

CALIFORNIA RURAL LEGAL ASSISTANCE, INC.



2016 ANNUAL REPORT
COMMEMORATIVE EDITION

“The goal of every truly responsible [legal aid] is to change permanently for the better the balance of power against the poor.”

-JIM LORENZ

CALIFORNIA 2016
RURAL LEGAL ANNUAL
ASSISTANCE REPORT



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CRLA'S ATTORNEYS
IN 1968



CRLA: THE PROPOSAL

**CRLA's founder Jim Lorenz submitted
CRLA's first funding request,
"Proposal to aid farm workers and
other poor persons residing in the rural
areas of California," to the Office of
Economic Opportunity in 1966.**

**The approval of the proposal started
CRLA's fight for rural justice.**



The first proposal began with the following passages:

Blessed are the poor in spirit: for their's is the Kingdom of heaven.

The farmworker's average income is \$1,378 a year.

Blessed are they that mourn: for they shall be comforted.

Twenty per cent of the families residing in the rural areas of California earn less than \$3,000 a year.

Blessed are the meek: for they shall inherit the earth.

The United States Senate Subcommittee on Migratory Labor has concluded that the impoverishment and misery of the rural poor is "shocking" to behold.

Blessed are they which do hunger and thirst after righteousness: for they shall be filled.



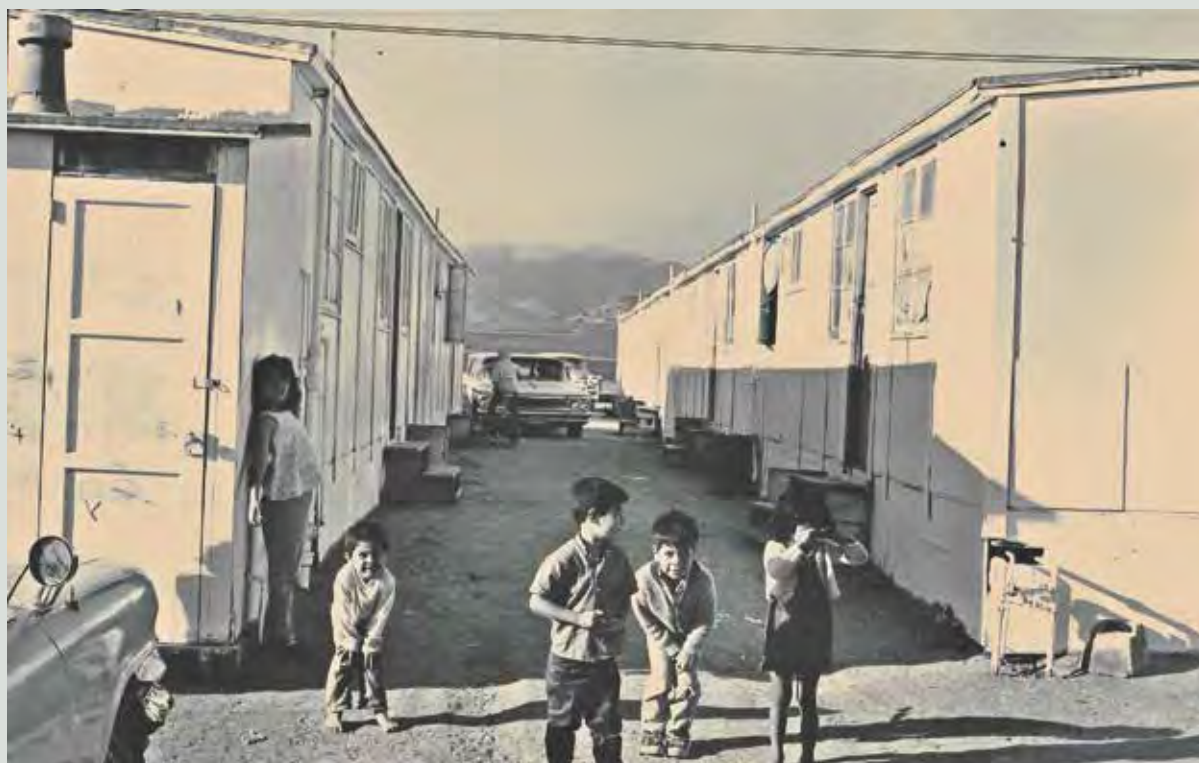
EXCERPTS FROM THE PROPOSAL

"In the words of a folk ballad sung during the Great Depression, the farmworker 'comes with the dust and is gone with the wind.'

So far as the rural poor are concerned, the familiar saying we are a society of laws, not of men, is, at best, a half-truth. Laws are passed, interpreted, and enforced by men; legal rights depend upon political, economic, and legal representation. However, this is what the rural poor, particularly the farm workers, have consistently lacked.

The poor man cannot afford to pay a lawyer... the laws which are intended to protect the rural poor frequently go unenforced.

The primary reason for establishing [CRLA] is that the rural poor need all the help that they can get...[CRLA] will be in a position to supply aid to the rural poor, which cannot otherwise be provided."



With the establishment of CRLA, “We hope to improve the quality, as well as to increase the quantity of legal assistance, so that we can say, not only that the job was done, but that it was done well.”



Reflections of a CRLA Executive Director

FROM JIM LORENZ TO JOSÉ PADILLA



Some of the most passionate advocates and leaders in the legal profession have guided CRLA over the last 50 years. Former Executive Directors and the current Executive Director reflected on their time with CRLA.



My vision was that we were going to be like a very, very good corporate law firm. We were going to represent groups, as well as individuals. We were going to make waves. We were going to have an impact on the legal system of California and were going to have an impact on these communities.



LEGAL AID
Champion of the Rural Poor

By almost any measure, Los Angeles lawyer Jim Lonergan had every reason to be nervous. The son of an affluent Detroit, Okla., architect, he had studied through Harvard Law School with honors and social ease. He was admitted to the California bar in 1965, and became a shining young legal light at



101843
 Blessed on the road after all.

O'Melveny & Myers, Los Angeles' largest law firm. But he was troubled. "I was just making money except the people who already had money. It was like walking on wet sand and having no footprints."

Lonergan could not quite put his finger on the cause of his discontent—until May 1966. He did research into the plight of California's poor, the urban, share-cropper, and the migrant farm laborer. He learned that it was common practice among lawyers to pay \$200 hand and accept another law firm's substitute maps and fail to provide such minimal accommodations as toilet and running water. After personal inspection of farm sites and migrant-labor camps, he set them to March 1966 and wrote a 47-page report to Mayor Norbert Wiener, director of the U.S. Office of Economic Opportunity.

He began it with five Propositions, three of which followed by the California Rural Legal Aid. For example, "Blessed are the poor in spirit for theirs is the Kingdom of heaven (the farm worker's average income is \$4,379 a year)." And "Blessed are the meek, for they shall inherit the earth (the U.S. Senate Subcommittee on Migrant Labor has concluded that the impoverishment and misery of the rural poor is 'shocking')." Working by his proposal, Lonergan succeeded in distilling his already as-

THE LAW

topulated California Rural Legal Assistance agency would tackle the problem, right down to the precise location of its law-office offices. Many potential litigants of the poor had special district-law offices in city slums, which Lonergan proposed was the country's first statewide rural legal-aid system. Impressed, Wiener investigated and funded for five months, then agreed to provide funds for a \$1,275,000 five-year budget.

Water for Indians. Today, at 27, Lonergan has a 10-member staff, including three offices. Most of the 35 lawyers who work under him are fresh out of law school and, like Lonergan, bring with them a healthy dose. Nearly a third of the work is focused on consumer and employment problems. Another third is taken up by litigation against Government agencies, and the remainder centers on domestic relations and housing problems. In 1967 alone, C.R.L.A. has handled 9,576 cases, each involving an average of 2.5 persons, at an expenditure of only \$38.67 per person.

In one instance, C.R.L.A. took up the case of an eight-month pregnant Spanish-speaking farm worker who was denied welfare aid for failing to file an affidavit affirming an application. When C.R.L.A. asked for a hearing, and the welfare agency approved the application and made back payments, C.R.L.A. challenged the constitutionality of complex Federal Revenue Service requirements that are either incomprehensible or impossible to fulfill for Spanish-speaking Mexican-Americans. The IRS not only conceded but also asked Lonergan to help in being bilingual employees to assist in representation.

When a remote Indian reservation was denied an adequate water supply, C.R.L.A. discovered that a federal law was being violated. Now the Indians no longer have to drink polluted water. C.R.L.A. has fought for normal schooling of migrant workers' children, challenged the California Vehicle Code's discrimination provisions (the case is pending), brought suit to stop education who snatched the industry in \$500 unemployment payments of 1966 earnings, and filed constitutional claims against those companies engaging in fraudulent collection procedures.

Medical Challenge. C.R.L.A.'s biggest case of its far involved a liberal statute of the state of California itself. Last September, when Governor Ronald Reagan ordered a cutoff in medical services available to welfare recipients under the state's Medical Assistance Program, 1000 C.R.L.A., a C.R.L.A. lawyer, representing disabled Modesto-Labour Harvey Mann at a trial held in Sacramento Superior Court. In effect, C.R.L.A. was fighting for the rights of 1,124,200 welfare claims. Two months, in a Federal superior opinion, California's Supreme Court ruled that

the cutoffs denying "Months of" medical benefits were illegal. But in denying Reagan that he will have to reimburse some other way.

Heavily opposed by California lawyers who mistakenly believe that it would drain business away from them, Lonergan's C.R.L.A. recently found its staff and attorneys in state law proposed amendments to the Federal dependency bill. One would have prevented 100,000 reduced legal services (1000) payments 200 in the U.S. Court being suits against a local state or Federal agency. The other would have required local bureaucratism approval before any such legal service could begin operation. Both amendments were killed.



JIM LORENZ

1966 - 1969

Jim Lorenz, the founder and first Executive Director of CRLA passed away on January 19, 2017. He grew up in Ohio, served time in the military, and attended Harvard Law. Jim came to California to practice law in Los Angeles, for one of the largest firms in the country. During the 1960s and 70s, he did a series of interviews discussing the founding of CRLA.



"[I moved to California and] became one of a hundred lawyers in a law firm. And I wasn't terribly happy."

"I was just making more secure the people who already had security. It was like walking on wet sand and leaving no footprints."

"I began having real questions about the validity of what I was personally doing. It was just coincidentally about that time that I met some people who were working with farmworkers. I became aware that there was a heck of a lot of farmworkers that needed legal representation and they were not getting it."

"I started casting around looking for ways to get legal representatives. In some instances, I went to private attorneys who were practicing in small towns. One was quite candid, he said, 'that's a problem that involves that farmworker's employer. A lot of my business comes from growers in this area. It just wouldn't be very helpful for me to take that case.'"

"About that time the federal government was beginning the War on Poverty. After

six or seven months of talking to various people and putting together a proposal, we submitted an application to OEO in Washington."

