



NLADA

National Legal Aid &
Defender Association

November 9-11

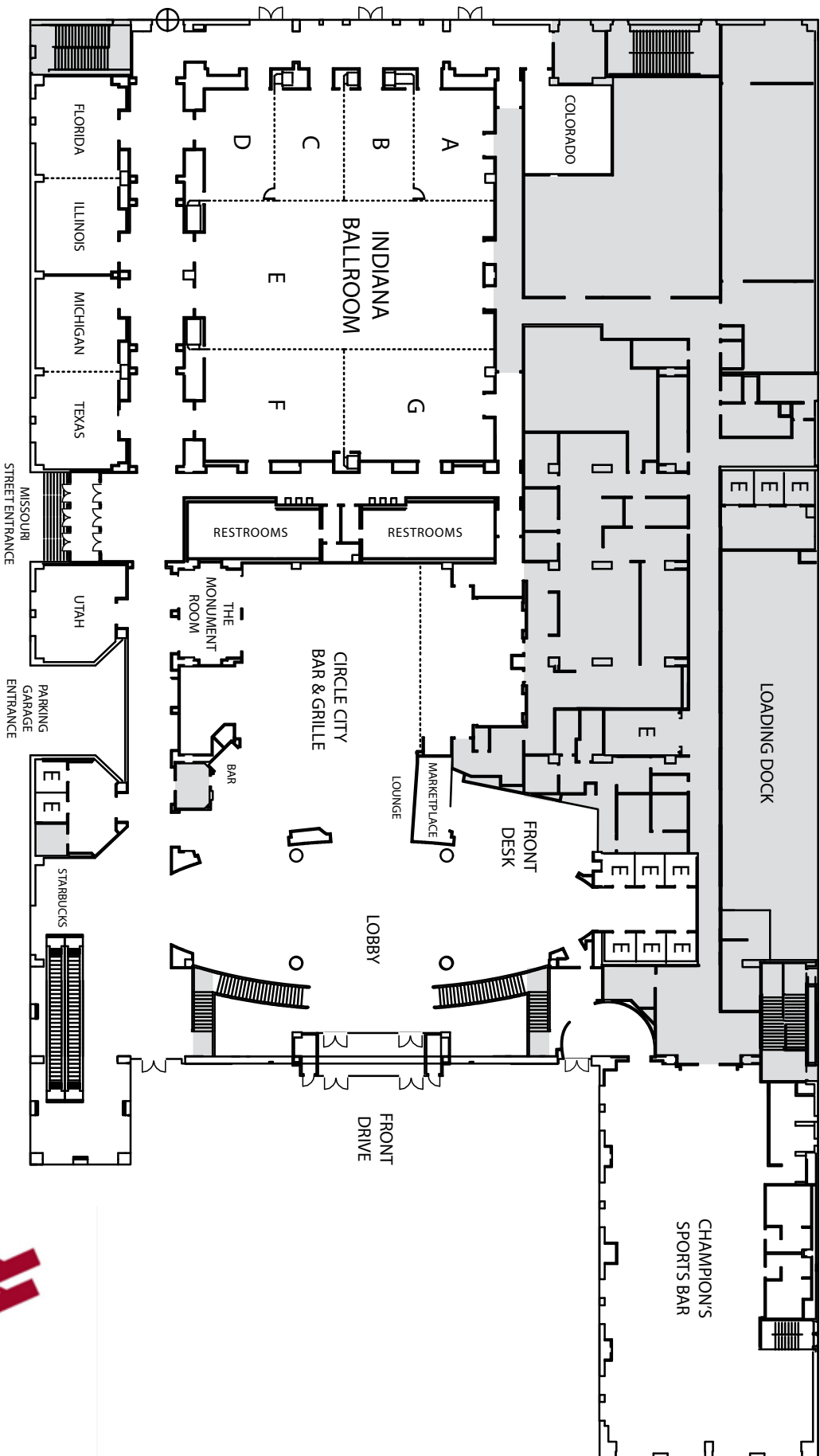
Preconference: November 7-8

Indianapolis Marriott Downtown, Indianapolis, IN



**2016 NATIONAL
FARMWORKER
LAW CONFERENCE**

LOBBY LEVEL



WELCOME

November 9, 2016

Dear Farmworker Advocates:

Farmworker Justice welcomes you to the 2016 National Farmworker Law Conference and Indianapolis. Once again, we appreciate the National Legal Aid and Defender Association for hosting us as part of its annual conference. We know from past years that advocates from the different legal aid organizations will take the opportunity to exchange knowledge, network, and return home with the tools to better serve our communities.

Farmworkers – most of whom are immigrants – labor day after day on our farms and ranches to feed our nation. For most, the wages, benefits and living conditions are not what they should be. And the federal labor laws, like those of most states, discriminatorily deny agricultural workers labor protections afforded to other occupations. Yet, too often, the laws are broken, inflicting wage theft, dangerous working conditions and unhealthy living conditions. The work that we all do – educating farmworkers about their rights, helping to enforce the laws that protect them, assisting their organizations, and advocating for more effective state and federal labor protections and enforcement – is crucial to the goal of empowering farmworkers to improve their working and living conditions. While the obstacles are significant, there are opportunities that dedicated advocates are helping farmworkers seize to bring a greater measure of justice to the fields and rural communities.

We are very fortunate to have as our plenary speakers this year freelance journalists Lizzie Grossman and Tracie McMillan, who are both very familiar with the living and working conditions of farmworkers in the U.S. Ms. Grossman specializes in environmental, science and related policy issues, with a focus on environmental, public and occupational health. She has written extensively on EPA's pesticide regulatory process and its impact on farmworkers and their families. Ms. McMillan's writing explores the American food system and the inherent social and economic inequality in that system that inflicts harm on farmworker families and their communities. They will share their perspectives on the media coverage of farmworkers.

We thank all the advocates who have come from around the country to share their experience and insights. A group of seasoned veterans has again agreed to lead the 2-day New Advocate Training, ensuring that newcomers to farmworker advocacy are equipped for successful future practice. In addition, more than 70 advocates have volunteered to share their specialized expertise throughout the conference, providing an opportunity for all of us to gain advanced training on topics from labor and employment law, to occupational safety and health, immigration, farmworker housing, and outreach. We are confident that by sharing our knowledge, we will advance the effectiveness of farmworker advocacy nationwide, and ultimately improve the lives of farmworkers and their families.

I thank my colleagues at Farmworker Justice for their coordination of the planning process with advocates across the country to ensure an interesting, constructive and well-organized conference. Again, we thank our partners at NLADA, as well as the staff of the Indianapolis Marriott Downtown, for their help making this conference a reality. We hope that you will return home inspired and better prepared to advance the cause of justice for farmworkers and their families.

Sincerely,

Bruce Goldstein

President, Farmworker Justice

GENERAL INFORMATION

Tickets for NLADA Awards Luncheon

Each year, NLADA honors individuals and organizations that have made outstanding contributions to the cause of equal justice. Do not miss this opportunity to celebrate the achievements of your colleagues. The Awards Banquet will take place in the Marriott Ballroom, 2nd floor on Friday, November 11th, from Noon to 2:00 p.m. The tickets are \$50.00 and may be purchased on the 2nd floor at the NLADA registration desk. Vegetarian meals should be requested when purchasing your ticket. Tickets must be purchased by 11 a.m. on Thursday, November 10th.

Badges

Badges must be worn to gain entrance to all meetings and functions.

Cell Phones

Please be respectful and turn off your cell phones during plenary and workshop sessions.

Smoking Policy

Smoking is not permitted inside the meeting rooms.

Internet Access

NLADA attendees have free Wi-Fi access in your guestroom if you are staying at the Marriott. We are also pleased to announce that through the generous support of our sponsor, NLADA Insurance Program, we are providing free Wi-Fi and access to the Cyber Café. The Cyber Café is located next to the NLADA conference registration desk on the 2nd floor. To access Wi-Fi choose network name: marriott_conference, password: NLADAIns

Evaluations

NLADA is very interested in your feedback on the conference. A general conference evaluation form is included in your registration packet, and extra forms are available at the NLADA conference registration desk. Additionally, each training session will have session evaluations. Please take a few minutes immediately following your session to complete these evaluations and deposit them in the evaluation collection boxes located throughout the meeting space. You can also return them to the NLADA registration desk. We appreciate you taking the time to complete these forms because they are useful tools for NLADA in our effort to provide the highest quality training events and conferences.

Materials

Session materials can be found in the dropbox link emailed prior to the conference.

Continuing Legal Education

It is a licensing requirement in most states that attorneys attend CLE-accredited training each year. A CLE instruction sheet and a three-part Certificate of Attendance can be found in your registration folder. **You MUST complete the NLADA Certificate of Attendance and return it to the registration desk before the conclusion of your conference experience.**

Individual state forms are available at the conference registration desk. **NLADA will not accept CLE forms after the conference.** If not submitted by the end of the conference, attorneys are required to submit the Certificate of Attendance directly to CLE jurisdictions. Please be familiar with the CLE requirements in your state. If you are an attorney from **Delaware, Oklahoma, California, or Illinois** please remember to stop by the registration desk and sign the mandatory sign-in sheets.

Attention Delaware Attorneys: Attorneys are required to sign an attendance sheet for each session they attend. The sign-in sheet is located at the registration desk. Also, fill out the Delaware certificate of attendance addendum and turn it in to the registration desk along with the NLADA certificate of attendance and an agenda with the sessions that you attended highlighted. NLADA will submit your attendance to Delaware.

Attention Illinois Attorneys: Attorneys are required to sign-in once for NLADA's records. The sign-in sheet is located at the registration desk. Attorneys will submit their completed certificate of attendance to NLADA for filing.

Attention Kentucky Attorneys: Complete the KBA Form #3, which may be obtained at the registration desk. Return this form with the NLADA form to the registration desk. NLADA will submit your attendance to Kentucky.

Attention Pennsylvania and Virginia Attorneys: Attorneys **MUST** pick up their state-specific form at the registration desk and return it with the NLADA certificate of attendance form directly to Pennsylvania or Virginia. Attorneys maintain their own records and report their own hours.

2016 National Farmworker Law Conference Planning Committee

The 2016 National Farmworker Law Conference Planning Team would like to extend its gratitude to the Networking Reception Sponsors for enthusiastically welcoming the Conference and its attendees to the city of Indianapolis. The Committee's dedication, planning, substantive expertise and knowledge of the area were essential to the planning and success of the programmatic, entertainment and recreational elements of the Conference.

2016 Staff Support

Virginia Ruiz

Director of Occupational and Environmental Health
Farmworker Justice

Matthew Clark

Fellow
Farmworker Justice

Stephanie Griffith-Richardson

NLADA
Interim Meetings & Events Manager

AGENDA AT A GLANCE

Monday, November 7, 2016

8:00 - 9:00 a.m. Indiana Ballroom Foyer
Continental Breakfast

8:00- 9:00 a.m. Indiana Ballroom Foyer
Pre-Conference Registration

9:00 - 9:45 a.m. Indiana Ballroom A/B
Welcome Session

9:45 a.m.-5:30 p.m. Indiana Ballroom G
New Advocates Training I - Day One

9:45 a.m.-5:30 p.m. Indiana Ballroom F
New Advocates Training II - Day One

Tuesday, November 8, 2016

8:00 - 9:00 a.m. Indiana Ballroom Foyer
Continental Breakfast

8:00- 9:00 a.m. Indiana Ballroom Foyer
Pre- Conference Registration

9:00 a.m.-5:30 p.m. Indiana Ballroom G
New Advocates Training I - Day Two

9:00 a.m.-5:30 p.m. Indiana Ballroom F
New Advocates Training II - Day Two

Wednesday, November 9, 2016

7:30 - 8:30 a.m. Indiana Ballroom A/B
Continental Breakfast

7:30 a.m.- 5:00 p.m. Indiana Ballroom Foyer
NFLC Conference Registration

8:30 - 10:00 a.m.
Breakout Sessions

10:00 - 10:30 a.m. Indiana Ballroom Foyer
Morning Break

10:30 a.m.- Noon
Sessions

Noon - 1:30 p.m.
Lunch On Your Own

12:30 - 1:30 p.m. Indiana Ballroom A/B
Brown Bag Lunch Session

1:30 - 3:00 p.m. Indiana Ballroom E
Opening Plenary

3:00 - 3:30 p.m. Afternoon Break
Indiana Ballroom A/B

3:30 - 5:00 p.m.
Sessions

5:30 -7:30 p.m. Marriott Ballroom, 2nd Fl
NLADA Opening Ceremony and Keynote Address

