

National Farm Worker Ministry

A photograph of a large agricultural field, likely for leafy greens, under a clear blue sky. Several farm workers are visible in the middle ground, engaged in harvesting. The workers are wearing casual clothing like t-shirts and jeans. The foreground is filled with large, green, leafy plants, some of which are slightly out of focus. The overall scene depicts a busy day of farm labor.

**Together with Farm
Workers Harvesting Justice**

How many farm workers work in US fields each year?



100, 000
500,000
2 million

2 million

**men, women & children
plant, pick and pack our
fruits & vegetables**

**Which state has the
largest population of
migrant farm workers in
the US?**

Florida

California

North Carolina

California



On average, how much do farm workers earn annually?

\$ 11,000

\$ 5,000

\$ 22,000





Farm workers have the lowest annual family income of any U.S. wage & salary workers earning, on average, \$11,000

- Most farm workers are paid by piece-rate.
- In the past 20 years, after accounting for inflation, farm worker wages have declined more than 20%

**In NC, how many buckets of
sweet potatoes do
farmworkers need to pick &
haul to make \$50?**

- a. 75 buckets (about 1 ton)**
- b. 125 buckets (about 2 tons)**
- c. 38 buckets (about ½ ton)**

125 Buckets or about 2 tons



**Farmworkers get what % of
every food dollar income?**

43%

6%

18%

Of every food dollar spent...



Corporate Food Processors receive 71¢

Growers receive 23¢

Farm Workers receive 6¢

Which State?



IN THE STATE OF [REDACTED]
THIS BUCKET IS
LEGALLY USED AS A
WASHING MACHINE
FOR 30 MIGRANT
FARMWORKERS

**North
Carolina**

**Tobacco farm workers
can absorb each day the
amount of nicotine found
in _____ cigarettes?**

8

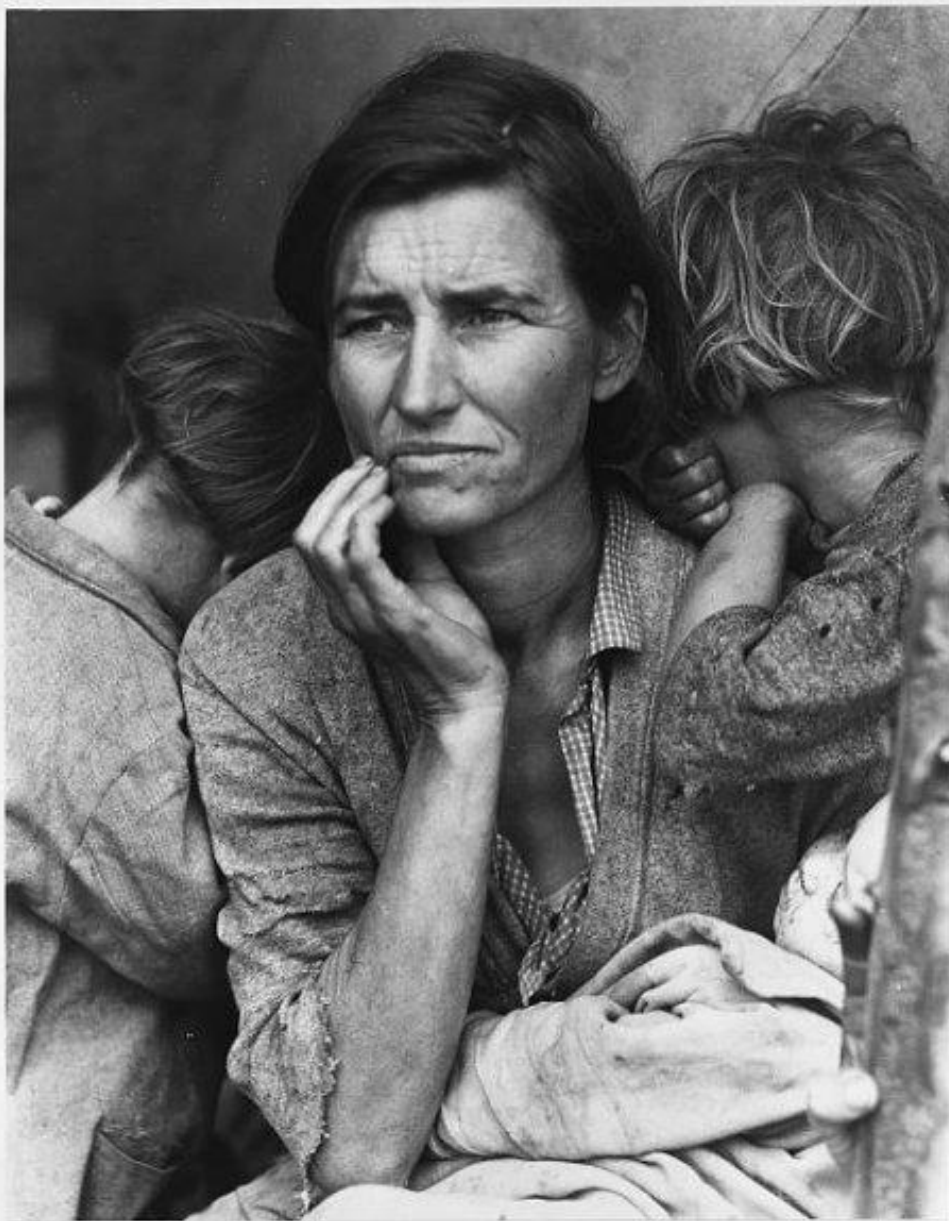
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36