"My vision was that we were going to be like a very, very good corporate law firm. We were going to represent groups, as well as individuals. We were going to make waves. We were going to have an impact on the legal system of California and were going to have an impact on these communities."

"Since [the proposal] was written in my youth, it was quite a romantic application. It quoted Woody Guthrie from one his songs. I was quite emotional in my describing [farmworkers]."

"I sent a copy of that proposal to the State Bar of California. [It] shows how green and naïve I was, because I expected them to give me an award since I was going to do all these wonderful things for farmworkers. Instead, they sent a telegram to stop it."

"The board of governors in the State Bar voted unanimously to oppose this program. And what they said in their telegram to OEO in Washington was revealing. They said, 'the trouble with this proposal to give legal aid to farmworkers is that it seeks to take sides in an economic struggle still pending.'"

"Sergeant Shriver, who was then the Director of OEO, said that was the best one line definition of the War on Poverty that he heard."

"[Shriver] went ahead and funded CRLA. That's how we started in the spring of 1966."

The program was under attack from high political figures, including the governor of California, Ronald Reagan, pushed by people who had an economic interest for us to disappear, which caused suffering to our clients.



CRUZ REYNOSO

1969 - 1972

I joined CRLA as Deputy Director in 1968, and by the following year, I was named the Executive Director. I had previously served as the first Chairman of the CRLA Board of Directors. Just as Jim had planned, we were a large law firm with ten offices whose role it was to protect farmworkers and other rural poor. However, the program was under attack from high political figures, including the Governor of California, Ronald Reagan, pushed by people who had an economic interest for us to disappear, which caused suffering to our clients.

The law at that time permitted the Governor to veto any OEO program,



but the federal government could override the veto. The Governor threatened to veto our program but did not do so since the Democrats controlled the federal government. However, as soon as a Republican was elected President, Reagan exercised his veto power against CRLA.

Reagan prepared an investigative report accusing CRLA of many violations of law and administrative regulations. The eighteen-month battle with the then Governor was my greatest challenge and success. We prepared a response to each of the charges, though sometimes we had to search our records to respond. For example, we were accused of fomenting riots in prison.



One our most successful practices was to have local community members advise each office. They could be the ears and eyes of the community regarding issues affecting the poor.



We wondered how we could do that. In researching our cases we noted that we had challenged a prison rule that permitted a prison to open letters from our lawyers to our client who was in that prison. We successfully challenged the rule in court. Apparently that was the basis for the charge. The President appointed a commission of state Supreme Court judges, all Republican, from other states to investigate the charges and they concluded that there was no basis for the Governor's charges. OEO overturned the veto.



There were day-to-day challenges being the Executive Director of CRLA. One of our most successful practices was to have local community members advise each office. They were the ears and eyes of the community regarding issues affecting the poor. On one occasion, the community advisors objected to one of my hiring decisions. They protested with vigor at a CRLA Board meeting! The Board ultimately sustained my decision.

A broader challenge was setting priorities for our litigation, and other activities. Thus, one of our efforts, which did not involve litigation, was an extensive enforcement of the laws that were already on the books and helped farmworkers. For example, we investigated the requirement that drinking water must be made available to farmworkers in the field, and we found there was a widespread lack of compliance with this law. We then made our finding known to the public, and we had a year-long campaign to improve the situation. Our effort brought dramatic changes for the better.

However, I was most proud of our litigation. Cases like the *Diana* case which reformed the practice of placing Chicana/o students in classes for children with a learning disability, no doubt saved many thousands of students from a life of failure to one of success.



From the first day, all CRLA offices had “community workers.” These were local Spanish-speaking men and women who had connections and status in the communities we served.



MARTY GLICK

1972 - 1974

I joined CRLA at the time the program began in late 1966, working in the Salinas office. I became Directing Attorney there, then statewide Litigation Director from 1968-1972 and finally Executive Director from 1972-74. Since that time and still today, I have been privileged to serve as principal outside pro bono counsel to CRLA, working with the amazing José Padilla through hostile audits and other legal challenges.

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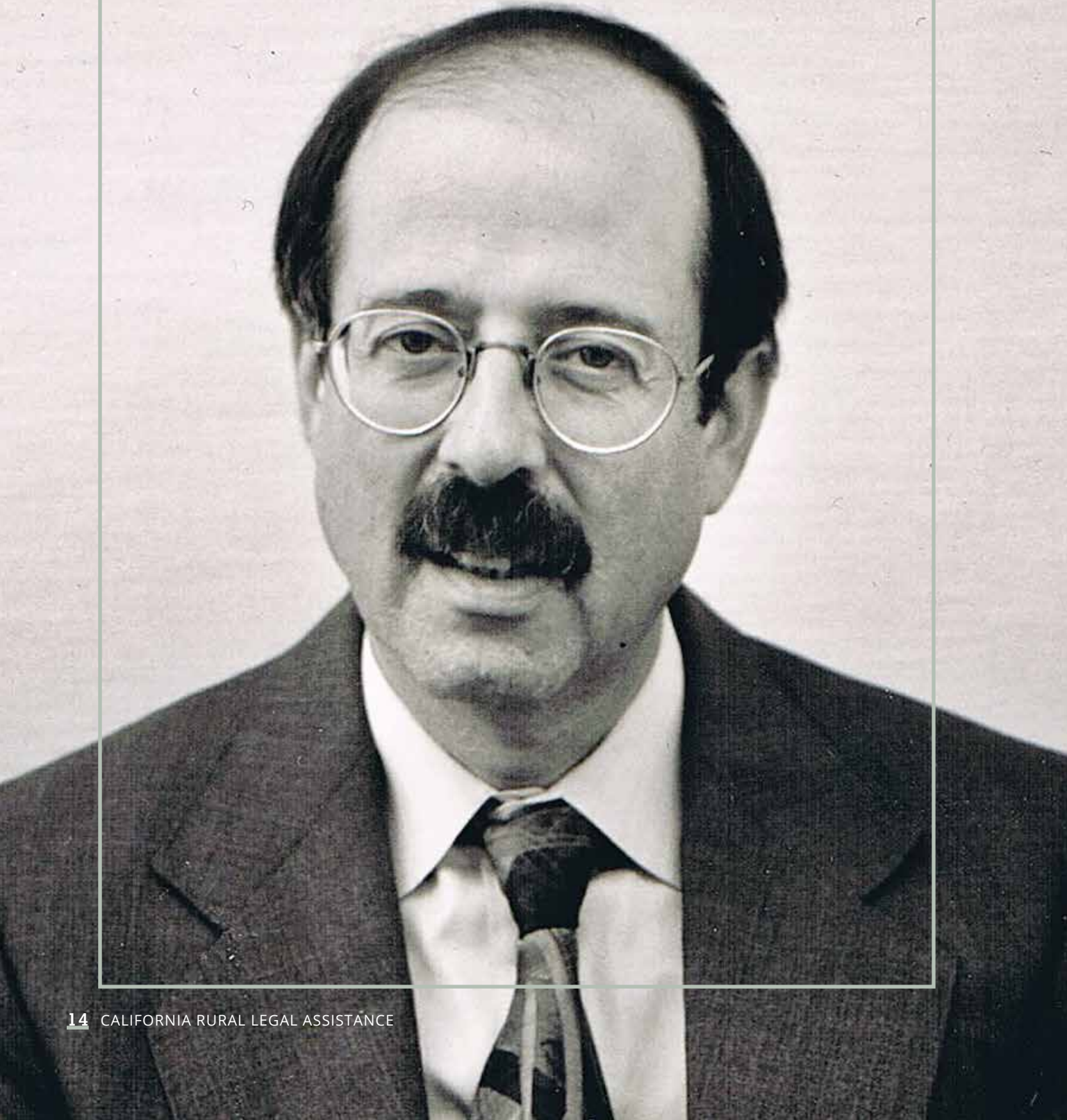


communities we served. In Salinas and later in Gilroy, we were fortunate to have the ageless Tony Del Buono, then 68, who had fought in the Mexican Revolution with Pancho Villa. Despite only three years of schooling, Tony was a frequent speaker at local high schools, college campuses and community

meetings, and he brought instant respect. And in Soledad we had Hector de la Rosa, who has outlasted every other CRLA employee and is still serving CRLA clients with great compassion and skill. These vital staff members developed trust for the CRLA abogados in those communities and in the farm labor camps.



CRLA is family. The men and women who have worked for it and with it can be and should be proud. Nothing has given me as much joy and satisfaction. Long may it prosper.



We saw clients three days a week and devoted three days (Saturdays too) to working on “impact” cases, that is, cases that could favorably change lives for hundreds or thousands or even millions of our clients. Impact work became and has remained the hallmark of CRLA and what it has fearlessly accomplished over the opposition of formidable foes. I was fortunate to work with Bob Gnaizda in Salinas and am most proud of our work there establishing for the first time that the California Labor Code could be used to protect the right of farmworkers to organize. In *Jaramillo v Salinas Strawberries* and *Wetherton v Martin*, we sued companies that fired workers who joined the UFW and tried to evict them and their children from employer-owned housing. We successfully got all of the workers reinstated to jobs and housing with back pay and damages. In *Alaniz v Wirtz*, we obtained the settlement that effectively ended the Bracero program, a government and grower compact that



had allowed growers, during the harvest, to import over 10,000 foreign workers instead of providing fair pay and benefits to domestic farmworkers.

As Executive Director for CRLA, I was lucky to work with Deputies Miguel Mendez and José Martínez in carrying on the legacy left by my friend Cruz. In those years, Mo Jourdane and I won our long-running *Diana* case, ending testing of

Spanish-speaking children with culturally biased, English only IQ tests, and removing some 13,000 misplaced students from classes for the retarded. And, almost simultaneously, our battle to end the use in California agriculture of El Cortito, the short-handle hoe, resulted in a complete victory eliminating in California that back-breaking tool.

CRLA is family. The men and women who have worked for it and with it can be and should be proud. Nothing has given me as much joy and satisfaction. Long may it prosper.



The law became a refuge,
a friend in the struggle for
equal justice and social change.



ALBERTO SALDAMANDO

1976 - 1984

CRLA was founded in the 1960s, a time of great social and political upheaval. Martin Luther King, Malcolm X, and Cesar Chavez led community-based mass movements that raised the consciousness of America's oppressed. The Civil Rights and Voting Rights Acts and the Warren Court effectively ended *de jure* Jim Crow. The law became a refuge, a friend in the struggle for equal justice and social change.

The founding vision for CRLA called for the provision of high quality legal services to California's rural poor and Native Americans. It included an emphasis on cases that impact not only the individual client, but also the client community. The lawyers and community workers initially hired, were founders, and carried this vision forward.

The vision included the idea that CRLA should be led by its client constituency,

the rural Mexican and Chicano community. This was not history, but an inheritance.