7:30 -8:30 p.m. Marriott Ballroom, 2nd Fl
NLADA Opening Reception

Thursday, November 10, 2016

7:30 - 8:30 a.m. Indiana Ballroom A/B
Continental Breakfast

7:30 a.m.- 5:00 p.m. Indiana Ballroom Foyer
NFLC Conference Registration

8:30 - 10:00 a.m.
Sessions

10:00 - 10:30 a.m. Indiana Ballroom A/B
Morning Break

10:30 a.m.- Noon
Sessions

Noon - 2:00 p.m.
Lunch On Your Own

1:00 - 2:00 Indiana Ballroom A/B
Migrant Section Meeting

2:00 - 3:30 p.m.
Sessions

3:30 - 4:00 p.m. Indiana Ballroom A/B
Afternoon Break

4:00 - 5:30 p.m.
Sessions

6:30 - 8:30 p.m. Adobo Restaurant and Grill
Networking Reception

Friday, November 11, 2016

7:30 - 8:30 a.m. Indiana Ballroom A/B
Continental Breakfast

7:30 a.m.- 2:30 p.m. Indiana Ballroom Foyer
NFLC Conference Registration

8:30 - 10:00 a.m.
Sessions

10:00 - 10:30 a.m. Indiana Ballroom A/B
Morning Break

10:30 a.m.- Noon
Sessions

12:00 - 1:00 p.m.
Lunch on your own

12:00 - 2:00 p.m. Marriott Ballroom 2nd Fl.
NLADA Annual Awards Luncheon

1:00 - 2:30 p.m.
Closing Sessions

6:00 - 7:00 p.m. Marriott 7
Latino Session Meeting



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TRLA
Texas RioGrande Legal Aid



SPLC
Southern Poverty
Law Center



AGENDA

Monday, November 7, 2016

- 8:00 - 9:00 a.m. Indiana Ballroom Foyer
Continental Breakfast
- 8:00- 9:00 a.m. Indiana Ballroom Foyer
Pre-Conference Registration
- 9:00 - 9:45 a.m. Indiana Ballroom A/B
Welcome Session
- 9:45 a.m. -5:30 p.m. Indiana Ballroom G
New Advocates Training I - Day One
Presenters: Michael Dale, Daniela Dwyer, Caitlin Ryland, Miguel Keberlein
- 9:45 a.m. -5:30 p.m. Indiana Ballroom F
New Advocates Training II - Day One
Presenters: Greg Schell, Caitlin Berberich

Tuesday, November 8, 2016

- 8:00 - 9:00 a.m. Indiana Ballroom Foyer
Continental Breakfast
- 8:00- 9:00 a.m. Indiana Ballroom Foyer
Pre- Conference Registration
- 9:00 a.m. -5:30 p.m. Indiana Ballroom G
New Advocates Training I - Day Two
Presenters: Michael Dale, Daniela Dwyer, Caitlin Ryland, Emily Martin, Lisa Guerra, Amanda Caldwell, Sisi Chen, Shelley Latin, Alyson Dimmitt Gnam, Laurie Hoefler, Keith Talbot
- 9:00 a.m. -5:30 p.m. Indiana Ballroom F
New Advocates Training II - Day Two
Presenters: Greg Schell, Caitlin Berberich

Wednesday, November 9, 2016

- 7:30 - 8:30 a.m. Indiana Ballroom A/B
Continental Breakfast
- 7:30 a.m. - 5:00 p.m. Indiana Ballroom Foyer
NFLC Conference Registration
- 8:30 - 10:00 a.m. Indiana Ballroom C/D
"We Don't Do Taxes": So How Can Advocates Help H-2A Workers Navigate the IRS, ITINs, and the ACA?
H-2A employees may be required to file taxes, depending on how many months they work in the U.S. and how much they earn. Now, these workers most likely are required to sign up for health insurance or face tax penalties under the Affordable Care Act. Most legal services offices do not offer tax preparation. But workers are seeking our help understanding their obligations and rights in the absence of honest, competent, affordable tax assistance. This session will

provide nuts and bolts tax information, share outreach strategies and tools, and explore how we can develop tax resources for the H-2A workers in our states.

Presenters: Michele Besso, Northwest Justice Project; Robert Wunderle, La Posada Tax Clinic; Caitlin Ryland, Legal Aid of North Carolina; Rachel Micah Jones, Centro de los Derechos del Migrante, Inc.; Lazlo Beh, Pennsylvania Farmworker Project

- 8:30 - 10:00 a.m. Indiana Ballroom G
Litigation 101 – Nuts and Bolts of Farmworker Practice
Learn the basics of farmworker litigation from this workshop, which is tailored to help farmworker attorneys plan and commence affirmative litigation. In detail, the workshop will cover budgeting and planning for litigation, as well as recommendations to manage your case through to trial. Presenters will discuss issues relating to successfully pleading as well as effective representation at the 26(f) conference through discovery and into motion practice. Workshop presenters will include techniques and tips to help advocates manage parties, discovery, and motion practice. This workshop will help both experienced and inexperienced advocates successfully navigate the beginning stages of litigation by providing concrete tips from experienced farmworker attorneys.

Presenters: Lori Isley, Columbia Legal Services; Carol Brooke, NC Justice Center; Dawson Morton, California Rural Legal Assistance Foundation

- 10:00 - 10:30 a.m. Indiana Ballroom Foyer
Morning Break
- 10:30 a.m. - Noon Indiana Ballroom C/D
Combatting Retaliation: Strategies to Prevent, Limit, and Redress Retaliation
This workshop will discuss the prevention, limitation; and redress of retaliation in all stages of advocacy for worker rights. In combatting retaliation, from blacklisting to termination, strategies should include anti-retaliation messaging that fights the pervasive view of employers and their counsel that it is the expected course of action. Community legal education tactics, initial client discussion, negotiation process, and settlement language will be discussed. Litigation strategies, including proceeding anonymously, will be addressed as well as successful examples of litigation.

Presenters: Keith Talbot, Legal Services of New Jersey; Dawson Morton, California Rural Legal Assistance Foundation; Caitlin Berberich, Southern Migrant Legal Services

- 10:30 a.m. - Noon Indiana Ballroom G
Recent Developments under the Migrant & Seasonal Agricultural Worker Protection Act
This session will review important recent developments under the AWPA, including pleading and proving entitlement to liquidated damages under the Act in the wake of the Supreme Court's Spokeo decision; recent rulings defining joint employment relationships under the AWPA, the continued viability of class actions under the

AWPA following recent Supreme Court rulings, the use of AWPAs working arrangement protections to enforce the rights of domestic farmworkers to jobs for which H-2A workers are requested, and efforts to extend AWPA coverage to dairy and seafood processing workers.

Presenter: *Greg Schell*, Southern Migrant Legal Services

Wednesday, November 9, 2016

10:30 a.m. - Noon

Indiana Ballroom F

Revisions to the Worker Protection Standard

The US Environmental Protection Agency (EPA) recently revised regulations to strengthen workplace protections for farmworkers and pesticide applicators. The new Worker Protection Standard and Pesticide Applicator Certification and Training regulations include provisions that improve pesticide safety training for workers and applicators; implement minimum age requirements for pesticide handlers; and improve the information accessible to workers and their medical care providers about the pesticides used at their workplace. Panelists will provide an overview of the new workplace safety rules and discuss concerns related to implementation and enforcement.

Presenters: *Virginia Ruiz*, Farmworker Justice; *Shelley Latin*, Legal Aid Services of Oregon; *Julie Samples*, Oregon Law Center

Noon - 1:30 p.m.

Lunch On Your Own

See conference bag for hotel restaurants specials and nearby restaurants

12:30 - 1:30 p.m.

Indiana Ballroom A/B

Brown Bag Meeting of the Low Wage Workers Legal Network

Bring your own lunch

The Low Wage Workers Legal Network is a loose association of 395 legal advocates for low wage, immigrant and contingent workers, representing 140 organizations and 33 private firms located in 34 states, DC and Mexico. The LWWLN provides a platform for monthly training calls on critical emerging legal problems and opportunities, collaborative advocacy on important issues through working groups and networking among advocates for workers around the country. LWWLN maintains a listserv and a password protected web page archiving training and practice materials. To participate one need only ascribe to the goals of the organization and be engaged in representing low wage workers (employee side advocates only). There are no dues.

Members of the LWWLN and those interested in learning more who meet the eligibility criteria for membership are welcome to attend this session.

1:30 - 3:00 p.m.

Indiana Ballroom E

Opening Plenary

Farmworkers in the News: Journalists Covering the Lives and Labor Conditions of Farmworkers



Elizabeth Grossman



Tracie McMillan

Freelance journalists Elizabeth Grossman and Tracie McMillan have written about farmworkers' living and working conditions in recent years. Ms. Grossman reports extensively on workplace exposure to chemicals and occupational safety regulation, including farmworkers' exposure to pesticides. Ms. McMillan views farmworkers as an important part of the food system. In preparing for her book *The American Way of Eating*, she worked as a farmworker and reported on the grueling conditions in California's fields. These journalists will discuss their experiences researching and writing about farmworkers, and will offer insight and advice about how farmworker advocates can pitch stories to journalists.

Moderator: *Bruce Goldstein*, Farmworker Justice

3:00 - 3:30 p.m.

Indiana Ballroom A/B

Afternoon Break

3:30 - 5:00 p.m.

Indiana Ballroom C/D

Farmworker Housing and State Advocacy

Advocates from several states will discuss their experiences in updating state farmworker housing standards and improving farmworker health and safety, including working with community partners, state administrative agencies, and state legislators. Learn about the struggles and strategies to improve farmworker housing conditions and how advocates can push for improved standards in their states.

Presenters: *Eugenio Mollo*, Advocates for Basic Legal Equality; *Michele Besso*, Northwest Justice Project; *Tom Thornburg*, Farmworker Legal Services of Michigan

3:30 - 5:00 p.m.

Indiana Ballroom G

FLSA Collective Actions

One way that LSC funded programs are able to have a broad impact on the underpayment of wages is by doing FLSA 216(b) collective actions. Unlike Rule 23 class actions, which are prohibited to LSC funded programs, collective actions under FLSA have been recognized by FLSA as permissible representation. This panel will discuss the basics of collective actions and how they differ from Rule 23 class actions. The workshop will include experienced attorneys who will share what they've learned about how to manage complex collective actions so that they don't become overwhelming and how to collaborate with private counsel and/or unrestricted legal services programs successfully. This is a chance to learn how to take our advocacy up a notch!

Presenters: *Michael Dale*, Texas RioGrande Legal Aid; *Jim Knoepp*, Southern Poverty Law Center; *Katy Youker*, Texas RioGrande Legal Aid

Wednesday, November 9, 2016

3:30 - 5:00 p.m.

Indiana Ballroom F

The ACA and Farmworkers: What You Need to Know

Although the Affordable Care Act (ACA) has helped many Americans access health care, farmworkers have not benefitted from the ACA to the same extent as others. Advocates need tools to help farmworkers understand their rights and obligations under the ACA and to overcome considerable challenges to securing benefits under the law. During this workshop, we will provide an overview of the ACA and how it affects farmworker communities. We will discuss employer obligations and special considerations for migrant workers, H-2A (and H-2B) workers, and mixed status families. We will also share successful tools and strategies to educate and connect farmworkers with health insurance. There will also be a discussion focused on recommendations to improve farmworkers' access to health insurance and health care.

Presenter: *Alexis Guild*, Farmworker Justice

5:30 - 7:00 p.m.

Marriott Ballroom, 2nd Fl

NLADA Opening Ceremony and Keynote Address

NFLC attendees are invited to attend.

7:00 - 8:30 p.m.

Marriott Ballroom Foyer, 2nd Fl

NLADA Opening Reception



Thursday, November 10, 2016

7:30 - 8:30 a.m.

Indiana Ballroom A/B

Continental Breakfast

7:30 a.m. - 5:00 p.m.

Indiana Ballroom Foyer

NFLC Conference Registration

8:30 - 10:00 a.m.

Indiana Ballroom C/D

Litigation Strategies for Farmworker Groups

Join esteemed Professor Robert Klonoff and farmworker advocates for a discussion about cutting edge developments in class and collective actions, including recent U.S. Supreme Court decisions – *Campbell-Ewald*, *Tyson & Spokeo*; predictions of future trends; and using injunctive relief to obtain relief for farmworker groups.

Presenters: *Lori Isley*, Columbia Legal Services; *Robert Klonoff*, Lewis & Clark Law School

8:30 - 10:00 a.m.

