

EST. 1980



2024

ANNUAL REPORT



WWW.FARMWORKERJUSTICE.ORG

BOARD OF DIRECTORS

Natalie Camacho Mendoza

Chair
Attorney at Law
Boise, ID

Marco César Lizárraga

Executive Director
La Cooperativa Campesina
Sacramento, CA

Dr. Rosemary K. Sokas, MD, MOH

Professor, Department of
Human Science, Georgetown
University School of Nursing and
Health Studies;
Professor, Department of Family
Medicine, Georgetown
University School of Medicine
Washington, DC

Christine E. Webber

Partner
Cohen Milstein
Washington, DC

Lupe Martinez

President
UMOS
Milwaukee, WI

Reyna Lopez

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

Rachel Cervantes-Griego

Senior Vice President for
Community Innovation and
Strategic Partnership
Latino Community Foundation
of Colorado
Denver, CO

Julian Teixeira

Chief Communications Officer
Southern Poverty Law Center
Washington, DC

Joaquin Altoro

Administrator of Rural Housing
(Former)
U.S. Department of Agriculture
Washington, DC

Mario Martinez

General Counsel
United Farm Workers (UFW)
Martinez, Aguilascho & Lynch
Bakersfield, CA

LETTER FROM THE CEO

2024 was a year of growth for Farmworker Justice, in which we helped shift the narrative toward farmworkers' economic impact and their vital role in stabilizing our nation's food system. As we enter into a new period in our nation's leadership, farmworkers are once again in the crosshairs of a sweeping immigration policy that stands to destabilize the entire farm workforce and food prices with it. FJ will remain by farmworkers' sides, continuing to trumpet their critical role in the U.S. economy.

With more than 40 years of experience working on agriculture labor reform, FJ has a long history of working with legislators on both sides of this aisle. This year, we hosted a bipartisan roundtable with farmworkers and key republican and democratic Members of Congress. We discussed the importance of fair wages and labor standards, workplace health and safety protections, and paths to citizenship for undocumented workers and their families.

This was also a big year for FJ litigation with wins in cases in Iowa and Washington state, both of which helped protect farmworkers from unfair labor standards and wage theft. We also hosted our biennial National Farmworker Law Conference in Atlanta, where more than 200 farmworker legal services advocates from across the country shared best practices and discussed legal strategies to support farmworkers in 2025.

In response to the devastation of hurricane Milton and Irene, FJ launched the Farmworker Family Disaster Relief Fund, which distributed thousands of dollars in



donations to key on-the-ground organizations working directly with farmworker communities in Florida, Georgia, North Carolina, and Tennessee.

In 2024, FJ brought on several new hires for our legal, program, finance, and communications teams. With a full staff in tow, FJ has never been more ready to tackle the challenges faced by farmworkers.

This was also a significant year for growing FJ's budget through record-breaking fundraising efforts! Our supporters helped us generate sustainable revenue that allowed us to reach tens of thousands of farmworker families in rural America.

We'd like to thank those who supported us this year and invite others to donate to Farmworker Justice. With your support in 2025, we can protect our brothers and sisters in the fields and safeguard our nation's food system.

Onwards!

Ron Estrada

A photograph of several farmworkers in a field, some carrying buckets, with the word 'PROGRAMS' overlaid in large orange letters.

PROGRAMS

ACCESS TO HEALTH CARE

FJ continued its work providing training and technical assistance to health centers that serve farmworkers and their families. Funded by the Health Resources and Services Administration (HRSA), FJ developed resources on HIV, provision of interpretation services for Indigenous farmworkers, and sexual assault in the fields. We also hosted webinars on wildfire smoke preparedness, climate resiliency, and mental health. The resources and webinars can be found on FJ's website and Youtube channel.

SKIN CANCER SCREENING

FJ Increased access to skin cancer screenings for rural and low-income farmworkers through its ReUnidos project. Partnering with AIM at Melanoma and health centers in San Diego County, CA and upstate New York, we hosted 37 community skin cancer screening events. Over the three-year project, which ended in March 2024, 748 farmworker community members were screened for skin cancer. Patient navigators supported ten patients with follow-up care, including biopsies of suspicious lesions. We are exploring publication opportunities to share lessons learned from this project.

A photograph of several farmworkers in a field, some carrying buckets, with the word 'PROGRAMS' overlaid in large orange letters.

