

Date	Region	Region Detail	Recorded by
2/1/2021	Southeast	Pueblo	Linda Timmins

*Juanita* has been working on farms in Pueblo and the surrounding areas since she was a young girl of 10 years old. In the summers she would go with her dad to work in the fields. She has worked pulling weeds in the fields during the scorching hot weather of Pueblo. During the school year, *Juanita* would take time off and only work when she could. This routine continued until she became pregnant and started a family. Her husband also worked in the fields and before long, she was back to working on the farms. It is now a generational job, her father worked in the fields, she got used to the atmosphere and the routines and has not left. Right now, *Juanita* is 32 years old, has three children and she continues to work in agriculture. Even though she has been there for so long, she has not gained much in terms of pay raises and benefits. *Juanita* splits time working the farm warehouse in packaging and working in the green onion fields where she is paid for each full box she completes in the day.

From so many years of working in the fields in the heat and for working in the colder warehouses, *Juanita's* face has an almost permanent sunburn, with dark spots. She has mentioned that she more than likely has spots of skin cancer, and that the pesticides used on the fruits and vegetables have also caused her to have vision problems. She has been seen at the Pueblo Community Health Center, where she feels she gets good attention, but also does not want to lose her employment. When *Juanita* talks about these things, she starts to feel a little uneasy because she does not like to do much in public places, and she feels a little ashamed. She does not want to lose time from working especially now during the pandemic. To help with staying out of the sun, she has learned more about working inside the warehouse where she does not have to get sunburned every day. One last thing that sticks out about *Juanita* and her story is that even though she graduated high school in Pueblo County, she never tried to get out of the routine of working in the fields. It is a place where she feels connected with her culture and has her contacts. She has a trust with the people she works with and has worked with for years. She feels like she can't try to complain because she could

be let go and someone would easily replace her. *Juanita* wishes that her children can do well in school and have better careers than her and her husband.

Date	Region	Region Detail	Recorded by
1/14/2021	North	North1 (Brighton, Longmont, Ft. Lupton - Adams, Weld, Larimer)	Lucia Olivas

[Q: Why work here, in Colorado?]

<p><b>[Original]</b>  <i>“Para tener mejores oportunidades de vida y darle a los hijos un mejor futuro. De que ellos estudien, tengan buen trabajo, tengan mejores oportunidades. De que los hijos no esten en el pais de uno con las pandillas. Para que los hijos tengan mejor estilo de vida que uno.”</i></p>	<p><b>[Translation]</b>  <i>“To have better life chances and give our children a better future. That they study, have a good job, have better opportunities. That our children are not in one's country with the gangs. So that our children have a better quality of life.”</i></p>
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[Q: What is your workplace and homelife like?]

<p><b>[Original]</b>  <i>“Es un trabajo muy pesado y muy mal pagado. Porque se trabaja en un ambiente muy insalubre e deteroable. No hay un lugar o mesa donde las personas puedan comer su comida. Los trabajadores comen en el corral. No hay protección personal contra el covid19. El trabajo no exige ni les proveé la protección adecuada contra el covid19. Si nadie lleva su propia protección, el trabajo no les da. No había calentones y es un ambiente muy frio. Apenas llevaron uno hace poco. No hay mesa donde puedan poner sus cosas, o una silla para que tomen un descanso. No hay camaras, y les roban sus correos, cartas, cheques. Los trátan peor que esclavos.”</i></p> <p><i>“No les proveén botas de insolación, ni equipo de trabajo. No les dan un pavo para dia de accion de gracias. Se trabajan las 24 horas los 365 días del año. Los dueños no les importa porque no hay ley en Colorado que proteja a los trabajadores agricolas. Los dueños méten a muchas personas en una traila, y les cobra el mismo págo de renta</i></p>	<p><b>[Translation]</b>  <i>“It is very heavy work and very low paid. Because you work in a very unhealthy deteriorating environment. There is no place or table where people can eat their food. The workers eat in the yard. There is no personal protection against covid19. The job does not require or provide adequate protection against covid19. If nobody carries their own protection, the job does not give it to them. There were no heaters, and it is a very cold environment. They just installed one recently. There is no table where they can put their things or a chair for them to take a break. There are no cameras, and their mail, letters, checks are stolen. They are treated worse than slaves.</i></p> <p><i>“They do not provide insulated boots or work equipment. They don't give them a turkey for Thanksgiving. They work 24 hours a day, 365 days a year. The owners don't care because there is no law in Colorado that protects farmworkers. The owners put many people in a trailer home, and they charge the same rent even if there are many people living there.”</i></p>
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*aunque sean muchas personas ahí mismo.”*

*“Los animales también están descuidados. Los animals están al intemperie, al medio de la nada, afuera sufriendo las condiciones del clima. No los cuidan. Los trabajadores no salen temprano ningun día festivo, trabajan obligatoriamente los días festivos y no les pagan tiempo extra. Trabajan 10 horas diarias y solo les dan 1 día de descanso.”*

*“Algunas personas que no tienen dinero para ir a la lavandería, van a lavar a las lavadoras de la lechería en la noche (donde lavan las cosas de las vacas), y si se les llegan a olvidar la ropa, se las tirán a la basura, y los regañan. Deberían poner lavadoras de moneda para las personas que trabajan ahí, porque muchas personas no tienen carro para salir a lavar.”*

*“Los dueños méten a muchas personas en una tralla, y les cobra el mismo págo de renta aunque sean muchas personas ahí mismo.”*

*“The animals are also neglected. Animals are out in the open, in the middle of nowhere, outside suffering from weather conditions. They don't take care of them. Workers do not leave early on any public holiday, they work obligatorily on public holidays and are not paid overtime. They work 10 hours a day and only get 1 day off.”*

*“Some people who do not have money to go to the laundromat, go to the dairy washing machines at night (where they wash the things of the cows), and if they forget their clothes, they will throw them away, and scold them. They should put coin washers for the people who work there because many people don't have a car to go out to wash.”*

*“The owners put many people in a trailer home, and they charge the same rent even if there are many people living there.”*

[Q: What is most difficult?]

**[Original]**

*“Lo difícil son las condiciones y sobre todo no poder subir uno de puesto por el idioma. Porque uno no habla inglés tiene que aguantar el trabajo más pesado y en las condiciones más malas. Muchas personas no saben hablar ni escribir en su propio idioma. No pueden inscribirse en clases de inglés por el horario de trabajo. Aunque quieran estudiar no pueden porque no les rinde el tiempo.”*

**[Translation]**

*“The difficult thing is the conditions and above all not being able to be promoted because of the language barrier. Because one does not speak English he has to endure the heaviest work and in the worst conditions. Many people cannot speak or write in their own language. They cannot take English classes because of work hours. Even if they want to study, they can't because they don't have time.”*

Date	Region	Region Detail	Recorded by
1/23/2021	North	North2 (Greeley, Evans, Fort Collins, and La Salle - Weld, Larimer)	Cristina Cardenas

### General Farm Workers in Greeley Area

*[Q: Describe what is like visiting a farmworker at their home or place of work?]*

“Most of these workers wake up every day at around five in the morning, sometimes earlier or later, depending on their shift. Farmworkers struggle every day thinking about their next meal, how their rent will get paid, and how their children are going to get to school. I have come across farm workers that work up to 10 to 12 hours shifts, and even with these hours, their pay does not always cover their basic needs. Some workers put in extra hours to obtain the amount needed to cover up all of their expenses. Many farmworkers that work in dairies get their checks and directly send all of their money to their families living in Mexico, Guatemala, or El Salvador. Most of them can not provide healthcare because they are undocumented; therefore, they are at risk of getting hurt and having no protection.”

[Q: What is like working with Colorado farm workers?]

“Learning about them has taught me that they are not people who give up easily. Their fear turns into strength for their children's future as well as for their families. They are hard workers that take long hour shifts to have a roof over their head and make a stable living here in the United States. Families always welcome people to sit down and offer whatever they have in their homes. Most of the time there's children running around, TVs are on, and their love and presence are there fulfilling the living room. Farmworkers have a huge heart and are always thankful when organizations like PPPN (Project Protect Promotota Network) visit their homes or workplace.”