I served as Executive Director from 1976 to 1984. One of the things I prize most is that by 1979 we had over 70 lawyers, 80% Chicano, 10% Asian, Black and Native American, and 50% women. Consistent with its vision, CRLA truly became ours. I grew fond of saying CRLA was the largest Chicano law firm in the world. Many went on to become judges, state legislators and mayors. The Marysville office, led by an Asian Directing Attorney, was composed entirely of women, including lawyers, community workers and secretaries.

CRLA was fraught with internal conflict in 1976. The right wing reaction to the 60s had also set in. But it was faith in the vision (then described as an almost "fanatical



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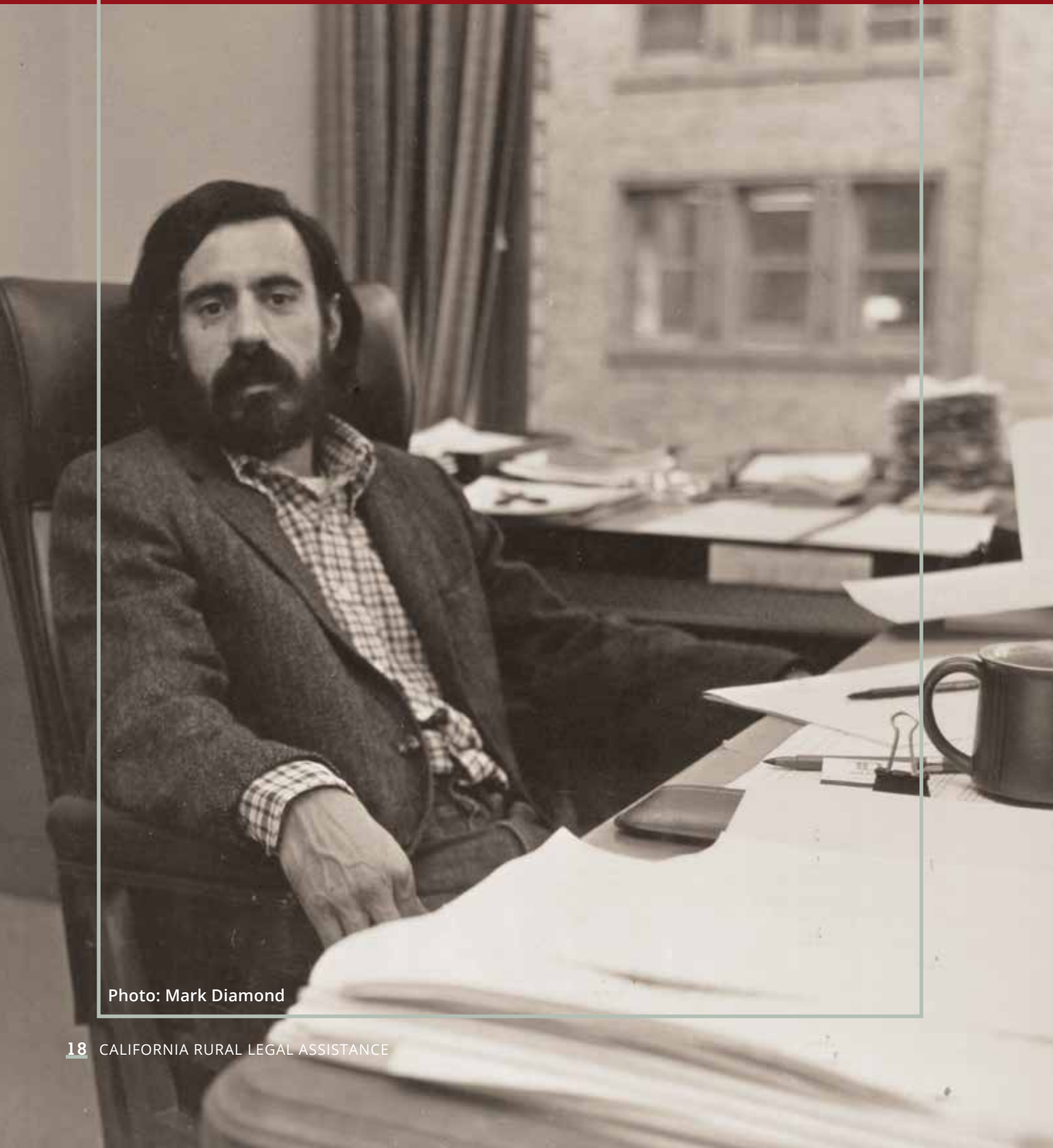


Photo: Mark Diamond

devotion" to mission) that allowed us to carry CRLA forward during some very difficult times. CRLA was a series of very high highs and very low lows. It was the people around me who made it productive and worthwhile.

Ralph Abascal moved our impact work forward, working with many others both in and out of CRLA. In spite of some congressional restrictions on our impact work, we were able to establish CRLA's migrant unit to care for the soul of CRLA.

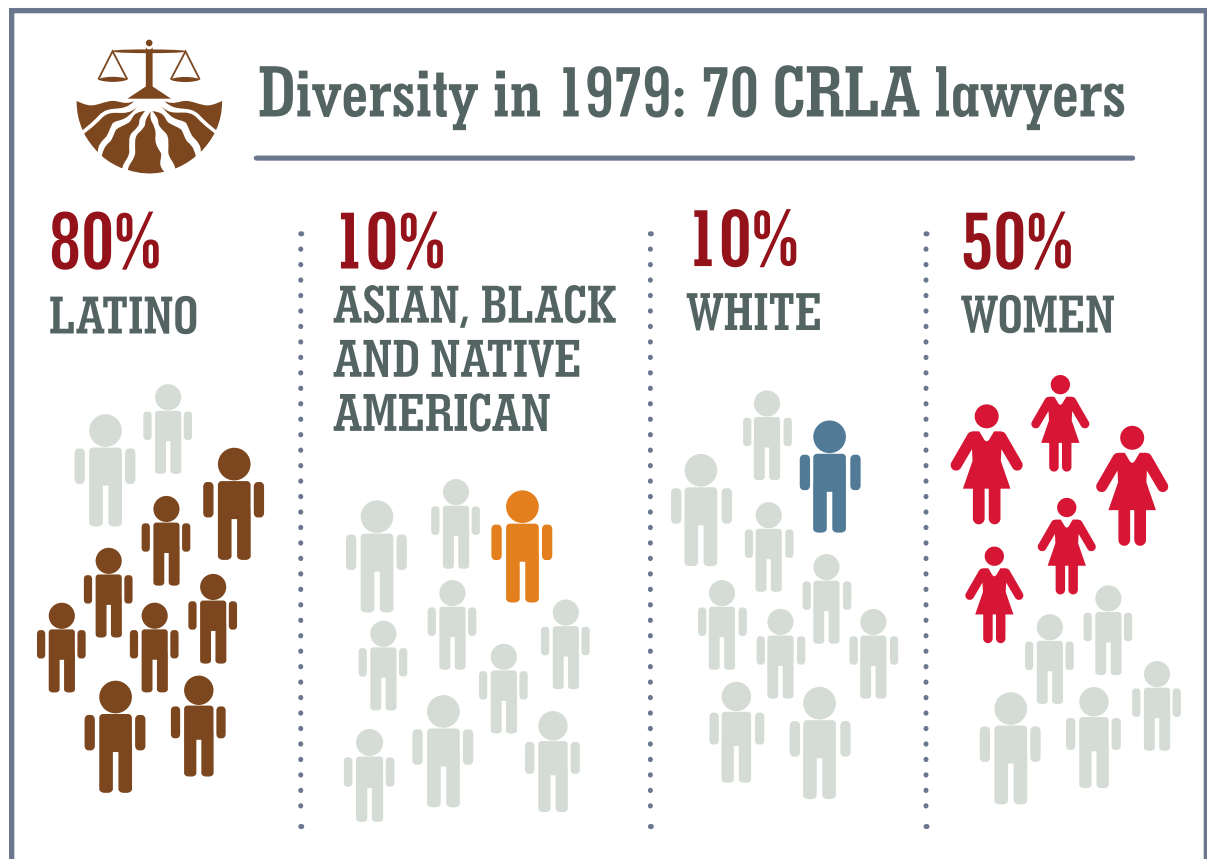
In my time, the right wing reaction culminated with the Reagan administration that tried again to do on a federal level what he and his administration failed to do when he was Governor of California. We had friends and defenders in the Congress. Jerry Faulk and the then Howard Prim law firm was steadfast in its support, as was Robert Raven and the American

Bar Association. Honestly, there are too many individuals to name.

I've had to reinvent myself several times since, from lawyer for day laborers, to political asylum lawyer, to international human rights advocate and indigenous rights lawyer.

At CRLA I learned the importance of love in our work, love for our community and love for each other. Endurance and faith are other lessons, as is the importance of support for community-based movements in social change. Although I didn't articulate these lessons at the time, they have served me well particularly now as an indigenous movement lawyer. Standing Rock is itself an act of faith and love, and became a movement.

CRLA's vision of equal justice is still an important unfulfilled but fulfilling task even now — especially now.



I have shaped my legal career and guided my efforts to create the justice that was never an expectation in the minds of most migrant working families from that Valley.



JOSÉ PADILLA

1984 - PRESENT

The road traveled by my grandparents northward--“al norte”-- was a migration of mejicano peasantry in the 1920’s. They were migrant families, crop pickers, carrying poverty on their backs, but also hope and faith. Those family migrations would spring children, my mother and her siblings, born on the rural migrant road until stopping in the rural lands of southern California. The great, labor scholar-activist Ernesto Galarza (who our family knew) described the valley that I grew up as a “scoop in a sandy wasteland.”

I was born in the 1950s, and at that time, we knew that the Mexican families took their place in the “east-side” of various towns, places racially demarcated by the railroad track, that enduring American



symbol of segregation. We grew up surrounded by fields and farmworkers in the Imperial Valley. My dad taught us to appreciate and respect the people who used their hands so that their families could survive. I would work the tomato fields cultivated “vineyard-style” by our town’s Filipino growers;

the farmworker labor condition became ingrained in me forever. While attending Stanford, I was a college activist with the UFW – on the picket line at grocery stores or a field on strike. As a law student, I volunteered at the UFW service center.

It is these roots that have shaped my legal career and guided my efforts to create the *justice* that was never an expectation in the minds of most migrant working families from that Valley.



In its most effective and idealistic form, CRLA cases are examples of the democratic belief that any person, citizen or immigrant, can place faith in a system of civil laws believing these can produce standards of life worthy of a country driven by the constitutional belief in liberty, equality, and justice under law.



CRLA's founding in 1966 had a farmworker purpose at its center, influenced by its first board members Cesar Chavez (Cesar knew my family because the Chavez and Padilla families migrated North together sometimes), Dolores Huerta, and Larry Itliong. Its legacy is the effort to achieve a fundamental justice for farmworker families and other rural poor. These groups continue to work at poverty level salaries, live in substandard housing, toil in the fields subservient to the labor contractor system, and nevertheless, they believe that the legal system can address these inequities on their behalf.

