identified as one of the top pesticides leading to pesticide poisoning.

In January 2016, the coalition submitted comments to EPA on its findings regarding the human health risks from chlorpyrifos use. Farmworker Justice submitted testimony to a scientific panel advising the EPA on how to assess health harms from exposure to the pesticide. Farmworker Justice holds the position that chlorpyrifos should be completely banned from agricultural use.

In response to ongoing advocacy and litigation by the coalition, EPA had proposed to revoke most uses of the chemical, but in March 2017, EPA Administrator Pruitt directed the Agency not to discontinue any uses pending further study.



# EDUCATING

## Farmworkers and Advocates

We trained over 100 farmworkers and their family members on leadership and community engagement to improve public health.



Our youth leadership and community engagement workshop empowers farmworker youth to become the next generation of farmworker leaders. Our public-health focused workshop provides the opportunity to learn more about health professions and build a local youth network to affect change.



Our adult *promotores de salud* (community health worker) training further develops the leadership skills that our *promotores* possess by preparing them to serve as board members of migrant health centers and other health organizations.



We delivered a webinar series on cultivating farmworker leadership in health centers for farmworker advocates and farmworker parents connected with the Migrant Head Start program.



We planned and facilitated the biannual National Farmworker Law Conference. Over 200 farmworker lawyers, paralegals, and outreach workers participated and attended workshops on occupational health and safety, labor law, and immigration law.



Over 1,300 healthcare professionals, legal service providers, government officials, and advocates attended our various webinars covering topics ranging from immigration policy, healthcare reform, sexual harassment, LGBT health, HIV prevention, and housing.



# REACHING

the Public and Building Momentum

## FROM THE PRESIDENT...

Journalists, think-tanks, and advocates count on Farmworker Justice to provide knowledge about the issues impacting farmworker's lives. Farmworker Justice staff were speakers at numerous conferences and meetings where attendees sought the inside-the-beltway knowledge that we provide.



We generated

**1,720**

**MEDIA STORIES**

reaching more than

**1.9 BILLION**

**READERS**



We reached over

**850 MILLION**

**USERS on social media and over**

**1,000**

**PEOPLE AND ORGANIZATIONS**

receive our farmworker policy updates

We received speaking invitations from the following organizations:

Alianza Nacional de Campesinas | National Alliance of Women Farmworkers, Central Coast Alliance for a Sustainable Economy (CAUSE), UMOs, La Cooperativa Campesina de California, the Association of Farmworker Opportunity Programs, American College of Occupational and Environmental Medicine, CIRI Ready America, Western Stream Forum on Farmworker Health, National Migrant Seasonal Head Start Association, Si Se Puede Network Mexican Ministry of Foreign Affairs,

W.K. Kellogg Foundation | Truth, Racial Healing & Transformation Enterprise, Bristol Myers-Squibb Foundation, California State University Monterey, American Diabetes Association, Eastern Stream Forum on Farmworker Health, FarmTank | Food Tank, American University, East Coast Migrant Head Start Association, League of United Latin American Citizens, National Hispanic Leadership Agenda, Green Latinos



## FROM THE PRESIDENT...

As the year 2016 ended, many of the achievements that farmworkers have won — and hopes for additional progress — were at great risk. Farmworker Justice must help farmworkers fight back. With your continued support, Farmworker Justice will defend farmworkers and continue creative efforts to achieve progress in the in federal agencies, in Congress, and, where it really counts, in the fields.



BRUCE GOLDSTEIN



REACHING THE PUBLIC AND  
BUILDING MOMENTUM

EDUCATING FARMWORKERS AND ADVOCATES

KEEPING UP THE PRESSURE TO PROTECT  
FARMWORKERS FROM PESTICIDES

RESPONSIBLY GROWN, FARMWORKER ASSURED

ORGANIZING COALITIONS TO CREATE CHANGE

WORKING TO IMPROVE WORKING  
CONDITIONS & HEALTH CARE ACCESS

MOBILIZING FOR BETTER HEALTH

ROOTED IN COMMUNITY

ADVOCATING FOR PROTECTIONS

FIGHTING FOR IMMIGRATION REFORM

# JUSTICE

# FINANCIAL STATEMENTS

## AUDITOR'S STATEMENT OF FINANCIAL POSITION

AS OF DECEMBER 31, 2016

### ASSETS

#### CURRENT ASSETS

	2016
Cash and cash equivalents	\$ 1,035,055
Investments	-
Grants receivable	209,172
Other receivables	196
Pledges receivable	20,952
Prepaid expenses	15,751
<b>Total current assets</b>	<b>1,281,126</b>

#### FIXED ASSETS

	234,262
Less: Accumulated depreciation and amortization	(174,292)
<b>Net fixed assets</b>	<b>59,970</b>

#### OTHER ASSETS

Deposits/ Grants Receivable, net of current maturities	11,223
<b>TOTAL ASSETS</b>	<b>\$ 1,352,319</b>

### LIABILITIES AND NET ASSETS

#### CURRENT LIABILITIES

<b>Total current liabilities</b>	<b>172,427</b>
----------------------------------	----------------

#### NET ASSETS

Unrestricted	653,128
Temporarily restricted	494,467
<b>Total net assets</b>	<b>1,147,595</b>
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$ 1,352,319</b>

## AUDITOR'S STATEMENT OF ACTIVITIES AND CHANGE IN NET ASSETS

FOR THE YEAR ENDED DECEMBER 31, 2016

### REVENUE

	2016 Total
Federal grant revenue	\$ 655,979
Contributions and support	537,251
Interest income	1,452
Other revenue	5,343
In kind contribution	80,000
<b>Total revenue</b>	<b>1,280,025</b>

### EXPENSES

Program services	1,600,454
Fundraising	100,939
Core Operations and Administrative	193,859
<b>Total expenses</b>	<b>1,895,252</b>

Change in net assets	(615,227)
Net assets at beginning of year	1,762,822
<b>NET ASSETS AT END OF YEAR</b>	<b>\$ 1,147,595</b>

Farmworker Justice would like to thank the following organizations and individuals for their support in 2016:

## FOUNDATIONS

The Ford Foundation  
W.K. Kellogg Foundation  
The Evelyn and Walter Haas, Jr. Fund  
Oxfam America  
The Rosenberg Foundation  
Bristol-Myers Squibb Foundation, Inc

## 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)

## IN-KIND DONATIONS

Beucherts  
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Georgia Brown's Restaurant  
International Spy Museum  
League of United Latin American Citizens (LULAC)  
National Council of La Raza (NCLR)  
Taproot Foundations  
Sheppard, Mullin, Richter & Hampton LLP  
We are grateful to 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

### Trailblazers, Innovators and Leaders of Justice

Elizabeth Toll Davis and Joel Davis\*  
Hispanic Federation  
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