Date	Region	Region Detail	Recorded by
1/27/2021	North	North1 (Brighton, Longmont, Ft. Lupton - Adams, Weld, Larimer)	Teresa Gomez

transcribed from original audio: [https://drive.google.com/file/d/1\\_IOZYNIPyFjEjxmg8T-XdtPFBh2OqLA3/view](https://drive.google.com/file/d/1_IOZYNIPyFjEjxmg8T-XdtPFBh2OqLA3/view)

<b>[Original Spanish Transcript]</b>	<b>[Translated English Transcript]</b>
<p><b>Promotora:</b> Voy a entrevistar a unos de compañeros de nosotros que trabajan en los campos. Esta entrevista va hacer para conocer un poco más de ellos, que es lo que hacen, y como se sienten en sus trabajos. Empecemos con ella, me puede decir un poco sobre lo ¿qué es trabajador en el estado de Colorado, como trabajador agrícola?</p> <p><b>Trabajador/a 1:</b> Hmm, es un poco cansado. Por el tiempo que luego se viene el frio, el calor.</p> <p><b>P:</b> ¿Usted señor que piensa?</p> <p><b>T2:</b> Pues sí es, hay a veces tiempos malos pero también buenos. Ay de todo. Si pero ay también buen trabajo que aprovecho aquí en el estado de Colorado.</p> <p><b>P:</b> Por favor, me describe su experiencia trabajando en granjas en Colorado. ¿Cómo es su experiencia trabajando en las granjas?</p> <p><b>T2:</b> En mi personal, yo tengo desde 1999 aquí en estado unidos, en Colorado. Yo he trabajado en establos de vacas, ordeno de vacas. Yo he aprendido me enseñado de vacas para producción. Desde 1999 con una nurseria [NAME], ahora estoy en una nurseria que se llama</p>	<p><b>Promotora:</b> I'm going to interview some of our colleagues who work in the fields. This interview is going to let us know a little more about them, what they do, and how they feel about their jobs. Let's start with her, can you tell me a little about what it is like to be a worker in the state of Colorado, as a farm worker?</p> <p><b>Farmworker 1:</b> Hmm, it's a bit tiring. For the seasons quickly change then comes the cold, the heat.</p> <p><b>P:</b> What do you think, sir?</p> <p><b>Farmworker 2:</b> Well, yes it is, there are sometimes bad times but also good times. There's a bit of everything. Yes, but there is also good work that I take advantage of here in the state of Colorado.</p> <p><b>P:</b> Please describe your experience working on farms in Colorado to me. How is your experience working on the farms?</p> <p><b>F2:</b> Of me personally, I have been here since 1999 in the United States, in Colorado. I have worked in cow stables, I milk cows. I have learned how to raise cows for production. Since 1999 with a</p>

[NAME] Ahí la tenemos ahora pero estoy trabajando en esa área, que es, ahora es NAME INAUDIBLE pero antes era [NAME] y la otra era [NAME].

*P:* Ok

*T2:* Pero tenemos más tiempo en estas compañías y más experiencia. Pero ahí lo que realizo ahí es de mantenimiento.

*P:* ¿Señora me quiere platicar algo sobre eso?

*T1:* Yo trabajo en las plantas, empecé desde abajo, cuidado de plantas, ordenes, preparo órdenes.

*P:* Que es difícil de trabajar como agricultores en Colorado, en las granjas de Colorado. Que sería.

*T1:* Que sería, ¿El tiempo?

*T2:* A veces es el tiempo. El tiempo por que como en este caso que trabajamos aquí no se trabaja todo el año es temporal, entonces en este tiempo como ahorita no trabajamos estamos sin trabajo y difícil porque no ahorra uno tanto dinero para pagar renta, viles, y un poquito más difícil para uno porque no tiene uno ingresos para sobrevivir en este tiempo que no trabajamos.

*P:* ¿En este caso los dos trabajan los dos trabajan en la misma compañía?

*Trabajadores:* Si en la misma compañía.

*P:* ¿Descansan el mismo tiempo?

*Trabajadores:* Si el mismo tiempo.

*P:* ¿Y es un periodo largo?

[NAME] nursery, now I am in a nursery called [NAME] There we have it now but I am working in that area, which is, now it is [NAME] but before it was [NAME] and the other was [NAME].

*P:* Ok

*F2:* But we have more time with these companies and more experience. But now what I do there is maintenance.

*P:* Madam, would you like to tell me something about that?

*F1:* I work in the plants, I started from the bottom, taking care of plants, ordering, preparing orders.

*P:* What's the most challenging thing as a farmer in Colorado, on Colorado farms, what would it be?

*F1:* What would it be, the seasonal timing?

*F2:* Sometimes it's timing. The timing because it's the case that we work here we but not work all year round it's temporary, so during this time of the year as we do not work right now we are out of work and its difficult because one does not save so much money to pay rent, bills, and difficult for one because one does not have an income to survive in as in these times when work is not available.

*P:* In this case, do you both works at the same company?

*Farmworkers:* Yes, in the same company.

*P:* Do you have time-off at the same time?

*T2:* Sí, estamos hablando de unos dos, tres meses.

*P:* Si, difícil. Ok. ¿Qué crees que causa estas dificultades, porque serian estas dificultades?

*T1:* Pues se termina el trabajo porque es afuera, es temporal.

*T2:* Es temporal, y no juntamos mucho dinero, es poco en realidad porque tiene uno gastos. Gastos, tienes que pagar renta, todo lo que es viles, tienes que pagar gasolina, tienes que pagar todo, teléfono, basura, todo tienes que pagar uno. Entonces las cosas son bastante dinero, y es poco lo que gana uno no es suficiente para sobrevivir. Pero estamos un poco mejor, mejor que tiene uno hogar.

*P:* Ok, ¿porque trabajan aquí en Colorado?

*T1:* Por necesidad.

*T2:* Y trabajamos por necesidad pero nos gusta, varios trabajamos, y hemos encontrados varios trabajamos muy buenos y aquí estamos para echarle ganas.

*P:* Ok ¿que los trajo aquí a Colorado?

*T1:* La necesidad.

*T2:* La necesidad honestamente.

*T1:* Para ayudar a la familia que se queda en México. Pues para eso se viene uno deja uno a su familia, para apoyarlos.

*T2:* Pierde uno a sus seres queridos en México. Por ejemplo, yo hace doce años que perdí a mi mama y no puede regresar a México sin tener

*Farmworkers:* Yes, the same time.

*P:* And is it a long period between times off??

*F2:* Yes, we are talking about two, three months.

*P:* Yes, difficult. Okay. What do you think causes these difficulties, why would these difficulties be?

*F1:* Well, the work is temporary because its outside.

*F2:* It is temporary, and we do not collect much money, it is little actually because one has expenses. Expenses, you have to pay rent, everything that is utilities, you have to pay for gas, you have to pay for everything, telephone, garbage, and you have to pay for everything. So things are a lot of money, and little one earns is not enough to survive. But we are a little better, better having a home.

*P:* Ok, why do you work here in Colorado?

*F1:* The need.

*F2:* And we work out of necessity but we like it, several of us work, and we have found several good jobs and here we are to making it work.

*P:* Ok, what brought you here to Colorado?

*F1:* The need.

*F2:* The necessity honestly.

*F1:* To help the family that remains in Mexico. Well, that's why you come, you leave loved ones so that you can support them through our means.

todo. No puede estar con ella. También ella hace poco que perdió a su mamá, que, ¿cuánto hace?

*T1:* Un año

*T2:* Un año que perdió a su mamá, y también ha perdido un hermano aquí hace 11 años. Es triste, porque se va toda la familia ya casi toda mi familia se murió los mayores, nomás me queda mi papá de 81 años en México y eso sí me puede porque ya es un señor mayor. Y yo soy el más chico de mi familia y aquí estoy echándole ganas para mandarles un peso para que sobrevivan allá.

*P:* Pues es muy triste la situación.

*Trabajadores:* Sí

*P:* Ok. Si tuvieron ustedes 60 segundos, si tuvieran un minuto para hablar directamente con los legisladores estatales. Con las personas, ¿qué les dirían, que les pidieran, que les dijeran?

*T2:* Pues que nos echarán la mano, nos echarán la mano para superar a algo más nosotros y poder salir más fuerte en este país, para hacer nuestros trabajos mejor.

*F2:* We lose our loved ones in Mexico. For example, twelve years ago I lost my mother and I cannot return to Mexico without having everything in order. I couldn't be with her. She, too, recently lost her mother, what, how long has she been?

*F1:* One year

*F2:* One year she lost her mother, and she also lost a brother here 11 years ago. It's sad, because the whole family is walking on and almost all of my family died, the ones who were older, I only have my 81-year-old father in Mexico and that hurts me because he is an elderly man. And I am the youngest in my family and here I am working hard so that I can send them a peso so that they survive over there.

*P:* Well, the situation is very sad.

*Farmworkers:* Yes

*P:* Okay. If you had 60 seconds, if you had a minute to speak directly to state legislators, with people, what would you say, ask them, tell them?

*F2:* Well, they will help us, they will help us to overcome and reach something else and to be able to come out stronger in this country, and be able to do our jobs better.

