



# Annual Report

Farmworker Justice

2020

## Board of Directors 2020

**Natalie Camacho Mendoza, Chair**

Attorney at Law  
Boise, ID

**Andrea Bazán**

Chief Development Officer  
After-School All-Stars  
Los Angeles, CA

**Lupe Martinez, Finance Committee Chair**

President, UMOs  
Milwaukee, WI

**Satya Velasquez Curry**

Representing Farm Labor Organizing Committee  
Detroit, MI

**Shannon Lederer**

Director of Immigration, Policy Department,  
AFL-CIO  
Washington, D.C.

**Marco César Lizárraga**

Executive Director  
La Cooperativa Campesina  
Sacramento, CA

**Mario Martinez**

General Counsel  
United Farm Workers (UFW)  
Martinez, Aguila-socho & Lynch  
Bakersfield, CA

**Reyna Lopez**

Executive Director  
Pineros y Campesinos Unidos del Noroeste (PCUN)  
Woodburn, OR

**Dr. Rosemary K. Sokas, MD, MOH**

Professor; Georgetown University School of Nursing  
and Health Studies; School of Medicine  
Washington, DC

**Ellen Widess, Esq.**

Berkeley, CA

## Staff 2020

**Bruce Goldstein**

President

**David Damian Figueroa**

Director of Development

**Iris Figueroa**

Director of Economic and Environmental Justice

**Isabel Gross**

Project Coordinator for Occupational Safety and Health

**Alexis Guild, MPP**

Director of Health Policy and Programs

**Gabriela Hybel**

Legal Fellow

**Candace Mickens**

Chief Operations Officer

**Merlyn Perez, MHA**

Director of Operations

**Mayra Reiter**

Health Programs Coordinator

**Trent Taylor**

Staff Attorney

**Rebecca Young, MA**

Senior Project Director –  
Community Engagement

# Contents

Introduction .....	1
Addressing the risks of COVID-19 .....	2
Policy Monitoring, Analysis and Education on COVID-19.....	2
Advocacy for COVID-19 Legislation.....	4
Advocacy on Administration Policy Regarding COVID-19 Protections and Access to Health Care.....	4
Partnering to Support Farmworkers during the COVID Pandemic.....	6
Sexual Violence and Harassment Prevention .....	7
Labor Rights and Immigration Policy .....	8
Education and Coalition Building .....	8
Legislative Advocacy .....	9
Administrative Advocacy .....	10
Litigation .....	12
<i>Immigration</i> .....	12
<i>Labor Rights</i> .....	13
Health.....	15
Training and Technical Assistance to Improve Health Outcomes.....	15
Health education and policy publications .....	16
Advocacy and Education on Health Care Access.....	16
Occupational Safety and Health.....	17
Organizational Development and Outreach .....	18
Special Events and Outreach.....	18
Social Media and Celebrity Support.....	19
Corporate Support and Collaborations .....	19
Financial Statements.....	20
Thank You to Our Donors.....	21



## Introduction

The year 2020 brought enormous challenges to the farmworker community and to those of us who assist farmworkers in their quest for a greater measure of justice. The COVID-19 pandemic affected farmworker families disproportionately and interfered with the efforts of farmworker advocates to provide assistance.

In the last year of the Trump Administration, several agencies took major steps to deprive farmworkers of basic protections on wages and occupational safety, necessitating vigorous responses that included successful litigation.

As you will read in this report, throughout the year, Farmworker Justice staff rose to the challenges and provided farmworkers with support in a variety of ways, using all the tools at our disposal.

We thank our many supporters, most of whom are listed at the end of this report, for making it possible for Farmworker Justice to serve farmworkers. We also appreciate the volunteers who took their time to help Farmworker Justice and other farmworker advocates, including those who made thousands of face masks that we helped distribute to farmworkers.

As 2020 ended, new possibilities on key policy issues arose as the Biden Administration was about to take office. In addition, advocates in several states were making progress toward improving their employment and occupational safety laws to address farmworkers' concerns.

Still, many laws and regulations currently on the books need reform. And the protections that exist on paper too often are not applied in the fields. The COVID-19 pandemic persists and farmworkers are officially "essential workers" in our economy. They deserve better. With your support, we will continue to help farmworkers fight for justice in the courts, legislatures and administrative agencies, as well as in the fields where they labor to provide us with our food.

Bruce Goldstein  
President





## Addressing the risks of COVID-19

The farmworker community has been disproportionately affected by COVID-19. As essential workers, they have had to continue laboring in the fields even during the most severe stages of the pandemic, too often without appropriate personal protective equipment (PPE), access to handwashing stations, opportunities for social distancing, or the information needed to protect themselves. As a result, more than 500,000 agricultural workers were infected with COVID-19 according to [Purdue University's Food and Agriculture Vulnerability Index](#).

FJ has been actively advocating for greater workplace protections, prioritization of farmworkers for COVID-19 vaccines, and expanded vaccine access. Since the beginning of the pandemic, we have also continued monitoring policy developments, analyzing trends, and providing information to policymakers, farmworker-serving organizations and the general public about the potential impacts of federal policy on America's agricultural workers. FJ has also leveraged media exposure, social media and our website to disseminate information about the impact more

widely and help build support for policies to protect farmworkers and their families from the devastating effects of COVID-19.

### Policy Monitoring, Analysis and Education on COVID-19

We have closely followed and analyzed federal policy developments in response to the pandemic and shared our expertise with policymakers and farmworker advocates. These efforts have included the analysis and publication of fact sheets on two bills introduced in the 116<sup>th</sup> Congress to address the effects of the pandemic on agricultural workers and the food supply-- Sen. Merkley's "[FARM Laborers Protection Act](#)," S. 4042 , and Sen. Stabenow's "[Food Supply Protection Act of 2020](#)," S. 3840. Other similar publications analyzed the joint Centers for Disease Control (CDC) and Department of Labor Interim [Guidance](#) for agricultural employers and workers, and the Virginia Emergency Temporary [Standard](#), the



latter of which imposed specific requirements on employers to protect their workforce from COVID-19.

Through interviews and statements to the media, we kept the public informed of the risks posed by COVID-19 to farmworker communities and the state of the Administration's response. Our media outreach included participation in a *COVID Calls* [podcast](#) focusing on COVID-19, food and agriculture, which highlighted the risks faced by farmworkers and their



families and the urgent need for workplace protections. Our Director of Health Policy and Programs, Alexis Guild, was interviewed for an [article](#) in the New York Times on the prioritization of farmworkers for the COVID-19 vaccine in California. We similarly [informed](#) the public and the media about the misguided Memorandum of Understanding between USDA and the Food and Drug Administration to keep farms and packing houses running without requiring any measures to safeguard workers, endangering not just their health, but also the country's food supply. In total, FJ was mentioned or quoted in 316 news articles on COVID-19 and farmworkers in 2020.

As part of our efforts to keep farmworker advocates and health professionals informed of evolving government policy regarding COVID-19 in the workplace, we published an [Issue Brief](#) on *COVID-19 Paid Sick Leave Protections for Agricultural Workers*,

which analyzed state and federal regulations concerning the availability of paid sick leave for workers who became ill or had to quarantine due to COVID-19. FJ also took part in the American Public Health Association (APHA) Conference in October with a presentation on *Protecting Farmworkers During COVID-19*, which discussed the disproportionate risks faced by farmworkers due to their working and living conditions, as well as their challenges accessing healthcare and the role of community health centers in addressing these issues.

In addition, we created a COVID-19 resources [webpage](#) with links to the latest state guidance and regulations for the prevention of COVID-19 in agricultural workplaces, general federal COVID-19 guidance, FJ policy statements, and informational resources for farmworkers and farmworker-serving organizations. We also collaborated with Environmental Working Group (EWG) in a [review](#) of state COVID-19 protections for farmworkers, and assisted the organization in gathering information on COVID-19 outbreaks among farmworkers for the creation of an [interactive map](#) illustrating the heightened risk of COVID-19 facing farmworker communities.

*We created a COVID-19 webpage with links to the latest state guidance for the prevention of COVID-19 in agricultural workplaces.*

Early in the pandemic, we worked with the Farmworker Health Network (National Association of Community Health Centers, Health Outreach Partners, MHP Salud, Migrant Clinician's Network, and the National Center for Farmworker Health), to create a five-issue COVID-19 [newsletter](#) that shared timely information with migrant and community health centers regarding available educational resources on COVID-19, as well as training and technical assistance opportunities to help health providers support farmworkers at the beginning of the pandemic.

### Advocacy for COVID-19 Legislation

In April, FJ's Director of Health Policy and Programs, Alexis Guild, joined colleagues from the Environmental Working Group for a [press call](#) in support of Rep. Ro Khanna and Sen. Elizabeth Warren's Essential Workers Bill of Rights, which aimed to provide essential workers with health and safety protections, hazard pay, a livable wage, universal access to paid sick and family leave, and access to health care regardless of insurance or immigration status.

We also [called on Congress](#) to use Commodity Credit Corporation (CCC) funds to ensure that COVID-prevention measures, testing access and premium pay were implemented in order to protect the health and well-being of farmworkers during the pandemic. Consistent with this effort, we also [supported](#) Senator Jeff Merkley's Frontline At-Risk Manual (FARM) Laborers Protection Act, which contained provisions to ensure farmworkers' access to paid sick leave and pandemic premium pay, as well as the implementation of CDC recommendations on sanitation and social distancing in agricultural workplaces. Other provisions in the bill would have provided grants to agricultural producers to help them comply with the legislation's requirements.

