



Congressman

RAUL M. GRIJALVA

Serving the people of Arizona's 7th District

Fairness for Farm Workers Act



BACKGROUND INFORMATION

Farm workers play a critical role in our economy, ensuring that our communities have safe, quality food on their tables. They work long, hard hours in one of the most hazardous industries in this country and are exposed to an incredibly physically demanding career. Many of these workers are mothers who work from sun-up to sun-down to make ends meet.

When the 1938 Fair Labor Standards Act (FLSA) established federal standards for minimum wage and overtime pay, it exempted agricultural workers from these protections. This agricultural exclusion was rooted in racism and political expediency. While the FLSA has afforded most farm workers some minimum wage protections since 1966, to this day, most agricultural employees do not have to be paid overtime for working more than 40 hours a week. Farm workers are the only workers throughout the food chain that are denied these basic protections.

This bill will remedy the discriminatory denial of overtime pay and the minimum wage to farm workers under the FLSA. It will eliminate existing exemptions for agricultural employers from overtime pay and will eliminate most of the remaining exemptions to the minimum wage for agricultural employers.

The Fairness for Farm Workers Act will improve the lives of farm workers and their families, create equity in our food system, and benefit farming communities as the increased wages are spent in local businesses!



FIVE REASONS TO SUPPORT THE BILL

1. Undoes wage policies rooted in racism.
2. Encourages needed workers to the agriculture sector.
3. Eliminates unfair pay practices for historically marginalized workers and provides for overtime pay.
4. Will boost farming community economies as increased wages are spent on local businesses.
5. Supports the hard-working individuals who help put food on our tables.

The Fairness for Farmworkers Act is **endorsed by over 130 organizations**, including:

United Farm Workers (UFW), AFL-CIO, NAACP, Alianza Nacional de Campesinas, Asian Pacific American Labor Alliance, Latino Justice PRLDEF, Farm Labor Organizing Committee (AFL-CIO), National Center for Law and Economic Justice, Legal Aid Justice Center, Hispanic Federation, Coalition on Human Needs, Disciples Refugee & Immigration Ministries, National Organization for Women, Migrant Justice, Southern Poverty Law Center, and Equal Rights Advocates.