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1/27/2021	North	North1 (Brighton, Longmont, Ft. Lupton - Adams, Weld, Larimer)	Teresa Gomez

Transcribed from original audio:

[https://drive.google.com/file/d/19GJY9yTO5Hq9y0HrShFMh\\_kXIM8qB9MR/view](https://drive.google.com/file/d/19GJY9yTO5Hq9y0HrShFMh_kXIM8qB9MR/view)

<b>[Original Spanish Transcript]</b>	<b>[Translated English Transcript]</b>
<p><b>Promotora:</b> Empezando la entrevista con otro trabajador del campo de aquí de Colorado Empezamos con esta persona que está trabajando en el área de plantaciones Y recogiendo las frutas, verduras, desde plantar hasta cosechar. Vamos a empezar con la Primera pregunta. ¿Me puedes decir sobre lo que es trabajar en Colorado como trabajador agrícola?</p> <p><b>Trabajadora 1:</b> Si pues, algo difícil pero a la vez es algo bonito porque ahí puede comer de las verduras que ay. Lo difícil es porque por el tiempo que llueve, hace calor, hace falta los guantes, equipo para trabajar. Porque se moja uno cuando llueve.</p> <p><b>P:</b> Por favor describe su experiencia trabajando en granjas en Colorado. Como ha sido tu experiencia ¿En el trabajo?</p> <p><b>T:</b> Pues ha sido algo difícil porque llega uno aquí si nada. No tiene uno mueble para moverse y batalla uno para ir a trabajar y todo eso, batalla uno para hacerlo pero sigue uno adelante del modo que sea sigue uno adelante. El trabajo tiene que seguir.</p>	<p><b>Promotora:</b> Starting the interview with another farm worker from here in Colorado. We start with this person who is working in the plantation area And picking the fruits, vegetables, does everything from planting to harvest. Let's start with the First question. Can you tell me what it's like to work in Colorado as a farm worker?</p> <p><b>Farmworker 1:</b> Yes, well, something difficult but at the same time it is something beautiful because there you can eat the vegetables that are grown there. The difficult thing is the weather when it rains or it is hot, or when you need gloves or equipment for work. Because you get wet when it rains, you know.</p> <p><b>P:</b> Please describe your experience working on farms in Colorado. How is your experience?</p> <p><b>F:</b> Well, it has been difficult because one arrives here empty handed and one doesn't have a car to move around and its a struggle to go to work and all that, you struggle to do it but you keep going in any way you can keep going. The work has to go on.</p>

*P:* ¿Que sería algo difícil de trabajar con los agricultores de Colorado en las granjas? ¿Algo difícil, que dificulta, o dificulta a tus compañeros?

*T:* Ya cuando uno empieza a trabajar, ya no es difícil, sabiendo a hacer el trabajo. Lo difícil es cuando recién llega uno son los nervios para seguir en el trabajo.

*P:* ¿Qué crees que causan algunas dificultades?

*T:* El tiempo el clima sobre todo cuando hace mucho calor. Si fatiga uno y quiere tomar bastante agua. Y se llueve tiene que tener uno un hule para cubrirse. Son muchas dificultades trabajar en el campo no es nada fácil, es muy difícil.

*P:* Tienen que trabajar bajo todas las condiciones...

*T:* Sí.

*P:* ¿Porque decidiste venir a Colorado, porque aquí?

*T:* Porque aquí trabajan muchos de familia como mi papa. Llegue aquí porque él fue el que me apoyo para estar yo aquí y seguir adelante yo aquí. Y así por eso estoy aquí.

*P:* ¿Qué fue lo que te hizo venir, inmigrar prácticamente para aquí a Colorado, o venirte a establecer aquí en Colorado?

*T:* La necesidad, la necesidad de no tener nada uno allá en México. Eso fue lo que me motivo venirme para acá.

*P:* ¿Eso te hizo emigrar para acá?

*T:* Si

*P:* What would be a challenge for Colorado farmers? Something difficult, that hinders your ability, or hinders your colleagues?

*F:* Once you start working, it is no longer difficult, because you learn how to do the job. The difficult thing is when you first arrive and get situated its a nerve wracking experience at work.

*P:* What do you think causes some difficulties?

*F:* The weather I'd say the weather especially when it is very hot and cause fatigue and one wants to drink plenty of water. And then it rains, so you have to have a plastic sheet to cover yourself. There are many difficulties working in the fields is not easy, it is very difficult.

*P:* They have to work under all conditions ...

*F:* Yes.

*P:* Why did you decide to come to Colorado, why here?

*F:* Because a lot of family works here like my dad. I got here because he was the one who supported me to be here and to carry on here. And so that's why I'm here.

*P:* What was it that made you come, practically migrate here, or come to settle here in Colorado?

*F:* The need, the need and not having anything over there in Mexico. That was what motivated me to come here.

*P:* Did that make you migrate here?

*F:* yes

*P:* Si tuvieras un minuto para hablar directamente con los legisladores estatales, los representantes, los que tienen poder en el gobierno. ¿Qué les dirías?

*T:* Pues lo mismo de lo que les estoy diciendo, que no es nada fácil trabajar en el campo. Si batallas uno porque luego se le termina uno el trabajo y no tiene uno en donde ir por tener un seguro bueno. Buscando trabajo en el campo, en las granjas.

*P:* ¿Última pregunta, quieres permanecer anónimo?

*T:* Sí.

*P:* Este video grabado sería solo compartido en trabajar con nosotros, pero no sería revelado tu nombre. Sería solo como lo hemos tomado de espaldas y estás de acuerdo que lo divulgamos solo como lo estamos grabando si rostro ni nombre.

*T:* Así está bien.

*P:* Ok, pues muchas gracias y otra cosa que quería agregar es que esta persona está muy emocionada porque su mamá viene mañana de México después de 18 años sin verla y viene y está muy contenta

*T:* Si eso es otra cosa que también es difícil porque uno deja lo que más quiere. Que es sus papas...

*P:* If you had a minute to speak directly to the state legislators, the representatives, the ones with power in government. What would you say to them?

*F:* Well, the same as what I am telling you, that it is not easy to work in the fields. It's a struggle because then your job ends and you don't have a place to go because you lack the proper documentation and resort to looking for work in the more fields, or farms.

*P:* Last question, do you want to remain anonymous?

*F:* Yes.

*P:* This recorded video would only be shared at work with us, but your name would not be revealed. It would only be how we have recorded it facing your back and agree to disclose it only as we are recording it without a face or name.

*F:* This is good.

*P:* Ok, thank you very much and another thing I wanted to add is that this person is very excited because her mother is coming from Mexico tomorrow after 18 years without seeing her and she comes to visit and so she is very happy

*F:* And that is another thing that is also difficult because one leaves those who mean the most to us behind. Our parents...

Date	Region	Region Detail	Recorded by
2/7/2021	North	North2 (Greeley, Evans, Fort Collins, and La Salle - Weld, Larimer)	Elvira Munguia

(Transcribed from original audio):

[https://drive.google.com/file/d/1a99PuA\\_hSf0uLZ5cvAGABXt8Ab9K94wT/view?usp=sharing](https://drive.google.com/file/d/1a99PuA_hSf0uLZ5cvAGABXt8Ab9K94wT/view?usp=sharing)

<b><i>[Original Spanish Transcript]</i></b>	<b><i>[Translated English Transcript]</i></b>
<p>Trabajador: Pues mi trabajo comienza a las 5 de la mañana y básicamente manejo un camión echándole comida a las vacas, en la mañana revisar las condiciones del camión que todo esté bien y luego después a echar comida en los corrales y termino a las 2 o 2:30 de la tarde.</p> <p>Con este trabajo tengo alrededor de cuatro años.</p> <p>Pues lo que hace mas difícil el trabajo es el mal tiempo cuando ay mucha nieve o hay hielo todo se pone más difícil. Ay que andar uno más despacio y se hace más tiempo. Algo que haría mi trabajo más fácil bien sencillo seria equipo más moderno unidades más nuevas mejores condiciones sería algo pues que a mí me facilitaría el trabajo aparte que sería más cómodo hacer el trabajo.</p> <p>Pues respecto al pago no me puede quejar pero uno siempre está buscando la manera de ganar un poco más de hacer un poco más de dinero y cuando ay un aumento le hace sentir más motivado.</p> <p>Necesidades siempre ay pero lo que viene a mente es una inquietud por ejemplo si me dieran uniformes sería gran ayuda para mí sería una carga menos y no tener que estar comprendo y usando mi ropa para el trabajo porque luego se llena de aceite y así ya con uniformes sería una gran ayuda.</p> <p>Si me gustaría permanecer anónimo por favor.</p>	<p>Farmworker: Well, my work begins at 5 in the morning and basically I drive a truck feeding the cows in the morning I check the conditions of the truck that everything is fine and then later to put food in the pens and I finish at 2 or 2: 30 in the afternoon.</p> <p>With this job I have been four years.</p> <p>Well, what makes work more difficult is bad weather when there is a lot of snow or there is ice, everything becomes more difficult. One has to move more slowly and it takes longer. Something that would make my job easier, very simple, would be more modern equipment, newer units, better workplace conditions, it would be something that would make the job easier for me, apart from that it would be more enjoyable to do the job.</p> <p>Well, I can't complain about the pay, but one is always looking for a way to earn a little more to make a little more money and when there is a raise in wage it makes you feel more motivated.</p> <p>There's always needs but what comes to mind is a concern for example if they gave me uniforms it would be a great help for me it would be one less burden and not having to use and wear my clothes for work because then it gets tarnished with oil and so on. uniforms would be a great help.</p> <p>If I would like to remain anonymous please.</p>