### Advocacy on Administration Policy Regarding COVID-19 Protections and Access to Health Care

As we identify common trends and needs in the farmworker advocacy field, we continually brainstorm how best to solve these complex challenges. By bringing together advocates within the farmworker community, we have been able to





magnify our collective power. For example, when the COVID-19 pandemic broke out and we realized farmworkers were particularly vulnerable to the virus, we convened a working group to identify ways to protect H-2A workers during the pandemic. In March, shortly after the beginning of the COVID-19 pandemic in the U.S., FJ and a coalition of advocacy organizations representing rural communities sent a [letter](#) to then-President Donald Trump and U.S. Secretary of Health and Human Services Alex Azar enumerating a series of recommendations to increase the capacity, availability of medical supplies and funding for rural health facilities, which were already struggling before the onset of the public health emergency.

FJ also issued a [statement](#) opposing the decision by the U.S. Departments of Agriculture (USDA) and Homeland Security (DHS) in the early stages of the pandemic to give growers greater flexibility to hire agricultural guestworkers on H-2A visas without setting any requirements to protect workers' health. The H-2A visa program is rife with abuse, and allowing employers to bring in guestworkers in the conditions typically endured by H-2A created dangerous conditions that increased their vulnerability, and resulted in multiple outbreaks among H-2A workers. We also [called attention](#) to the Trump administration's decision to continue processing H-2A agricultural worker visas even as it suspended immigration in response to the spread of COVID-19.



To address the risks of COVID-19 to agricultural workers, FJ and 37 other advocacy organizations also sent a [letter](#) to the Departments of State, Labor and Homeland Security urging them to use their existing legal authority to require growers employing agricultural guestworkers under the H-2A visa program to implement protections to prevent the spread of COVID-19. The recommendations in the letter were made in response to the Administration's decision to continue allowing employers to bring in guestworkers without adequate safeguards. Although the Trump administration rejected those recommendations, FJ continued advocating for increased worker safety, urging the Occupational Safety and Health Administration (OSHA) to adopt an Emergency Temporary Standard (ETS) requiring agricultural employers to take mandatory steps to prevent the spread of COVID-19 in the workplace. The process is ongoing.

At the state level, we [weighed in](#) on the California Occupational Safety and Health Standards Board's

*FJ advocated for OSHA to adopt an emergency temporary standard (ETS) for COVID-19 prevention in the workplace.*

(Cal/OSHA) COVID ETS then under consideration. Those emergency standards came into force in December 2020. FJ also submitted comments to Oregon OSHA concerning their *COVID-19 Emergency Regulation Relating to Field Sanitation and Agricultural Labor Housing and Related Facilities*, as well as to the state of Washington on its *Emergency COVID-19 Rules for Temporary Agricultural Worker*





*Housing.* FJ's comments supported the implementation of the regulations, recommending strong workplace and housing requirements.

FJ has also sought to ensure equitable access for farmworkers to COVID-19 vaccines by, among other things, submitting [written comments](#) to the National Academies of Sciences, Engineering, and Medicine on the *Draft Preliminary Framework for Equitable Allocation of a COVID-19 Vaccine*. Together with Migrant Clinicians Network, we also submitted [comments](#) to the CDC on the agency's recommendations for vaccine allocation, requesting that farmworkers be included with other essential workers in one of the high priority groups.

### Partnering to Support Farmworkers during the COVID Pandemic

Collaboration has always been essential to the work we do. In an effort to support the farmworker community, we partnered with the Aunties' Sewing Squad—a group of generous volunteers who sewed and donated face masks—in our [Soy Indispensable](#) ("I'm Indispensable") initiative to make face masks available to farmworkers free of cost. Thanks to the

Aunties, and to generous donations from apparel company Mad Engine and Jesus Malverde Gonzalez, President and Co-founder of Sonus Agency, over 50,000 masks had been distributed to farmworkers by the end of 2020. We recognize the invaluable help of the following community partners in distributing the masks to farmworkers: California Rural Legal Assistance, Campesinos Sin Fronteras, Centro Binacional para el Desarrollo Indígena Oaxaqueño (CBDIO), Community to Community Development (C2C), Farmworker Association of Florida, Líderes Campesinas, LUPE, National Migrant and Seasonal Head Start Collaboration Office, and Pineros y Campesinos Unidos del Noroeste (PCUN).

FJ also conducted a community assessment with primary care associations (PCAs), migrant health centers, legal aid services, and community-based organizations to identify COVID-related needs and gaps in information among agricultural worker communities. This assessment was both quantitative and qualitative and involved a survey and a series of in-depth interviews with identified stakeholders. The results helped inform the development of our COVID-19 resources for agricultural workers and were provided to the Bureau of Primary Health Care (BPHC).



# Sexual Violence and Harassment Prevention

Farmworker Justice worked with Líderes Campesinas de California—a network of women farmworker leaders based in California—to build capacity and educate farmworker community members on how to prevent and address sexual harassment and violence in the workplace. Together, we produced the short film *Breaking the Silence (Rompiendo el Silencio)* and a companion *Discussion Guide* and *Fotonovela* to serve as resources for community-based organizations that work with agricultural workers to address sexual harassment



and violence on the nation's farms. The film—directed by Bel Hernandez and produced by Miguel Torres, Enrique Castillo and FJ's Director of Development David Damian Figueroa—is available in Spanish, Spanish with English subtitles, and Mixteco. The actors are actual farmworkers.

FJ and Líderes Campesinas hosted presentations of the film and its companion materials in September, during which attendees representing multiple advocacy and community organizations heard from the actors, director and others involved in its production. The presentations—which were done in English, Spanish and Mixteco—raise awareness about the issue of sexual harassment and violence against agricultural worker women, and provides information about the ways that organizations can use the film and other materials in their training and outreach activities. The film and training materials are available on our [website](#).





# Labor Rights and Immigration Policy

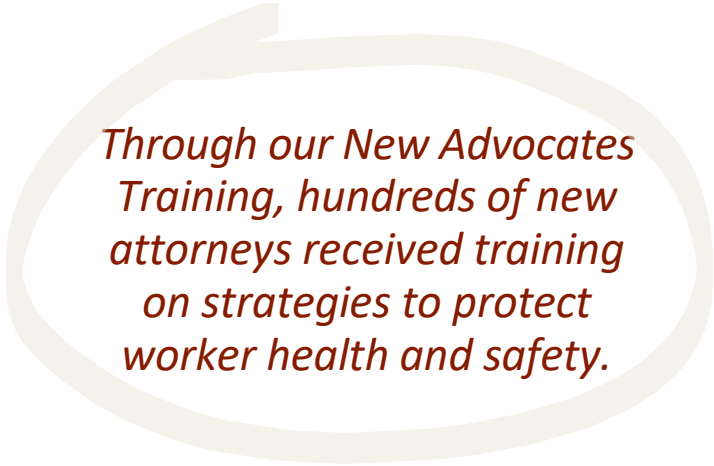
## Education and Coalition Building

Throughout 2020, FJ continued to engage in its critical policy monitoring, analysis, and education work. As a national organization based in Washington, D.C., FJ is well positioned to provide resources to farmworker-serving organizations from across the country and to bring these groups together to address complex challenges. We have used this position well over the past year.

FJ has continued to maintain the widely-used “FJLaw Listserv,” which provides a forum for advocates from across the country to share updates, celebrate legal victories, post job openings, advertise training sessions, ask questions, and identify common trends. The listserv was vital at the start of the COVID-19 pandemic, as we rushed to meet the urgent needs of farmworkers on the front lines. The listserv is also where we share our [monthly updates](#). These updates include information about particularly significant litigation, progress on relevant legislation, changes in administrative rulemaking, and new research on farmworker conditions. The monthly updates help busy legal service providers and farmworker organizers stay up-to-date on important legal and health developments.

We also take an active role in several coalitions, including [Migration That Works](#), which works to develop a labor migration model that protects the dignity and rights of workers and their families; Coming Clean, which fights to ban toxic chemicals, including pesticides; the [Equitable Food Initiative](#), which brings growers, workers, and advocates together to build a more transparent and fair food supply chain; and the [Immigration Hub](#), which helps advance a fair and just immigration system.

We further serve the farmworker advocacy community by organizing and participating in various national conferences. Most significantly, FJ hosted the [2020 New Advocates Training](#) for new farmworker-serving lawyers and paralegals. Despite the pandemic and the challenges it created, we shifted our programming online and developed a new approach to legal advocacy training. We knew that as



*Through our New Advocates Training, hundreds of new attorneys received training on strategies to protect worker health and safety.*

farmworkers’ safety and wellbeing were being threatened in unprecedented ways, the need for strong, capable, and qualified advocates was greater than ever. Through the New Advocates Training, hundreds of new attorneys received training on the Agricultural Worker Protection Act, the Fair Labor Standards Act, the H-2A program, tactics for winning a discrimination case, and creative methods for protecting worker health and safety. FJ has also participated in various panel discussions to further advance the voices of farmworkers. In September, 2020, Bruce Goldstein spoke at the [“Building a Just Recovery: Workers’ Views on the Postpandemic Economy,”](#) which was part of the Mary Robinson Speaker Series, with the Business & Human Rights Resource Center.



As the world moved increasingly online last year, FJ increased its online and social media reach in order to better educate the public and build support for our advocacy efforts. For example, we created an [interactive map](#) where users may view laws and regulations related to farmworkers' workers compensation rights, overtime pay, and minimum wage guarantees across the country. The map provides a powerful visual display of the inadequacy of farmworker-protection laws in states across the country. It also provides a helpful resource for litigators, policy advocates, and researchers to compare farmworker protection by state.