Indiana Ballroom E

Challenges in Transnational Litigation: Seeking Portable Justice by Continuing Representation When Your Clients Return Home

In this workshop, we will discuss strategies to ensure that your farmworker clients have access to portable justice after they return to their countries of origin – no matter the reason (removal, end of H-2 contract, etc.). Copies of the Global Workers Justice Alliance's *Challenges in Transnational Litigation* substantive practice manual (5th edition) will be available for workshop participants. The panel of experienced advocates will provide an overview of the law and discuss various hypotheticals, providing perspective on the following points: Dealing with opposing counsel who use a plaintiffs' whereabouts to gain tactical advantage. Discovery issues, including protective order motions, remote deposition practice pointers, and document authentication. Bringing clients back to the United States to participate at trial (humanitarian parole, the B visa and waivers of inadmissibility). Special problems in pursuing workers' compensation claims. Managing these cases on a limited budget.

Presenters: *Nan Schivone*, Global Workers Justice Alliance; *Beth Lyon*, Cornell Law School; *Sarah Rich*, Southern Poverty Law Center; *Andrea Ortega*, Florida Rural Legal Services Inc; *Doug Stevick*, Texas RioGrande Legal Aid

8:30 - 10:00 a.m.

Indiana Ballroom G

Strengthening Medical-Legal Partnerships in Farmworker Communities

Common legal problems involving living and working conditions and access to services and benefits can affect the health of farmworkers and their families. Medical-legal partnerships (MLPs) integrate the work of health care and legal services and can help identify, treat, and prevent health-harming legal needs in farmworker communities. MLPs may focus on access to workers' compensation or labor camp access for health care providers, for example. During this session, we will discuss the benefits, challenges, and strategies to initiate and maintain an MLP in farmworker communities. Presenters from Farmworker Justice and the National Center for Medical-Legal Partnership will share their experiences working with health centers and legal services organizations on MLPs. We will also share MLP toolkits created by the National Center for Medical-Legal Partnership and Farmworker Justice.

Presenters: *Alexis Guild*, Farmworker Justice; *Ann Mangiameli*, Legal Aid of Nebraska

8:30 - 10:00 a.m.

Indiana Ballroom F

The H-2B Program: Overview of Regulatory Protections and Legal Claims

The workshop will give an overview of the regulatory protections available to H-2B workers and workers in corresponding employment and the recent changes in the H-2B regulatory framework. It will also include a discussion of the types of claims attorneys have brought on behalf of H-2B workers in the last few years, including *Arriaga*, breach of contract, NLRA, and AWPAs. Panelists will share practice tips about finding and representing H-2B workers, investigating their claims and gathering evidence. This workshop is intended to be accessible to attorneys who are unfamiliar with the H-2B program as well as those who have some familiarity. It will be an updated version of the H-2B workshop from the 2012 conference.

Presenters: *Clermont Ripley*, North Carolina Justice Center; *Vanessa Coe*,



NLADA
Insurance
Program



INSURING EQUAL JUSTICE

Conference Wi-Fi Sponsor

NLADA INSURANCE PROGRAM is the advocate and provider of quality professional liability insurance products for the full spectrum of the National Legal Aid & Defender Association (NLADA) membership community. Participants include legal aid organizations, public defenders, corporate pro bono programs, law school clinics, individual attorneys and public interest groups.

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Invest in NLADA's Advocacy Efforts on Behalf of the Equal Justice Community

Thursday, November 10, 2016

10:00 - 10:30 a.m.

Indiana Ballroom A/B

Morning Break

10:30 a.m. - Noon

Indiana Ballroom C/D

Tried in the Fire: Best Practices for Preparing Farmworker Sexual Harassment Cases for Litigation

As the media and our farmworker programs have begun to shine light on the rampant sexual harassment in the agricultural industry, more farmworkers who are victims of sexual harassment are empowered to come forward to enforce their legal rights. As a community of farmworker advocates, we need to be prepared to provide effective legal representation to these survivors. Preparing sexual harassment cases for successful litigation requires practices and strategies unique from traditional wage and hour claims. In this workshop, some of the very few attorneys who have litigated farmworker sexual harassment cases around the country will share their experiences and lessons learned. The workshop's panelists will cover the skills and best practices from investigation through litigation, including interviewing and supporting farmworker survivors of sexual harassment, finding witnesses and preserving evidence, evaluating credibility issues that will affect a sexual harassment victim's case, evaluating whether your case is appropriate for litigation or alternative resolution, and preparing a sexual harassment case for trial, from voir dire to expert witnesses.

Presenters: *Alyson Dimmitt Gnam*, Northwest Justice Project; *Blanca Rodriguez*, Northwest Justice Project; *Natalia Ospina*, California Rural Legal Assistance, Inc.; *Julie Samples*, Oregon Law Center

10:30 a.m. - Noon

Indiana Ballroom E

Integrating a Race Equity Lens into Farmworker Advocacy

Race—whether coded or explicit—is front and center in the lives of farmworkers and their families. The systems within which our clients operate—employment, education, health care, criminal justice—are interconnected and often function to uphold a racial hierarchy and legitimize inequality. Many of these systems have become the pillars of a second-class status for farmworkers. How can we, as farmworker advocates, examine these systems more critically and identify ways to dismantle the barriers such systems pose for our clients? Are there new approaches or tools we can use to address the persistent problems that have plagued our farmworker communities for far too long? This session will provide an introduction to basic racial equity concepts and tools, such as implicit bias and systems thinking. Participants will then be invited to explore how these tools can be applied in their farmworker advocacy.

Presenters: *Patricia Hernandez*, Advocates for Basic Legal Equality; *Ellen Hemley*, Sargent Shriver National Center on Poverty Law; *David Morales*, Northwest Justice Project; *Kevin Herrera*, Sargent Shriver National Center on Poverty Law

10:30 a.m. - Noon

Indiana Ballroom G

Representing H-2A Workers

This session will give an overview of H-2A claims from the investigation stage through litigation and into cutting edge topics. Topics include gathering information for claims, current trends and hot

topics in litigation, how to prove and maximize damages, keeping your case in federal court and the pros and cons of RICO claims.

Presenters: *Amanda Caldwell*, Community Legal Services; *Dawson Morton*, California Rural Legal Assistance Foundation; *Javier Riojas*, Texas RioGrande Legal Aid

10:30 a.m. - Noon

Indiana Ballroom F

How to Write a Settlement Agreement Most Beneficial to Your Client

The end is in sight, but how can you best advocate for your client while drafting a settlement agreement? What needs to be included to protect against potential issues, to deal with tax issues, to ensure compliance? What must be avoided and why? What about settlements where there is group representation? This panel will explore and discuss a checklist of settlement issues for AWPA, FLSA, and H2A/H2B related claims.

Presenters: *Lori Johnson*, Legal Aid of North Carolina Farmworker Unit; *Carol Brooke*, NC Justice Center; *Greg Schell*, Southern Migrant Legal Services

Noon - 2:00 p.m.

Lunch On Your Own

See conference bag for hotel specials and nearby restaurants.

Indiana Ballroom A/B

Migrant Section Meeting

2:00 - 3:30 p.m.

Indiana Ballroom C/D

Settlement-Related Tax Issues in Farmworker Cases

This workshop will address the most common tax issues that arise when settling the legal claims of farmworkers. The panelists will give practical pointers for minimizing the likelihood of tax problems for the workers and their attorneys, as well as putting the clients in a position to comply with federal tax law. The session will also touch on the special settlement-related tax issues of H-2A workers, and of persons who are nonresident aliens for federal tax purposes.

Presenters: *Doug Stevick*, Texas RioGrande Legal Aid; *Briana Beltran*, Cornell Law School Farmworker Legal Assistance Clinic; *Larry Norton*, Texas RioGrande Legal Aid

2:00 - 3:30 p.m.

Indiana Ballroom E

Joint Employers and Farm Labor Contractors - Who's Responsible?

Who are the defendants in your case and what regulations did they violate? H-2A employers can file a job order jointly with other growers, with associations, and with farm labor contractors. Farm labor contractors can file their own job order. We will discuss how to identify the defendants in your case and what special regulations and case law apply.

Presenters: *Joe Morrison*, Columbia Legal Services; *Caitlin Ryland*, Legal Aid of North Carolina; *Amanda Caldwell*, Community Legal Services

2:00 - 3:30 p.m.

Indiana Ballroom G

Immigration Advocacy & Prospects for Reform

This workshop will present the current state of immigration reform efforts and the prospects for the next year. Topics will include prospects and strategies for legislative reform, administrative efforts to improve the H-2 programs, efforts to create a process for affirmative relief for workers enforcing their labor or civil rights, and the state of immigration enforcement.

Presenters: *Adrienne DerVartanian*, Farmworker Justice; *Meredith Stewart*, Southern Poverty Law Center; *Mark Heller*, Advocates for Basic Legal Equality

Thursday, November 10, 2016

2:00 - 3:30 p.m.

Indiana Ballroom F

Farmworkers and Fair Housing

Fair housing and civil rights laws can be used to address discriminatory land use, code enforcement, and other housing practices that negatively affect farmworker housing. The panel will discuss fair housing law and cases that involve zoning and mobile home park closures.

Presenters: *David Morales*, Northwest Justice Project; *Ilene Jacobs*, California Rural Legal Assistance

3:30 - 4:00 p.m.

Indiana Ballroom A/B

Afternoon Break

4:00 - 5:30 p.m.

Indiana Ballroom C/D

Improving Housing Conditions, Enforcing Health and Safety Codes, and Remedies for Farmworker Clients

Litigation to enforce federal and state law can improve farmworker housing conditions. Workshop topics will range from AWPAs, innkeeper exemptions, state and common law remedies, to using experts, proving damages and seeking other remedies, H2A housing issues, and access to labor camps.

Presenters: *Art Read*, Friends of Farmworkers; *Tom Thornburg*, Farmworker Legal Services of Michigan; *Greg Schell*, Southern Migrant Legal Services; *Daniela Dwyer*, Texas RioGrande Legal Aid Farmworker Project; *Ilene Jacobs*, California Rural Legal Assistance

4:00 - 5:30 p.m.

Indiana Ballroom E

Building Trust and Effectuating Justice Between Local Police and Farmworker Communities

Across the country, many communities, including farmworkers, face barriers to security, economic success, and justice because of poor relationships with local law enforcement. Mistrust and fear of the police lead to the underreporting of crimes, which threatens public safety. As advocates, we must learn how to facilitate trust-building between local law enforcement and our client communities, through both adversarial or collaborative efforts. When local law enforcement leaders are willing, trust-building can be a collaborative process that benefits all involved. In other communities, litigation may be the most effective tool. This panel will explore successful collaborative models where advocates have worked with client communities and law enforcement to create policies that help farmworkers, including policies on working with victims of crimes who have no immigration status, and those with limited English proficiency. The panel will also explore litigation strategies to address racially biased and anti-immigrant policing practices that foster fear in our client communities. Representatives of law enforcement will also speak about the challenges they face in working with our client communities. Participants will learn how to begin a trust-building initiative in their own client communities, whether through an adversarial or collaborative process.

Presenters: *Kathleen Kersh*, Advocates for Basic Legal Equality; *Carly Fox*, Worker Justice Center of New York; *Mark Heller*, Advocates for Basic Legal Equality; *Wendy Stiver*, Dayton Policy Department

4:00 - 5:30 p.m.

Indiana Ballroom F

Combating International Recruitment Fraud and Abuse – Country of Origin Approaches

International labor recruitment remains riddled with problems that lead foreign migrant farmworkers to suffer from fraud and abuse. The root causes – a lack of meaningful regulation, transparency, intergovernmental cooperation, and difficulties holding employers legally responsible – persist, despite vigorous policy advocacy and litigation strategies. In this workshop, we will discuss current initiatives and ideas aimed at tackling recruitment fraud and abuse in foreign farmworkers' countries of origin. The creative approaches discussed will include: a brief explanation of the denuncia process and other administrative complaint options victims may take against recruiters in Mexico, Guatemala, El Salvador, and Honduras, and a realistic assessment of these mechanisms's efficacy; a demonstration of <http://www.contratados.org/> - a worker-friendly internet review website - with a focus on how advocates can contribute and benefit from the information reported; a presentation of RADAR, a binational (Mexico/USA) pilot project that seeks to detect abuses in the labor recruitment process for temporary migrant workers and provide powerful tools for litigators and enforcement agencies that advocate on their behalf; an introduction to the Iniciativa Regional sobre Movilidad Laboral (INILAB) and reflections on the benefits and challenges faced by country of origin policy advocates; and current perspectives on working with the Nonimmigrant Visa Fraud units in U.S. Consulates abroad.

Presenters: *Nan Schivone*, Global Workers Justice Alliance; *Rachel Micah-Jones*, Centro de los Derechos del Migrante, Inc.; *Eric Wiesner*, Proyecto de Derechos Económicos, Sociales y Culturales (ProDESC)

4:00 - 5:30 p.m.