Date	Region	Region Detail	Recorded by
2/7/2021	North	North2 (Greeley, Evans, Fort Collins, and La Salle - Weld, Larimer)	Elvira Munguia

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<b><i>[Original Spanish Transcript]</i></b>	<b><i>[Translated English Transcript]</i></b>
<p>Trabajador:</p> <p>Bueno la jornada laboral empieza todos los días a las 4:30 de la mañana para eso ay tener que levantarse una hora antes y preparase para tomar camino al trabajo y yo trabajo en una engorda de ganado en área del Molino. Necesitamos tener todo listo desde las 4:30 am para que ya haiga comida hecha para que los demás departamentos empiecen a trabajar. Básicamente yo estoy dándoles comida al ganado al igual que diferentes actividades todo lo que se vaya presentando desde limpieza a compostura a los aparatos sea mecánico eléctrico soldadura todos los trabajos que se necesitan para que todo el molino funcione bien. No ay tiempo de salida depende de cuantos animales haiga y si no hubo ningún problema durante el día con otros departamentos o con nosotros también y si todo sale bien va para las 2 o 3 de la tarde ya estamos descubándonos pero si ay algún problema no tenemos hora hasta que se componga para poder hacer comida al siguiente día.</p> <p>En este trabajo, yo llegue en agosto 2018 tengo dos años y medio trabajando en este lugar estado trabajando en el área del molino allí donde trabajo es rodadoras mixto y elevador para los alimentos son tres áreas allí donde he estado trabajando y se ha dado oportunidad de aprender un poco de todo.</p> <p>Las cosas que hacen que este trabajo se un poco más difícil, es la cuestión climatológica ya que nosotros empezamos a trabajar a las 430 de la mañana y muchas veces se nos congelan los aparatos y no quieren empezar a trabajar en la</p>	<p>Farmworker:</p> <p>Well, the work day starts every day at 4:30 in the morning for that and having to get up an hour earlier and get ready to go to work and I work in a cattle farm in the area of the Mill. We need to have everything ready by 4:30 am so that there is already food made for the other departments to start working. Basically I am giving food to the cattle as well as different activities, everything that is presented from cleaning to composure to the devices is mechanical electrical welding all the work that is needed so that the whole mill works well. There is no departure time it depends on how many animals there are and if there was no problem during the day with other departments or with us as well and if everything goes well it will be for 2 or 3 in the afternoon we are already discovering but if there is a problem we do not have hour until he composes himself so he can make food the next day.</p> <p>In this job, I arrived in August 2018 I have two and a half years working in this place I have been working in the mill area where I work is mixed rolling machines and elevator for food are three areas where I have been working and there has been an opportunity to learn a little about everything.</p> <p>The things that make this job a little more difficult, is the weather issue since we start working at 430 in the morning and many times our devices freeze and they don't want to start working in the morning then do a job Grabbing in the middle is a bit tricky.</p>

mañana entonces hacer un trabajo que se ase al intermedio está un poco complicado.

En cuestión sobre el dinero que me pagan por hacer mi trabajo pienso que está bien para el tiempo que tengo, no es salario gano por hora entonces obviamente todos queremos tener más horas de trabajo para que nos vaya mejor. En general pienso que está bien para el poco tiempo que tengo desempeñado este trabajo.

Gracias a dios no ay necesidades grandes que podemos tener aquí lo más pesado es estar lejos de la familia. En mi caso y para todos los que vivimos ya aquí yo tuve la oportunidad de venirme a trabajar para acá con mi esposa y mis hijos. Obviamente al principio si tuvimos algunas necesidades pero ay conforme va pasando y echándole ganas ay hemos podido salir adelante en todo. Gracias a dios todo está bien ahorita. Si me gustaría permanecer anónimo mejor por favor.

Regarding the money they pay me to do my job, I think it's fine for the time I have, it's not an hourly wage so obviously we all want to have more working hours so that we can do better. In general I think it is fine for the short time I have been doing this job.

Thank God there are no great needs that we have here, the heaviest thing is being away from the family. In my case and for all of us who already live here, I had the opportunity to come to work here with my wife and children. Obviously at the beginning we did have some needs, but as it goes by and we have wanted to, we have been able to get ahead in everything. Thank god everything is fine right now.

I would like to remain anonymous, better please.

Date	Region	Region Detail	Recorded by
2/6/2021	North	North3 (Hudson, Rogen, Wiggins, Prospect Valley, Platteville, Fort Morgan, Yuma, and Burlington - Morgan, Logan Phillips, Sedgwick, Yuma, Washington, Kit Carson)	Laura Salinas

(Transcribed from original audio):

[https://drive.google.com/file/d/18itmraUnxxfBxv\\_rvL4PZ4W8FDOJapO/view?usp=sharing](https://drive.google.com/file/d/18itmraUnxxfBxv_rvL4PZ4W8FDOJapO/view?usp=sharing)

<i>[Original Spanish Transcript]</i>	<i>[Translated English Transcript]</i>
<p>Promotora: Hola mi nombre es Laura Salinas soy promotora de norte región 3 de Yuma Eckley y Wray Colorado. Estamos trabajando para Project Protect de Frontline Farming. Nosotros estamos tratando de llegar a los legisladores estatales para ayudar a la gente agrícola. Tenemos unas propuestas de ley para que les pagan días de enfermo aumentar el salario y algunas otras cosas. ¿Está bien si te hago unas preguntas?</p> <p>Trabajador: Si está bien.</p> <p>P: ¿Vamos a empezar puedes contarme un poco sobre cómo es trabajar en Colorado como trabador agrícola?</p> <p>T: Si pues la verdad es un trabajo poco difícil porque siempre estamos expuestos a los cambios de clima y no es un trabajo que pague muy bien la verdad.</p> <p>P: Que tiene de difícil trabajar como agricultor, agricultores de Colorado en granjas de Colorado. ¿Qué crees que causa estas dificultades?</p> <p>T: Yo creo, pues sabes que metemos muchas horas como en la temporada que trabajamos muchas horas y no nos pagan overtime no tenemos días de vacaciones. Y por el clima es un poco difícil y trabajamos muchas horas y sin que nos paguen el overtime.</p>	<p>Promotora: Hello, my name is Laura Salinas, I am a promoter of North Region 3 of Yuma Eckley and Wray Colorado. We are working for Frontline Farming's Project Protect. We are trying to reach state legislators to help agricultural people. We have some bill proposals to pay sick days, increase the salary and some other things. Is it okay if I ask you a few questions?</p> <p>Farmworker: Yes it is okay.</p> <p>P: Let's get started, can you tell me a little about what it's like to work in Colorado as a farm worker?</p> <p>F: Yes, the truth is, it is a bit of a difficult job because we are always exposed to changes in the weather and it is not a job that pays very well.</p> <p>P: What's difficult to work as a farmer, on Colorado farms? What do you think causes these difficulties?</p> <p>F: I believe, well you know that we put in many hours as in the current season and work long hours and we are not paid overtime we do not have vacation days. And because of the weather, it is a bit difficult and we work long hours and without overtime being paid.</p> <p>P: Why do you work here in Colorado? What brought you here?</p>

P: ¿Porque trabajas aquí en Colorado? ¿Qué te trajo por aquí?

T: Familiares tengo unos que llegaron antes aquí y ya con ayuda de ellos y como también tuve oportunidad de venir para trabajar también.

P: ¿Si pudieras tener 60 segundos para hablar directamente con las legisladores estatales que les dirías?

T: Les diría que me gustaría que nos ayudaron a nosotros como agricultores pues por ejemplo que nos pagaran overtime que tuviéramos un poco más de derechos y que pasaran alguna ley que nos ayudara a nosotros. Por ejemplo yo como inmigrante que si no pudieran ayudar con un permiso de trabajo o alguna cosa otra.