Finally, we issued several publications on key immigration and labor policies affecting farmworkers' lives. For example, in 2020, we published the report [Congress and the Administration Must Not Cut](#)

[Farmworkers' Wages in the H-2A Guestworker Program](#), analyzing proposed wage cuts and the economic impact these would have on farmworkers. We also released a fact sheet on [Representative Yoho's \(R-MN\) guestworker bill](#), which would have significantly reduced H-2A program protections and created an additional exploitative program. In addition, we published documents helping clarify complicated administrative and executive actions, including an explanation of the [H-2A program](#), a [statement](#) on the DOL's "Joint Employer" interpretation, and a summary of the Trump administration's ["Public Charge" final rule](#). By sharing these resources on our website, FJ helped ensure broader public understanding of the many laws and policies that affect farmworker communities and our collective wellbeing.

## Legislative Advocacy

Given the divided House and Senate in 2020, legislative movement was slow. Nonetheless, FJ continued with its advocacy on the Hill by meeting with Representatives and Senators from key agriculture states and establishing ourselves as experts on farmworker issues. These relationships

have served us well in the new Congress. In just the first few months in 2021, the House has already passed the Farm Workforce Modernization Act with bipartisan support. Meanwhile, President Biden has made immigration reform one of his central priorities and Senator Padilla (D-CA) has introduced a bill to



create a pathway to citizenship for essential workers, including farmworkers. On the labor front, Representative Grijalva (D-AZ) reintroduced the Fairness for Farmworkers bill, which would remove farmworker exclusions from the Fair Standards Labor Act. Legislators in both the House and Senate have introduced companion heat stress bills, which would require OSHA to implement standards protecting outdoor workers from dangerous heat. FJ will continue to build on our 2020 legislative advocacy to win transformative change for farmworkers.



## Administrative Advocacy

Administrative advocacy has always been central to FJ's work. By forming relationships with staff within key federal agencies, sending letters to department leadership, and submitting comments in response to proposed regulatory changes, FJ has ensured that farmworker voices and needs are always part of the conversation. In 2020, FJ continued this successful work.

*We opposed DOL's new definition of "independent contractor." The agency cited our comments when it withdrew the rule.*

For example, in the fall of 2020, the Trump Administration's Department of Labor (DOL) published a notice of proposed rulemaking in the Federal Register, announcing its plan to broaden the definition of "independent contractor" within the Fair

Labor Standards Act (FLSA). The new definition would have excluded countless workers from the Act's employee labor protections. FJ submitted a comment in opposition to the proposed change. Although DOL issued its final rule adopting the proposed new definition on January 7, 2021, it later delayed the rule's implementation and sought comments on the possibility of withdrawing the rule before it took effect. We submitted new comments in support of the withdrawal, which DOL quoted in its final decision withdrawing the rule and returning to the previous definition of "independent contractor" in spring of 2021. This was a victory for millions of American workers, who will continue to receive the FLSA's worker protections.

FJ also took immediate action after the 2020 Presidential election. In preparation for the changing administration, FJ began meeting with the Biden administration transition team and advocating for much-needed policy changes to protect farmworkers. We met with leadership to discuss agency priorities in the incoming Department of Labor, United States Department of Agriculture, Environmental Protection Agency, and Department of Health and Human Services. In addition, we submitted a letter calling on

the Department of Labor to improve H-2A provisions to protect both U.S. workers and H-2A guestworkers, to issue heat safety standards to ensure workers are protected from dangerous heat, and to step up its enforcement efforts in order to address systematic labor abuses across agriculture. Our letter to the United States Department of Agriculture transition staff urged the agency to resume the National Agricultural Statistics Service's Farm Labor Survey and Farm Labor Report as necessary for protecting farmworker wages. It also asked the agency to implement a strong and meaningful procurement rule with a significant enforcement mechanism to require compliance with existing labor law as a prerequisite to awarding contracts. We asked the Environmental Protection Agency to take immediate action to protect farmworker communities from toxic pesticides by banning the highly toxic pesticide, chlorpyrifos; ensuring language access by requiring bilingual pesticide labels; create an Environmental Justice team; and defend and enforce the Worker Protection Standard. In a letter directed at White House leadership, we listed our highest priorities, including legislatively-created immigration reform,



farmworker-protective labor legislation to remove farmworker exclusions from the FLSA, and repeal of the Trump administration's Public Charge Rule. Just a few months into the Biden Presidency, we have already seen the administration adopt many of our recommendations. On his first day of office, President Biden introduced his bold U.S. Citizenship Act of 2021, which would create a pathway to citizenship for the nation's estimated 1.5 million undocumented farmworkers. Meanwhile, OSHA has just announced that it will begin consideration of a heat stress standard.





## Litigation

### *Immigration*

At least one half of all farmworkers in the United States are either undocumented or working in the country on H-2A temporary agriculture non-immigrant visas. These workers are made vulnerable to increased exploitation and abuse at the worksite and have limited access to services and aid. As a result, FJ prioritizes advocacy to protect immigrant workers and their families. Given the Trump administration's racist attacks on immigrant communities, much of FJ's work in 2020 focused on playing defense to xenophobic rules and policies.

One such rule was the Department of Homeland Security's (DHS) Inadmissibility on Public Charge Grounds (the "Public Charge rule"), published in the Federal Register on August 14, 2019. Under the Immigration and Nationality Act (INA), the government may deny any application for Lawful Permanent Resident (LPR) status if the applicant "is likely at any time to become a public charge." DHS's 2019 Public Charge rule would have broadened the definition of "public charge" and changed the factors relevant for determining whether a person was "likely" to become a public charge. These changes would have dramatically expanded the group of people who would be denied LPR status on public charge grounds and would have created additional fear in the immigrant community. Undocumented immigrants--and undocumented farmworkers in particular--already suffer from limited access to health care and social services. By making use of those services detrimental to an individual's future

LPR application, the rule would have discouraged immigrants from seeking much-needed care and assistance.

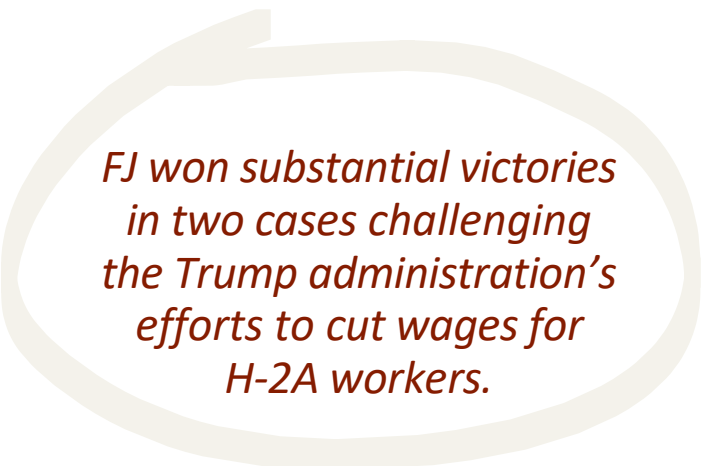


Two days after the final Public Charge rule was published, FJ and other immigrant-serving organizations filed a complaint in federal court. We successfully litigated the case throughout 2020. In a separate, parallel case, the United States Court of Appeals for the Ninth Circuit upheld a local preliminary injunction, temporarily barring DHS from implementing the Public Charge rule in the Northern District of California and the Eastern District of Washington.

After the Biden Administration took office, DHS dropped its appeal to the Supreme Court in one of the pending public charge cases. On March 15, it published a notice in the Federal Register vacating the rule.

## Labor Rights

In 2020, FJ used litigation to successfully protect the wages, working conditions, and legal protections of farmworkers. Most significantly, FJ won substantial victories in two related cases challenging the Trump Administration's efforts to cut wages under the H-2A program. These cases began in the fall of 2020, when the United States Department of Agriculture (USDA) announced that it would terminate the Farm Labor Survey (FLS). The FLS collects and aggregates information on important data related to farmworkers, including their employment, hours, and wages. It is used by several state and federal agencies, nonprofits, and advocacy groups to serve and protect farmworker communities. Of particular importance is its use as the basis for calculating the Adverse Effect Wage Rate--the primary floor for wages for H-2A workers and domestic farmworkers hired by growers who participate in the H-2A visa program. Despite widespread reliance on the FLS, USDA published a one page notice in the federal register on September 30, 2020 announcing that it would suspend the survey and the corresponding report.



*FJ won substantial victories in two cases challenging the Trump administration's efforts to cut wages for H-2A workers.*

FJ, along with Wilmer Hale, filed a complaint on behalf of United Farm Workers and United Farm Worker Foundation challenging USDA's decision. We argued that the suspension was arbitrary and

capricious in violation of the Administrative Procedures Act and that it would cause irreparable harm to farmworker communities. On October 28, 2020, Judge Drozd agreed and issued a temporary restraining order and preliminary injunction ordering USDA to reinstate the FLS and move forward with publishing the Farm Labor Report. USDA subsequently moved for the court to dissolve the order, which Judge Drozd denied on November 25, 2020. USDA then filed an appeal of the court's ruling to the Ninth Circuit, but later acknowledged that the issue was moot because the agency would be complying with the court's ruling. It released the FLS on February 11, 2021.

Meanwhile, shortly after Judge Drozd's initial ruling, the Department of Labor (DOL) published a final rule in the Federal Register announcing that it would change the methodology for calculating the AEWR. Under the new rule, the AEWR would be frozen at 2020 levels for two years before being adjusted based on the Employment Cost Index, which does not include farm or agricultural workers in its data collection. According to DOL, the proposed change in methodology would have cost farmworkers at least \$1.6 billion in lower wages over the next ten years.