36



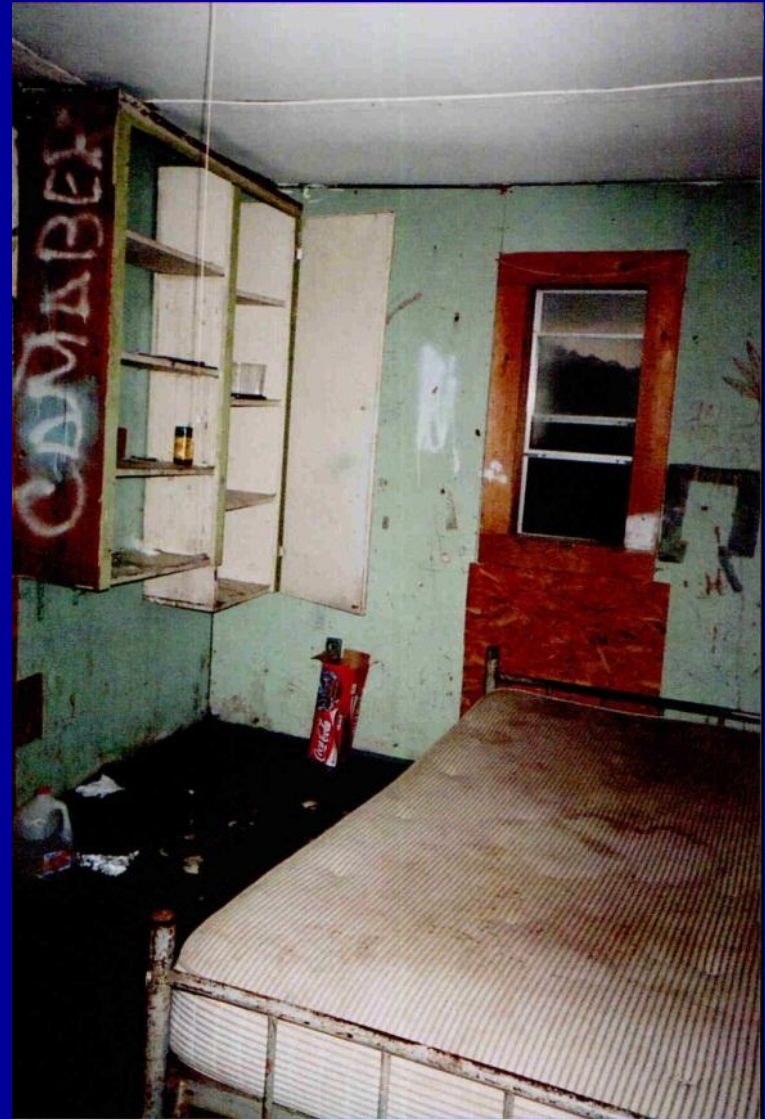
INJUSTICE IN THE FIELDS



Under the 1935
National Labor
Relations Act, only
2 types of workers
are excluded from
protections to
organize into
unions?