It was only six years before I started at CRLA that Ronald Reagan attempted to veto CRLA out of existence, and CRLA Directors Cruz Reynoso and Marty Glick guided CRLA masterfully through that period.ⁱ My lifetime service with CRLA started right out of law school in 1978, a time that coincided with what was a zenith for national Legal Services, followed by a Federal Government that reneged on the promises under President Jimmy Carter and backtracked on its commitments to end Poverty.

When I started, I worked under Executive Director Alberto Saldamando, who believed that Latinos should defend their own communities and made room for many of us who had come from rural places to be part of CRLA. He believed in and supported Latino lawyers.

i For a history of the CRLA difficulties with Governor Ronald Reagan, which led to the creation of the 1974 Legal Services Corporation Act, See "California Rural Legal Assistance (CRLA): Survival of a Poverty Law Practice," by Michael Bennett and Cruz Reynoso, *Chicano Law Review* (Summer 1972). Also see "Political Interference with Publicly Funded Lawyers: The CRLA Controversy and The Future of Legal Services," by Jerome B. Falk, Jr. and Stuart Pollak, *The Hastings Law Journal*, (1973).

During my Director tenure, CRLA became the first legal aid to bring sexual harassment litigation. We challenged a practice rarely spoken of by its victims, farmworker women pressured to provide sexual favors to obtain or keep their jobs. My own aunt had been raped in a labor camp. I understood that among the rural poor, there were some who suffered even more than the rest, which led to us to advocate for Indigenous farmworker and LGBT communities. We took on the powerful dairy industry. Our effort to bring justice to dairy workers led me to become the first legal aid director to be forced to testify before Congress, a distinct badge of honor.

VALUES THAT SUSTAIN: FAITH AND JUSTICE SERVED.

In reflection, I have come to learn the simple lesson that the work of social justice is a life-long commitment. Some colleagues have described it as a marathon that needs its pacing to be sustained. I prefer to describe it less like a race and more like a life principle about how much we are willing to give to a *justice purpose*. The few justice teachers, who have lived as an example, show us that you can never "retire" from this work. They fit the poet's description of the committed individual as a "militant of life."

So in its most effective and idealistic form, CRLA cases are examples of the democratic belief that any person, citizen or immigrant, can place faith in a system of civil laws believing these can produce standards of life worthy of a country driven by the constitutional belief in liberty, equality, and justice under law.

CRLA's half-century of public service in defending the interests of California's most invisible and vulnerable communities has been a test of such principles and a humble testament that the faith has not been misplaced. I have been honored to play a role in that test of American justice.

CRLA: THE EARLY YEARS

BOARD OF DIRECTORS

Violet Absher	Oscar Gonalzes	Daniel M. Luevano	Edward O. Reyes
Barbara Anderson	Juan Govea	Lemuel H. Matthews	Cruz Reynoso
Robert Andrade	Oliver F. Green, Jr.	Franklin D. McDaniel	Armando Rodriguez
James Bowles	Manuel Guerrero	Cesar Mendez	Norbert Schlei
Berge Bulbulian	Fernando Hernandez	Howard Miller	Fred Schmidt
Alex Campillo	Rufugio Hernandez	Loren Miller, Jr.	Charles P. Scully
Olivia Campos	Paul M. Hogan	Armando Miramontes	David Silver
Cesar Chavez	Dolores Huerta	Roy Mitchell	David Stockman
Alfonso Colin	Delores Ann Isaac	Harvey Morris	Grayson Taketa
Bert Corona	Larry Itliong	Mario Olmos	Judge Carlos M. Teran
Robert Curiel	Clifton R. Jeffers	Jack Ortega	Maurice F. Twitchell
Dolores Donato	Anthony J. Klein	Charles Page	José Luis Vasquez
Eugene Epstein	Irving Lazar	Richard Pawson	Guillermo Villasana
Roy Escudero	Abe Levy	Katherine Peake	Senator Alvin Weingand
Charles Froehlich	Julian Lopez	Jean Perelli-Minetti	Sharp Whitmore
Robert Gnaizda	Ernesto Loredo	Richard Petherbridge	Sam Williams
Alfonso Gonzales	Jim Lorenz	Al Pinon	Gordon Winton

CRLA's First Offices

1. EL CENTRO
2. LOS ANGELES
(Central Office)
3. SANTA MARIA
4. SALINAS
5. GILROY
6. SANTA ROSA
7. SANTA ROSA
(Indian Services)
8. MARYSVILLE
9. MADERA
10. MODESTO
11. McFARLAND



NOTICIERO

A FIRSTHAND ACCOUNT OF CRLA'S EARLY YEARS

In 1968, CRLA started an inter-office newsletter called NOTICIERO CRLA to better connect the state-wide offices. Each issue had a section devoted to recent cases (originally compiled by Marty Glick), interviews with different Community Workers (originally compiled by Ed Mattison), and a regional office spotlight including staff interviews (originally by Barbara Rasmussen), with Cruz Reynoso serving as the original editor.

Excerpts from the first several interviews conducted by Barbara:

MARYSVILLE, NOVEMBER 1, 1968

"Clients coming to the office are greeted by Diana Garcia-Mejia, the first staff member hired when the office opened in February of 1967...she recalls arriving for her first day of work...In an experience familiar to other CRLAers who have helped set up a new office, she found that the business suit in which she was attired was not the most practical dress for one of her first assignments- scrubbing out the bathtub."

"Directing Attorney John Moulds...runs a relaxed and efficient office. 'We have hired people who care about the problems we are trying to deal with, so I give them considerable freedom to work.'"

EL CENTRO, DECEMBER 1, 1968

"Ollie Payne Rodgers is well known to most CRLAers as an authority on welfare. She is presently working on an investigation of a school lunch program. 'There are children attending schools in the area who leave home without breakfast and have no lunch because they are embarrassed to take tortillas. When



I tried to talk to the authorities about the situation they tell me 'that too much food is bad for people, and that it is good to fast and to give your stomach a rest.'"

"The office's Intake Interviewer, Rosa Madueno, has been on the staff since 1966... [her role is to interview clients] while at the same time answering the telephone." (Rosa retired from the El Centro office in 2013)

MADERA, JANUARY 1, 1969

"Candy Madrill, the community worker who has been with the office since it opened in the summer of 1966, is noted both locally and in CRLA state-wide for her social work skills."

GILROY, FEBRUARY 1, 1969

"Tony Del Buono, the patriarch of the community workers, he'll be 69 in June, and veteran of the Mexican Revolution, where he fought with the legendary Pancho Villa and Emiliano Zapata...He has a burning concern for education...and has seen his two children and several foster children all graduate from college."

"Don Kates, Jr....runs a very democratic office. 'I have always believed in developing cases which one litigation will aid the maximum number of people. The cases we plan in this office are worked out by a vote of all the attorneys - each one has a vote including myself.'"

INAUGURAL CLASS

CRLA'S INAUGURAL CLASS RECEPTION
DECEMBER 2, 2016



On December 2, 2016, Marty Glick, Carol Ruth Silver, and Fred Altshuler hosted the Inaugural Class Reception at Arnold & Porter's San Francisco Office. This reception brought many of the first staff members back together again in honor of CRLA's 50th Anniversary.



**MIKE REISS &
MANNY MEDEIROS**

1973



MANNY MEDEIROS & MIKE REISS

2016



50TH ANNIVERSARY HONOREES



Edward James Olmos
50TH ANNIVERSARY
GALA



California Employment
Lawyers Association
50TH ANNIVERSARY
GALA



Tomás Olmos &
Dolores Leal
50TH ANNIVERSARY
GALA



Vicente Margarito
Sanchez Ventura
FRESNO



Joseph I. Castro
FRESNO



Hector de la Rosa
WATSONVILLE



Luis Megid
WATSONVILLE



Adriana Frederick
Sutton
WATSONVILLE



San Diego La Raza
Lawyers Association
SAN DIEGO



Mario Rosas
SAN DIEGO



Councilmember
Gil Cedillo
LOS ANGELES



O'Melveny &
Myers L.L.P
LOS ANGELES

CRLA celebrated its 50th anniversary all over California!
 CRLA honored individuals, law firms, and associations
 who have worked to improve the lives of
 California's rural communities.



Lupe Quintero
 BRAWLEY



Isidoro Romero
 BRAWLEY



Dr. José 'Pepe' Villarino
 BRAWLEY



NAACP
 BRAWLEY



Hidalgo Society
 BRAWLEY



Calexico Neighborhood
 House
 BRAWLEY



Assemblymember
 Nora Campos
 SANTA CLARA



Christopher Arriola
 SANTA CLARA



CRLA's Inaugural Class,
 1966-1970
 SAN FRANCISCO



Natalie A. Pierce
 SAN FRANCISCO



Roberto de la Rosa
 SAN FRANCISCO



José R. Padilla
 SAN FRANCISCO

50TH ANNIVERSARY GALA

MARCH 10, 2016



On March 10, 2016, CRLA kicked off a year full of celebrations with a gala at The Belasco Theater in Los Angeles.

Throughout the year, CRLA held receptions in Fresno, Watsonville, San Diego, Los Angeles, Santa Clara, Brawley, and San Francisco.







FRESNO



WATSONVILLE



SAN DIEGO



LOS ANGELES



SANTA CLARA



BRAWLEY



SAN FRANCISCO

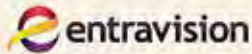


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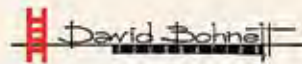
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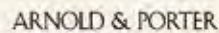
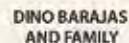


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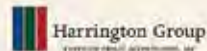
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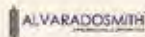
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We would like to thank all the sponsors, honorees, guests, staff, alumni and friends for being a part of CRLA's 50th anniversary. Your support allows CRLA to continue the mission of fighting for justice and changing lives in rural California.



This office has a reputation of aggressive advocacy, whether it be through impact litigation, community lawyering, or thoughtful and targeted direct service work.



Carol Ruth Silver

DELANO

MCFARLAND TO TODAY

CRLA planned to open an office in Delano, the heart of the farmworker movement. Unfortunately, politicians in the pocket of the growers blocked this move to limit access to legal aid for farmworkers. The office opened in the nearby town of McFarland, allowing CRLA to still aid the movement in Delano.

Jim Lorenz, CRLA's founder, handpicked Carol Ruth Silver to run the McFarland office, making her CRLA's first female attorney. Prior to joining the staff, she helped prepare CRLA's initial grant applications, and she fought segregation as a Freedom Rider in Jackson, Mississippi, landing her 40 days in jail.

Carol Ruth's passion for justice led her to work from the time she woke up to the time she went to bed. She would sleep in the office at times and would work seven days a week.