We brought a new, related case before Judge Drozd challenging DOL's rule. Judge Drozd agreed with our argument that DOL had violated the Administrative Procedures Act and granted our motion for a preliminary injunction ordering DOL to revert back to the previous methodology. The AEWR was published in February 2021. Wages have gone up for farmworkers in every state in the country as a result. FJ continues to litigate remaining issues of back pay and enforcement.

In addition to directly litigating cases, FJ also filed amicus curiae briefs in cases affecting farmworker



rights. In November 2020, the Washington State Supreme Court issued a ruling in *Martinez Cueva v. DeRuyter Bros. Dairy*, holding that the exclusion of farmworkers from overtime protections violated the Washington State Constitution. A concurring opinion by Justice González adopted the equal protection reasoning that we argued in our brief, submitted in 2019.

We additionally filed a brief in *Dario Martinez-Gonzalez v. Elkhorn Packing Co.*, in which the Ninth Circuit has been asked to review a District Court ruling that an arbitration agreement in a farmworker contract was invalid. In that case, an H-2A guest worker brought a claim against his former employer, alleging wage theft and other labor violations. Before the court was able to reach the merits of his claim, the defendant-growers sought to have the case thrown out of federal court because the plaintiff had signed an arbitration agreement. The District Court found that the agreement was invalid--and the litigation could therefore continue in federal court--because the plaintiff had been subject to economic duress and undue influence when he signed the agreement. The defendants appealed. FJ submitted an amicus brief in support of the H-2A guest worker plaintiff. The brief outlined the history of farmworker employment laws and agricultural guestworker programs to demonstrate the power imbalance that exists between workers and their employers. We specifically focused on the H-2A program and provided evidence of the harsh realities for U.S. and foreign workers that make exploitation common. The Ninth Circuit heard oral argument on February 1, 2021, but has yet to rule on the case.

Finally, FJ joined onto an amicus curiae brief with partner organizations in *Cedar Point v. Hassid*, a case

heard by the Supreme Court that threatens to undermine unions' ability to access employer property for the purpose of organizing workers. The case stems from a 1975 California law that established the Agricultural Labor Relations Board, which later issued regulations allowing union organizers to enter agricultural worksites under a narrow set of conditions. The California Supreme Court upheld the regulation as constitutionally valid in 1976. Nonetheless, two growers brought a new constitutional challenge to the regulation in 2015, claiming that the access provision violated their Fifth Amendment rights. In making these claims, the growers suggested an unprecedented new approach to interpreting the takings clause. The Ninth Circuit rejected the plaintiffs' arguments and the growers appealed to the Supreme Court.

FJ submitted an amicus curiae brief with partner organization identifying the unique conditions faced by farmworkers, including isolated workplaces, rural living conditions, language barriers, and the seasonal nature of the work. These conditions make it harder for workers to organize, thereby necessitating specific regulations to protect workers' rights. The Supreme Court heard oral argument in the case on March 22, 2021.





## Health

In addition to addressing COVID-19, we continued our work with migrant and community health centers, health advocates, and a variety of community-based and farmworker organizations to

increase health center capacity to serve the needs of agricultural workers, expand access to health care, and provide health information to farmworkers and the organizations that serve them.

### Training and Technical Assistance to Improve Health Outcomes

Farmworker Justice, as a National Training and Technical Assistance Partner (NTTAP) with the Health Resources and Services Administration, supports health care access for agricultural workers. We organized and co-hosted educational activities aimed at a wide audience of health and legal services providers, farmworker-serving organizations and community-based organizations. In 2020, we held a series of workshops on issues such as diabetes prevention among migrant and seasonal agricultural worker (MSAW) families—co-hosted with School-Based Health Alliance (SBHA) and Health Outreach Partners (HOP)—and addressing challenges faced by health centers serving agricultural workers, the latter

in collaboration with HOP, MHP Salud, and Migrant Clinicians Network (MCN).

Our virtual education and outreach activities included a Diabetes National Learning Series webinar entitled *Diabetes Continuum of Care: Bridging the Health Literacy Gap to Improve Diabetes Outcomes*, co-hosted with HOP and the National Center for Equitable Care for Elders. FJ also offered a [webinar](#) focused on *Medical-Legal Partnerships: Practices and Strategies in Agricultural Worker Communities*, presented with the National Center for Medical-Legal Partnership and featuring the Monterey County MLP. In addition, we held a [webinar](#) on *Emergency*



*Preparedness: Addressing the Threat of Natural Disasters in Farmworker Communities* featuring Vista Community Clinic and Episcopal Farmworker Ministry, where we discussed the roles and strategies used by community-based organizations to help farmworkers address the risks and effects of natural disasters affecting their communities. Furthermore, FJ partnered with the [SDOH Academy](#), a collaboration

of NTTAP organizations, to offer a series of virtual workshops to help build capacity among community and migrant health centers, primary care associations (PCAs) and health center-controlled networks (HCCNs) to address social determinants of health (SDOH) to serve underserved and vulnerable patient populations.

## Health education and policy publications

Our training and technical assistance work was complemented by multiple publications addressing farmworker health issues and important developments in health policy. We published [a Medical-Legal Partnership Guide for Agricultural Worker-Serving Organizations](#) offering insights and best practices for the establishment of partnerships between community health centers and legal services organizations to address unmet legal needs of agricultural workers. Meanwhile, our Spring 2020 [Health Policy Bulletin](#) focused on behavioral health issues affecting the farmworker community, including a policy update on the expansion of access to teletherapy in rural areas and a summary of recent research on behavioral health.

FJ and the Farmworker Health Network (FHN) issued [Key Resources for Agricultural Worker Health](#), a compendium of resources to support agricultural

worker health. To help farmworker families instill healthy nutritional habits in their children we published [Cooking in the Colors of the Rainbow](#), a coloring book for children showing how preparing balanced meals can be a fun family activity. This publication is part of a broader effort to address the incidence of obesity and diabetes risks among farmworkers' children.



## Advocacy and Education on Health Care Access

Farmworker Justice is a strong advocate for improving access to health care for farmworkers and rural communities. In that role, we submitted comments to the Centers for Medicare and Medicaid Services (CMS) regarding the Patient Protection and

Affordable Care Act Notices of Benefit and Payment Parameters for 2021 and 2022, in March and December 2020 respectively. The comments encouraged CMS to preserve the user fee for health insurance issuers, which provides resources for

outreach and education, and opposed the privatization of the marketplaces, including the use of direct enrollment entities. Furthermore, FJ participated in the Western Forum for Migrant and Community Health, presenting a *Policy Update to Inform Agricultural Worker Patients and Ensure Health Care Access*, together with the California Primary Care Association.

During the Biden Administration transition, FJ shared with transition team staff for Health and Human

Services our priorities for the Biden Administration. These priorities included: expanding outreach and resources under the Affordable Care Act; expanding, improving, and utilizing research on farmworker health status and access to health care; prioritizing farmworkers in COVID-19 strategy; and supporting increased and sustained funding for community and migrant health centers.

## Occupational Safety and Health

Along with EarthJustice, FJ is representing several farmworker advocacy organizations in a case challenging the Environmental Protection Agency's (EPA) decision to weaken critical protections that help keep farmworker communities safe from pesticide drift. In 2015, after collecting copious evidence that pesticide drift threatens the safety and health of farmworkers and their communities, the EPA promulgated the Application Exclusion Zone (AEZ) as part of the Worker Protection Standard (WPS) to protect against toxic pesticides. Despite the overwhelming evidence that the AEZ was vitally important for rural communities' wellbeing, the EPA weakened these protections when it published a final rule revising the AEZ on October 30, 2020. The new

rule makes it easier for growers to spray pesticides that might drift into nearby fields, schools, and neighborhoods without requiring that sprayers take the necessary precautions to protect local communities. We challenged the new rule based on the EPA's failure to provide any evidence justifying its decision.

On December 28, 2020, Judge Limen agreed with us and issued a Temporary Restraining Order against the rule, halting its implementation just hours before it was set to go into effect. He then extended the restraining order to January 22, 2021. A hearing on our request for a preliminary injunction was scheduled for January 21, 2021, but the court later postponed the hearing and





entered a preliminary injunction enjoining the EPA from putting the rule into effect.

Our occupational health work also includes education and outreach. For example, President Bruce Goldstein and Director of Economic and Environmental Justice Iris Figueroa presented at a

webinar hosted by the Interfaith Center on Corporate Responsibility, titled *Impacts on the Farmworker Community from Pesticide Exposure*. And our [Clinician's Guide to the Worker Protection Standard](#), published with the Migrant Clinician's Network, explained the requirements outlined in the central regulation protecting workers from pesticide exposure.