Farm Workers &
Domestic Workers

SUBSTANDARD HOUSING



Hazardous work conditions:



Heat Stress

- Working in the sun all day can be dangerous if not provided water and shade breaks.
- In North Carolina, 7 farm workers died of heat related illnesses in a 5 year period.
- In California, 15 farm workers died of heat related illnesses since 2004

Hazardous work conditions:



Pesticide Exposure

- Getting sprayed while picking
- No enforcement of re-entry to fields after spraying
- Skin contact with pesticide residue
- Drift from sprayers
- No way to wash hands/clothes



Hazardous work conditions:



**Pesticide
exposures
have caused
Birth defects and
reproductive
problems**

Child Labor

The government estimates that 500,000 farm workers are under the age of 18





- Because farm worker wages are low, children work alongside their parents and/or guardians
- At times, children are separated from their families
- Child labor policy in agriculture allows children to start working at 12

Farm Worker Women



- hold their own families together while making up 22% of the agricultural workforce
- 90% of farm worker women in California surveyed identified sexual harassment as a major problem.

Modern Day Slavery

Since 1997, in Florida, 9 cases of slavery involving farm workers – involving more than 1,000 workers - have been prosecuted.



How?

- Withholding wages, passport, visa, and/or identification documents
- Indentured servitude/debt bondage
- Use of violence
- Threats to family
- Threats of deportation
- Locked in at night and watched throughout the day

National Farm Worker Ministry

A photograph of a large agricultural field, likely for leafy greens, under a clear blue sky. Several farm workers are visible in the middle ground, bent over and harvesting the plants. The foreground is filled with large, green leaves, some of which are slightly out of focus. The overall scene conveys a sense of active labor in a rural setting.

**Together with Farm
Workers Harvesting Justice**

NFWM began in 1920's as a ministry of charity and service, providing food, clothing and day care to the farm workers.



Monica Owen (kneeling) introduced child-centered program equipment for "Harvesters" (Photo: Bob Sandman)

When César Chávez & Delores Huerta began organizing in the 1960's, they called on the religious community to change its emphasis from charity to justice.



NFWM's MISSION

National Farm Worker Ministry is a faith based organization committed to justice for and empowerment of farm workers. NFWM educates, equips and mobilizes member organizations and other faith communities, groups and individuals to support farm worker led efforts to improve their living and working conditions.





NFWM established in 1971

NFWM brings together:

- national denominations
- state councils of churches
- religious orders
- local congregations
- & concerned individuals



NFWM Support

Member Organizations and Representatives

Agricultural Missions

Alliance of Baptists

California Church IMPACT

Catholic Migrant Farmworker Network

Christian Church (DOC), Disciples

Farm Worker Ministry

Church of the Brethren

Church Women United of Illinois

Church Women United, So CA/So NV

Cumberland Presbyterian Church

Dominican Sisters of Peace

Evangelical Lutheran Church

Episcopal Church

Franciscan Sisters Of Little Falls

Loretto Community

NC Council of Churches, Farmworker Ministry Comm.

Orange County Interfaith Committee for Farmworkers

Oregon Farm Worker Ministry

Our Lady of Victory Missionary Sisters

Pinellas Support Committee of NFWM

Presbyterian Hunger Program, PC(USA)

Sisters of Charity of BVM

Sisters of Charity of Nazareth

Southern California Ecumenical Council

Sisters of St Francis of Assisi

School Sisters of Notre Dame, Shalom N. America

Society of the Sacred Heart

United Church of Christ Justice & Witness

United Methodist Church

General Board of Church & Society

Women's Division

General Board of Global Ministries

Unitarian Universalist Migrant Ministry

Farm worker unions & organizations are addressing these issues by organizing for justice!