Indiana Ballroom G

Securing Labor Camp Access and the Farmworker's Right to Have Visitors

This workshop will instruct attendees on the status of labor camp access around the nation and discuss strategies for better securing access to our client population. We will review recent developments at the state level, such as laws designed to increase penalties for trespassing on agricultural properties and "ag gag" laws. The panelists will also discuss recent efforts to protect access, including the use of international laws and treaties, administrative advocacy, and coordination with law enforcement via anti-trafficking networks. Advocates will then strategize on ways to further reinforce the right to access.

Presenters: *Lori Johnson*, Legal Aid of North Carolina; *Farmworker Unit*, Andrea Schmitt, Columbia Legal Services; *Robert W. Cobbs*, Cohen Milstein

6:30 - 8:30 p.m.

Adobo Restaurant and Grill

Networking Reception

110 E. Washington St.

4-block walk; see conference folder for walking instructions.



Friday, November 11, 2016

7:30 - 8:30 a.m.
Continental Breakfast

Indiana Ballroom A/B

7:30 a.m. - 2:30 p.m.
NFLC Conference Registration

Indiana Ballroom Foyer

8:30 - 10:00 a.m. Indiana Ballroom C/D

Isn't Everyone Eligible for Services under LSC?

LSC funded organizations are oftentimes forced to turn away potential clients because they do not appear eligible for services due to alien eligibility rules. In this workshop, advocates will receive an in-depth look at what "alien eligibility" means for LSC purposes and how, due to the increasing numbers of victims of certain crimes, many people we've turned away in the past may actually be eligible for our services.

Presenters: *Miguel Keberlein*, Legal Assistance Foundation of Chicago; *Lisa Palumbo*, Legal Assistance Foundation of Chicago

8:30 - 10:00 a.m. Indiana Ballroom G
Addressing Immigration Enforcement and Ethnic Profiling through Litigation and Other Advocacy, and the Importance of Community Legal Education

This workshop will cover immigration enforcement in all its aspects – the law, how it looks on the ground as carried out by ICE and the Border Patrol (many times viewed as ethnic profiling), and community legal education tools to educate farmworker and immigrant communities in an effort to reduce the harm of immigration enforcement. The legal aspect will cover the authority of ICE and Border Patrol, authority of state and local law enforcement, and 4th Amendment and Equal Protection issues governing these law enforcement officials. The presenters will also discuss the various techniques and methods used by ICE and Border Patrol Agents to enforce immigration laws that often have a disproportionate effect on farmworker and immigrant communities. Having a community legal education component is also crucial, and the presenters will provide suggestions and approaches to effectively mitigate the harm of ICE and Border Patrol and cooperating state and local law enforcement agencies. The presenters will also share successes and challenges in being involved in multi-year lawsuits, at both the federal trial and appellate levels, addressing these topics.

Presenters: *Mark Heller*, Advocates for Basic Legal Equality; *Eugenio Mollo*, Advocates for Basic Legal Equality

8:30 - 10:00 a.m. Indiana Ballroom F
Protecting the Rights of U.S. Workers in an H-2A World

In order to receive certification to employ H-2A workers, agricultural employers must demonstrate a shortage of able and willing domestic workers to fill the jobs for which foreign labor is sought. But in many cases, there are substantial numbers of domestic workers eager to fill the positions, especially given the relatively high adverse effect wage rate. If these domestic workers are hired, the employers lose access to their desired highly-exploitable foreign workforce. This workshop will explore some of the most common techniques H-2A employers use to avoid using domestic labor and how to successfully combat these efforts. Strategies will be discussed to identify illegal job qualifications in H-2A clearance orders, such as experience requirements and drug tests, and how to have them stricken from the clearance orders. The panel will discuss ways to

make pre-certification affirmative recruitment of domestic workers meaningful, rather than a pro forma exercise designed to yield few, if any, U.S. worker applicants. The workshop will include discussion of legal strategies to attack discrimination against those U.S. workers who do get hired, such as imposition of unlawful production standards, preferential job assignments given H-2A workers and use of arbitrary work rules to dismiss domestic workers. The panel will also review the legal rights of domestic workers who do not satisfy the regulatory definition of a "U.S. worker."

Presenters: *Greg Schell*, Southern Migrant Legal Services; *Joe Morrison*, Columbia Legal Services; *Dawson Morton*, California Rural Legal Assistance Foundation; *Shelley Latin*, Legal Aid Services of Oregon

10:00 - 10:30 a.m. Indiana Ballroom A/B
Morning Break

10:30 a.m. - Noon Indiana Ballroom C/D
Current Issues in Workers' Compensation for Farmworkers
Speakers will discuss current issues in workers' compensation for migrant, seasonal and transnational farmworkers. Issues include calculation of benefits for wage reimbursement, and transnational coordination of medical treatment for injured H-2A and H-2B workers. Panelists will suggest practical approaches to overcoming these challenges and discuss strategies for developing mechanisms to facilitate medical care.

Presenters: *Michele Besso*, Northwest Justice Project; *Fabiola Flores*, Texas RioGrande Legal Aid; *Rachel Micah-Jones*, Centro de los Derechos del Migrante, Inc

10:30 a.m. - Noon Indiana Ballroom G
Litigation 102 – Nuts and Bolts of Trial
This workshop will pick up where Litigation 101 left off and will prepare farmworker attorneys for trial by providing useful practice tips for navigating a federal court trial. Training will focus on developing a theme for trial, effective use of proof charts, witness preparation, effective use of objections at trial, and will cover tips for presenting your case in front of both judge and jury. Additionally, the training will also cover effective tips for enforcing and collecting a judgment. Farmworker cases can take years to get to trial, so this training alongside Litigation 101 is designed to provide farmworker attorneys with concrete tips and tools to prepare for trial.

Presenters: *Blanca Bañuelos*, California Rural Legal Assistance; *Chris Benoit*, Texas RioGrande Legal Aid; *Jim Knoepp*, Southern Poverty Law Center; *Joe Morrison*, Columbia Legal Services

10:30 a.m. - Noon Indiana Ballroom F
Immigration Remedies for Farmworker Victims of Human Trafficking, Workplace Crimes & Severe Labor Abuse

In this workshop, advocates will receive both an overview of the processes involved with applying for the T and U visas (and continued presence) and deferred action, as well as an advanced discussion on several practical issues that should influence an advocate's choice as to which immigration remedy to pursue given the facts of a particular case. Advocates will discuss specific fact patterns and choices they have made in representing HT clients, including how law enforcement's stance in cases may affect decisions regarding which visa to pursue.

Presenters: *Miguel Keberlein*, Legal Assistance Foundation of Chicago; *Stacie Jonas*, Texas RioGrande Legal Aid; *Lisa Palumbo*, Legal Assistance Foundation of Chicago; *Anna Lusero*, USDOL Wage and Hour Division

12:00 - 1:00 p.m.

Lunch on Your Own

See conference folder for nearby restaurants and hotel specials.

12:00 - 2:00 p.m.

Marriott Ballroom 2nd Fl.

NLADA Annual Awards Luncheon - Ticketed event

1:00 - 2:30 p.m.

Indiana Ballroom C/D

It Takes a Village to Combat Workplace Sexual Violence and Human Trafficking

Workplace sexual violence is rampant in the agricultural industry. Two separate studies in California and Iowa report that approximately 80 percent of women farmworkers experience sexual violence in the fields. The culture of violence is so prevalent that workers pejoratively refer to the fields as the “field of panties” or the “green-motel.” Employers often ignore complaints even though it is largely recruiters, co-workers, and supervisors who are committing the sexual exploitation. While agencies like the EEOC and state human rights departments enforce sexual harassment laws, their concentrated presence in larger cities, and time-sensitive filing deadlines make it difficult for isolated farmworkers in rural areas to obtain justice. Building coalitions and task forces break down these barriers by uniting rural and urban community organizations to create safe spaces for victims, engage in outreach to vulnerable workers, and offer access to limited resources. Participants will learn how two organizations in Illinois implemented these approaches and transformed farmworker outreach to address workplace sexual violence and human trafficking. This interactive workshop will discuss the impact safe spaces have in giving survivors a voice, provide examples of consciousness-raising outreach exercises, and give a roadmap to coalition-building and task force development in other communities.

Presenters: Miguel Keberlein, Legal Assistance Foundation of Chicago; Karla Altmayer, Healing to Action; Sheerine Alemzadeh, Healing to Action; Alyson Dimmitt Gnam, Northwest Justice Project

1:00 - 2:30 p.m.

Indiana Ballroom G

Farmworker Housing Quality and Health

The November 2014 national symposium, entitled Farmworker Housing Quality and Health: A Transdisciplinary Conference,

resulted in the publication of a special issue of *New Solutions*, A Journal of Environmental and Occupational Health Policy. The topics range from the impact on health of substandard housing conditions, to social determinants of health and an assessment of the current state of health and safety regulations. The workshop will cover the published papers and next steps for health researchers and advocates to effect change in housing conditions and improvements in governing law.

Presenters: Ed Kissam, Werner-Kohnstamm Family Fund; Carol Brooke, NC Justice Center; Shelley Latin, Legal Aid Services of Oregon; Ilene Jacobs, California Rural Legal Assistance

1:00 - 2:30 p.m.

Indiana Ballroom F

Fighting for Immigrant Dairy Workers' Rights

The dairy industry maximizes profits at the expense of the environment, animal welfare, and, in particular, the safety, health, and wages of dairy workers. Dairy workers and those of us advocating for them face distinct challenges when it comes to achieving workplace justice: AWPA does not apply to dairy workers; dairies with fewer than 11 employees fall out of OSHA jurisdiction; employer-provided housing is not subject to inspections; industry fatalities are standard; and dairy workers continue to be excluded from overtime compensation. The National Dairy Advocacy Network is a group of legal service providers, educators, advocates, and organizers who meet monthly to share local updates, give support, and coordinate efforts at the national level to create greater impact on behalf of dairy workers. Representatives from the group will present some of our work and victories such as: dairy-specific workplace violations, legal challenges, creative remedies like consumer campaigns, fair food programs vs. CAFOs, and advocacy for increased government regulation and enforcement such as OSHA Local Emphasis Programs.

Presenters: Molly Graver, New Mexico Legal Aid; Carly Fox, Worker Justice Center of New York; Diana López Batista, Columbia Legal Services; Julie Keller, University of Rhode Island

6:00 - 7:00 p.m.

Marriott 7

Latino Section Meeting



PRESENTERS

Sheerine Alemzadeh

Sheerine Alemzadeh has been working with women from communities of color to fight gender-based violence for the past ten years. She is also a co-founder and co-director of Healing to Action. Sheerine started her advocacy career supporting immigrant survivors of gender-based violence at the Tahirih Justice Center. After law school, Sheerine was awarded a Skadden Fellowship to work at the Chicago Alliance Against Sexual Exploitation, representing survivors of sexual violence in obtaining workplace justice. Sheerine has represented dozens of clients in employment disputes, obtaining favorable settlements and judgments for survivors of sexual violence. Sheerine is also a co-founder of the Coalition to End Workplace Sexual Violence (CAWSV) and has worked on community outreach efforts in Chicago, training labor organizers, rape crisis advocates, government officials, and attorneys on how to support survivors of sexual violence in maintaining job security and achieving workplace justice. Sheerine is a native of Virginia and a graduate of the University of Pennsylvania Law School.

Karla Altmayer

Karla Altmayer is an advocate for survivors of workplace sexual violence, and an immigrant rights attorney. As a co-founder and co-director of Healing to Action, Karla works to build a worker-led movement to end gender-based violence. Karla began her advocacy in 2012 as an Equal Justice Works fellow with LAF Chicago, where she led a state-wide effort to empower farmworker women who were victims of workplace sexual violence. She litigated federal and state cases, and developed and conducted "Know Your Rights" workshops on workplace gender violence in the farmworker community. During her fellowship, she also co-founded the Coalition Against Workplace Sexual Violence (CAWSV). In 2014, Karla represented adults in immigration removal proceedings with the National Immigrant Justice Center, focusing on survivors of gender-based violence who were detained. Karla is a native of Chicago and graduate of Northern Illinois University, College of Law.

Blanca A. Bañuelos

Blanca A. Bañuelos is a Co-Director of the Migrant Unit for California Rural Legal Assistance, Inc. where she supervises substantive advocacy and litigation. Blanca graduated from Loyola Law School in December 2003. She has been with CRLA since June 2004. Prior to CRLA, Blanca held numerous clerkships with social

justice organizations. She is an expert litigator having litigated dozens of cases under California's Private Attorney General Act (PAGA) and California's Unfair Competition Law (UCL). She represents farmworkers and dairy workers in wage and hour, wrongful termination and sexual harassment cases. She was lead counsel in the case of *Arias v. Superior Court* (46 Cal.4th 969 (2009)), which was argued in and decided by the California Supreme Court in 2009. *Arias* is significant for all California workers, but especially low-wage workers, as this allows them to act as private attorney generals, without the need of burdensome class action requirements. Blanca is also one of the attorneys in *Arias v. Raimondo*, currently filed in the 9th Circuit, where a dairy worker is suing an attorney for contacting immigration authorities in retaliation for asserting his rights.