## Organizational Development and Outreach

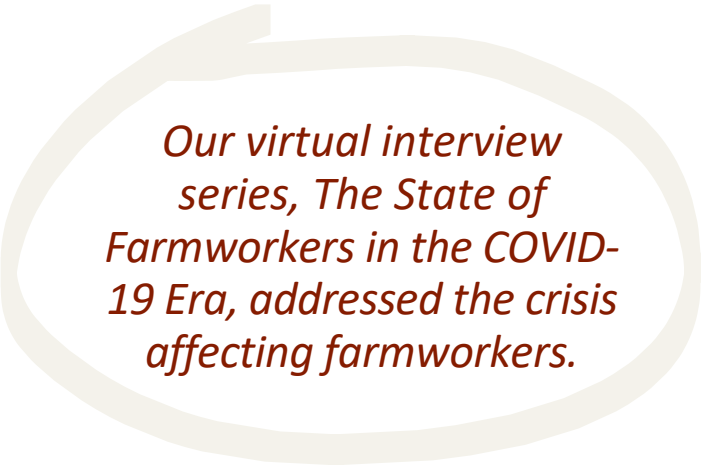
### Special Events and Outreach

The beginning of the COVID-19 pandemic brought new challenges to America's farmworkers. We sought to educate policymakers and the public about the situation faced by these essential workers during our virtual interview series, [\*The State of Farmworkers in the COVID-19 Era\*](#). This 17-episode series featured interviews with farmworker advocates—including civil rights icon Dolores Huerta—as well as nonprofit organization leaders and policymakers, who spoke about the unprecedented crisis affecting farmworkers and the need for a better response on the part of government and the agriculture industry. The series was broadcast on FJ's Facebook page and is also available on our [YouTube Channel](#).

Our development and outreach capacity expanded in 2020 with the creation of a new volunteer Advisory Council. The 16-member Council consists of prominent FJ supporters with a track record of leadership and commitment to supporting the farmworker community. The Advisory Council provides FJ with valuable expertise, outreach assistance and development support.

We enhanced our communications and outreach capabilities with the launch of a new [website](#) in the summer of 2020. The new site, which is more user-

friendly and visually compelling, is continuously updated with FJ publications, blogs, events, and media outreach materials. Through our [blog](#), we provide monthly updates on policy developments at the federal and state levels, as well as other news and information of interest to farmworker advocates. Our new website and its design firm, Revolution Interactive, were recognized by the Academy of Interactive and Visual Arts (AIVA) with a Gold Award in the *Websites—Activism* category of the [Davey Awards](#). Our website was also recognized with a Gold Award in the category *General Websites—Activism* of the [W3 Awards](#).



*Our virtual interview series, [\*The State of Farmworkers in the COVID-19 Era\*](#), addressed the crisis affecting farmworkers.*



The [2020 Farmworker Justice National Awards](#) honored community leaders and artists who have a distinguished record of supporting the nation's farmworkers. This 2020 awards honored writer, producer and activist Ellen Gavin; arts and entertainment attorney Brooke Oliver; photographer George Rodriguez; attorney, activist and philanthropist Antonia Hernandez;

journalist Maria Elena Salinas; Grammy Award-winning recording artist Linda Ronstadt; and Mayor of the City of Coachella Steven Hernandez. In conjunction with the National Awards, we also held an online auction with pieces by multiple artists to raise funds for our programs.

## Social Media and Celebrity Support

Our social media outreach expanded in 2020, with a greater variety of content such as educational materials and videos being shared with FJs followers. We have consistently used social media platforms to inform our followers about news and policy developments that are relevant to farmworkers, advocates, and supporters. In addition, we launched

a new [YouTube channel](#) to share videos of events, interviews, webinars, and outreach activities. In December, renowned actress, director and producer Eva Longoria Bastón, who is a long-time advocate for farmworkers and a friend of FJ, recorded a heartfelt [holiday message](#) to be shared on our social media channels honoring the farmworkers who feed America.

## Corporate Support and Collaborations

Our work to improve farmworker's living and working conditions has attracted the support of artists and corporations who have donated time and resources to advance the cause of farmworker rights. Louis Verdad, a Los Angeles-based fashion designer with a strong commitment to social justice, generously donated his time to design and produce the Farmworker Justice [face mask](#), which has been an important component of our online fundraising efforts.

Our [Soy Indispensable](#) ("I'm Indispensable") initiative, carried out with the invaluable help and donations of the Aunties' Sewing Squad volunteers, also received support from energy foods company Clif Bar, apparel company Mad Engine, and President and Co-Founder of Sonus Agency, Jesus Malverde Gonzalez. Thanks to the generosity of these volunteers and donors, over 50,000 face masks were provided to farmworkers free of charge.



# Financial Statements

## STATEMENTS OF FINANCIAL POSITION AS OF DECEMBER 31, 2020

### ASSETS

#### CURRENT ASSETS

Cash and cash equivalents	\$ 1,102,436
Grants and contracts receivable	371,579
Pledges receivable	58,795
Inventory	1,920
Prepaid expenses	16,150
<b>Total current assets</b>	<b>1,550,880</b>

#### OTHER ASSETS

Deposits	2,310
<b>Total Assets</b>	<b>\$ 1,553,190</b>

### LIABILITIES AND NET ASSETS

#### CURRENT LIABILITIES

<b>Total current liabilities</b>	<b>174,734</b>
----------------------------------	----------------

#### NET ASSETS

<b>Total net assets</b>	<b>1,378,456</b>
-------------------------	------------------

<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$ 1,553,190</b>
-----------------------------------------	---------------------

## STATEMENTS OF ACTIVITIES AND CHANGES IN NET ASSETS FOR THE YEAR ENDED DECEMBER 31, 2020

### REVENUE

Federal grant revenue	498,169
Grants and contributions	1,325,175
Contracts	78,245
Interest income	683
Other revenue	499
<b>Total revenue</b>	<b>\$ 1,902,771</b>

### EXPENSES

Program Services	820,164
Core Operations and Administrative	181,861
Fundraising	141,002
<b>Total Expenses</b>	<b>\$ 1,143,027</b>

<b>Change in net assets</b>	<b>943,344</b>
-----------------------------	----------------

<b>Net assets at beginning of year</b>	<b>435,112</b>
----------------------------------------	----------------

<b>NET ASSETS AT END OF YEAR</b>	<b>\$ 1,378,456</b>
----------------------------------	---------------------

# Thank You to Our Donors

## Foundation and Corporate Grants and SubGrants

Anonymous Donors  
Bigglesworth Family Foundation  
Bristol Myers Squibb  
Community Catalyst, Inc.  
Evelyn & Walter Haas Jr. Fund  
NEO Philanthropy, Inc.  
Rosenberg Foundation  
The California Endowment

## Government Grants and SubContracts

Health Resources and Services Administration (HRSA)  
National Center for Farmworker Health  
PROCEED, Inc.

## Trailblazers of Justice

Chris & Melody Malachowsky Family Fund  
Clif Bar Company  
EarthJustice  
FJC, A Fdn. of Philanthropic Funds  
Mark & Susan Stutzman

## Innovators and Leaders of Justice

Alison Thomas  
California Community Foundation  
Environmental Working Group  
Gavin/White Empowerment Fund  
JAG Molina Family Fdn.  
Joel Davis  
Jules Bernstein & Linda Lipsett  
Lois Isenman  
Marc Fomm & Beth Sperry  
Marler & Clark, LLP PS  
RSF Social Finance  
SoCalGas  
The Joshua Mailman Foundation

Valerie A. Wilk, in memory of James Strothmann  
Weingart Foundation  
WWW Foundation

## Social Justice Advocates

Andrew & Williamson  
Bruce Goldstein & Robin Talbert  
David Damian Figueroa  
Int'l Union of Painters & Allied Trades  
Kaiser South Bay HCPA  
Sean Flynn  
Steven Colbert American Dream Fund  
The Chestnut School of Herbal Medicine  
The Shimkin Foundation

## Harvester of Justice

AFOP  
Andrea Miller  
Assn. of Farmworker Opportunity Programs  
Cynthia Currin & Glenn Solomon  
Garret Swart & Indiana Strmborn  
Irving & Constance Phillips Charitable  
Laurie B. Davis & Joseph M. Sellers  
Linda Aarness  
Matthew Keifer  
Million Dollar Baby Co.  
Rosemary Sokas  
The California Endowment  
The Ester & Morton Wohlgemuth Fdn.  
Winky Fdn.

## Cultivators of Justice

Amanda Meyer  
Ann Malester & Daniel Barney Barry D. Trebach  
Charles Kamasaki  
David Bowler  
Edgar James  
Edward John Tuddenham  
Goldman Sachs

James & Joan Leonard  
John Roberts  
Kazan, McClain, Abrams, Fernandez  
Maria E. Holleran Rivera  
Maribel Ledezma Williams  
Maron Hack  
Michael Stern & Antonia Hernandez  
Mitchell T. Kaplan & Marilyn Jones Fund  
Peter J. Harnick  
Porus Buharivala  
Sandra & Mario Sewell

## Supporters of Justice

Alan & Susan Houseman  
Alexandra Dobin  
American College of Occupational and Environmental Medicine  
Andrew Potter  
Arianna E. Cisneros  
Ashley Fernandez  
Barbara L. Howe  
Barry Ira Castleman  
Benjamin Shute, III  
Bill & Melinda Gates Foundation  
Carol Wolchok  
Catherine Bergmann & David Dean  
Catherine Suter  
Connie Kling  
Daniel Figueroa  
Deborah Bombard  
Ella Duncan  
Felicia Becerra  
Gabriella Braga  
Gale Ann Hurd  
Gesla Fund  
Glen & Linda Zazove  
Ira Gottlieb  
James & Cheryl Causey  
James Garrison  
Jane Shu  
Jewish Community Foundation of LA  
John Holleran  
K. Anhalt T. Pennella  
Charitable Fund  
Katerie Conahey  
Katherine R. Schubart

Kerry Blume c  
Kim A. Gandy  
Laura Romero  
Lauren Correia  
Linda Zazove  
Lisa Trevino  
Lupe Martinez  
Matthew Dillon  
Metalitz & Gage Family Fund  
Michael O'Malley  
Modern Farmer Media  
Monique Morrissey  
Moon Florals Los Angeles  
Natalie Camacho Mendoza  
Nina Thomson  
Omar Khan  
Pat Powers & Tom Harvey  
Sara Campos  
Sophia Schneider  
Sophie S. Salcedo  
Steven Sullivan  
Vicente & Antoinette Pitta  
Victoria A. Cassano  
Wesley Shirley  
William Fitzgerald