- Unions sign contracts with growers & corporations so that farm workers have rights to collective bargaining & freedom of association.
- Organizations are lobbying for better, more humane immigration & labor laws

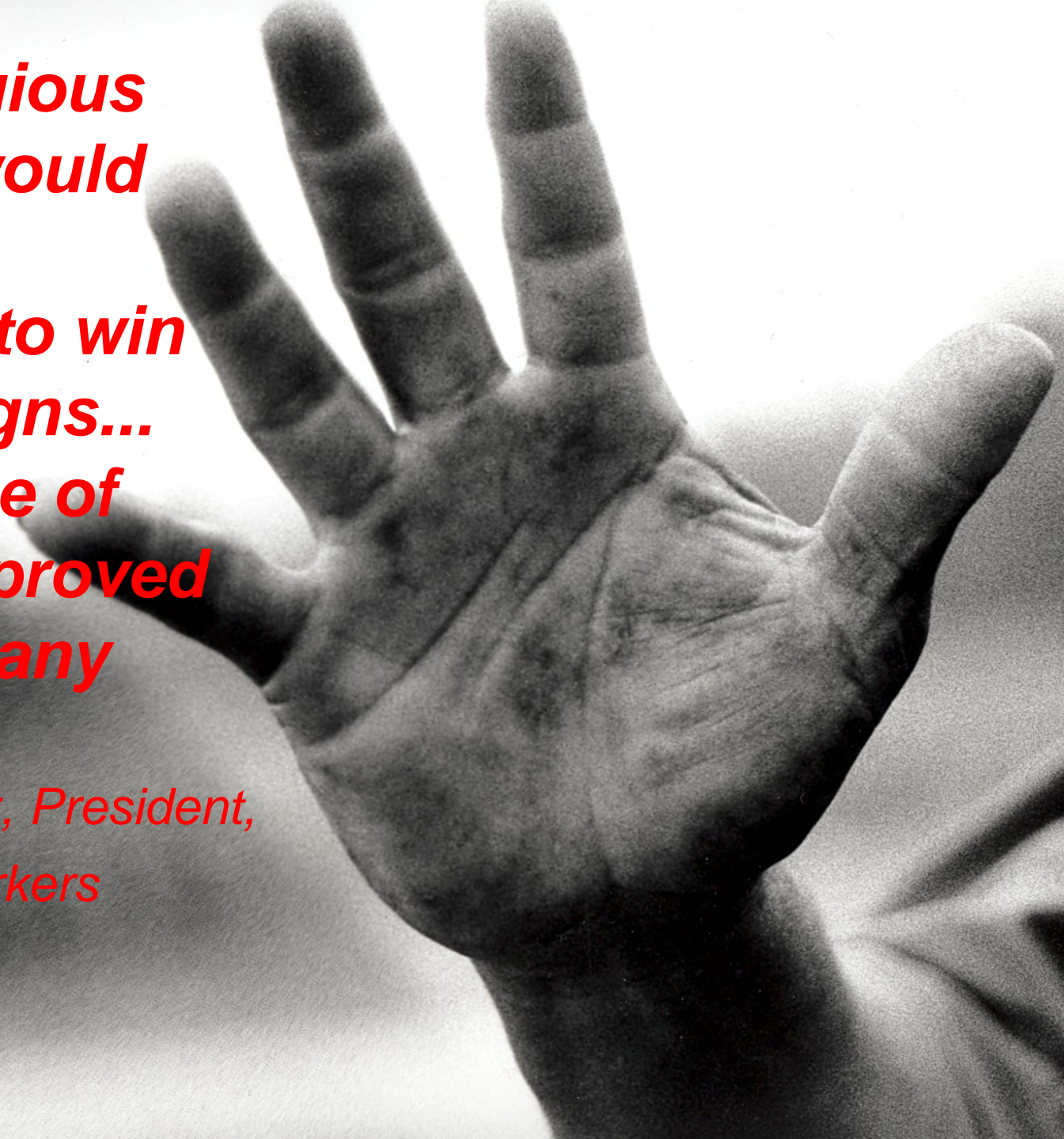


**Due to few legal & workers rights,
farm workers depend on CONSUMER CAMPAIGNS
to create change**



"Without religious support it would have been impossible to win our campaigns... the presence of NFWM has proved critical in many areas."