The McFarland office handled a broad range of cases but focused on working conditions in the fields. Staff attorney Jim Smith said in 1969, "When a man's working conditions are bad, and he can't tell whether he will be paid, everything else is secondary."

The staff spent a lot of their time investigating violations in fields. "We were very naïve. I think all of us were amazed at the high percentage of violations when we first started investigating," said Mike Brennan, who took over for Carol Ruth.

CRLA eventually moved from McFarland to Delano, and the office is now led by Directing Attorney Sahar Durali. She, like

Carol Ruth, runs the office with a passion for justice.

"CRLA is an organization that changes the community for the better," said Sahar. "This office has a reputation of aggressive advocacy, whether it be through impact litigation, community lawyering, or thoughtful and targeted direct service work. It is a legacy that I am happy to continue."

HELPING IMMIGRANTS

Maria left her home in Mexico with the hope of living the American dream and providing a better life for her daughter. But the people who helped her cross the border severely abused her, and matters only got worse when she made it to the United States. The family she believed she would be working with kidnapped her, forced her to work for them, and held her captive in their house.

Maria managed to escape and came to the Delano office for help. CRLA helped her petition for and obtain a T visa, a form of lawful immigration status available to trafficking victims like Maria. With her T visa, Maria was able to return to Mexico and be reunited with her daughter for the first time in years.

"This type of victory gives a person a chance to have a fresh start," said Sahar.

SAFE HOUSING

Andrea is a single mother, and when she feared that a cockroach infestation and other serious health and safety violations in her apartment were making her children

Our clients speak up because they understand that when they stand up against injustice, they are standing up for all vulnerable people – and their victories will inspire others to follow their lead.



Sahar Durali



Rebecca Buckleystein



Gloria Garcia



sick, she complained to her landlord. Instead of fixing the problems, the landlord responded by serving her with an eviction notice.

Andrea reached out to the Delano office, and staff attorney Rebecca Buckleystein was there to help.

“Speaking up is not easy because of the fear of retaliation,” said Rebecca. “Our clients speak up because they understand that when they stand up against injustice, they are standing up for all vulnerable people – and their victories will inspire others to follow their lead.”

Rebecca negotiated with the landlord to keep Andrea’s home and to get the changes needed to make the apartment livable.

“I came to CRLA to fight for people who are facing multiple layers of injustice, and when I help someone like Andrea, I know that our work is making a difference,” said Rebecca.

LGBT ADVOCACY

The Delano office has increased its role in helping the LGBT community in Kern County. Community Worker Gloria Garcia has played a critical role in providing services to the LGBT community, and increasing the visibility of LGBT people in the Central Valley.

Jennifer, a transgender woman, came to Gloria for help because she wanted her identifying documents to reflect her true gender. After helping Jennifer with the application, Gloria and LGBT Program Director Lisa Cisneros accompanied and supported Jennifer at the hearing.

The hearing was a success, and Jennifer’s identity documents now reflect who she really is.

“CRLA has given me the unique opportunity to work for and with my own communities. Raised in the Central Valley and part of the LGBT community myself, I had an idea of how challenging and yet fulfilling this work would be,” said Gloria. “The passion and determination of the advocates within CRLA and of our clients to empower themselves gives me the drive to keep working as hard as I can.”

Today, the women of CRLA’s Delano office continue Carol Ruth’s legacy of fighting for Kern County’s most vulnerable communities.

“Our clients are only asking to be able to go to school and not face discrimination in the classroom, to get paid for the work that they did, and to live in a sanitary and habitable home,” said Sahar. “And, we are working hard to give them that.”



Gloria, Rebecca, and Sahar

We have been focusing on addressing unlawful student discipline, school safety, bullying, discrimination, English learner services, migrant education and school funding in rural school districts.



RURAL EDUCATION

BREAKING EDUCATIONAL BARRIERS

In 1969, Fred Altshuler was an attorney in CRLA's El Centro office. A group of students came to him when their high school threatened to discipline them for wearing a button with the slogan "Mexican-American Liberation" on campus. Fred challenged the district's action, and the case he filed, *Marquez v. Brawley Union High School District*, resulted in a victory for the students, upholding their right to personal expression.

One of the students, José Padilla, would later become CRLA's Executive Director. When CRLA says that the children are our future, it's not an exaggeration. José and CRLA's future may have been different if not for Fred taking on the school board and believing that through education, rural California will change for the better.

In the early 1970s, it was common practice for California schools to test monolingual Spanish speaking students with I.Q. tests in English. As a result, 26% of Latino students were being placed in classes for the developmentally disabled.

Legendary CRLA attorneys Maurice "Mo" Jourdane and Marty Glick filed *Diana v. Board of Education* to challenge this practice, and as a result, Spanish speaking students were reassessed and provided with the language support services they needed to succeed.

"We have a long history of protecting students and responding to the needs of the community," said Franchesca Verdin, Director of CRLA's Rural Education Equity Program. "We have been focusing on

addressing unlawful student discipline, school safety, bullying, discrimination, English learner services, migrant education and school funding in rural school districts."

Issues in the *Diana* case led CRLA to sponsor the Bilingual Education Act of 1976. This legislation established bilingual education programs and provided specific guidelines for certifying teachers qualified to provide instruction to English learners. The same year, CRLA drafted legislation to give comprehensive support for migrant parents and students in California.

CRLA later sued to enforce these rights. In *Barajas v. Two Rock School District*, the district refused to enroll a migrant student in kindergarten who missed the arbitrary cut-off date by just a few days. CRLA obtained a court order opening the schoolhouse doors. This led then Assembly Member Xavier Becerra to author legislation making this practice unlawful. Then, in *Pazmino v. State Board*, CRLA put an end to California's practice of excluding bilingual education students from participating in federally funded reading programs.

"Excluding children from the full benefit of all school programs and activities reduces their chance to succeed in life, and cannot be tolerated," said Cynthia L. Rice, Director of Litigation Advocacy and Training who brought these cases.

Discrimination continues to be a substantial barrier to education. In *Hector F. v. El Centro Elementary School District, et al.*, a father sued his children's school

We must continue to safeguard these children's futures by doing all we can to ensure they have safe schools that give them the educational boost they need to succeed.



Cynthia R. Rice



Fred Altschuler



Franchesca Verdin

district for failing to have school safety plans and anti-discrimination policies in place. CRLA took the case to the Court of Appeals where the court acknowledged the “public interest in maintaining a system of taxpayer funded public education which is free of the destructive influence of discrimination, harassment, and bullying.”

“The case impacted families with school-aged children throughout the state – making clear that parents can hold their local schools accountable for complying with school safety and anti-discrimination statutes,” said Franchesca.

Most recently, CRLA has focused on the use of punitive and exclusionary disciplinary measures that push students out of general education into alternative programs and towards a path to nowhere. CRLA’s advocacy in Ventura County changed the school’s policy and added safeguards to protect against involuntary or inappropriate referrals of students to independent study, and students in the program received supplemental education services.

“Since this case, there has been a dramatic reduction of students enrolled in the independent study program,” said Franchesca.

CRLA obtained a profound victory on behalf of Latino and Black students in Kern County. The historic settlement required Kern High School District to immediately change their discipline policies and implement major policy shifts to reduce the disproportionate suspensions, expulsions and involuntary transfers. “The settlement provides structure and accountability for addressing the discriminatory effects of the Districts past practices,” said Cynthia.

Beyond litigation, CRLA has shared its knowledge through an education advocacy training series for juvenile courts, public

defenders, and other agencies interested in improving educational outcomes for youth in the juvenile justice and child welfare system.

CRLA is currently partnering with the Kellogg Foundation to expand outreach and education to parents and students, identify promising approaches to addressing disparities in referrals to alternative programs, and improve the services those programs provide.

“Students in rural communities face unique challenges and often more limited resources. We must continue to safeguard these children’s futures by doing all we can to ensure they have safe schools that give them the educational boost they need to succeed. It is important that we protect and inspire the next José Padilla,” said Cynthia.



With support from W.K. Kellogg Foundation, CRLA hosts Education Ambassadors Workshops, which provide parents and students the latest information on education law, current events, and other factors that influence the student’s educational experience to inspire leadership and education advocacy.



CRLA argued a lack of public notice and environmental racism, which means that a community is targeted and exposed to environmental hazards because it is made up of minorities and low-income residents.



KETTLEMAN CITY

DECADES OF ENVIRONMENTAL INJUSTICE

It was 1978, and Chemical Waste Management needed a home for its new toxic waste site. After searching all over the country, it chose a tract of land a few miles from Kettleman City, an unincorporated community in Kings County which was, and still is, predominantly populated by Spanish-speaking farmworker families.

The company received permission from the state and the federal government to build the suite, but neither the company nor the government had adequately informed the residents that their backyard was about to be turned into a toxic waste site.

The site brought 200,000 tons of poisons into the area yearly, and the residents experienced an increase in child sickness, congenital disabilities, fainting spells, and odors in the air. These health issues led the residents to discover the toxic waste site in their backyard.

“Kettleman City and all the other disadvantaged unincorporated communities can be easily ignored by local governments and large companies. Their vulnerability makes them easy targets for abuse,” said Ilene J. Jacobs, Director of Litigation, Advocacy & Training.

The Department of Toxic Substances Control (DTSC) approved Chemical Waste Management’s request to expand the toxic waste site in 2014, which would increase the quantity of toxins in the area, potentially increasing health risk for residents of Kettleman City. The environmental review documents on which the government relied were not made

available in Spanish, public hearings were not translated, and intimidation tactics were used to stifle public participation.

Residents joined together and sought help to challenge the effects of the ongoing toxic waste site and ensure more effective inclusion in the permitting process.

The community-based organization El Pueblo Para El Aire y Agua Limpio and the grassroots organization Greenaction for Health and Environmental Justice filed a civil rights complaint against DTSC and CalEPA with the Environmental Protection Agency’s Office of Civil Rights, challenging the lack of accessible public hearings for the community, the lack of a language access for Spanish-speaking residents, and violations of the civil rights of low-income Latino families.

El Pueblo, represented by CRLA, and Greenaction, represented by Golden Gate University’s Environmental Law and Justice Clinic, achieved a precedent setting voluntary civil rights agreement with DTSC and CalEPA on August 10, 2016. The settlement establishes a new statewide commitment to public participation, civil rights, and language access policies when expansion and renewal permits for hazardous waste sites are considered. It also requires the state to provide “for early identification and integration of public concerns in permitting decisions, including concerns of disadvantaged communities, which are ‘disproportionately’ affected by environmental pollution and other hazards.”

“The settlement is a victory for those who believe that people should have a

The settlement is a victory for those who believe that people should have a voice and role in the health and safety in their community.



Marisol Aguilar



Ilene J. Jacobs



voice and role in the health and safety of their community,” said Marisol F. Aguilar, Director of CRLA’s Community Equity Initiative.