Lazlo Beh

Lazlo Beh is Supervising Attorney of Philadelphia Legal Assistance's (PLA) Pennsylvania Farmworker Project (PFP) and Director of PLA's Low Income Taxpayer Clinic (LITC). He began his practice in 2004 in the Farmworker Unit of South Jersey Legal Services, and then moved to Legal Services of New Jersey's Workers Legal Rights Project. In 2014, he returned to SJLS to work in both the Farmworker Unit and SJLS's LITC. At PLA, he supervised the work of ABA Public Interest Tax Fellow Lany Villalobos on behalf of H-2A workers in Pennsylvania and collaborated with Lany and the Center for Urban Pedagogy (CUP) to produce an educational info-graphic poster explaining federal income taxes to farmworkers including H-2A workers. He can be reached at LBeh@philalegal.org

Briana Beltran

Briana Beltran is a clinical teaching fellow with the Farmworker Legal Assistance Clinic at Cornell Law School. Prior to her current position, she was a staff attorney with Southern Migrant Legal Services from September 2012 to July 2016.

Christopher Benoit

Christopher Benoit is a staff attorney with Texas RioGrande Legal Aid, Inc. and an associate with The Law Office of Lynn Coyle, PLLC in El Paso, Texas. Chris has worked alongside workers and unions since 2003 and practiced employment, labor, civil rights, and human rights law for six years. Before joining TRLA, he worked on legal and organizing strategies to support communities fighting transnational mining companies and guest workers battling systemic worker exploitation as an attorney at the Proyecto de Derechos

Económicos Sociales y Culturales, AC (ProDESC) in Mexico City. Before entering ProDESC, Chris started the Economic Justice Program (EJP) in El Paso, Texas as an attorney with Paso del Norte Civil Rights Project. Through his work, EJP helped to raise the profile of wage theft through the innovative combination of organizing and litigation.

Caitlin Berberich

Caitlin Berberich is the managing attorney of Southern Migrant Legal Services (SMLS), a project of Texas RioGrande Legal Aid that serves migrant farmworkers in six states across the Southeast. Caitlin has worked at SMLS for the last ten years, since graduating from law school at Emory University. Before that, she attended the University of Georgia. A native of Georgia, Caitlin is passionate about representing workers in the deep South. She has worked a varied caseload litigating AWPAs, FLSA (incl. collective actions), retaliation, discrimination, H-2A contracts, and bankruptcy, and has engaged in advocacy with USDOL.

Michele Besso

Michele Besso is the Senior Attorney for the Farm Worker Unit of Northwest Justice Project in Washington State and practices law in Yakima. Michele has practiced law on behalf of farmworkers in Washington State for most of her legal career since receiving her law degree from Yale Law School in 1987. Michele has focused her advocacy most recently on advocating for respect for the rights of both local and H-2A workers in the foreign labor certification process, as well as continuing the long term campaign for stronger enforcement of farmworker housing standards and health and safety regulations.

Carol Brooke

Carol Brooke is a Senior Staff Attorney with the Workers' Rights Project at the North Carolina Justice Center. Carol litigates class and collective actions on behalf of farmworkers and other low income workers, focusing on wage and hour issues. She also advocates for state policy changes to benefit workers and has worked with a coalition of advocates to obtain needed improvements in North Carolina's migrant housing and pesticide laws. Carol graduated from the University of North Carolina School of Law.

Amanda Caldwell

Amanda Caldwell is the Managing Attorney of the Farmworker, Employment, and Low Income Tax Clinic Unit at Community Legal Services in Phoenix, Arizona. Amanda has been practicing

with legal services since 2008. Amanda started her career at Florida Rural Legal Services in Fort Myers, Florida. During her time in Florida, Amanda litigated *Sejour v. Davis*, where she won a judgement for a group of workers on their FLSA and H-2A contract claims. During her time in Florida, Amanda worked tirelessly for victims of human trafficking and in was awarded Florida's Survivor Advocate of the year award in 2014 for her work with trafficking victims. Since relocating to Arizona, Amanda has worked on H-2A issues focusing on the plight of Arizona's border commuting H-2A workers.

Sisi Chen

Sisi Chen started working for FRLS in 2014 as an Outreach Paralegal / Litigation Support and handles some T-Visas cases for farmworkers only. Sisi worked for FEJC from September 2007 until January 2014 on U-Visas cases, VAWA (Violence Against Women, Act) cases, and some SIJ (Special Immigrant Juvenile) cases. Sisi has a background in Marketing/Business/Accounting, and worked for Samsung Electronics Latinoamerica as a Marketing Supervisor for 6 years in Panama.

Robert W. Cobbs

Robert Cobbs is an Associate at Cohen Milstein, and a member of the Antitrust practice group. Prior to joining Cohen Milstein, Mr. Cobbs clerked for the Hon. Pierre N. Leval, United States Court of Appeals for the Second Circuit; and for the Hon. J. Rodney Gilstrap, United States District Court for the Eastern District of Texas. Mr. Cobbs graduated from Amherst College with a B.A. in English and Russian, magna cum laude with distinction, and received his J.D. from Yale Law School. During law school, he served as a Notes Editor of the Yale Law Journal and as a Submissions Editor of the Yale Journal on Regulation.

Vanessa Coe

Vanessa Coe began practicing employment law as an Equal Justice Fellow in 2011 focusing on the representation of H-2B guest workers in Florida at the Migrant Farmworker Justice Project. While mostly representing H-2B workers, she also represented J-1 visa workers, undocumented workers, and domestic workers in state and federal courts throughout Florida. She continued at MFJP post fellowship as a staff attorney until 2015. Vanessa currently runs a low wage worker project at the Legal Aid Society of Palm Beach County, Inc.

Michael Dale

D. Michael Dale was a legal services lawyer from 1975 until 2001, during which time he was at various points the director of Oregon's migrant program, and director of litigation at both Oregon Legal Services and the Oregon Law Center. Since 2001, he has been representing farmworkers as a private lawyer, and is "of counsel" to Texas Rio Grande Legal Assistance and the Southern Migrant Legal Services programs. He is also Executive Director of the Northwest

Workers' Justice Project, a non-publicly funded legal services program to represent immigrant and contingent low wage workers, which he founded in 2003 as an Echoing Green Fellow.

Adrienne DerVartanian

Adrienne DerVartanian is the Director of Immigration and Labor Rights at Farmworker Justice, where she focuses her efforts on advocacy, education and training regarding immigration and labor policy. Adrienne has worked extensively on farmworker immigration legislation in Congress. In addition, Adrienne is heavily involved in advocacy regarding the H-2A agricultural guestworker program. Adrienne is a summa cum laude graduate of the University of Georgia School of Law and a graduate of Oberlin College.

Alyson Dimmitt Gnam

Alyson Dimmitt Gnam is an attorney in the Northwest Justice Project's Farmworker Unit in Washington State. Alyson founded Proyecto Campesina Digna as an Equal Justice Works Fellow in 2014, returning to her hometown to combat sexual harassment in the agricultural industry. Campesina Digna builds on NJP's early groundbreaking work to create a project dedicated to the issue of workplace sexual violence, resulting in survivors bringing legal claims in rural communities where the issue had been taboo and increasing NJP's role as a statewide leader in this advocacy. Alyson graduated with High Honors from University of Washington School of Law and was the recipient of the Charles Z. Smith Public Service Award and a Eugene Wright Scholar. Alyson previously worked as a Pegging Browning Fellow at the National Employment Law Project, a law clerk at the Equal Employment Opportunity Commission, and a legal advocate for immigrant victims of domestic violence at the Northwest Immigrant Rights Project.

Daniela Dwyer

Daniela Dwyer is the Managing Attorney of Texas RioGrande Legal Aid, Inc.'s (TRLA) Farmworker Project, the nation's largest LSC-funded civil legal aid organization. TRLA provides free, civil legal services to farmworkers throughout Texas and in six southern states: Alabama, Arkansas, Kentucky, Louisiana, Tennessee, and Mississippi. Daniela is a second-generation Mexican-American. A native of El Paso, Texas, she is a graduate of The University of Texas at Austin with dual B.A.s in Government and Sociology. She is a graduate of the University of Chicago School of Law (2013). She is presently in her thirteenth year of legal practice, all of which she's gladly spent as a legal aid advocate. Daniela formerly managed the farmworker program at the Legal Aid Bureau, Inc. (covering Maryland and Delaware). Afterwards, she was an attorney with Florida Legal Services, Inc., a non-LSC-funded legal services organization litigating class actions on behalf of farmworkers and other low-wage workers. She is licensed in Texas, Maryland, and Florida. She is also a Faculty Member of the Shriver Center's Affirmative

Litigation course, which focuses on empowering legal aid organizations with the skills necessary to bring mass "law reform" actions, even if LSC-funded. Daniela has represented farmworkers in federal court in seven states to-date, and hopes to add to the list. She welcomes collaborating with community and legal advocates from all across the country.

Fabiola Flores

Fabiola Flores is a 2006 graduate of the University of Texas School of Law. She went to work for TRLA's Laredo office, and her hometown, immediately after graduation. She worked exclusively on cases of workers injured on the job for the first several years. She represents all workers injured on the job, including farmworkers, covered by Texas Workers' Compensation laws or private plans governed by ERISA. She represents claimants in administrative hearings and district court appeals throughout TRLA's service area. She has worked with attorneys in the states of Washington, Oregon, Louisiana, North Carolina, and the state agency in North Dakota to ensure that agricultural workers and silo construction workers receive medical care and wage benefits in Texas after they returned to Mexico.

Carly Fox

Carly Fox is a Worker Rights Advocate with Worker Justice Center of NY. As such, she conducts outreach to farmworkers and other low-wage workers, trains workers about their legal rights, and organizes workers to advocate for change. Carly has been active in the immigrant and farmworker justice movement for most of her life. Over the past twelve years she has worked as a youth activist, educator and organizer in New York City. She received her BA from Ithaca College and Masters in Urban Planning from Cornell University and has lived in Brazil, Nicaragua, Mexico and Spain. She is fluent in both Spanish and Portuguese.

Bruce Goldstein

Bruce Goldstein is President of Farmworker Justice. Bruce's activities have included litigation against private employers and the government, advocacy in administrative agencies and Congress, training of lawyers and paralegals, building nation-wide coalitions, advising grassroots organizations, and shaping public opinion through the media. He has been a leader in advocating for immigration legislation, reforming the agricultural guestworker program and improving enforcement of labor protections. Bruce's publications, litigation and advocacy have also sought to address the problem of "farm labor contractors" used by farming operations to recruit and supervise farmworkers, often in an attempt to avoid responsibility for complying with labor laws. Because farmworkers are part of a transnational labor force, Bruce has been active at the international level. He is also engaged with farm labor unions, food safety advocates and

environmentalists in efforts to improve corporate social responsibility in the food industry.

Molly Graver

Molly Graver is an attorney with New Mexico Legal Aid in southeastern New Mexico and the US-Mexico border region. She coordinates the organization's worker advocacy project. Previously, she was a Graduate Teaching Fellow at Temple University School of Law, an attorney with farmworker programs in Oregon and New York, and an advocate/educator with a women's rights collective in rural El Salvador. A Haywood Burns Human Rights Scholar and Ella Baker Fellow, Graver graduated from City University of New York School of Law.

Elizabeth Grossman

Elizabeth Grossman is a freelance journalist specializing in environmental, science and related policy issues, with a focus on environmental, public and occupational health. Her work has appeared in a variety of publications including National Geographic News, Scientific American, Environmental Health Perspectives, the Intercept, the Guardian, Mother Jones, Food & Environment Reporting Network, Ensia, Yale e360, Civil Eats, ScienceNews for Students, The Pump Handle, the Nation, Salon, In These Times, and the Washington Post. Her work has also been published by Time magazine online, PRI's The World, Moyers & Co. and Reuters, a.m.ong others. She's also written several books, a.m.ong them High Tech Trash, Chasing Molecules and Watershed. She has a B.A. cum laude from Yale University and is based in Portland, Oregon.