***Arturo Rodriguez, President,
United Farm Workers***



What NFWM does: Education

- Worship Resources
- Educational Resources
- Congregational Action Resources
- Presentations
- E-News & Action Alerts
- Union label shopping guides
- www.nfwm.org



What NFWM does: Mobilization



What NFWM does: Call to Action



What NFWM does: Prayer & Vigiling



What NFWM does: Organizing Labor Camp Delegations



What NFWM does: Picketing & Leafleting

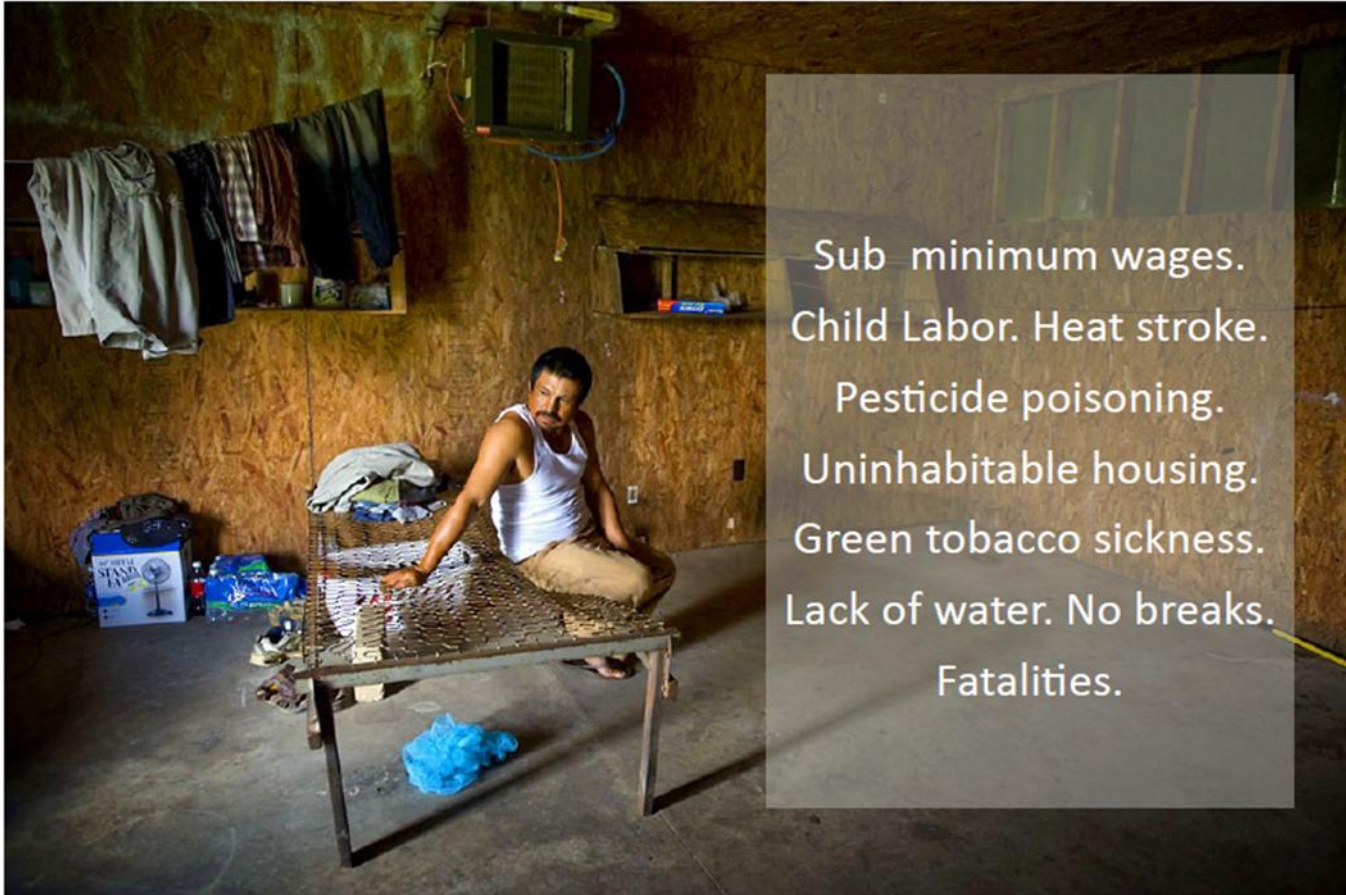


What NFWM does: Marching



Campaigns

Tobacco farmworkers deserve better.



Sub minimum wages.
Child Labor. Heat stroke.
Pesticide poisoning.
Uninhabitable housing.
Green tobacco sickness.
Lack of water. No breaks.
Fatalities.

The situation for tobacco farmworkers in North Carolina is dire.

**Reynolds American Tobacco Company
has the Power to Change This.**

NFWM Stands with the Farm Labor Organizing Committee (FLOC) to Change This





Justice for Tobacco Farm Workers Campaign is Moving Forward.



Since 2007, farmworkers have been organizing with FLOC, which represents thousands of **agricultural workers**, to get tobacco giant Reynolds American to help improve living and working conditions in the fields of the tobacco growers they contract with. Finally, in June 2012, FLOC and Reynolds American met directly for the first time, after years of advocacy by labor and civil rights groups, religious and student communities, and concerned consumers .

“We have traction in moving the agenda forward,” said FLOC President Baldemar Velasquez, “but we can’t let up until we have an agreement that guarantees the right to bargain collectively for all farm workers in Reynolds supply chain. **Workers need to be able to solve the problems they face at work.**”



We demand

A fair day’s pay for a fair day’s work. A safe workplace. Decent housing. A written agreement guaranteeing farmworkers’ right to freedom of association and collective bargaining.

Florida Tomato Pickers



