



EL FUTURO ES NUESTRO/ ITS OUT FUTURE (IOF) FAQ

NO MORE DEATHS CAMPAIGN FAQ

What is IOF?

El Futuro es Nuestro is a clear and transparent, worker-led organization formed to seek fair working and living conditions, and to oppose the exploitation faced by H2A workers and immigrant farmworkers living and working in the Southeastern US, primarily in North Carolina; and to increase leadership within the farmworker movement and, more broadly, the labor movement in the United States. We accomplish this by developing leaders and building organizational capacity, and through education and training, outreach and organizing, direct action & mutual support through coalitions. During the pandemic there was a lot of isolation and despair that led to many farmworker deaths. After realizing that we were alone, we formed a new farmworker-led organization in 2021 and have been organizing and advocating ever since. The history of IOF can be read [here](#).

What is IOF's Mission?

We seek a world where the human rights of farmworkers are respected and where we can work with dignity, fairness and self-determination. To accomplish this, we must combat the historical and deeply entrenched inequality that characterizes the US farm labor system, and all affected parties must be at the table to address the issues of the entire agricultural industry. Farmworkers must have a voice in decisions that affect them.

Who makes up IOF?

Despite starting with mainly H-2A farmworkers, El Futuro es Nuestro is a worker-led organization made up of all farmworkers who are directly impacted by exploitative

conditions in the fields, labor camps, and on the journey to the US. This includes local, seasonal, H-2 B, and TN visa workers. Our members harvest up to 27 different crops, are in the hog and poultry industry, and seafood packing. Our leadership is made up of 7 elected positions and members-at-large. We also have two staff organizers.

How does IOF build worker power?

IOF builds worker power through grassroots organizing, leadership development, and collective action. We train farmworkers to recognize rights violations, self-advocate, and resolve grievances directly in camps and fields. Through committees focused on health, communications, and advocacy, workers coordinate mutual aid, conduct peer education, organize direct actions, and engage in policy advocacy. The result is empowering farmworkers to collectively confront exploitation with knowledge, solidarity, and self-determination. More examples can be found in the [2025 Annual Report](#).

What is the No More Deaths Campaign?

Climate change is having a detrimental impact on low-wage workers across the globe, especially for outside workers, as rising temperatures make agricultural and other outdoor work more dangerous. We are seeing more deaths in the fields and this has become a major priority for our work. To respond to this crisis, we demand:

- a. Clean cold water with individual access;
- b. 10-minute rest breaks every three hours;
- c. Emergency heat response plans in combination with worker training; and
- d. The right to breaks and medical care without retaliation, deportation threats, or reduced work hours

No Retaliation for those who speak up.

We collaborate with allied groups to conduct health awareness and access events.

Arrange transportation, interpretation, and translation for workers to medical appointments.

Fight retaliation when workers are fired or punished for being sick or injured or taking breaks.

Provide temporary housing for workers who are displaced from their homes due to illness or retaliation.

This campaign is composed of educating workers, protecting workers, and supporting collective actions they decide to take on the farm. As part of the campaign, we distribute Heat Safety Packs.

What does IOF need for Heat Survival Packs?

- Reusable Ice Packs (no meal kit ice packs)
- First Aid Kits
- Green Bandanas
- Electrolyte Powder Packets (sugar-free, caffeine-free, as natural as possible)
- Ibuprofen
- Hydrocortisone Cream
- Monetary Emergency Fund Donations

Why can't workers obtain these items themselves?

H2A workers rely on their grower for transportation; oftentimes, they are only allowed to go to a specific grocery store during a specific time, which limits their access to some items. This is compounded by the financial burden of having to obtain these items on their own limited wages. Also, many workers do not know how to ask for hydration packets, since labels are often in English, difficult to find, and misleading.

How will they be distributed?

All items are distributed while IOF staff is on outreach. Most workers will also receive training on worker rights during distribution.

What else can I do to support?

You can support IOF in the following ways:

- Volunteer to drive workers to meetings and events.
- Join a solidarity visit to the fields and host a dinner at one of our labor camps.
- Organize a community awareness event.
- Encourage your church, university, sorority, or any community group to get involved, host events, and raise funds for IOF.
- Table at a local community events to educate on farmworker issues and our priorities while collecting donations.
- Follow us on [Facebook](#) and our volunteer group on [Instagram](#) to find out about future events and volunteer opportunities.
- Sign up for our monthly [newsletter](#).
- Make a tax-deductible [donation](#).

Contact us at itsourfuture2021@gmail.com to learn more about opportunities to get involved.