P: ¿Quieres permanecer en anonimato o quieres decir tu nombre?

T: Si quisiera permanecer anónimo por favor.

F: I have family members who arrived here earlier and with their help I also had the opportunity to come to work as well.

P: If you could have 60 seconds to speak directly to state legislators, what would you tell them?

F: I would tell them that I would like them to help us farm workers, for example for them to pay us overtime, to have a few more rights and to pass some law that would help us. For example, as an immigrant, what if they could help with a work permit or something else.

P: Do you want to remain anonymous or do you want to say your name?

F: I would like to remain anonymous please.

Date	Region	Region Detail	Recorded by
2/6/2021	North	North3 (Hudson, Rogen, Wiggins, Prospect Valley, Platteville, Fort Morgan, Yuma, and Burlington - Morgan, Logan Phillips, Sedgwick, Yuma, Washington, Kit Carson)	Laura Salinas

(Transcribed from original audio): <https://drive.google.com/file/d/1yKnvojR10N2KsOsQDsdccloLfO-Q51j9/view?usp=sharing>

<i>[Original Spanish Transcript]</i>	<i>[Translated English Transcript]</i>
<p>Promotora: Hola mi nombre es Laura Salinas, soy promotora de norte región 3 de Yuma Eckley y Wray Colorado. Estamos trabajando para Project Protect de Frontline Farming nosotros estamos tratando de llegar a los legisladores estatales para ayudar a la gente agrícola tenemos unas propuestas de ley como pagarle los días de enfermo aumentarles el salario entre otras cosas. ¿Le puedo hacer unas preguntas sobre cómo es trabajar en Colorado como trabajador agrícola?</p> <p>Trabajadora: Pues es muy difícil aquí porque el clima es muy frío y pues si fuera solo unas pocas horas de 8 a 10 horas como es lo que se trabaja aquí estaría bien pero aquí siempre nos trabajan de 10 a 15 horas al día y pues hacemos como 50 o 60 horas por semana entonces es mucho es muy cansado pues aparte que son muchas horas no están bien pagadas como deberían en verdad porque es un trabajo muy difícil porque no paran a veces de día y hasta la noche y a veces es un poco difícil pero si es muy bonito vivir aquí.</p> <p>P: ¿Qué tiene de difícil trabajar además de lo que me ha dicho, trabajar como agricultor en Colorado que cree que le causan estas dificultades?</p> <p>T: Pues causa que uno tiene que estar lejos de la familia y uno no tiene una vida normal porque uno se la mantiene en el trabajo por lo mismo de tantas horas y resulta en no ver a sus hijos duran un buen tiempo sin verlos.</p>	<p>Promotora: Hello my name is Laura Salinas, I am a promoter of North Region 3 of Yuma Eckley and Wray Colorado. We are working for Frontline Farming's Project Protect. We are trying to reach state legislators to help agricultural people. We have bill proposals such as paying sick days, increasing their wages, among other things. Can I ask you some questions about what it's like to work in Colorado as a farm worker?</p> <p>Farmworker: Well, it is very difficult here because the weather is very cold and if it were only a few hours from 8 to 10 hours as what the norm to work here is it would be fine but here we always work from 10 to 15 hours a day and we do about 50 or 60 hours a week so it's a lot it's very tiring because apart from the fact that there are many hours they are not well paid as they really should because it is a very difficult job because they do not stop sometimes during the day and even at night and sometimes it is a little difficult but yes it is very nice to live here.</p> <p>P: What's so difficult about working besides what you've told me, working as a farmer in Colorado what do you think is causing you these difficulties?</p> <p>F: Well, it causes one to be away from the family and one does not have a normal life because one stay at work for so many hours and it results in not seeing their children for long period of time without seeing them.</p>

P: ¿Y porque trabaja aquí en el estado que lo traja aquí a Colorado?

T: Es porque aquí están mis hermanos y mi familia y es la gran parte. Cuando recién llegue aquí con alguien y para empezar desde el empiezo y porque ay mucho hispano también.

P: ¿Si pudiera tener 60 segundos para hablar directamente con legisladores estatales que les diría?

T: Les diría que si nos gustaría una ayuda de ellos sobre por lo menos pagar un poquito más porque si batalla uno y aparte también el trabajo es para el gobierno y para el bien de Estados Unidos por la agricultura y si es muy difícil y me gustaría que nos pagar un poco mejor que ellos supieran el trabajo de uno.

P: ¿Quieres permanecer en anonimato o quisieras dar tu nombre?

T: No así está bien.

P: Ok gracias

P: And why do you work here in the state what brings you here to Colorado?

F: It is because my brothers and my family were here and that is the main part. When I first arrived here I stayed with someone and started from the beginning and because there is a lot of Hispanics too.

P: If you could have 60 seconds to speak directly to state legislators, what would you tell them?

F: I would tell them that we would like some help from them at least about paying a little more because one does struggle and also the work is for the government and for the good of the United States and agriculture and it is very difficult and I would like them to pay us a little better for if they only knew your work.

P: Do you want to remain anonymous or would you like to give your name?

F: No it's fine like that.

P: OK thanks

Date	Region	Region Detail	Recorded by
2/6/2021	North	North3 (Hudson, Rogen, Wiggins, Prospect Valley, Platteville, Fort Morgan, Yuma, and Burlington - Morgan, Logan Phillips, Sedgwick, Yuma, Washington, Kit Carson)	Laura Salinas

(Transcribed from original audio):

[https://drive.google.com/file/d/1be6RfivintR0G\\_BzLRmqCtj1Uao8t1BE/view?usp=sharing](https://drive.google.com/file/d/1be6RfivintR0G_BzLRmqCtj1Uao8t1BE/view?usp=sharing)

<i>[Original Spanish Transcript]</i>	<i>[Translated English Transcript]</i>
<p>Promotora: Hola mi nombre es Laura Salinas soy promotora de norte región 3 para Yuma Eckley y Wray Colorado. Estamos trabajando para Project Protect de Frontline Farming. Nosotros estamos tratando de llegar a los legisladores estatales para ayudar a la gente agrícola. Estamos tratando de hacer unas propuestas de ley que pagan los días que están enfermos los agrícolas aumentar el salario entre otras cosas. ¿Le puedo hacer unas preguntas?</p> <p>Trabajadora: Claro que si</p> <p>P: ¿Puedes contarme un poco sobre cómo es trabajar en Colorado como trabajador agrícola?</p> <p>T: Cree que no mas es mucho el trabajo y muy pesado.</p> <p>P: ¿Qué tiene de difícil trabajar con agricultores de Colorado y granjas de Colorado?</p> <p>T: Pues creo que son muchas horas de trabajo como yo trabajo con ganado tengo que trabajar todos los días este malo o cual quiere otra cosa como un compromiso con mi familia tengo que estar trabajando de todas maneras.</p> <p>P: ¿Y que crees que causan todas estas dificultades?</p>	<p>Promotora: Hello, my name is Laura Salinas, I am a promoter of North Region 3 for Yuma Eckley and Wray Colorado. We are working for Frontline Farming's Project Protect. We are trying to reach out to state legislators to help agricultural people. We are proposing bills that pay for the days that farmers are sick, increasing wages among other things. May I ask you some questions?</p> <p>Farmworker: Of course</p> <p>P: Can you tell me a little about what it's like to work in Colorado as a farm worker?</p> <p>F: I believe that the work is too much and very heavy.</p> <p>P: What's so difficult about working with Colorado farmers and Colorado farms?</p> <p>F: Well, I think there are many hours of work as I work with cattle I have to work every day whether I'd be ill or something else like a commitment to my family but I have to be working anyway.</p> <p>P: And what do you think causes all these difficulties?</p> <p>F: I think that right now it is rather that we need work but since they pay very little we have to work a little more to support our family.</p>

T: Creo que ahorita es más bien que necesitamos el trabajo pero como pagan muy poco tenemos que trabajar un poco más para sostener la familia.

P: ¿Porque trabajas aquí en Colorado, que te trae por aquí?

T: Por primero es por mi familia para sostener mi familia y es porque aquí está mi familia y porque necesito el trabajo para sostener a mi familia.

P: ¿Si pudieras tener 60 segundos para hablar directamente con los legisladores estatales que les dirías?

T: Creo que yo pudiera decirles que necesitamos más personas para hacer el trabajo que es y que nos podrían pagar más y los días que esta uno enfermo que nos pudieran pagar y nos pagaran overtime y claro también algún tipo de permiso para poder estar legalmente trabajando como es debido.

P: ¿Quieres permanecer en anónimo o quieres dar u nombre?

T: No así está bien.