- Average piece rate of 50 cents for every 32 lbs. of tomatoes picked - must pick nearly 2 ½ tons of tomatoes to earn minimum wage in a typical 10-hour
- Wage theft, verbal & physical abuse, sexual harassment; and even forced labor (modern-day slavery)

Coalition of Immokalee Workers'

Fair Food Program



**11 companies now participate in
CIW Fair Food Agreements!**

**Aramark ~ Bon Appetit ~ Burger King ~ Chipotle Mexican Grill
Compass Group ~ McDonald's ~ Sodexo ~ Subway
Trader Joe's ~ Whole Foods ~ Yum Brands**

- Wage increase supported by a penny-per pound price premium paid by corporate purchasers of Florida tomatoes
- Human-rights-based Code of Conduct, including zero tolerance for forced labor
- Worker education program conducted by CIW on company premises and company time
- Health and safety committees on every farm



Now it's time for Supermarkets to Do the Right Thing!



United Farm Workers

With union representation, farm workers gain:

- **Voice in the workplace**
- **Higher wages**
- **Pension plan**
- **Grievance procedure**
- **Seniority & job security**



Working with a UFW Contract



800 farm workers at *Pacific Triple E Tomato Company*
300 farm workers at *San Joaquin Tomato Growers*
1,500 farm workers at *Dole Strawberry*
600 farm workers at *Monterey Mushrooms Inc.*
400 farm workers at *California Mushroom Farm*
Charles Krug Mondavi Winery & Chateau Ste. Michelle Winery
(partial listing)

NFWM's Youth & Young Adult Network

YAYA is a national network of young people actively working to change the oppressive social, political and economic conditions faced by farm workers in the United States.

Our members support farm worker campaigns for justice and work directly with farm workers in our communities. On our website you can learn about campaigns for justice and how YAYA takes action in their communities. Most importantly, you can get involved! Join YAYA!



<http://nfwm-yaya.org/>



Did YOU Eat Today?



Then a farm worker touched your life!



www.nfwm.org