“Communities like Kettleman City, with a high population of low-income families and people of color, are disproportionately affected by environmental hazards,” said Ilene. “There must be meaningful public participation, language access, and protection of civil rights because residents of these communities have few choices about where they work and live, so if there is an environmental problem, they cannot just leave the area. This settlement gives them the ability to have input in the decision-making process in a meaningful way.”

This is not the first time CRLA and El Pueblo have come together to take on Chemical Waste Management. The company wanted to add an incinerator to the site in 1988, which would have added toxic pollutants into the air. The people came together to create El Pueblo to stop the construction and protect their homes and families. “[They] never imagined we’d fight,” said Espy Maya, a resident of Kettleman City.

In *El Pueblo Para el Aire y Agua Limpio v. County of Kings*, CRLA argued a lack of public notice and environmental racism, which

means that a community is targeted and exposed to environmental hazards because it is made up of minorities and low-income residents. This was one of the first known cases to argue this theory in court.

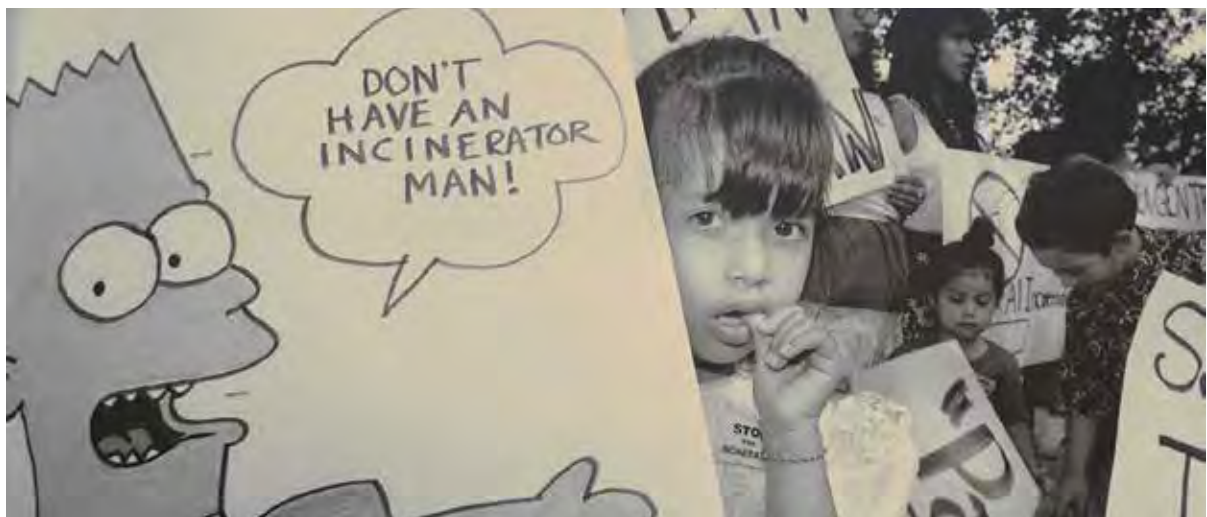
Chemical Waste Management picked Kettleman City not only because of the location but because the community members lacked power; they were Latino and low-income. “They figure they can dump all this toxic material on us because we’re just a bunch of migrants and farmworkers...If this town were filled with wealthy white people, they wouldn’t be doing this,” said Kettleman City resident Mary Lou Mares.

“CRLA has always been an environmental justice group, starting with our work on pesticides in the fields,” said Marisol. “Fighting against environmental racism was the natural next step.”

The court sided with El Pueblo, and the incinerator never was built. “I think they thought we would go away...but [the incinerator] was too dangerous,” said Mary Lou.

CRLA and the community will continue to fight for a healthier and safer Kettleman City.

“We must continue to monitor and work closely with these communities to prevent further injustice,” said Ilene.



Our clients do not have a wealthy family member
that will come in and save the day
when there is a problem.



CRLA

145 E. WEBER



Sheldon Greene



Blanca A. Bañuelos, Fidelina Gomez, and Monica Sousa.

PUBLIC BENEFITS

STRENGTHENING THE SAFETY NET

In 1967, Harvey Morris came into Sheldon Greene's office in Modesto with a Medi-Cal notice denying him the back surgery they had initially approved. In 2016, Fidelina Gomez came into Monica Sousa's office because the Social Security Administration (SSA) wanted back over \$12,000 in payments they had initially approved.

These cases, nearly 50 years apart, demonstrate CRLA's ongoing fight to ensure people in need get the benefits they deserve, and continuous battle to protect the safety net in rural California.

Public benefits, such as Supplemental Security Income (SSI), Cal-Fresh, Cal-Works, and Medi-Cal, are several of the lifelines available to low-income seniors and those with a disability. The benefits are small but life-changing.

"These cases are so important to our clients and community because there are few options available to them, without CRLA," said Monica. "Private attorneys usually will not help because there is no money in it and the cases are time-consuming."

"Our clients do not have a wealthy family member that will come in and save the day when there is a problem," said Monica.

Harvey was a farmworker who suffered a chronic and intolerable back problem. His farmworker wages qualified him for Medi-Cal. His doctor determined that to lead a life without pain, he needed back surgery, which Medi-Cal had approved. Three weeks before his scheduled surgery, Governor Ronald Reagan unilaterally cut Medi-Cal's budget by \$200 million dollars. Harvey had done everything necessary to qualify



Harvey Morris

for the surgery, but he was now facing a lifetime of pain with no clear solution.

Harvey met with CRLA's Sheldon Greene, who knew that the governor's budget cut was unjust and unlawful and had no doubt CRLA would succeed in getting Harvey his surgery. Sheldon went on to lead the fight to challenge Reagan's unilateral Medi-Cal cuts in *Morris v. Williams*. The courts agreed and forced Reagan to restore \$200 million to Medi-Cal. Harvey got his surgery, and people all over California were able to keep their health care. This case was one of CRLA's first major victories and put the powerful on notice that California's rural poor had lawyered up.

Harvey's case had widespread impact, but at the heart of it, like all public benefit cases, was one man's need for a safety net. The case would not have been a success if Harvey had not gotten his surgery.

Like Harvey, Fidelina worked in the fields in the Central Valley. She is a loving mother of two adopted children; one of her sons has a disability, which qualified him for SSI.

Our clients are low-income; some are making less than \$900 a month, are disabled, and many have families. They do not have much, and they should not have to use the little that they do have to pay for SSA's mistakes



Fidelina turned in all the paperwork required by the Social Security Administration (SSA) to apply for benefits for her son, including information about her income. She followed the rules, SSA calculated benefits amount based on her income, and she began receiving SSI benefits for her son. Two years later, she received a Notice of Overpayment for over \$12,000.

SSA claimed Fidelina had not reported all of her income, alleging she received over \$12,000 in benefits that she was not entitled to receive. The agency did have information on all of Fidelina's income but miscalculated the benefits amount. She did everything right, but SSA made a mistake and wanted her to pay for it.

"This type of situation happens so often," said Monica. "The client turns in the required documentation every month, the agency reviews it and determines the amount, and then they realize there is a mistake and blame the recipient for the error."

"Our clients are low-income; some are making less than \$900 a month, are disabled, and many have families. They do not have much, and they should not have to use the little that they do have to pay for SSA's mistakes," said Monica.

CRLA filed a Request for Waiver of the Overpayment on behalf of Fidelina. SSA granted the request, and Fidelina did not have to pay back the money.

"It is hard emotionally for the client; the client does everything right but still gets punished...they feel like they cannot do anything right and that they are going to lose. That's why these cases matter so much to me and are satisfying to win," said Monica.

Many people who receive a Notice of Overpayment because of administrative errors are not as lucky as Fidelina but, instead, end up paying back the money.

Some receive the notice and pay it back because they are afraid of losing their benefits entirely. Others may try to get a waiver without success.

"The system is difficult to navigate; it is not easy for someone to succeed in it. There is an assumption that our clients screwed up," said Monica.

"I have successfully helped clients that have received Notices of Overpayment for amounts of \$250 to \$25,000, but that is because we are trained at CRLA to understand the complexities of the system."



Peter's motivation is simple but powerful.
"Rural communities need legal
representation and help."



Peter Carson

PETER CARSON

SHRINKING THE JUSTICE GAP

“Whenever I take a long drive through California, I try to avoid going from point A to point B and instead search out less direct routes that will let me see rural California. The landscape of California is magical and beautiful,” said longtime CRLA donor and partner at Sheppard Mullin Peter Carson.

CRLA’s donors are motivated to support the organizations for many reasons. Some have family members that were or are farmworkers. Others come from rural California and want to give back. Some are alumni who care about the communities in which they lived and served.

Peter’s motivation is simple but powerful. “Rural communities need legal representation and help,” he said. This is why Peter has been instrumental in getting his firm, Sheppard Mullin, to be one of CRLA’s top sponsors.

Peter first heard of CRLA during his time at the University of California, Berkeley School