P: Ok gracias.

P: Why do you work here in Colorado, what brings you here?

F: First of all its for my family to support my family and it is because my family is here and because I need the work to support my family.

P: If you could have 60 seconds to speak directly to state legislators, what would you tell them?

F: I think I could tell them that we need more people to do the job that it really is and that they could pay us more and the days that one is sick that they could pay us and pay us overtime and of course also some kind of permit to be able to be legally working as is due.

P: Do you want to remain anonymous or do you want to give your name?

F: I'm fine like that.

P: OK thanks.

Date	Region	Region Detail	Recorded by
2/6/2021	North	North3 (Hudson, Rogen, Wiggins, Prospect Valley, Platteville, Fort Morgan, Yuma, and Burlington - Morgan, Logan Phillips, Sedgwick, Yuma, Washington, Kit Carson)	Cecilia Meras

(Transcribed from original audio):

<https://drive.google.com/file/d/1aFuhA04Wnp8nX2nwMmqg1rwcKmxMjZot/view>

<i>[Original Spanish Transcript]</i>	<i>[Translated English Transcript]</i>
<p>Promotora: Hola soy Cecilia Meras soy organizadora de región norte 3 de Yuma Eckley y Wray Colorado. Nuestro trabajo está tratando de llegar a los legisladores estatales para unas presupuestas de ley para la gente agrícola como el aumento de salario y entre otras cosas. ¿Puedo hacerle unas preguntas?</p> <p>Trabajador: Claro que sí.</p> <p>P: ¿Puede contarme un poco sobre cómo es trabajar en Colorado como trabajador agrícola? Por favor describa su experiencia trabajando en granjas de Colorado.</p> <p>T: Mire trabajar aquí en Colorado es un poco difícil es un estado poco racista y son largas jornadas de trabajo muy difíciles y casi no dan descanso.</p> <p>P: ¿Qué tiene de difícil trabajar con agricultores de Colorado y granjas en Colorado? ¿Qué crees que causan estas dificultades?</p> <p>T: Creo que volvemos a lo mismo que he dicho que son largas jornadas pagan poco lo que eso se me hace difícil.</p> <p>P: ¿Porque trabaja aquí en Colorado, que lo trae por aquí?</p> <p>T: Aquí ay más oportunidades para trabajar en lo que una sabe hacer cuales son agricultura y granjas.</p>	<p>Promotora: Hi, I'm Cecilia Meras I'm an organizer for North Region 3 of Yuma Eckley and Wray Colorado. Our work is trying to reach state legislators for bills proposed for agricultural people like wage increases and among other things. Can I ask a few questions?</p> <p>Farmworker: Of course.</p> <p>P: Can you tell me a little about what it's like to work in Colorado as a farm worker? Please describe your experience working on Colorado farms.</p> <p>F: Look working here in Colorado is a bit difficult it is a slightly racist state and long shifts are very difficult and there is hardly any resting.</p> <p>P: What's so difficult about working with Colorado farmers and Colorado farms? What do you think causes these difficulties?</p> <p>F: I think we return to the same thing that I mentioned that they are long days that pay very little which is difficult for me.</p> <p>P: Why do you work here in Colorado what brings you here?</p> <p>F: There are more opportunities to work in what I know how to do which is agriculture and farms.</p>

P: ¿Si pudiera tener 60 segundos para hablar directamente con los legisladores estatales que les diría?

T: Que nos tengan más en cuenta que nos ayudan más en ciertas cosas y que nos suban el salario porque creo que está muy mal pagado trabajamos mucho hacemos mucho y no nos pagan bien creo que todo sube menos el salario.

P: ¿Quiere permanecer en anonimato?

T: La verdad si no quiero que alguno de mis patrones se enterara y me pudieran correr por dar esta entrevista.

P: Ok muchas gracias por darme la entrevista, gracias.

T: De nada.

P: If you could have 60 seconds to speak directly to state legislators what would you tell them?

F: That they take us into account that they help us more in certain things and that they raise our wage because I think it is very badly paid we work a lot we do a lot and they do not pay us well I think everything goes up except the wages.

P: Do you want to remain anonymous?

F: Honestly I do because I don't want any of my employers to find out as they could fire me for giving this interview.

P: Ok thank you very much for giving me the interview thank you.

F: You're welcome.

Date	Region	Region Detail	Recorded by
2/4/2021	North	North3 (Hudson, Rogen, Wiggins, Prospect Valley, Platteville, Fort Morgan, Yuma, and Burlington - Morgan, Logan Phillips, Sedgwick, Yuma, Washington, Kit Carson)	Priscila Ramirez

(Transcribed from original audio): [https://drive.google.com/file/d/1QLeTzqpo2XW5\\_U0vnJoTFkhlrXgPPUm/view](https://drive.google.com/file/d/1QLeTzqpo2XW5_U0vnJoTFkhlrXgPPUm/view)

<i>[Original Spanish Transcript]</i>	<i>[Translated English Transcript]</i>
<p>Promotora: Hello</p> <p>Trabajador: Yes</p> <p>P: ¿Está usted de acuerdo que grabemos esta llamada?</p> <p>T: Si está bien estoy de acuerdo.</p> <p>P: Muy bien empecemos con la primera pregunta. ¿Puede contarme un poco sobre cómo es trabajar en Colorado como trabajador agrícola? Por favor describe su experiencia trabajando en granjas de Colorado.</p> <p>T: Mi experiencia en granjas de aquí en Colorado es que pagan muy poco. Pagan muy poco los salarios pagan muy poco los encargados todo el tiempo te siguen con más trabajo ¿me entiende? Ese es la única razón en lo que es el campo y lecherías.</p> <p>P: ¿Qué tal son las condiciones de trabajo?</p> <p>T: Pues las condiciones de trabajo pues son muy malas en esta razón por los lonches te quieren dar solo un lonche a las 12 del día. Hay lugares que no más le quieren dar un lonche y otros lugares que los baños que tienen están muy mal no ay o no tienen servicios los negocios cual estén arreglados. Eso es un problema.</p>	<p>Promotora: Hello</p> <p>Farmworker: Yes</p> <p>P: Do you agree that we record this call?</p> <p>F: Its ok I agree.</p> <p>P: Ok let's start with the first question. Can you tell me a little about what it's like to work in Colorado as a farm worker? Please describe your experience working on Colorado farms.</p> <p>F: My experience with farms here in Colorado is that they pay very little. They pay very little in salaries very little and managers follow you with more work all the time, do you understand me? For that reason in what is field and dairy work.</p> <p>P: How are the working conditions?</p> <p>F: Well the working conditions are very bad for this reason. They want to give you only one lunch [break] at 12 noon. There are places that no longer want to give you any lunch and other places that the bathrooms they have are very bad and the businesses don't arrange for those services. That is a problem.</p> <p>P: Regarding the salary, do you think they pay enough?</p>

<p>P: ¿Referente al sueldo usted cree que pagan lo suficiente?</p> <p>T: Yo pienso que los sueldos a lo que es el trabajo más pesado del campo y lecherías yo pienso que lo sueldos están MUY bajos. Es muy poco dinero.</p> <p>P: ¿En su experiencia en los lugares en donde ha trabajado le ha tocado que le paguen por hora o por sueldo?</p> <p>T: Es por hora. Es por hora. Es por hora.</p> <p>P: ¿Y cuanto le pagan la hora?</p> <p>T: A \$13 la hora.</p> <p>P: ¿Disfruta de días de vacaciones o pagadas o días de enfermedad?</p> <p>T: De todo el tiempo que tengo yo en Colorado y he trabajado en lechería, pocas horas he trabajado en el campo, y en lecherías nunca he agarrado vacaciones ningún beneficio de días de enfermedad ningún día extra que me han pagado no he agarrado lo que es nada de lo que son empresas de lecherías.</p> <p>P: ¿La segunda pregunta es qué tiene de difícil de trabajar con agricultores de Colorado y granjas de Colorado? ¿Cuál cree que es la causa más difícil o lo más difícil trabajar en granjas de aquí en Colorado?</p> <p>T: Lo más difícil es que en tiempos de frio tiene uno que trabajar en temperaturas muy bajas no importa si está nevando este lloviendo este bajo cero uno tiene que hacer los trabajos como quebrarles el hielo del agua a las vacas cuidar de los animales así que no importa el clima o nada de eso tiene que hacer uno el trabajo. No hay nadie que lo haga.</p> <p>P: ¿En su experiencia como le ha tocado que lo traten los patrones o agricultores aquí en Colorado, los encargados de las tierras?</p>	<p>F: I think the salaries for what is the toughest work in the fields and dairies I think the salaries are VERY low. It is very little money.</p> <p>P: In your experience in the places where you have worked have you been paid by the hour or by salary?</p> <p>F: It is per hour. It is per hour. It is per hour.</p> <p>P: And how much do they pay you per hour?</p> <p>F: At \$13 an hour.</p> <p>P: Do you enjoy any vacation paid or sick days?</p> <p>F: Of all the time that I have been in Colorado I have worked in dairy few hours I have worked in the field and in dairies I have never taken vacations no benefits of sick days no extra days that have ever been paid. I have not received what is anything from dairy companies.</p> <p>P: The second question is what is so difficult about working with Colorado farmers and Colorado farms? What do you think is the hardest or makes it most difficult to work on farms here in Colorado?</p> <p>F: The most difficult thing is that in cold times one has to work in very low temperatures it does not matter if it is snowing if it's raining if its below zero one has to do the work like breaking the ice on the water for the cows and taking care of the animals so it doesn't matter what the weather is or none of that one has to do the job. There is no one to do it.</p> <p>P: In your experience, how have you been treated by landlords or farmers here in Colorado, those in charge of the lands?</p> <p>F: The managers they are a little --- that is the problem with one's race that managers always try to demand more work but never ask for a raise they never tell the boss "give the workers a raise" never and that's the same reason because of one's race.</p>
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T: Los encargados si son un poco--- ese es el problema con la raza de uno que los encargados siempre te tratan de exigir más trabajo pero nunca piden un aumento nunca le dicen al patrón “dale un aumento a los trabajadores” nunca y es por la misma raza de uno.