Lisa Guerra

Lisa Guerra is a Staff Attorney for Texas Rio-Grande Legal Aid's Farmworker team. Lisa has worked as an attorney recovering wages on behalf of workers at the Office of NYC Comptroller-Bureau of Labor Law, the D.C. Employment Justice Center, and Northwest Justice Project in Yakima, WA. While in D.C., Lisa also did policy work resulting in the passage of the Workplace Fraud Amendment Act of 2012 and the Wage Theft Prevention Amendment Act of 2013. Prior to graduating from Vermont Law School in 2005, Lisa clerked and was an outreach paralegal at farmworker legal services projects in North Carolina and Pennsylvania.

Alexis Guild

Alexis Guild is Senior Health Policy Analyst at Farmworker Justice. She works with farmworker community-based organizations, legal services organizations, and community/migrant health centers to ensure access to healthcare for farmworkers and their families across the U.S. She also provides analysis and training on federal health policy issues affecting farmworker communities, including the Affordable Care Act. Alexis has extensive experience in public health. Prior to graduate school, she served as a Health Education Volunteer with the U.S. Peace Corps in

Guatemala. She received her B.A. from Wellesley College and a Masters' degree in Public Policy from the University of Michigan.

Mark Heller

Mark Heller is an attorney with Advocates for Basic Legal Equality. He has, a.m.ong other things, litigated employment, civil rights, and immigration cases in federal court and immigration courts. He is admitted to practice in Ohio, the U.S. District Court of the Southern and Northern Districts of Ohio, and the Sixth Circuit Court of Appeals. He graduated from a joint J.D./M.S.W. program of the Washington University School of Law and the George Warren Brown School of Social Work at Washington University.

Ellen Hemley

Ellen Hemley brings over 30 years of experience in the equal justice community to her role as Vice President of Advocate Resources and Training at the Sargent Shriver National Center on Poverty Law where, a.m.ong other things, she directs the Center's Racial Justice Training Institute and Leadership Academies. Prior to joining the Shriver Center, Ellen served as executive director of the Center for Legal Aid Education, which provided training and leadership development programs to equal justice advocates nationwide. Previously, Ellen was Director of Training at the Massachusetts Law Reform Institute where, a.m.ong other things, she oversaw CLAE's predecessor, the Legal Services Training Consortium of New England. She also served for many years as an independent consultant; her clients included the American Bar Association, the Supreme Judicial Court of Massachusetts, the Florida Bar Foundation, the Washington Access to Justice Commission, the Jewish Community Relations Council, the Massachusetts Immigrant and Refugee Advocacy Coalition, the Massachusetts Union of Public Housing Tenants, and scores of other legal aid networks, bar foundations and justice-related programs across the country.

Patricia Hernández

Patricia Y. Hernández is a Senior attorney with Advocates for Basic Legal Equality, Inc. (ABLE) in Toledo, Ohio. ABLE is an unrestricted poverty law firm that serves low income individuals and groups in Northwest and West Central Ohio. Her passion for Migrant Farmworker and Immigrant advocacy began right out of law school when she joined ABLE's Migrant Farmworker Unit in order to serve clients from her home state of Texas. She subsequently served as Managing Attorney of the Unit's then-LSC program, or the past several years, Patty worked in ABLE's Access to Justice Practice Group, providing counsel and advice to a broader client base on a wide range of issues. Her practice has included employment, immigration, housing, education and civil rights work. Additionally, she co-chaired ABLE's Diversity Committee and has always had some form of involvement in racism reduction work. She recently rejoined ABLE's Agricultural Worker &

Immigrant Rights Practice Group and is currently focusing on Immigrant Advocacy and Racial Justice work. She was recently named a national 2016 SPARK Fellow by Welcoming America. Patty graduated from St. Mary's University and The Ohio State University Moritz College of Law. She has been recognized by both schools and her community for her work in advancing the rights of farmworkers and Latinos.

Kevin Herrera

Kevin Herrera is a Staff Attorney with the Legal Impact Network at the Sargent Shriver National Center on Poverty Law, which supports dialogue and collaboration a.m.ong antipoverty organizations across the country. A graduate of New York University School of Law, Kevin was previously a Staff Attorney with Southern Migrant Legal Services, a project of Texas Rio Grande Legal Aid, where he represented farmworkers in Tennessee, Arkansas, Kentucky, Louisiana, Mississippi, and Alabama. During law school, Kevin was a two-year member of the NYU's Immigrant Rights Clinic, representing clients before the Board of Immigration Appeals and in federal district and appellate cases. Kevin also holds and M.A. in International Affairs from the University of Georgia and graduated from the University of Minnesota with a B.A. in Political Science and Chicano Studies.

Laurie Hoefler

Laurie Hoefler is an attorney who has worked with the Farmworker Program at Legal Aid Services of Oregon since 2005. She became the Farmworker Program Director in 2012. In her work, she has represented hundreds of farmworkers across the state in primarily employment matters, handling wage, discrimination, health and safety and housing cases. Before this work, she worked as a public defender, rural legal aid services lawyer and as a coordinator for the Legal Project of the Latino Workers Center in New York City.

Lori Isley

Lori Isley is the Directing Attorney of the Working Families Project of Columbia Legal Services in Washington State. Lori has been practicing with legal services in Yakima since 1991. For over ten years, she has focused on employment class actions for farm workers. Lori was on the team that successfully litigated *Perez-Farias v. Global Horizons, Inc.* collecting a \$2 million judgment for the workers, approximately \$1 million in fees, and receiving a cy pres award to Columbia Legal Services and other community partners. Lori has argued three farmworker class actions in the Ninth Circuit Court of Appeals: *Perez-Farias, Saucedo v. John Hancock* (resulting in a \$1 million judgment for the farm worker class in 2016), and *Ruiz v. Mercer Canyons, Inc.* (affirming order granting class certification following employer's 23(f) appeal). The litigation in *Perez-Farias* and *Saucedoboth* resulted in certified questions to the Washington State Supreme Court which were decided 9-0 in favor of the workers. Lori is the

co-author of *Protecting the Employment Rights and Remedies of Washington's Immigrant Workers*, 48 Gonz. L. Rev. 539 (2013). She graduated from Northeastern University School of Law in 1991 and was introduced to farmworker advocacy and class actions during her first legal internship with CRLA – Salinas in 1989.

Ilene Jacobs

Ilene J. Jacobs is a Director of Litigation, Advocacy & Training for California Rural Legal Assistance, Inc. (CRLA), providing legal representation for farmworkers, recent immigrants, racial and ethnic minorities and low income people throughout rural California. Ms. Jacobs has devoted her legal career to advocacy for the housing and civil rights of minority, farmworker, homeless and other low income communities in the urban and rural United States. Her work has centered around farmworker housing, fair housing, civil rights and anti-slumlord advocacy, the creation of access to decent, affordable housing, and the impact on physical and mental health of substandard housing and community conditions on low income, farmworker and minority communities in rural California. She has undertaken federal and state litigation and policy advocacy, community education and outreach in all aspects of housing, land use and related civil rights law. Ms. Jacobs has advocated for local and statewide development of low income and farmworker housing and has defeated efforts to prevent farmworker housing development that were motivated by racial and economic animus. Ms. Jacobs started her practice of law with the National Housing Law Project in 1979 in Washington, D.C., where her work involved advocacy for the constitutional rights of the homeless, was a housing specialist with the Legal Aid Bureau in Baltimore, Maryland from 1983 until she moved to California in 1986. She was admitted to the D.C. Bar in 1979, Maryland State Bar and California State Bar in 1986.

Lori Johnson

Lori J. Johnson is the Managing Attorney of the Farmworker Unit of Legal Aid of North Carolina, having begun practicing agricultural labor law in 1997 with its predecessor organization Farmworker Legal Services of North Carolina. She has represented migrant and seasonal farmworkers, injured workers, and victims of human trafficking in civil litigation and appearances before adjudicative agencies. She has engaged in administrative advocacy at the state and national level to promote enforcement of farmworkers' rights. In addition, she has obtained immigration relief for victims of crime, human trafficking victims, and to reunify families. She received her B.A. from the University of Wisconsin-Madison in 1994 and a J.D. from Northeastern School of Law in 1997.

Stacie Jonas

Stacie Jonas is the managing attorney for Texas RioGrande Legal Aid's (TRLA) human trafficking

team, which provides comprehensive legal services to survivors of labor and sex trafficking. In addition to assisting survivors of trafficking on applications for immigration relief, she has represented dozens of survivors of trafficking on civil lawsuits and administrative agency proceedings against their traffickers. Prior to joining TRLA's Austin, Texas office, Ms. Jonas worked at Southern Migrant Legal Services (SMLS), a project of TRLA that serves migrant farmworkers in the South. At SMLS, she litigated wage and hour, discrimination, trafficking, and other employment claims and represented victims of criminal workplace abuses on applications for immigration relief. Ms. Jonas is a graduate of the Yale Law School and holds a B.A. from the University of Notre Dame. She served as a law clerk to the Honorable Keith P. Ellison of the U.S. District Court for the Southern District of Texas.

Miguel Keberlein Gutiérrez

Miguel C. Keberlein Gutiérrez is the Director of the Immigrants and Workers' Rights Practice Group and Client Support Services at LAF Chicago. He was formerly an Adjunct Professor of Law at Northern Illinois University College of Law. He has been litigating cases on behalf of migrant and seasonal agricultural farmworkers and other low-wage workers for over a decade. Keberlein was named the 2016 Paul and Sheila Wellstone Award recipient for his work on anti-human trafficking issues by the Freedom Network USA. In 2014, Keberlein was named an Emerging Leader Fellow by the Chicago Community Trust. He was also chosen as one of the 40 under Forty Attorneys to Watch in Illinois for 2010. He was the 2007 Kimball and Karen Gatsis Anderson Public Interest Law Fellowship Award recipient, given out to one outstanding public interest lawyer each year. Keberlein received his J.D. from the University of Wisconsin-Madison in 2002. He was a Graduate Fellow at the University of Iowa where he earned a M.A. in Third World Development. Keberlein has been featured in the Chicago Lawyer magazine and has done numerous presentations at both state and national trainings.

Julie Keller

Julie C. Keller, PhD is an assistant professor of sociology at the University of Rhode Island. Her research focuses on the working conditions of Mexican migrant dairy workers in Wisconsin. She spent six months in villages in Veracruz, Mexico interviewing former dairy workers. She is writing a book entitled, *Migration and Mobility: From Mexico to America's Dairyland and Back*.

Kathleen Kersh

Kathleen Kersh is a staff attorney with Advocates for Basic Legal Equality, where she represents agricultural workers and other immigrants in employment, immigration, and civil rights matters. Kathleen began her work at ABLE as an Equal Justice Works Fellow, where she promoted immigrant-friendly policing policies in the greater Dayton, Ohio area, and represented immigrant

victims of crime and workplace exploitation. She is a graduate of the University of Michigan Law School.

Ed Kissam

Ed Kissam is an applied researcher who has worked on farmworker issues for many years. His study of the post-IRCA farm labor market was published as *Working Poor: Farmworkers in the United States* (1995). From 2001-2006, he directed the New Pluralism study of immigrant settlement in rural U.S. communities. Ed is a trustee of the Werner-Kohnstamm Family Fund (WKF) which funds the Central Valley Immigrant Integration Collaborative (CVIIC), as well as policy research and other initiatives focused on improving immigrants' health and well-being.

Robert Klonoff

Robert Klonoff is the Jordan D. Schnitzer Professor of Law at Lewis & Clark Law School. He served as Dean of the Law School from 2007-2014. He is the co-author of a leading casebook on class actions, the author of the West Nutshell on class actions, and the author of numerous law review articles on the subject. Professor Klonoff is a member of the American Law Institute (ALI) and served as an Associate Reporter for the ALI's class action project, "Principles of the Law of Aggregate Litigation." He is also a Fellow in the American Academy of Appellate Lawyers and served as a Reporter for the 2005 National Conference on Appellate Justice. In addition, he is an elected member of the International Association of Procedural Law. In 2011, Supreme Court Chief Justice Roberts appointed Professor Klonoff to serve as the academic member of the Federal Civil Rules Committee. Professor Klonoff was reappointed in May 2014 for a second three-year term. He is also a member of the Civil Rules Subcommittee on Class Actions.

Jim Knoepp

Jim Knoepp serves as SPLC general counsel and as a senior attorney in the SPLC's Immigrant Justice Project, which combats workplace exploitation and other human rights abuses of immigrants. He also has served as a staff attorney and litigation director for the Legal Aid Justice Center in Charlottesville, Va., and as legal director of its Immigrant Advocacy Program. He is a graduate of the Loyola of Los Angeles Law School and has an undergraduate degree in mechanical engineering from the University of California at Irvine. As a Skadden fellow at the Migrant Farmworker Justice Project in Belle Glade, Fla., he focused on the development of class action litigation for H-2B forestry workers.