## Friends of Justice

Alexander West  
Amanda E. Meyer  
Andrea Adam Brott  
Andrea Bazan  
Arielle Ticho  
Barbara Macri-Ortiz  
Barry & Stephanie Bricken Charitable Fund  
Beatriz Levin  
Camille Ramani  
Carmen Flores & Frank Fernandez Fund  
Carrie Griffith  
Catherine Ursillo  
Cathy Stanton  
Cerisa Skinner  
Cerita Grotts  
Charles E. Alpers  
Chris Saint Amant  
Colin Lambing  
Corinne Macintire  
Cynthia G. Schneider  
Damon Porter  
David Weil  
Diana Li  
Doriana & Jeff Hammond



Elizabeth Kantor  
Eric Blyler  
Erik David Olson  
Erika Kubick  
Garry & Hannah Geffert  
Geoffrey H. Campen  
Humberto Saenz  
Irma Herrera  
James Dooley  
James P. Dooley  
Janett Nolasco  
Jason Wei  
Jennifer Keeth  
Jeri Cary  
Jesus Salas  
Jim Garrison  
Joseph Lipofsky  
Karen Cox  
Katherine Bissell  
Kathy L. Krieger  
Kevin Ara  
Kristin Fade  
Mary J. Stafford  
Melinda White  
Michael Donofrio  
Molly Coye, MD  
Nancy Clifford  
Nicola Gafinowitz  
Patti Goldman  
Paul Tomlinson  
Peter Rousmaniere  
Pitta, LLP  
Richard Arthur Irwin  
Roy & Joyce Gamse  
Russell Lyons  
Samuel Tillman  
Sneha Ayyagari  
Susan Grenfell  
Susan Miller  
Ted T. Cruz  
Terri H. Neal  
Turow-Blumberg Giving Fund  
Vanessa Rosas  
Vasquez & Company, LLP  
Virginia Shaller  
William M. Benet  
Wilma Mercadante  
Yuchen Long  
Zachary Moore

#### **Associates of Justice**

Aaron Baumhackl  
Aaron Eng  
Aaron Henderson  
Aaron M. Kerr  
Aaron Nichols  
AARP, Inc.  
Abbie Sullivan

Abby Ginzberg  
Abigail Yu Pan  
Abraham Santana  
Adam Forni  
Aden Neumeister  
Adrian Morales  
Adriana Dingman  
Adriana Martinez  
Adriana Soto-Martinez  
Aggie Alvez  
AJ DeLeon  
Alan H. Nakagawa  
Alejandra Elenes  
Alejandra Lima  
Alejandra Segura  
Alejandro Leos  
Alex Fox  
Alex Gonzalez  
Alexander Hall  
Alexander Menaker  
Alexandra Boucher  
Alexandra Felix  
Alexandra Palley  
Alexandra Resich  
Alexandria Torres  
Alexis Greco  
Alexis Sabor  
Alfredo D. Luna  
Alicia Araujo Elatassi  
Alicia Gomez  
Alison Dubois  
Alison R. Hoyer  
Alissa Ebel  
Allan Abramson  
Allan Paul  
Allen Kadis  
Allisaon Connell  
Alma Garibay  
Alma R. Martinez  
Alvaro Graves-Fuenzalida  
Alyssa Pritchett  
Amanda C. Gregory  
Amanda Goeke  
Amanda Hawes  
Amanda Molina  
Amazonsmile  
Amber Bello  
Amber Patel  
Amber Shapiro  
Amelia White  
Amy Fry  
Amy I. Free  
Amy Lowenthal  
Amy Michael  
Amy Mora  
Amy Myrbo  
Amy Troyer-Karas  
An Ally

Ana H. Sanroman  
Ana Silva  
Analisa Swan  
Analuisa Espinoza  
Andes Loera-Brust  
Andrea Lora  
Andrea Schuman  
Andrea Steege  
Andrea Tuyl  
Andrea Zheng  
Andres Alvarez  
Andres Castillo  
Andrew Fox  
Andy Hochstetler  
Anel De Leon  
Angel Aviles  
Angela Rivera  
Anjuli Ellis-Bain  
Ann Cantrell  
Ann Ziegler  
Anna Deusen  
Anna L. Johnson  
Anna M. Fodero  
Annabel Turrado  
Anne Effland  
Anne R. Leonard  
Anne Regina Bonnanzio  
Annie Bee  
Annie Dawid  
Annie Knight  
April Ray  
Araceli Campos  
Arthur Cushman  
Arthur Lopez  
Ashley Carollo  
Ashley Puerta  
Ashley Thompson  
August Stockton  
Aura Montanez  
Barbara Brandt  
Barbara Gomez  
Barbara Petz  
Barbara Rudolph  
Bari Schwartz & Barry Hager  
Barry Levy  
Beatrice Wells Crow  
Beau Antonelis  
Becca Young  
Beckie Etheridge  
Bel Hernandez  
Bel Rivera  
Benjamin Lin  
Benjamin Zuckert  
Bernadette Buentgen  
Bernardo Pepinski  
Bernardo Ruiz  
Bernice Goldstein  
Beth Searl

Beth Slavet  
Betsy L. Minkin  
Betsy Poling  
Bettina Page  
Betty Richardson  
Bhavya Kamepalli  
Bianca Belmonte  
Bill Veen  
Blaszczyk Marquez Chartible  
Fund  
Bowen Duncan  
Brad Bennett  
Breck Jones  
Brenda Gutierrez  
Brenda Herrera  
Brenda Uribe  
Brendan Martin  
Brian Atwell  
Brian Sung  
Bridget Diamond-Welch  
Brielyn Franklin Akins  
Bristow Hardin  
Brittin Wood  
Brooke Oliver  
Bruce Cohen  
Bunnie Rivera  
C. Ashley Hawkins  
Caitlin Elizabeth  
Caitlin Slay  
Candace Bunnage  
Candace Kugel  
Carl H. Eberle  
Carla Signoret  
Carlos Adams  
Carlyn Wisherop  
Carneal Nembhard  
Carol & George Ortiz  
Carol Tucker  
Caroline & Ian Smith Dewaal  
Caroline Grady  
Carolyn Caldera-de Fanti  
Carson Vestergaard  
Caryl Stribling  
Cassandra Naguiat  
Cassandra Ryan  
Cat Sauser  
Catharine Ten Broeck  
Catherine A. Tauber  
Catherine Roth  
Catherine Santos  
Celeste Nunez  
Chandler Grace  
Charity Meyers  
Charity Parrish  
Charles Coe  
Chas Thorp  
Cheri Safford

Cheryl & Lawrence Worthington	Daniela Dwyer	Elana Berusch	Evanes Alvcam
Cheryl Bryan	Danielle Flewellen	Elana Friedlland	Eveline Simard
Christian Fahrney	Danielle Fortner	Elanor Wilson	Ewa Pawlak
Christiana Martenson	Danielle McLain	Eleanor Walker	Ezaldeen Abdu Thabet
Christie Mclean Kesler	Danny Rodarte	Elena & Joel Widder	Ezequiel Millan
Christina Lopez	Daphnna Eldred	Elisabeth P. Hardy	Fab Ramos
Christina Montoya	Darryl Walker	Elise Bell	Fabis Tello
Christina Pearce	David B. Stewart	Elizabeth Auwaer	Familia Maldonado Pintor
Christina Villasenor	David Bacon	Elizabeth Butler	Felice Schachter
Christina Wright	David F. Henry	Elizabeth Hardy	Felicia Figueroa
Christine Aguirre	David Flamm & Margaret Stevenson	Elizabeth Joan Falconer	Feygele Jacobs
Christine Armstrong	David Gorman	Elizabeth Martinez	Forrest C. Lockwood
Christine Hadley Enger	David Hall	Elizabeth McGlone	Francisca Braun
Christine Neuhoff	David Scott	Elizabeth Phillips	Frank De Leon
Christine Rivera	David Soyster	Elizabeth Rosenthal	Fred Ross
Christine Sanchez	David Waddell	Elizabeth Seitzinger	Gabi Rodriguez
Christine Sherry	Dawn L. Cuellar	Ellen G. Widess	Gabriela Urquizo
Christophe Delaunay	Deanne R. Walters	Ellen Gavin	Gail Taylor
Christopher Carter	Deb Rock	Ellen Gersh Widess	Garcia-Casellas Family Fund
Christopher Ellis	Deborah Friedman	Ellen Oh	Gary Cunningham
Christopher Sangdahl	Deborah Santa Ana	Ellie Roberts	Genesis Lares
Christopher Velasco	Deborah Walton	Elliot Goldstein	George Taylor & Candice Hoke
Christy Eschief	Debra J.T. Padilla	Ellyn Kaschak	Gerald Thiers
Christy Klein	Debroah Graham	Elsie Meeks	Gerard Lieberman
Cindy Dou	Deirdre Hamlett	Elvira Zinn	Geri D. Palast
Cindy Karasinski	Deirdre Perez	Elyse S Zettler	Gina Bello
Claire Baldwin	Delia Shanahan	Emily Abramson	Gina Blednyh
Claire Davis	Denise Mendez-Gray	Emily Comtois	Giovanny Blanco
Claire M. Seiler	Deprise Mechelle Brazel	Emily Dyke	Gissell Moronta
Clare M. Sheridan	Derek Sportsman	Emily Evans	Glen M. Renner
Clare Palo	Desiree Hollingsworth	Emily Hoppes	Glen M. Renner
Clark Construction Group, LLC	Diana Barcenaz Quiroz	Emma Henry	Glenna Mote
Colleen Willis	Diana D. Zheng	Emma Salazar	Gloria Lepow
Connie Marie	Diana Ortiz	Emma Stocks	Gordon Haverstock
Connie Stancill Rhodes	Diane Angius	Endia Symanzik	Gosia Ceglinska
Connor Blanco	Diane Boodrookas	Erendira Brumley	Grace Kim
Constance Anderson	Diane Ponder	Erendira Taboada	Grace Lee
Cordelia Nissley	Diane R. Williams	Eric P. Jacobsen	Grace Poling
Corinne Nicole Deturk	Dina Esquivel	Eric Rosenquist	Greg Gwiasda
Cornelia Flora	Dinorah Boykin	Erica Buck	Gregg Weissman
Cristian Gomez	Dolores Aragon	Erica Moltz & Russell Kinner	Gregory & Francsca Schell
Cristin B. McCurdy	Dolores Leal	Erik Kang	Gretchen Dykstra
Cristina Matthews	Dolores Parks	Erika Davies	Gretchen Kasting
Crystal Nyerick	Donald Cirino	Erin Alderson	Griselda Chapa
Cynthia Gutierrez	Donald Shriber	Erin Jiminez	Guthrie Bikhead
D.M. Dale	Donna Doliber	Erin Szulman	H.C. Mullaugh
Dale Templeton	Doralee Grindler Katonah	Ernesto Ochoa	Hailey Hibbard
Dana Ferruzzi	Dorothy Chavez	Ernie Nelson	Haley Albaum
Dana R. Hernandez	Doug Abbott	Ernie Powell	Haley Noelle
Dana Trilling	D'Vera Cohn	Esther Urquiza	Hallie Evans
Dana Van Wramage	E.A. Yowell	Esther West	Hallie Griffiths
Daniel Keo Low	Edgar Molina	Ethan Dodd	Hannah Linroth
Daniel McGarry	Edith Moreno	Ethan Ruby	Hannah Stamler
Daniel Quinones	Eduardo Bello	Ethos Matters, LLC	Haydee Urita
Daniel Valero	Eileen Alden	Eugene Boutilier	Hayes Rodriguez
Daniel Van Veen	Eileen Walker	Eunice Ha	Hayley Cavagnolo
Daniel W. Whalen	EJ Dean	Eva De Leon	Hayley Park
		Eva Moss	Heather Bowersox