PROGRAMS

HEAT SAFETY

FJ exceeded its goals in implementing its OSHA Heat Stress Safety Training Project with a train-the-trainer model across key states like Arizona and Florida resulting in the training of 1460+ farmworkers in heat safety delivered in Spanish and Haitian-Creole. In 2024/25 FJ will continue delivering vital heat stress training to farmworkers in Arizona and Maine through collaborations with Campesinos sin Fronteras and Maine Mobile Health Programs.

TRAUMA-INFORMED CARE

FJ organized a two-part training on trauma-informed care for outreach workers that included information on the effects of trauma as well as strategies for engaging farmworkers who have experienced trauma. FJ expanded the program's reach by creating materials on workplace sexual harassment and assault in indigenous languages, including K'iche' Maya, Mam and Mixteco, featuring QR codes to audio recordings of the information. This made them more accessible to native speakers with varying degrees of literacy. The efforts successfully reached more than 27,900 women in farmworker communities and referred 1681 women to services. Through this program, FJ distributed more than 28,700 fact sheets, 19,900 fotonovelas and made 114 social media posts which received about 29,000 views. This project concluded in March 2024.

A photograph of several farmworkers in a field, wearing hats and work clothes, engaged in agricultural work. The image is slightly blurred and has a dark green overlay at the bottom.

PROGRAMS

WILDFIRE SMOKE PREPAREDNESS

In Spring 2024, FJ launched “Wildfire Preparedness and Resiliency in Farmworker Communities”. FJ’s project will build capacity among farmworker-serving partners to perform community outreach and improve wildfire emergency preparedness and disaster resiliency among farmworker communities. The program provides access to information and links to resources. During the three-year project, FJ will partner with organizations in Washington state to create a toolkit of resources, provide trainings and distribute text messages to over 10,000 farmworkers.

DISASTER RELIEF

This fall, FJ Launched its Farmworker Family Disaster Relief Fund to assist farmworkers whose lives have been upended by Hurricanes Helene and/or Milton. The fund has helped to raise awareness and support for much needed on-the-ground service organizations working with farmworker families in Florida, Georgia, North Carolina, and Tennessee.

A photograph of several farmworkers in a field, wearing hard hats and work clothes, engaged in agricultural work. The image is slightly blurred and serves as a background for the top section of the page.

PROGRAMS

DIGITAL LITERACY

FJ launched its digital literacy project with support from the AT&T Foundation. Working with Migrant and Seasonal Head Start and Migrant Education, we provided 70 workshops and classes for over 10,000 farmworker parents and students across the country. The sessions provided instruction and individual support on resources to develop and enhance digital literacy using AT&T's Achievery and digital literacy tools.

PANDEMIC PREPAREDNESS

In response to the H5N1 outbreak in 2024, FJ spearheaded meetings with the White House Office of Pandemic Preparedness and Response to provide feedback and share information on the federal response to H5N1 among U.S. dairy workers. Working closely with the Migrant Clinicians Network, the National Center for Farmworker Health, and other national organizations, FJ shared mitigation practices and strategies that enhanced dairy worker protections and outreach in Florida, Georgia, North Carolina, and Tennessee.



POLICY

OSHA HEAT RULE

FJ convened more than 20 partners to collaborate on comments to OSHA's proposed heat rule. The proposed rule would create workplace protections from extreme heat for indoor and outdoor workers. FJ has been working with advocates for years to push OSHA to develop a heat standard. Working with advocates, we aim to ensure that the final rule includes key provisions and recommendations to best protect workers from the hazards of extreme heat.

H-2A WORKER PROTECTIONS

FJ spearheaded a grassroots effort to ensure the Department of Labor's H-2A Improving Worker Protections Final Rule prioritized the well-being and safety of all farmworkers. Following its publication, we developed fact sheets and hosted webinars for advocates. We worked to block harmful H-2A riders and amendments in the FY 2024 appropriations. In response to litigation challenges brought by Attorneys General, grower associations, and individual farms in the Southern District of Georgia and elsewhere, FJ joined a coalition of partners and legal advocates as an amicus to defend the rule and ensure its implementation.

A photograph of several farmworkers in a field, some wearing hats and work clothes, engaged in agricultural tasks. The word "POLICY" is overlaid in large, bold, orange letters.

POLICY

BIPARTISAN ROUNDTABLE

FJ hosted a bipartisan policy discussion with Rep. Dan Newhouse (R-WA), staff from Rep. Zoe Lofgren (D-CA) and Sen. Alex Padilla (D-CA), and USDA Deputy Undersecretary Gloria Motaño Green. Farmworkers from Washington, Pennsylvania, California, and Arizona shared their policy recommendations to address the daily challenges farmworkers face, including fair wages, stronger workplace protections, and the importance of a path to citizenship for workers and their families.