P: ¿Y usted porque no ha pedido un aumento directamente con el patrón? ¿Es por la barrera del idioma que no habla inglés o porque no ay contacto más cercano con los patrones?

T: No hay ese contacto con los patrones. Ahorita no ay ese contacto cercano ya que ellos han puesto unas reglas con uno y no más puede hablar de su encargó con el encargado para que uno no le pida el aumento directamente al patrón. Son cosas que han puesto ellos los empresarios de la ganadero han puesto eso para que uno no se dirija al patrón para no pagar más dinero. Dicen te pago esto y esto es y se quedó así.

P: ¿Entonces no ay posibilidad ni de porque usted tiene algunas habilidades especiales o es bueno para desempeñar su trabajo no hay posibilidad de que haiga ningún aumento porque no se puede hablar directamente con el patrón es verdad?

T: Exactamente. Y más que es mi problema lo que se fue causar lo del Coronavirus yo pienso que vino a causar un poco de problemas. Trabajo en Colorado si hay ay muchos diferentes trabajos que se hacer como lo de maquinista el problema es que soy ‘ilegal’ no tengo papeles y es donde se acaba todo.

P: ¿Entonces su único recurso de trabajo es trabajar en agricultura por falta de documentos?

T: Exactamente. Es un problema que tengo que ya ahora me está causando muchos problemas. Solamente es en lechería o en el campo. Yo sé hacer muchas cosas pero no me aceptan por eso mismo.

P: Ay... ¿Porque trabaja en Colorado porque está aquí en Colorado?

P: And why have you not requested a raise directly with the employer? Is it because of the language barrier that you don't speak English or because there is no close contact with employers?

F: There is no such contact with the bosses. Right now there is no close contact since they have set some rules where you can only talk about your job with the manager so that you don't ask the boss for the raise directly. These are things that the entrepreneurs of the cattle ranch have put that so that one does not go to the employer and to not pay more money. They say I pay you this much and this is it and it stays that way.

P: So there is no possibility because you have some special skill or do a good job, there is no possibility that there will be any increase because you cannot speak directly with the employer, is it true?

F: Exactly. And more my problem is what the Coronavirus has caused I think it has caused a bit of problems. There's plenty of work in Colorado and there are many different jobs that I can do as a machinist, the problem is that I am 'illegal' I don't have papers and that's where it all ends.

P: So your only job resource is working in agriculture due to lack of documents?

F: Exactly. It is a problem that I have that is causing me many problems right now. It is only on the dairy or in the field. I know how to do many things but they don't accept me for that very reason.

P: Oh... Why do you work in Colorado why are you here in Colorado?

F: That is a very good question. I come from Vegas and in Vegas I have good employers and I always work very well but I got sick and I can no longer work at night I could no longer sleep and I can no longer work at night... Then they discovered that my altitude the altitude at which I was born in my town is the same in Colorado. It has the same level and that is the reason that I came to Colorado. But

T: Esa es muy buena pregunta. Yo vengo de Vegas y en Vegas tengo buenos patrones yo siempre trabaje muy bien pero me enferme y ya no puedo trabajar de noche ya no podía dormir ya no puedo trabajar de noche...Entonces descubrieron que mi altura la altura en la cual nací en mi pueblo es la misma en Colorado. Tiene el mismo nivel y esa es la razón que yo vine a Colorado. Pero en Vegas tengo y hay mucho trabajo de lo que yo sé hacer.

P: Ok. ¿Si usted pudiera o tendría 60 segundos para hablar directamente con un legislador estatal que les diría?

T: Que trataran de ver como se trabaja en la agricultura lo que es el campo lo que es la ganadería para estar bien seguros que se pagan los sueldos exactos y que se dan el break exactamente a sus horas que se trate bien a la gente que tengan todas sus cosas en orden.

P: Aja, ok. ¿Algo más que quisiera agregar?

T: No pues yo digo que no.

P: ¿Algo que no le he preguntado que si usted quisiera que se supiera sobre lo que son las injusticias que se lleva un trabajador agrícola?

T: La injusticia que está pasando aquí en Colorado que yo he mirado con los patrones es que los patrones quieren en lo que es en ganadería ellos se están poniendo de acuerdo para pagar el mismo sueldo. Aquí si dejas este trabajo de aquí y se va y busca otro allá le pagan lo mismo todos quieren pagar lo mismo. Y 12 horas quieren darte 12 horas y yo pienso que eso no es correcto. No hay ninguna lechería que no te quieran dar 12 horas unas a \$13 otras a \$12 pero puro 12 horas.

P: ¿Y no ay que si se siente mal o se enferma o algo es verdad tiene que ser las 12 horas por corrido?

T: 12 horas. Ay casos que si usted llama que está enfermo para el otro día esta despedido porque no le creen.

in Vegas I do have access and there is a lot of work that I know how to do.

P: Okay. If you could have 60 seconds to speak directly to state legislators what would you tell them?

F: That they will try to see how agriculture is worked what the field is what livestock is to be sure that the exact salaries are paid and that they give the breaks exactly at their hours that people all are treated well and they have their things in order.

P: I see ok. Anything else you would like to add?

F: No, I don't think so.

P: Something that I have not asked you is if you would like it is known about what injustices an agricultural worker has?

F: The injustice that is happening here in Colorado that I have witnessed with the bosses is that the bosses want in livestock is agreeing to all pay the same salary. If you leave this job here and go and look for another one there they pay the same everyone wants to pay the same. And 12 hours they want to give you 12 hours and I think that is not correct. There is no dairy that does not want to give you 12 hours, some at \$13, others at \$12, but always 12 hours.

P: And what if you feel ill or get sick or something is it true it has to be 12 hours in a row?

F: 12 hours. There are cases that if you call in that you are sick the next day you are fired because they do not believe you.

P: Family emergencies also one cannot take a day for a family emergency?

F: There are companies that give it to you and companies that don't. As far as I have been concerned I have never asked for that and the days that I personally get sick the check came out small they never paid me the day. Here in

P: ¿De emergencias familiares tampoco pueden tomar un día por una emergencia familiar?

T: Ay compañías que te lo dan ay compañías que no. A mí en lo que me ha tocado yo nunca he pedido eso y los días que a mí me toco personalmente que me enferme el cheque salió chico nunca me pagaron el día. Yo aquí en Colorado nunca he agarrado así un benéfico de día pago de vacaciones eso yo nunca agarre días extras nunca en lo que ya tengo 15 años.

P: Ok. ¿Cómo ha visto usted que se ha manejado entre los trabajadores de lecherías o trabajadores agrícolas la condición de Covid? ¿Se le ha dado la importancia que tiene o no le importa realmente a los patrones de lo que está pasando?

T: No yo digo que a ellos les importa. A ellos lo que les importa es el trabajo y no les importa porque en mi segundo trabajo que tuve allí cada quien agarra una maquina luego viene otro y la agarra también. Yo le dije al patrón que no podíamos estar agarrando las cosas de uno y del otro y él dice que no pasa nada. Pero yo pienso que ni le ponen importancia a eso.

P: Ok, muy bien. ¿Usted quisiera darnos su nombre o prefiere permanecer anónimo?

T: No prefiero estar así anónimo.