Heather Gluck	Jasmine Reyes	Joseph & Carolyn Gallegos	Kenneth Bender
Heather Jeanne	Jason Dyrda	Josh O-R	Kenneth Martinson
Hedy Bannon	Javier G. Castillo	Joshua Steinhauer	Kevin Carpenter
Heidi Blake	Jay E. Feldman	Josie Mooney	Kevin Magee
Heidy Rodriguez	Jeffrey Lewis	Jourdan Ewoldt	Kevin Melia
Heinz Mueller	Jena Richmond	Joyce Flores	Kevin Miles
Helen Cordova	Jenee Pearson Hughes	Juan Manuel Perez Lopez	Kim Kuehnert
Helen Davis	Jeni Afuso	Juanita Chaes	Kim Petty
Helen Hobart	Jenn Benn	Judith Heimlich	Kimberly Contreras
Helen Rivera Rotellini	Jennifer A. Young	Judy Kwan	Kimberly Emery
Helen Yip Ong	Jennifer Carrillo	Judy Shlasko	Kimberly Sanchez
Herman Schwartz	Jennifer Frenzel	Judy Weston Hoskins	Kimberlyn Burns
Holly E. Longworth	Jennifer Lopez	Julia Baldiga	Kishori Rajan
Hugo Alvarado	Jennifer Luna	Julia Langton	Kristee Ono
Hulises Barcelo	Jennifer Naguiat	Julia Perez	Kristen Hicks
Ian Moore	Jennifer Natoli	Julia S. Becker	Kristen Klitgaard
Ibarra	Jennifer Otanez	Julia So	Kyle Church
Ignacio Zuniga	Jennifer Proctor	Julie Allison	Kylee Schnitzer
Imani Anderson	Jennifer Sass	Julie Goeman	Kyndal Easter
Ingrid Pino Duran	Jennifer Seymour	Julie Jones Do	L.A. Manny
Ira Kurzban	Jennifer Tello	Juliette M. Cunico	Ladonna Johnson
Irene Gonzalez	Jennifer Wong-Ala	June Ellestad	Lali Moheno
Irvin B. Hershenbaum	Jere Maddux	Kaden Koksma	Larry G. Ludwig
Isabel Carrero	Jeremiah Gonzalez	Kaethe Weingarten	Laura Anderko
Isabel Reyes	Jeremiah Vaughn	Kaitlan Gomez	Laura Cole
Isela Lopez	Jeremy Dow	Kanwaljit Bakshi	Laura Esquivel
J.M. Longoria	Jesse Kurtz	Karen A. Frankel Carrel	Laura Greenlee
Jack Johns	Jessica Lindsay	Karen Coe	Laura M. Dean
Jackie Holland	Jessica Wargo	Karen Hess	Laura Marin
Jacqueline Gottesman	Jessica Weimer	Karen M. Kohl	Laura Martinez
Jacqueline Kaula	Jesus Hernandez	Karen Tokarz	Laura McArdell
Jacqueline Nowell	Jesus Nebot	Kari Burnett	Lauren Pett
Jacqueline Salinas	Jill and Allen Goldstein	Karina Rodriguez	Laurice Feller
Jacquelyn Blumenthal	Jill Ginsberg	Karla Hernandez	Laurie J. Greene
Jacquelyn Moreno	Jill McDermott	Kate Shoemaker	Laurie Rosenwasser
Jadyn M. Holmgren	Jim Dykes	Katherin N. Blodgett	Lawrence Bennett Kleinman
Jaidah Reed	Jim Mooney	Katherine Giesler	Lawrence Dietrich
Jaime Ferrar	Jim Plampin	Katherine Guerra	Lee H. Cowgill
James Engel	Joan Kenny	Katherine H. Kenyon	Lee Lontoc
James P. Ohara, IV	JoAnn Malone	Katherine N. James	Lee Sacks Linnell
James Rivera	Joanna Dailey	Kathleen M Burch	Lelde B. Gilman
Jamica Macalino	Joanne M. Rizza	Kathleen Swanson	Leo Heuston
Jamie B. Russell	Jobeth Hammer	Kathryn Giesler	Leonor Rodriguez
Jamie Henning	Joel Adelberg	Kathryn Gourley-Kern	Leonora Rianda
Jamie Tomasello	John Grattan	Kathryn Morris	Leslie Mendoza Contreras
Jane Goldman	John Mantz	Kathy Jean	Leticia Urquidi
Jane M. Stockman	Johnnie Driessner	Katie Anne	Liana C. Clary
Jane R. Kaplan	Jolanta Benal	Katie Bagby	Liesel Schmidt
Jane Yang	Jon Hiatt	Katy Maas	Lilia Ballesteros
Janelle Atwell	Jonathan Bradley	Katya Hervatin	Liliana Perez
Janet D. Stemwedel	Jonathan H. Rappe	Kay Bogart	Lillian Hiraes
Janet E. Bartczak	Jorge Reyes	Kay Maas	Linda Beenau
Janet L. Leaver	Jose Anazagasty	Kazuhide Tokuda	Lindy Ratcliffe
Janice Glick	Jose Arechiga	Keith Small	Lisa C. Braverman
Janie Rosales	José Borrego	Kelly Glostott	Lisa Jurras-Buchanan
Janine Tellinghuisen	Jose De Arteaga	Kelsey Crane	Lisa Kotin
Jasleen Singh	Jose Luis Orozco	Kelsey Tarwater	Lisa Mitchell
Jasmine Naguiat	Jose Silva	Ken Martinson-Gomez	Lisa Saff Capozza

Lise Shannon  
 Liz Kinghorn  
 Logan McKinney  
 Lois Wood  
 Lola Bell  
 Lorenzo Ruiz  
 Lorin Hill  
 Lorraine Liberti  
 Lorraine Serrano  
 Louisa Lin  
 Luchita Libre  
 Lucy Marie Quinonez  
 Luis DeLeon  
 Luis Martinez  
 Luisa Rodriguez  
 Luisamaria Ruiz Carlile  
 Lyle Funderburk  
 Lynda Crane  
 Lynette Moody  
 Lynn Hatfield  
 Lynn Mayer  
 Lynne E. Cameron  
 Mac Henry  
 Mac Nagget  
 Maddie Rose  
 Madeline Liberti  
 Madeline Philips  
 Madeline Reicher  
 Madeline Scott  
 Madeline Tucker  
 Madison Kraus  
 Malaina Poore  
 Malana Riverah  
 Mallory Krantz  
 Manuel Garza  
 Marc Reza  
 Marc Rotenberg  
 Marc Todd  
 Marchetti, Margaret  
 Margaret Gomez  
 Margaret Hennessy  
 Margaret McFadden  
 Margaret Scott  
 Margaret Tabb  
 Margarita Yanez Valenzuela  
 Margo Langley  
 Maria Godfrey  
 Marianna Kong  
 Marilyn Rice  
 Marina Lawson  
 Mario Ceballos  
 Marisa Espinosa  
 Marisa Hernandez-Stern  
 Marisa Ung  
 Marjorie Miller  
 Marjorie Sigel  
 Mark Hagley  
 Mark Lacey