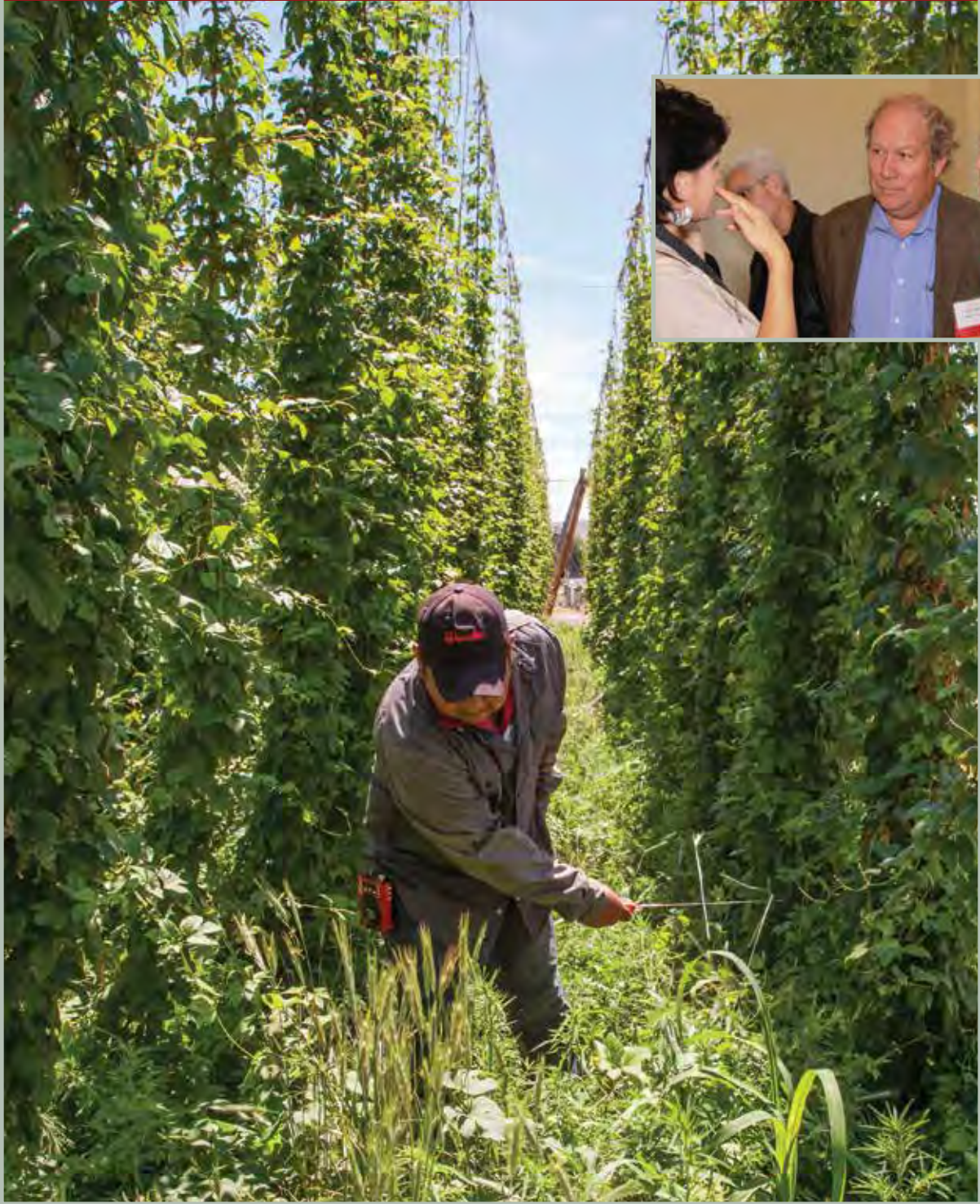
of Law (formerly Boalt Hall), where, through the Berkeley Law Foundation and other student organizations, he saw legal services groups on the frontline of social justice.

Peter graduated from law school and became a leading lawyer in the finance and banking sector. As a lawyer, he also commits a substantial amount of time to assisting low-income and underserved communities and protecting the environment.

Peter became directly involved with CRLA in the early 2000s when the Legal Services Corporation (LSC), a non-profit created by the federal government to distribute grants to legal service programs nationally, sought to increase the efficiency and effectiveness of programs by consolidating smaller legal aids into bigger and stronger programs. After leading the pro bono effort to create what is now Bay Area Legal Aid through a complicated merger of several existing LSC-funded Bay Area programs, Peter represented CRLA, pro



Working with CRLA is about doing what is right and helping the people who need it most. It is not about getting something monetary back in return; it is about helping to fix the imbalance of justice .



bono, in program mergers that resulted in CRLA's expansion of services in Santa Cruz, Monterey, Santa Barbara, and Ventura Counties.

Peter saw the unique role that CRLA played in helping people in rural California. "CRLA is the only game in town for some of these communities. They are the only group fighting for low-income individuals and underserved communities, taking on some of the hardest cases and bringing in outside resources to the community. "

"Working with CRLA is about doing what is right and helping the people who need it most. It is not about getting something monetary back in return; it is about helping to fix the imbalance of justice, which is what CRLA is doing in rural California."

"A lawyer has a responsibility to make sure that the law is accessible to everyone. You have to go to the communities where the resources are lacking, and that is rural California."

Besides supporting CRLA, Peter is heavily involved with other social justice groups, including Earthjustice, the East Bay Community Law Center, Public

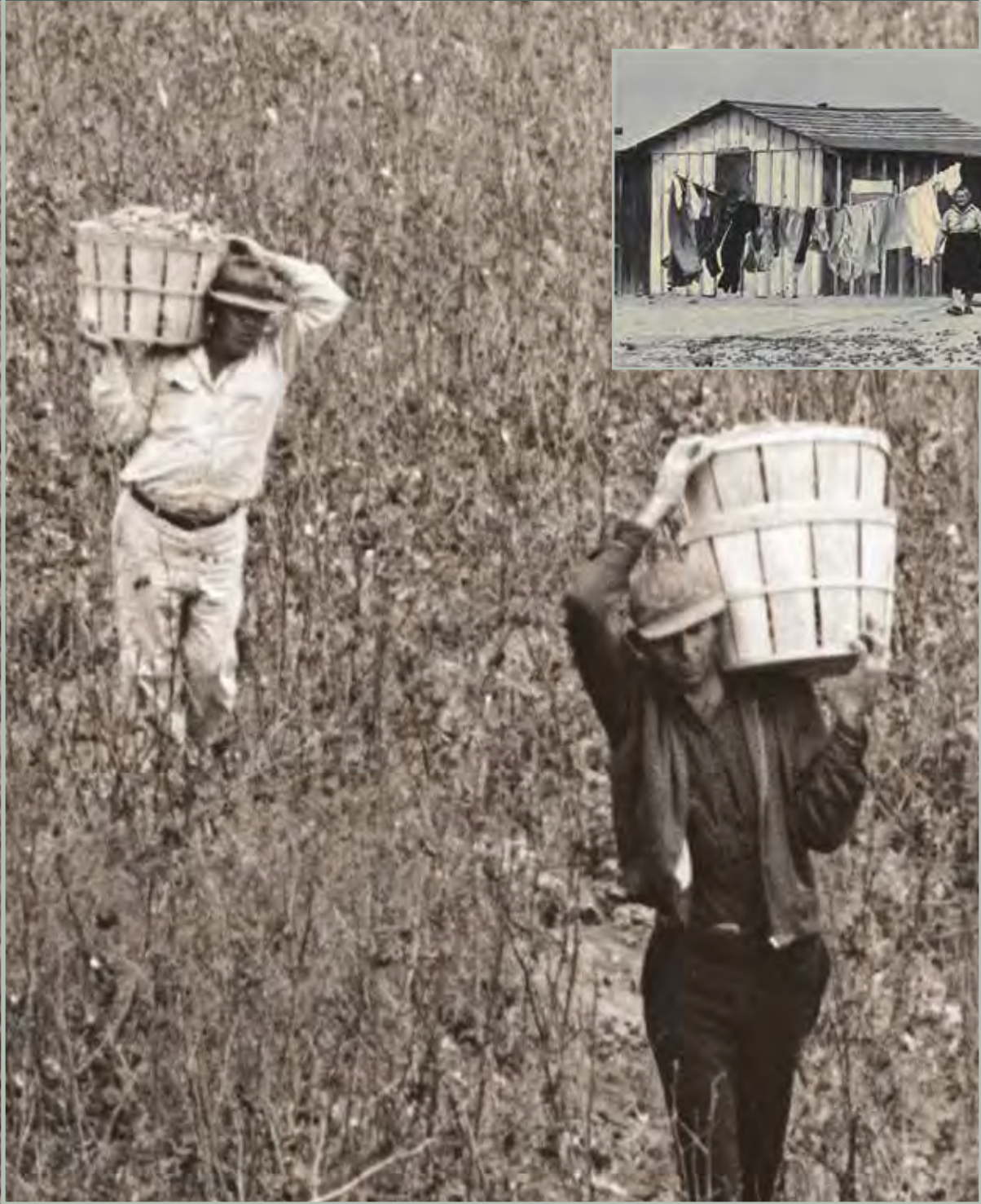
Counsel, and Bay Area Legal Aid. He has worked with various bar associations to improve the profession, serving on the American Bar Association's (ABA) Standing Committee on Pro Bono and Public Service, the ABA President's Working Group on the Civil Right to Counsel, and the Bar Association of San Francisco's Justice & Diversity Center. Peter has also served as the co-chair of the California Lawyers' Trust Fund Commission.

Peter is also passionate about increasing diversity in the legal profession, which includes helping young women and people of color become partners at law firms and leaders in the field. "I am just trying to do my part to help. I have been in this industry long enough to see implicit biases play out in firms. Just as rural California does not have an even playing field, people in urban areas, who are not in the majority, face an uneven arena as well."

People like Peter, those who are selfless and committed to justice, are the reason CRLA can continue to fight for justice and protect the rights of rural Californians. Thank you Peter, Sheppard Mullin, and all of CRLA's supporters.



These companies profit because of wage theft,
and it is appalling how much they will
take advantage of people.



MIGRANT PROGRAM

THE HEART OF CRLA

There are good employers in the agricultural industry, but too many employers take advantage of the people who work in the fields. These workers endure employers who try to strip away their humanity, treating them as tools instead of people. Paychecks are missing time, there are no breaks, and asking for a moment to rest could lead to termination. These employers profit off the abuse labor of their workers.

Agricultural workers are hardworking people, and the same way that they fight through the 100-degree heat to finish the job, they fight against dishonest employers to get justice.

EARLY VICTORIES

While there were laws in place to protect farmworkers in California, they were not fully enforced until CRLA started. Workers needed lawyers like Mo Jourdane, Marty Glick, Ralph Abascal, Denny Powell, W.B. Daniels, Dave Kirkpatrick, and Luis Jaramillo to enforce the fundamental principle of justice for all.

One of CRLA's first major farmworker victories ended the use of "el cortito," the short-handled hoe. In 1967, community worker José Perez came to Marty Glick's office with the short-handled hoe, stating,



Marty Glick



Mo Jourdane

"If you want to know what's important, *el cortito*, it is killing the backs of the workers... If you want to do anything that matters, find a way to do something about this."

Mo Jourdane, who was new to CRLA, was given a similar message by community worker Hector de la Rosa, "You want to help farmworkers? If you really want to help us, you will get rid of *el cortito*."

The hoe was 12 to 18 inches long and forced workers to bend over and twist their bodies to harvest. Working in this position for long hours caused permanent back injuries to workers. Activist Cesar Chavez was one of those with permanent back problems caused by his work with *el cortito*.

Mo and Marty heard those problems and built a case to end the use of *el cortito*. The evidence showed that the tool caused a 40-year-old farmworker to have the back of a 75-year-old. The evidence also revealed that the long-handled hoe was more efficient. In 1975, the California Supreme Court banned the short-handled hoe in *Carmona vs. Division of Industrial Safety*, ruling in favor of worker safety. You can read more about the story to end *el cortito* in Mo Jourdane's book, "The Struggle for the Health and Legal Protection of Farm Workers: El Cortito."



In the late 1960s, CRLA also played a role in ending the Bracero Program, which allowed growers to bring in temporary foreign workers instead of hiring domestic farmworkers. In *Alaniz v. Wirtz*, Gary Bellow, Marty Glick, Bob Gnaizda, and Sheldon Green sued the Department of Labor (DOL) to stop the certification of over 10,000 braceros. The case settled, and the DOL agreed that growers were required to make reasonable efforts to recruit domestic workers before bringing braceros. The following year, no braceros were brought into the country for the first time in 25 years.