NATIONAL FARMWORKER LAW CONFERENCE

FJ organized and coordinated the biennial National Farmworker Law Conference, “*Todavía Estamos: Planting the Seeds for a More Just Future*” with more than 200 registrants from farmworker legal service organizations across the country. Workshops covered topics of interest to farmworker legal advocates, including: transnational litigation, pesticide safety protections, and outreach best practices. The conference also included a new advocates training that provided an overview of the Fair Labor Standards Act, the Agricultural Worker Protection Act, and the H-2A program.



LITIGATION

DEFENDING PROTECTIONS OF THE H-2A PROGRAM

On April 26, 2024, the Department of Labor (DOL) published its final rule "Improving Protections For Workers in Temporary Agricultural Employment in the United States" (the "2024 Final Rule") amending regulations of the H-2A temporary agricultural worker visa program with common sense protections including required use of seat belts, prohibiting the employer from confiscating worker passports, and protecting the right of workers to meet with service providers. Growers have challenged the 2024 Final Rule in multiple courts, and FJ has been active in submitting amicus briefs to convey the interests of farmworkers in these cases.

FOREIGN LABOR CONTRACTING FRAUD

In Iowa, FJ and Iowa Legal Aid secured a court precedent that distinguished an unfavorable RICO decision on a typical fact scenario for H-2A workers, thereby protecting worker's coverage by RICO for fraud in foreign labor contracting.

A photograph of several farmers working in a field, likely planting or tending to crops. The image is slightly blurred and has a dark green overlay at the bottom where the text is located.

LITIGATION

WAGE DISCRIMINATION

FJ and co-counsel Columbia Legal Services prevailed in Washington's 9th Circuit court, obtaining an order finding that the U.S. Department of Labor was not sufficiently protecting against an adverse effect to US workers by failing to enforce prevailing wage determinations. The case was then remanded to the District Court and the Department of Labor was enjoined from continuing to consider unlawful lower wages in the DOL's annual wage survey that sets required wages for the H-2A program.

ACCESS TO SERVICE PROVIDERS

FJ and co-counsel represented Colorado Legal Services in defending a bid by grower interests to topple a state law protecting key service provider access to farmworker housing. The court held that CLA did not have standing to challenge the state law. The state provision specifically requires that agricultural employers not interfere with a worker's access to service providers, including doctors and lawyers, during the worker's free time. The association representing growers has since appealed.

A photograph of several farmworkers in a field, wearing protective gear and carrying containers, likely engaged in agricultural work. The image is overlaid with a dark green semi-transparent background.

LITIGATION

PROTECTION AGAINST PESTICIDES

FJ, joined by EarthJustice and representing several farmworker advocacy organizations, challenged the Environmental Protection Agency's decision in December 2020 to weaken the Application Exclusion Zone, a specific regulation included in the Worker Protection Standards on pesticide usage and application, which is key to protecting against pesticide spray drift.

In January, of 2021, the United States District Court for the Southern District of New York issued a temporary restraining order and the government agreed to an extension of the bar against the new regulation. In September 2024, the Environmental Protection Agency published a notice of proposed rulemaking reinstating the provisions of the Application Exclusion Zone regulations, a significant victory for farmworkers and their families who often are at risk of exposure to toxic pesticides.



COMMUNICATIONS

EARNED MEDIA

Media hits: **1,276** articles

Audience reach: **7.58** billion

Earned media ad value: **\$72.14** million

WEBSITE

Active users: **55,000**

Site visits: **124,000**

Page views: **413,000**

SOCIAL MEDIA

Impressions: **927,713**

Engagements: **80,995**

Click through links: **2,364**

FINANCIAL STATEMENT

Revenue

Federal awards: **\$758,068**

Non-federal awards: **\$932,500**

Contributions: **\$433,077**

Other revenue: **\$30,309**

Total revenue: **\$2,153,086**

Expenses

Program Services: **\$1,498,481**

Core Operations and Administrative:
\$744,756

Total Expenses: **\$2,243,237**

Total liabilities and net assets:

\$1,369,680

End-of-year net assets: \$1,163,002



1126 16th St NW, Suite # 507
Washington, DC 20036
(202) 800-2523
connect@farmworkerjustice.org