Shelley Latin

Shelley Latin is an attorney who has represented farmworkers in employment related issues since she began in Maryland as a law student in 1982. Throughout her career, Shelley has focused on safety and health, discrimination and H-2A issues. Currently and for the foreseeable future,

she is an attorney at Legal Aid Service of Oregon Farmworker Program.

Diana López Batista

Diana López Batista is a staff attorney with the Working Families Project at Columbia Legal Services in Yakima, Washington practicing employment law. Her current practice includes litigation in the areas of wage and hour violations and pesticide exposure/drift. Diana is the daughter of immigrant parents and a first-generation college student. Diana obtained her B.A. from the University of Washington and her law degree from the Seattle University School of Law. Prior to attending law school, Diana worked as a community radio DJ and as an organizer advocating for farmworkers' rights across the West Coast of WA.

Anna Lusero

Anna Lusero joined the USDOL Wage and Hour Division as the Regional Coordinator - Workplace Crimes in March 2012. Anna has experience working in immigration, labor and employment law, filing for U-visas, deportation defense, and working on wage and hour cases for low-wage immigrant workers. Before joining WHD she was an Equal Justice Works Fellow with the Legal Assistance Foundation and Working Hands Legal Clinic in Chicago. Here she focused on U Visa cases for immigrant workers who had been victims of crimes at work. Anna graduated from Chicago-Kent College of Law in May 2010.

Beth Lyon

Beth Lyon is a Clinical Professor of Law and founder of Cornell Law School's Farmworker Legal Assistance Clinic. Her scholarly focus includes immigrants' rights, farmworker rights, and language access to justice. Professor Lyon previously taught at Villanova Law School, as founder of the Farmworker Legal Aid Clinic and co-founder of the Community Interpreter Internship Program. She serves on the Board of Directors of the Society of American Law Teachers, Global Workers Justice Alliance, and Latina/o Critical Legal Theory. Her publications include two books, entitled *Global Issues in Immigration Law* and *We Asked for Workers. We Got People Instead*.

Ann Mangiameli

Ann C. Mangiameli, JD, is the Managing Attorney of the Medical Legal Partnership Project at Legal Aid of Nebraska. The Project began in 2009 and includes eight hospitals, two ambulatory clinics and two community health centers. Ms. Mangiameli practices in the areas of Social Security Disability, Medicaid/Medicare and end of life planning. Her focus is on a holistic approach to medical care which improves client health by removing barriers to medical care and preventing poverty. She was appointed to the Advisory Council on Public Guardian by the State of Nebraska. Ms. Mangiameli serves on the newly formed development council for Creighton University

School of Law charged with developing a Health Law Certificate for law and health care students. She also serves on the Nebraska Families Collaborative Advisory Board. Ms. Mangiameli is a 1991 graduate of Creighton University School of Law.

Emily Martin

Emily Martin is the Senior Supervising Community Advocate for the Immigrant Justice Project (IJP) at the Southern Poverty Law Center. She works on employment cases for guestworkers, and other civil rights litigation on behalf of immigrants in the Southeast. As an outreach paralegal at the Farmworker Justice Project of Georgia Legal Services, she assisted attorneys in representing hundreds of farmworker clients in Georgia.

Tracie McMillan

A working-class transplant from rural Michigan, Brooklyn-based writer Tracie McMillan is the author of the New York Times bestseller, *The American Way of Eating: Undercover at Walmart, Applebee's, Farm Fields and the Dinner Table*. Mixing immersive reporting, undercover investigative techniques and "moving first-person narrative" (*Wall Street Journal*), McMillan's book argues for thinking of fresh, healthy food as a public and social good—a stance that inspired *The New York Times* to call her "a voice the food world needs" and Rush Limbaugh to single her out as an "overeducated" "authoress" and a threat to freedom. In 2012, *Whole Living* magazine named her a "Food Visionary," building on her numerous appearances on radio and television programs, which range from the liberal "The Rachel Maddow Show" to the "tea-party favorite" *Peter Schiff Show*. She has written about food and class for a variety of publications, including *The New York Times*, the *Washington Post*, *National Geographic*, *National Public Radio*, *Harper's Magazine*, *Mother Jones*, *Saveur*, and *Slate*. In 2016, she became a staff blogger at "The Plate," *National Geographic's* blog covering food issues.

Rachel Micah-Jones

Rachel Micah-Jones is an attorney and the Founder and Executive Director of *Centro de los Derechos del Migrante, Inc.*, the first transnational migrant rights organization based in Mexico and the United States. An award-winning leader in the migrant and workers' rights movement, Rachel has focused on reforming international labor recruitment and the H-2A and H-2B guestworker programs to protect low-wage workers. Rachel's writing on transnational migrant justice and clinical legal education has been published by the *The University of Maryland Francis King Carey School of Law*, where she co-lead a groundbreaking international clinic for law students. Before founding CDM, Rachel worked as a staff attorney for the farmworker unit of Florida Rural Legal Services. Rachel is a graduate of Georgetown University and American University Washington College of Law.

Eugenio Mollo, Jr.

Eugenio Mollo, Jr. is the Managing Attorney of the Agricultural Worker and Immigrant Rights Practice Group at Advocates for Basic Legal Equality, Inc. (ABLE). He works in the Toledo office. He represents farmworker and immigrant clients primarily on civil rights, immigration, and employment matters. Eugenio began his career at ABLE as an Equal Justice Works Fellow, focusing his advocacy on behalf of immigrant workers and detained immigrants. He currently serves as the statewide co-chairperson of the Ohio Legal Aid Immigrant Advocacy Task Force and is a Steering Committee member of Welcome Toledo-Lucas County (Welcome TLC), the local immigrant-friendly initiative. Eugenio is a graduate of the University of Iowa College of Law, where he was Editor in Chief of *The Journal of Gender, Race & Justice*.

David Morales

David Morales is an attorney with the Northwest Justice Project's Farmworker Unit. When he's not doing that, you can usually find him volunteering with various nonprofits, organizing community events, and working on policy with the Washington State Commission on Hispanic Affairs.

Joe Morrison

Joe Morrison has worked for Evergreen/Columbia Legal Services for over twenty years representing immigrant populations on housing, employment, and civil rights matters. His primary focus has been complex, class-action litigation and administrative advocacy impacting the rights of farmworkers. Joe lives in Wenatchee, WA with his wife and two grown children.

Dawson Morton

Dawson Morton is Director of Labor & Civil Rights Litigation at California Rural Legal Assistance Foundation. Dawson is a 1995 graduate of Reed College and a 1999 graduate of NYU Law. He previously worked as a farmworker advocate in Georgia and remembers it all too well.

Larry Norton

Larry Norton is a 1969 graduate of Yale Law School and has worked for legal aid organizations in Kentucky, Wisconsin, Pennsylvania, New Jersey, and Texas. He has focused on civil rights and employment litigation and currently is employed by Texas RioGrande Legal Aid and the Community Justice Project.

Andrea Ortega

Andrea Ortega is the Managing Director of the Migrant Farmworker Unit at Florida Rural Legal Services Inc., a legal aid organization that provides free, civil legal services to migrant farmworkers throughout the state of Florida. An immigrant from Colombia, Andrea has spent her career practicing law on behalf of low-wage workers in Labor and Employment matters. Andrea has worked at Florida Rural Legal Services for

the last three years. Prior to that role, she began her career serving as the Organizing Director and subsequently, as regional counsel for the South Florida Region of the American Federation of State, Municipal and Council Employees Council 79 (AFSCME Council 79), a public employees' Union. She obtained her J.D. from Florida State University College of Law.

Natalia Ospina

Natalia Ospina is a Staff Attorney at California Rural Legal Assistance, a statewide legal services program, in their Oxnard Migrant office. Since joining CRLA, she has represented farmworkers in the areas of labor and employment law. Currently, the majority of her practice focuses on wage and hour and FEHA claims, including sexual harassment litigation. During law school, Natalia clerked for the Portland Regional Office of the Legal Aid Society of Oregon and the Center on Race, Poverty and the Environment in the Bay Area. Natalia is a graduate of Lewis & Clark Law School and Wellesley College.

Lisa Palumbo

Lisa Palumbo has been Supervisor of LAF's Immigration Law Project since 1997, having worked as staff attorney since 1992. Prior to joining LAF, Lisa worked as a staff attorney at Travelers and Immigrants Aid (now the National Immigrant Justice Center) in Chicago. In 1989, Lisa left Chicago to work for the United Nations High Commissioner for Refugees in Hong Kong, monitoring detained Vietnamese asylum seekers' interviews. She later returned to the States to work for Casa de Proyecto Libertad in Harlingen, Texas, where she represented detained Central American asylum seekers in detention on the U.S./Mexico border. In 1994, Lisa took a brief leave of absence from LAF to work again for the United Nations on Guantanamo as a consultant regarding Haitian asylum seekers on the U.S. naval base. During her tenure at LAF Lisa has managed complex federal litigation regarding the immigration consequences of criminal convictions, arguing before the 7th Circuit Court of Appeals on numerous occasions. Her current area of expertise is with crime victims and trafficking survivors, where LAF provides representation statewide. LAF's new Immigrants and Workers' Rights Practice Group has developed an expertise in the intersection of labor, immigration law and migrant farmworkers.

Arthur Read

Arthur N. Read has been practicing labor and employment law since 1976 and has specialized in the representation of farmworkers and migrant workers since 1979 while working first in New Jersey and then in Pennsylvania. His litigation has included class action lawsuits in state and federal courts. He has been the General Counsel of Friends of Farmworkers, Inc. (FOF) a non-profit legal services program in Pennsylvania since 1982. Art Read taught numerous

seminars on employment rights of farmworkers, including lecturing at numerous national and regional farmworker law training conferences since 1980. These have included National Legal Aid and Defender Association - Migrant Advocacy Conferences, where he has taught on such issues as migrant housing, discrimination, and class action suits, among other topics. He has represented Comité de Apoyo a los Trabajadores Agrícolas (CATA) since its founding in 1979 and represented the only union of mushroom workers in Pennsylvania from 1993 to 2005. Over the past sixteen years, he has been heavily involved in advocacy relating to the operation of temporary foreign worker ("guest worker") programs and, in particular, the H-2B non-agricultural worker program.

Sarah Rich

Sarah Rich is a staff attorney at the Southern Poverty Law Center, based in Atlanta. Sarah works in the Immigrant Justice Project, where she litigates civil rights and employment cases on behalf of immigrants in the Southeast and advocates for policies and laws that improve immigrants' working conditions and respect immigrants' rights. Prior to joining SPLC in 2014, Sarah worked at Texas RioGrande Legal Aid in El Paso, representing farmworkers, trafficking victims, and other vulnerable Texans in state and federal court. Sarah also clerked for the Honorable Richard A. Paez on the U.S. Court of Appeals for the Ninth Circuit. Sarah received a law degree from U.C. Berkeley School of Law and a Master's degree in Public Policy from the Woodrow Wilson School of Public and International Affairs at Princeton University, both in 2011. Prior to attending graduate school, Sarah served for two years in the Peace Corps in Mali, West Africa, and received her B.A. from Scripps College in 2003.

Javier Riojas

Javier Riojas has been employed by Texas RioGrande Legal Aid, Inc., f/n/a Texas Rural Legal Aid since 1984. He has represented migrant and seasonal farmworkers and the general poverty population in employment and other civil matters. He currently manages the Eagle Pass Branch Office and also serves as General Counsel.

Clermont Ripley

Clermont Ripley is a staff attorney with the North Carolina Justice Center's Workers' Rights Project. Clermont joined the Justice Center in 2007 after graduating from the University of Virginia School of Law in May 2007, where she was awarded the Powell Fellowship in Legal Services. As a Powell Fellow, Clermont advocated on behalf of H-2B seafood workers along North Carolina's coast. Clermont has continued to represent H-2B workers since the end of her fellowship, but also represents low-wage workers generally, such as farmworkers and restaurant employees, in wage and hour litigation and by pushing for state

policies that improve the economic security of North Carolina's working families.

Blanca Rodriguez

Ms. Blanca Rodriguez attended Pacific Lutheran University and received her B.A. in sociology, philosophy and legal studies in 1993. She obtained her law degree from Seattle University School of Law in 1997. Right after graduation from law school, Ms. Rodriguez was awarded an Equal Justice fellowship which allowed her to return to Eastern Washington where she grew up and worked for the National Farmworker Service Center in Sunnyside, WA representing farmworker plaintiffs who were retaliated against for engaging in concerted activity and other violations of state and federal law. For the last 14 years, Ms. Rodriguez been employed with the farmworker unit of the Northwest Justice Project. Her practice focuses on representing farmworkers in employment matters including, sexual harassment and other types of discrimination, wages, health and safety, workers' compensation, and unemployment insurance benefits in state, federal, administrative, and appellate courts. She is also involved with the judicial evaluation committee for the Washington State Women Lawyers and the Latino Bar Association of Washington. In 2010, Ms. Rodriguez became the first recipient of Seattle University's School of Law Latina/o "Spirit of Service" Award. In 2013, she was awarded the Advocacy award from the Northwest Justice Project.