Today, CRLA's Migrant Program, led by Blanca A. Bañuelos and Esmeralda Zendejas, continues the legacy of protecting agricultural workers.

HARASSMENT IN THE FIELDS

Two women came to work for a grower in California's Central Coast to clean, cut, and prepare fresh vegetables. A month into the season, the supervisor of one of the workers lured her to an empty barn and attacked her. She felt ashamed and embarrassed but found the courage to tell the company about the assault and harassment. The grower doubted her story and ignored her.

The other woman dealt with male co-workers calling her names, touching her, and her supervisor making

inappropriate comments while working in the fields. When she went to the company for help, they ignored her too.

The case went to trial, and a jury found in favor of CRLA's clients for a judgment of over \$1 million. The grower must also implement new workplace policies to prevent sexual harassment of workers in the future.

"The pain and suffering that I went through, I'll never forget. The finding of the jury means the world to me because finally, I feel that people believed what I was saying was true, and it gave me validation as a woman to know that they cared about my life," said one of the workers.

"This victory tells all women that they can stand up, fight back and demand justice," said Blanca.

WAGE THEFT

For over two years, James Shultz worked as a tractor driver and maintenance repairman for Da Silva Dairy. He worked at least 10 hours a day, often seven days a week. James never got paid his full salary or overtime wages. The dairy purposefully misclassified James as an independent contractor, preventing him from receiving unemployment benefits. These problems led him to CRLA.

"These companies profit because of wage theft, and it is appalling how much they will take advantage of people," said Esmeralda.

Esmeralda filed a wage claim on behalf of James. At the hearing, he received a favorable decision in which the dairy is required to pay James \$129,000 in wages and penalties.

Esmeralda also helped to guide and prepare James to represent himself

Protecting and enforcing the rights of farmworkers is the heart of CRLA. We will continue to empower farmworkers to fight for their rights.



Hector de la Rosa



to appeal his denial of unemployment benefits. Even though the company had an attorney, James won there, too.

“James is an honest man and a hard worker, who needed someone on his side to give him the justice he deserved,” said Esmeralda.

FARMWORKER HOUSING

Fidelina Gomez, who lives with her adopted children, has lived in farmworker public housing for over 25 years. She worked most of her life in the fields, packing sheds, until 2010 when she became disabled.

Fidelina came to CRLA for help after receiving a 30-day notice to vacate her housing because a majority of her income was no longer coming from farm labor employment.

“It was outrageous!” said Blanca. “She worked as a farmworker up until her disability, and they wanted to kick her and her children out.”

Blanca represented Fidelina at the hearing and argued that the regulations clearly provide disabled farmworkers the right to live in public farmworker housing and that evicting disabled workers from public housing would result in disability discrimination. The hearing officer agreed, and Fidelina and her children were able to stay in their home.

IMMIGRANTS FIGHT BACK

The dairy industry is notorious for abusing its employees, resulting in CRLA recovering over \$3.4 million for dairy workers in the last 15 years. It is common to see workers who stand up for themselves only to face retaliation.

Below are examples of workers represented by CRLA who have been subject to retaliation.



Esmeralda Zendejas and James Shultz

“I worked for Angelo Dairy for almost ten years, and I was stunned that I would be reported to ICE (U.S. Immigration and Customs Enforcement) just for trying to make Angelo Dairy follow the law,” said José Arias.

CRLA represented José when he sued Angelo Dairy for labor violations. In his lawsuit, José also sought civil penalties for his co-workers. Two weeks before the trial started, the dairy company’s attorney,



Luis Alberto Echeverria Melchor

Anthony Raimondo, reported José to ICE in an attempt to orchestrate his removal from the US before the trial. The case ultimately settled favorably for José and his co-workers.

Represented by CRLA and Legal Aid At Work (LAAW), José filed another lawsuit in federal court in 2013, *Arias v. Raimondo*, against the dairy company and Anthony Raimondo, based on Raimondo’s actions, alleging retaliation under the Fair Labor Standards Act (FLSA). The case was settled

with the dairy but continues against Raimondo. Recently, the 9th Circuit Court of Appeals ruled that an employer's attorney could be held liable under the FLSA for retaliation against an employee. This case is a victory for workers across the country, regardless of their immigration status.

"I am glad the court agreed that what the attorney did was wrong," said José. "I hope that what happened to me does not happen to other workers."

U visas are nonimmigrant visas that are set-aside for victims of qualifying crimes. Workers who have stood up for their rights and have been retaliated against, may qualify for U visa if they were victims



Vicente Cajero and Estela Cisneros

of witness tampering and/or obstruction of justice. Vicente Cajero retained CRLA to help him with his U visa petition.

Vicente is a dairy worker who stood up to his employer, Hillview Dairy, and demanded his wages. Vicente was retaliated against for asserting his rights. Vicente, with the assistance of CRLA, demonstrated he had been a victim of witness tampering and obstruction of justice and was granted a U visa in 2016.

Luis Alberto Echeverria Melchor, another dairy worker, also had the courage to



José Arias, Maria Arias, and Blanca A. Bañuelos.

stand up to his employer, Joe Sallabery Farms, and demand his wages. Luis Alberto was also retaliated against after demanding his wages. He was pulled over by an unmarked vehicle and unidentified men wearing unmarked clothing. These men drove him for over two hours to a detention center, where Luis Alberto finally learned these men were ICE agents. By the end of the day, he was deported to Tijuana, Mexico.

Luis Alberto later retained CRLA to represent him in his U visa application because he was a victim of witness tampering and obstruction of justice. His U visa was granted in October 2016.

CRLA is the first statewide legal aid in the nation dedicated to farmworkers rights, and it will continue to stand with farmworkers and demand justice.

"The labor of the farmworkers feed our families and make California what it is today. They deserve respect and dignity from all," said Esmeralda.

"Protecting and enforcing the rights of farmworkers is the heart of CRLA. We will continue to empower farmworkers to fight for their rights," said Blanca.

IMPACT AT A GLANCE

CRLA provides a wide array of legal services that directly touch tens of thousands low-income Californians and indirectly impact the lives of many more community members.

CRLA assisted 49,529 individuals in 2016.

- CRLA provided community legal education to 29,616 people, helped another 2,320 individuals receive Pro Se Assistance, and another 1,470 individuals received referrals to a qualified attorney last year.

Category	Cases Closed
Housing	2,588
Employment/Labor	1,113
Rural Health	364
Public Benefits	2,088
Education	156
Money Received	\$1,400,640

The infographic is a collage of images and text boxes. The top left text box is olive green. The top right image shows a dilapidated building. The middle left text box is light green. The middle right image shows a person in a field. The bottom left image shows a person in a field. The bottom middle text box is light blue. The bottom right image shows a person standing in front of a building. The bottom left text box is dark red. The bottom right image shows children at a protest.

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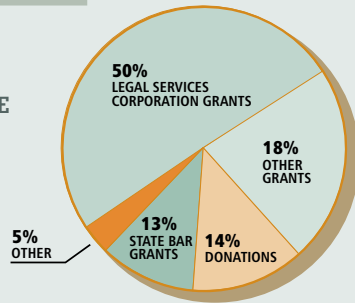
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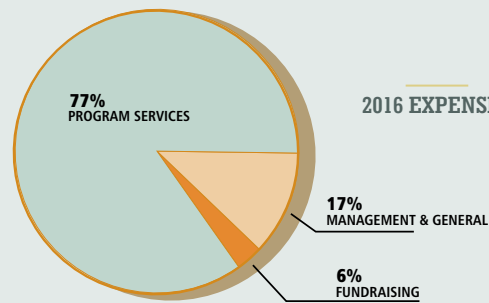


FINANCES

2016 REVENUE & SUPPORT



2016 EXPENSES



STATEMENTS OF ACTIVITIES AND CHANGES IN NET ASSETS

	Year Ended December 31, 2016			Year Ended December 31, 2015		
	UNRESTRICTED	TEMPORARILY RESTRICTED	TOTAL	UNRESTRICTED	TEMPORARILY RESTRICTED	TOTAL
REVENUE AND SUPPORT						
Grant revenue	\$150,000	\$12,478,191	\$12,628,191	\$-	\$12,174,133	\$12,174,133
Contributions	1,405,854	125,350	1,531,204	347,288	800	348,088
Attorneys fees and costs recovery	1,000	475,949	476,949	92,556	460,933	553,489
Donated services	328,220	-	328,220	527,466	-	527,466
Other revenue	130,511	84,478	214,989	116,388	44,658	161,046
Special event revenue	322,127	-	322,127	176,220	-	176,220
Net assets released from program restrictions	12,880,500	(12,629,316)	-	12,447,686	(12,447,686)	-
Total revenue and support	14,967,028	534,652	15,501,680	13,707,604	232,838	13,940,442
EXPENSES						
Program services	10,609,137	-	10,609,137	10,818,493	-	10,818,493
Management and general	2,352,393	-	2,352,393	2,113,157	-	2,113,157
Fundraising	871,269	-	871,269	604,527	-	604,527
Total expenses	14,102,799	-	14,102,799	13,536,177	-	13,536,177
Change in net assets	1,134,229	534,652	1,668,881	171,427	232,838	404,265
NET ASSETS						
Beginning of year	1,385,019	479,069	1,864,088	\$1,213,592	246,231	1,459,823
End of year	\$2,519,248	\$1,013,721	\$3,532,969	\$1,385,019	\$479,069	\$1,864,088

STATEMENTS OF FINANCIAL POSITION December 31, 2016 and 2015

ASSETS	2016	2015	LIABILITIES AND NET ASSETS	2016	2015
CURRENT ASSETS			CURRENT LIABILITIES		
Cash and cash equivalents	\$1,659,589	\$552,318	Accounts payable	\$124,080	\$161,329
Grants receivable	708,623	230,034	Accrued liabilities	657,845	590,144
Pledges receivable	13,800	36,753	Current portion of notes payable	90,046	87,825
Other receivable	72,476	48,404	Total current liabilities	871,971	839,298
Prepaid expenses, deposits, and employee advances	317,056	199,128	NON-CURRENT LIABILITIES		
Other assets	-	640	Client trust funds payable	315,834	326,174
Total current assets	\$2,771,544	\$1,067,277	Notes payable	1,510,105	1,596,913
NON-CURRENT ASSETS			Total non-current liabilities	1,825,939	1,923,087
Client trust funds	315,834	326,174	Total liabilities	\$2,697,910	\$2,762,385
Pledges receivable	39,130	48,000	NET ASSETS		
Property and equipment	3,104,371	3,185,022	Unrestricted	1,519,248	653,151
Total non-current assets	3,459,335	3,559,196	Unrestricted board designated	1,000,000	731,868
Total assets	\$6,230,879	\$4,626,473	Temporarily restricted	1,013,721	479,069
			Total net assets	3,532,969	1,864,088
			Total liabilities and net assets	\$6,230,879	\$4,626,473

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