Mark Moony  
 Mark Trollinger  
 Marleda Jones  
 Marlee Rodrigue  
 Marlene & Paul Adelberg  
 Marlene Fleming  
 Marlo Fries  
 Marlon J. Antunez  
 Martha Barragan  
 Martha Fierro  
 Maru Galvan  
 Mary Ann Massenburg  
 Mary Bloodsworth-Lugo  
 Mary E. Bradsberry  
 Mary Hoyt Dickson-Gordon  
 Mary Lee Hall  
 Mary Lemanek  
 Mary M. Stone  
 Mary Newman  
 Mary Reynolds  
 Maryam R. Middleton  
 Maryann Jackmon  
 Matthew F. Witten  
 Matthew Gidley  
 Matthew McBean  
 Matthew Medina  
 Matthew Mejia  
 Maureen Meter & Matthew Piers  
 Mauricio Garcia  
 Maxie Solters  
 Mayra Reiter  
 Meg Crampton  
 Megan Hernandez  
 Megan Richardson  
 Megan Rippey  
 Meghan Taylor  
 Melissa Andrade  
 Melissa M. Duffy  
 Mercantile & Co.  
 Meredith Anderson  
 Meredith Jones  
 Merlyn Perez-Conley  
 Michael Dolan  
 Michael J. Torra  
 Michael K. Dettling  
 Michael Kaplan  
 Michael Lebowohl  
 Michael Osorio  
 Michael Storper  
 Michele Ford  
 Michele Rozga  
 Michelle Hendley  
 Michelle House  
 Michelle J. Youngblom  
 Michelle Mancuso  
 Michelle Munoz  
 Michelle Renae

Michelle Samuels  
 Mickey Kennedy  
 Mike Whye  
 Mildred Marmur  
 Mindy Domb  
 Miriam S Hoffman  
 Mirra Schwartz  
 Mishelle S. Jin  
 Missy Stalp  
 Mita Dey  
 Molly Adolfsen  
 Molly Fauth  
 Molly Torres  
 Monica Arango  
 Monica Gastelum  
 Monica Vanbladel  
 Montserrat Reyes  
 Nancy Bothne  
 Nancy De Los Santos  
 Nancy E. Losey  
 Nando De Leon  
 Naomi Ludman  
 Natalie Alterman  
 Natalie Osterweil  
 Natalie Reyna  
 Natalie Rojas-Kemp  
 Natasha Brodie  
 Nathan Nutter  
 Nathan Raby  
 Nathaniel Tell  
 Nati Ramirez  
 Nelg Reklaw  
 Nelson Rabell  
 Nicholas Ellis-Bain  
 Nicki Williams  
 Nicole A. Lampe  
 Nicole Denamur  
 Nicole Hernandez  
 Nicole Sparacio  
 Nighat Rahman  
 Nikki O'Neill  
 Nina Bacaner  
 Nina Joung  
 Noemi Santana Guzman  
 Noreen Trombley  
 Norm Cavanaugh  
 Norma Jean  
 Norma Salcedo  
 Norman J. Kachuck  
 Ocean Beach People's Organic  
 Odalys Rincon Soto  
 Oliver Yuen  
 Oscar Arriaga  
 Oscar Reyes  
 Oscar Thomas  
 Oskar Toruno  
 Pablo Mezquita Ortega  
 Palma J. Burke

Pamela Santos  
 Patrica Parsley  
 Patrice Horstman  
 Patricia Bailey  
 Patricia J. Kelly  
 Patricia Juarez  
 Patrick Bailey  
 Patrick Carrera  
 Patrick Collins  
 Patrick E. Reilly  
 Patsy Montgomery  
 Patti Tototzintle  
 Paul Papanek  
 Paul Rice  
 Paula Dinerstein & David Conrad  
 Peter B. Gradoni  
 Peter Dellinger  
 Peter Mitchell  
 Peter Samis  
 Philip Spadaro  
 Philip Tom  
 Philip Williams  
 Phillip Donley  
 Pintor Familia Maldona  
 Pooja Shethi  
 Prathna Patel  
 Priscilla J. Frank  
 Priya Baskaran  
 Rachel Hanauer  
 Rachel Minsky  
 Rachel Neal  
 Rachelle M. Udani  
 Radhika Kannan  
 Raelani Kesler  
 Rafael Blanco Senior  
 Randy Munoz  
 Raquel Haro  
 Raul Gonzalez  
 Raymond Honeycutt  
 Raymundo Galeno  
 Rebecca Bermudez  
 Rebecca Bilodeau  
 Rebecca Castrejon  
 Rebecca Harnik  
 Rebecca Lahr  
 Rebecca Spigel  
 Rebekah Rogers  
 Regina Fink  
 Reina Knapp  
 Renee Bornstein  
 Renee Ruiz  
 Reva Trevino  
 Rhianna Eileen Mestaz  
 Richard Liroff  
 Richard Mines  
 Richard Nahmias  
 Richard Sajor

Rick Kadis	Sarah Ellsworth	Steven P. Sartori	Tod Hill
Robert Barajas	Sarah M. Fox	Stuart Cohen	Tom Cokenias
Robert C. Lyman	Sarah Nguyen	Sue Dockstader	Tom Zerger
Robert Kostas	Sarah Powell	Sue Schneck	Tomi Blaize
Robert Kunselman	Sarah R. Bisconte	Summer Caratachea	Tony Langbehn
Robert L. Vogel	Sarah Renn Haeryfar	Susan Blum	Tyra Blew
Robert Valdez	Sarah Soliman	Susan C.Selman	V. Azurin
Robin Frances Ellam	Sarah Thompson	Susan Kopicki	Valeria Nava
Robin Stanton Gerrow	Sarah Wheatley	Susan M. Gabbard	Valerie Miller
Roger Hanson	Selam Nicola	Susan Roe	Valerie Pietrasz
Roland Palencia	Shalini Cutchin	Susannah Cleveland	Valley Streams Zen Sangha
Romi Rios	Ramachandran	Sydney Copeland	Vanessa Aguilar
Rosa Toscano	Shannon Wilson	Sydney Williams	Vanessa Vella
Rosana Nesheim	Sharon Andona	Sylvia Arguijo	Venkatesha Chakravarthy
Rosemarie Juarez	Sharon Lascano	Sylvia Barron	Vianca Riascos
Roxanne Bentley	Sharon Popp	Sylvia Riggs Liroff	Victor Franco
Roy S. Highberg	Shazeeda N. Bhola	T.S. Gann	Victor Ganata
Ruben Bomse	Sheila Dyar Saxberg	Talia Adaiah Caldwell	Vienne Yamamoto
Ruth Berlin	Shelby Inger	Tanya Kaplow	Vincent Failoa
Ruth Eisenberg	Sherri Eaton	Tavia Weinmann	Vincent M. Amari
Ruth Lansford	Sherry Yang	Taylor Shin	Virginia & Charles Nesmith
Ryan M. Klein	Shirley Mercado	Teresa Cazares	Viridiana Luna
Sabah Ghulamali	Silvia Gonzalez Scherer	Teresa Hernandez	Vonda Ricciardi
Sabol Rodgers	Silvia Perez	Teresa Jones	Wali David Via
Salesforce	Simon Rockwell	Teresa M Jeffers	Wallis-Whitehead Family
Salvador Castro	Sonia Moscardon	Teresa Rankin	Fund
Sam Gelfer	Sophia Geving	Teri Woo	Wanda Johnson
Samantha Foote	Sophie Guilin	Terri Marroquin	Wendy Greenfield
Samuel H. Bar	Staci Maiers	Terri Rivera	Wendy Hector
Sandi Schmidt	Stacy Richardson	Terry Taylor	Wilbert Copeland
Sandra Contreras	Stefanie Diebler	The Herrera Agency	Wilkinson
Sandra Gutierrez	Steph Lawless	The Wah Family Charity Gift	Winnie Chan
Sandra Rodriguez	Stephanie Jourdan	Fund	Ximena Martin
Sandra Sewell & Amparo	Stephanie Valenzuela	Theodore Anderson	Xochitl Hernandez
Serrano	Stephen Abronson	Theresa Camacho	Yessenia Portillo
Sandy Cambron	Stephen B. Pershing	Theresa Varner	Yesy Galeno
Sandy Ferguson	Stephen Ekstrom	Thoas Dublin	Yisha Ng
Sandy Phueng	Stephen Garfield	Thomas & Janice Casey	Yolanda Gonzalez
Sandy Yin	Stephen Synchronicity	Thomas Acker	Zach Surgett
Sanford Jacoby	Stephen Tabarez	Thomas Aries	Zak D. Mettger
Santiago Vasquez	Steve Shapiro	Thomas Dublin	Zak Mettger
Sara Berg	Steven A. Ely	Thomas J. Koelsch	Zoe Bishop
Sara Rubalcava	Steven Alvarado	Thomas J. Tizard	Zoe Kayton
Sarah Castillo	Steven Burkett	Thomas Koelsch	
Sarah Cunningham	Steven Kent Revier	Thomas Wisherop	
Sarah Dyke	Steven M. Rubin	Timothy Lewis	





1126 16th Street NW, Suite LL-101  
Washington, DC 20036  
202.293.5420  
[connect@farmworkerjustice.org](mailto:connect@farmworkerjustice.org)

<https://farmworkerjustice.org>  
<https://justiciacampesina.org>



@FarmworkerJustice



@FarmwrkrJustice



@FarmworkerJustice

© Farmworker Justice 2021. Farmworker Justice, Justicia Campesina and the Farmworker Justice logo are trademarks of Farmworker Justice.