Virginia Ruiz

Virginia Ruiz, JD is Director of Occupational and Environmental Health at Farmworker Justice. She focuses on administrative advocacy and community education for farmworkers on issues related to environmental justice, occupational health and safety, and access to healthcare. Prior to working at Farmworker Justice, she was Staff Attorney for California Rural Legal Assistance's Indigenous Project, where she represented indigenous migrants from southern Mexico and Guatemala. She has served on the Pesticide Program Dialogue Committee, an EPA federal advisory committee, since 2010. In 2002, she served on the General Training Workgroup, an EPA advisory committee which made recommendations for improvements to the Worker Protection Standard.

Caitlin Ryland

Caitlin Ryland is a Supervising Attorney with the Farmworker Unit of Legal Aid of North Carolina. Caitlin received her BA from Swarthmore College and her JD and Health Law Certificate from the University of Maryland School of Law. While at Maryland, Caitlin clerked with the Migrant Farmworker Unit of the Maryland Legal Aid Bureau, Catholic Charities' Immigrant Legal Services, and Centro de los Derechos del Migrante in Zacatecas, Mexico. Caitlin has served in a leadership capacity in the North Carolina Coalition Against Human Trafficking and the Farmworker

Advocacy Network, and she is currently serving her second term on the North Carolina Human Trafficking Commission.

Julie Samples

Julie has worked at the Oregon Law Center since 2001. Currently the Managing Attorney of the Hillsboro Farmworker Office, she has coordinated the Center's Indigenous Farmworker Project since 2002 and has been the Project Director of the Project against Workplace Sexual Harassment of Farmworkers and the Coordinator of the Promoting the Occupational Health of Indigenous Farmworkers project since 2005. All projects are collaborative, community-based programs that ensure the active participation of indigenous farmworkers.

Greg Schell

Greg Schell is an attorney with Southern Migrant Legal Services, Nashville, Tennessee. He is a 1979 graduate of Harvard Law School and has practiced farmworker law since that time. He has extensive experience litigating joint employment issues under the AWP and the FLSA and in representing both domestic and H-2A workers in claims against agricultural employers seeking to employ guest workers. He was counsel for the plaintiff farmworkers in *Renteria-Marin v. Ag-Mart Produce*, 537 F.3d 1321 (11th Cir. 2008), which reviewed the applicability of the AWP to motel units provided by growers and labor contractors.

Nan Schivone

Nan Schivone is the legal manager and staff attorney with Global Workers Justice Alliance, a non-profit based in Brooklyn focused on promoting access to portable justice for migrant workers. In addition to coordinating practical assistance in transnational cases, Nan writes and presents technical legal material designed to reach a wide audience of workers-side lawyers, human rights defenders, and government actors throughout North and Central America. Before joining Global Workers, Nan represented migrant farmworker clients from Mexico, Haiti, Peru, Jamaica, Thailand, and the U.S. (including Puerto Rico) in federal litigation while working with legal services in Georgia and New York. As a student, Nan served farmworkers in Texas, Oregon and Ohio. She graduated from Lewis & Clark Law School, received her B.A. in International Studies from the University of Dayton and is an attorney licensed in New York and Georgia.

Andrea Schmitt

Andrea Schmitt joined Columbia Legal Services as a staff attorney in 2008 after clerking for the Honorable Susan Owens of the Washington State Supreme Court. Andrea's litigation experience includes individual and class actions involving federal and state farmworker protections, wage-and-hour, labor injunctions, the H-2A system, consumer protection, and the common law of wrongful discharge. Andrea's time as a

farmworker advocate began as a Laurel Rubin Farmworker Justice Fellow with CLS after her first year of law school at the University of Washington. In 2010, she co-authored an article in the Mexican Law Journal on the migration of indigenous Mexican people to Washington State.

Doug Stevick

Douglas L. Stevick is general counsel for labor and employment at Texas RioGrande Legal Aid.

Meredith Stewart

Meredith B. Stewart is a staff attorney with the Southern Poverty Law Center (SPLC), Immigrant Justice Project. Since beginning with SPLC in 2011, Meredith has represented hundreds of H-2B guest workers and J-1 student guest workers in the hospitality, seafood, landscaping, and forestry industries in lawsuits, agency complaints, and other advocacy regarding violations of federal law and regulations. Meredith was also part of the trial team that recently won a \$14 million verdict on behalf of H-2B workers from India against Signal International, the largest-ever jury verdict on a labor trafficking case. She has co-authored two SPLC reports on guest workers - *Close to Slavery: Guestworker Programs in the United States and Culture Shock: The Exploitation of J-1 Cultural Exchange Workers*. Before becoming an attorney, Meredith was an Organizing Director and organizer for UNITE HERE, International Labor Union. She is a graduate of Smith College and the University of Memphis, Cecil C. Humphreys School of Law.

Keith Talbot

Keith Talbot is Chief Counsel with the Farmworker and Worker Legal Rights Project of Legal Services of New Jersey, and has worked with farmworker legal services for over 30 years. Litigation successes have included *CATA v. NJDOL* (settlement holding that NJ farmworker housing is for the benefit of the employer and making rental charges illegal), *Rivera v. Board of Review* (NJ Supreme Court holding that notices must be in Spanish and establishing a good cause exception for late appeals), *COTA v. Levin* (settlement for farmworker union members on wage violations) and *Brambila v. Board of Review* (NJ Supreme Court holding that IRCA workers were eligible for unemployment benefits). Litigation has focused on wage theft, LEP rights in the unemployment insurance program, retaliation, and occupational health.

Tom Thornburg

Tom Thornburg received his J.D. from the University of Minnesota Law School and previously graduated with highest honor in Economics from DePauw University. He is a long-time member of the Justice Policy Initiative of the State Bar of Michigan and a Fellow of the Michigan State Bar Foundation. He has been an active member of the State of Michigan Interagency Migrant Services Council, and chaired its Policy and Advocacy Subcommittee and Data Task Force.

In 2012, Thornburg received the "Champion of Justice" award from the State Bar of Michigan for his efforts in support of the Michigan Civil Rights Commission's Report on the Condition of Migrant and Seasonal Farmworkers in Michigan. In 2014, he received the "Cesar Chavez Social Justice Leadership Award" from the Southwest Michigan Cesar Chavez Committee. Thornburg was a co-author of the 2016 article "Farmworker Housing in the United States and Its Impact on Health," SA Quandt, et al.

Eric Wiesner

Eric Wiesner is a member of the Transnational Justice team at ProDESC, a Mexico-based human rights organization focusing on economic, social, and cultural rights. In addition to coordinating ProDESC's transnational litigation strategies, Eric is the US coordinator for RADAR, a binational pilot project that seeks to detect and root out abuses in the labor recruitment process for temporary migrant workers. Prior to joining ProDESC, Eric served as a law clerk to the Hon. James Ware (ret.) of the US District Court for the Northern District of California, and spent five years in litigation practice with the San Francisco-based firms Davis, Cowell & Bowe and Morrison & Foerster. Eric graduated magna cum laude from the University of San Francisco School of Law in 2008, where he was Editor-in-Chief of the Law Review.

Christopher Wilmes

Christopher Wilmes is a partner at the law firm of Hughes, Socol, Piers, Resnick & Dym. He graduated from Northwestern Law School in 2005 and then completed clerkships with the Honorable Mathew Kennelly of the Northern District of Illinois and the Honorable Joel Flaum of the Seventh Circuit Court of Appeals. He went on to work for LAF for two years as a Skadden Public Interest Fellow and then moved on to Hughes Socol in 2009. At Hughes Socol, Mr. Wilmes has litigated many wage and hour class actions on behalf of low wage workers. Many of those cases involved H-2A workers and H-2B workers, including cases filed in Illinois, Louisiana, Nevada, and Wisconsin. Mr. Wilmes also has represented many undocumented workers who were misclassified as independent contractors and not paid in accordance with state and federal law.

Bob Wunderle

Robert W. Wunderle has a Master's Degree in Business Administration and has taught accounting as an adjunct professor for the University of Maryland and as a Graduate Teaching Associate at Arizona State University. After retiring from the Air Force, Bob embarked on a second career as a certified public accountant. In 2005, he established a Low Income Taxpayer Clinic at La Posada Ministries, a faith based charity in Twin Falls, Idaho, established to help immigrants and temporary foreign workers adapt to life in the United States. To help tax practitioners better understand how to help H-2A and

other temporary foreign workers, Bob wrote an article published in the National Association of Enrolled Agents Journal entitled-Serving Foreign Workers-What You Don't Know Can Hurt Them. He is also a contributing author of a chapter on Identity Theft in Tax Administration, published by the American Bar Association

Katy Youker

Katy Youker, of Brownsville, Texas, is the Group Coordinator of the Labor and Employment Group at Texas RioGrande Legal Aid (TRLA). She joined TRLA after graduating in 2002 from the University of Houston Law Center and has worked since that time advocating for low-wage workers on the Texas-Mexico border, including representation in individual and collective actions for the enforcement of workers' rights and collaboration with community partners to expand public knowledge about workers' issues.



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Please provide the information requested below and return your completed membership application and dues payment to: **NLADA, PO Box 79083, Baltimore, MD 21279-0083.**
Questions? Call us at (202) 452-0620, ext. 215 or ext. 234
E-mail: membership@nlada.org Fax: (202) 872-1031

CONTACT INFORMATION

Referred By: _____

Name _____

Title _____

Company _____

IMPORTANT: Please indicate your affiliation: ☐ Civil ☐ Defender ☐ Both
(This determines which mailings and publications you will receive from NLADA.)

Address _____

City _____ State _____ Zip _____

Email _____ Work Phone _____

Fax _____ Home Phone _____

INDIVIDUAL MEMBERSHIP CATEGORIES & DUES

Please check the box corresponding to the type of membership for which you are applying:

- ☐ Sustaining Member \$150
- ☐ Individual Attorney \$100 (\$75 if program member employee)
- ☐ Non-Attorney Professional \$60 (\$40 if program member employee)
- ☐ Student/Fellow Member \$35
- ☐ Client Member \$20
- ☐ Life Member \$1500 (Can be paid over 3 years)

VOTING CLASSIFICATION

It is very important that you check the box corresponding to your voting classification. This determines what candidates you will be eligible to vote for in the annual NLADA Board and Policy Group elections.

- ☐ Public Member ☐ Civil Indiv. Member
 - ☐ Defender Indiv. Member ☐ Client Indiv. Member
- If you do not choose a classification, you will be listed as a Public Member.**

SPECIAL INTEREST SECTIONS

Individual members may enroll in any special interest section from the list below by paying the appropriate corresponding section dues.

- ☐ Advocacy & Support Section - \$10
 - ☐ Appellate Defender Section - \$10
 - ☐ Client Section - \$5 (optional)
 - ☐ Death Penalty Litigation Section - \$10
 - ☐ Technology Section - \$15
 - ☐ Farmworker Law Section - \$5
 - ☐ Latino Advocates Section - \$25
 - ☐ Native American Section - \$5
 - ☐ Student Legal Services Section - \$10
 - ☐ National Alliance of Indigent Defense Educators (NAIDE) formerly Defender Trainers Section - \$24
 - ☐ National Alliance of Sentencing Advocates and Mitigation Specialists (NASAMS) - \$20 section dues includes a \$5 donation to the Melissa Kupferberg Scholarship Fund. Formerly the National Association of Sentencing Advocates (NASA), the Melissa Kupferberg Scholarship subsidizes travel and registration for recipients who attend the NASAMS Annual Conference. I do not wish to contribute, enclosed is my dues payment of \$15 ☐
 - ☐ American Council of Chief Defenders (ACCD) - \$125
- ACCD Section membership is open to all chiefs and deputy chiefs (i.e., first two in command hierarchy regardless of title) of all types of indigent defense systems in the United States and its territories, including the heads of county or judicial district offices within state systems.

PAYMENT INFORMATION *

Membership Dues \$ _____

Section Dues Enclosed \$ _____

Tax-Deductible Donation \$ _____

Total Amount Enclosed \$ _____

METHOD OF PAYMENT

☐ Check Enclosed ☐ Visa ☐ MasterCard ☐ AMEX

Credit Card # _____ Exp. Date _____

Signature _____

* NLADA is a 501(c)(3) non-profit organization. **Federal Tax ID #: 36-2337880.**

notes



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2018 NFLC

Westin Oaks at the Galleria
October 31 – November 2
Houston, Texas