P: Muy bien pues muchas gracias por su ayuda y esperemos que hay un cambio a beneficio a los trabajadores agrícolas. Gracias.

T: Ok muchas gracias.

P: Que pase buenas noches

Colorado I have never taken a vacation pay day benefit I have never taken extra days pay ever in what has already been 15 years.

P: Okay. How have you seen the Covid condition handled among dairy workers or agricultural workers? Has the importance been given to it or do the bosses really care about what is happening?

F: I'm saying they don't care. What matters to them is the work and they don't care because in my second job that I had there each person handles a machine then another comes and handles it too. I told the boss that we couldn't be handling each other's things and he says nothing will go wrong. But I think they don't even care about it.

P: OK well. Would you like to give us your name or do you prefer to remain anonymous?

F: I prefer to be anonymous.

P: Very well thank you very much for your help and hopefully there is a change to benefit agricultural workers. Thanks.

F: OK thank you very much.

P: Have a good night

Date	Region	Region Detail	Recorded by
2/7/2021	North	North2 (Greeley, Evans, Fort Collins, and La Salle - Weld, Larimer)	Soraya Leon

Mrs. A is an 18-year-old hardworking [hemp] picker, she has worked in the fields for a long time in Weld County, previously she has worked in LA picking grape, packing carrots and orange, after that she moves to Colorado, where her 8-month-old baby borne. She says living and working at Colorado as farm worker is not all bad. Sometimes is too hard for wheatear conditions, because the weather makes their work complicated, especially because the bosses don't even give them face masks for the dust and they don't let them wear gloves so as not to damage the [hemp]. She said is difficult not because the hard work but the abuse. She comments that although it is not that difficult to collect [hemp], it is challenging to breathe the dust all the time and although the employer has offered her a good salary, unfortunately they did not fulfill their commitment and did not pay them what they worked, in fact she was not the only one employee who was left without pay, there were even people who were owed wages since May.

She shared a bad experience in Colorado when an employer refused to pay them, and no longer answered their calls or allowed them to come to the farm. She strongly feels that there should be regulations, someone to help them, because that is not fair, she has had to borrow, she even asked institutions for help, but the help she received from them was little. She comments that we, PPPN has been the only organization that has helped her. When asked what she would say to senators given the chance, she commented that she would like them to protect and help them, to have a fair treatment and to be paid for what they have worked on time and not months later, because she has to support her baby and her husband was also fired without pay. That makes life very difficult for them.

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2/7/2021	North	North2 (Greeley, Evans, Fort Collins, and La Salle - Weld, Larimer)	Soraya Leon

Ms. R is a farm worker who has worked in various areas, such as onion picking, vegetables, hemp, onion packing plants and meat packing plants. She has lived in Weld County for over 20 years, since she came to the USA. She commented that working in the fields is the hardest and lowest paying job, except for hemp picking, where they pay the best. She and her coworkers inhale dust all the time and the foremen do not let them go to the bathroom, and they are not provided face masks or gloves. One particularly bad experience she had was working in a meat packing plant, where she had an accident that left her unable to continue working. She shared that that was the most terrifying experience she had ever lived, because the band in the machine took her hair and detached her entire scalp, leaving the muscles of her head, neck and arms injured. She says because of that, she works less now as very sunny or very cold weather causes her a lot of pain, but thanks God that she is getting better. When asked what she would say to Colorado lawmakers, she said she would like the laws to help regulate their immigration situations. She explains that many people, herself included, have worked a lot and very hard and do it without insurance or a retirement fund. She asks that at least they receive the minimum since they work a lot and very hard, and then there they leave the body and the soul.

## WhatsApp Chat con [SH] en español

[original transcript]	[english translation]
SH: Hola	SH: Hi
Kassandra: ¡Hola!	Kassandra: Hi!
SH: Tengo en mis manos unas hojas para contar la historia de un campesino	SH: I have in my hands some sheets to tell the story of a farmworker
Kassandra: ¿Tienes una historia?	Kassandra: Do you have a story?
SH: Si	SH: Yes
Kassandra: Fantástico ¿puedes enviármelo aquí?	Kassandra: Fantastic, can you send it to me here?
SH: No soy bueno para escribir. Pero quiero escribir lo que he logrado ver y sentido con mis propios ojos	SH: I am not good at writing. But I want to write what I have seen and felt with my own eyes
Kassandra: No importa, escribe lo o me habla con WhatsApp Le ayudaré a contarlo sin importar lo que escribas o como salga la Ortografía	Kassandra: It does not matter, write it or talk to me with WhatsApp I will help you tell it no matter what you write or how the Spelling turns out
SH: Creo que la escritura puede ser más detallada. Escrito tal vez puedan entender lo que hacen los hombres en el campo	SH: I think writing can be more detailed. Written maybe they can understand what farmworkers do in the fields
Intentaré describir lo que he visto Mi pregunta es ¿para qué servirá?	I will try to describe what I have seen My question is what will it do?
Kassandra: Este mes estamos hablando con legisladores para ayudar a los trabajadores agrícola y la población rural. Estamos usando historias, sin nombres, para explicar por qué se necesita más ayuda en las pequeñas granjas y pueblos. Estamos tratando de cambiar las leyes en Colorado para ayudar a nuestra comunidad.	Kassandra: This month we are speaking with legislators to help agricultural workers and the rural population. We are using stories, without names, to explain why more help is needed in small farms and towns. We are trying to change the laws in Colorado to

No usaré su nombre con esta historia para que estés a salvo.

SH:

No importa. Lo peor que puede pasar es que me manden a mi país.

Tenemos una pequeña hija lo único que nos preocupa es quedarnos o irnos juntos 😊

Kassandra:

Es muy importante

SH:

Gracias

Nunca fui buena relatando historias en la escuela.

No sé cómo empezar

Pero sé que valdrá la pena hacerlo

Kassandra:

¿Dónde vive en Colorado?

SH:

Si

Kassandra:

¿Y cuál pueblo o ciudad?

SH:

Me emociono mucho saber que puedo ayudar no sólo a mi esposo con la su historia si no a los trabajadores agrícola

La junta, Colorado

Kassandra:

Que bien 👍

¿Cómo es trabajar en Colorado como trabajador agrícola? Háblame de su jefe, el clima, su salario.

SH:

Y todo comenzó por qué le dije [promotora] que no estaba de acuerdo como exigían una reforma migratoria. Que era mejor exponer todo lo que pasan y todo lo que sufren y tocar sus corazones para que nos den la seguridad de seguir trabajando sin temor

help our community.

I will not use your name in this story to keep you safe.

SH:

It does not matter. The worst that can happen is that they can send me back to my country.

We have a little daughter; the only thing we worry about is staying or going together 😊

Kassandra:

It's very important

SH:

Thanks

I was never good at telling stories in school. I do not know how to start

But I know it will be worth doing

Kassandra:

Where do you live in Colorado?

SH:

Yes

Kassandra:

And what town or city?

SH:

I am very excited to know that I can help not only my husband with his story but also the agricultural workers

La junta, Colorado

Kassandra:

That's good 👍

What is it like to work in Colorado as a farm worker? Tell me about his boss, the weather, his salary.

SH:

And it all started because I told her [promotora] that I did not agree with how they demanded immigration reform. That it was better to expose everything they go through and everything they suffer and touch their hearts so that they give us

Kassandra:  
Cuéntame más sobre la inmigración en relación con la agricultura

SH:  
Hace unos meses atrás surgió un rumor que andaba I.C.E. entre las tierras agarrando a los trabajadores para derrotarlos. Veía la cara de tristeza en mi esposo decirme, "Si me agarra migración en el campo ¿qué vamos hacer?"

Era desgarrador ver su cansancio por las largas horas laborales y el calor extremo unido a esto la preocupación que pasaría con nosotras

Kassandra:  
¿Y ahora? ¿Todavía tienes miedo?

SH:  
He visto cómo se va a trabajar cuando todavía no sale el sol y llegar cuando el sol ya se metió. 12 horas trabajando con un salario mínimo, pero que sabemos que con eso sobrevivimos en este país y estamos bien. Llega arrastrando sus botas pesadas por el lodo y al quitárselo ver sus pies hinchados de todo el día caminar

Kassandra:  
¿Y tienes un médico que pueden visitar?

SH:  
Si el miedo siempre está presente y siento tristeza saber que únicamente está trabajando no está haciendo nada mal sólo trabajo por un mejor porvenir para nuestra hija  
En su trabajo, no.  
Hay una clínica en pueblo donde nos atienden

Kassandra:  
¿Tienen tiempo para visitar la clínica?

SH:  
Dependiendo de la temporada  
Si en el tiempo del calor cuando hay mucho trabajo pedimos una cita lo más tarde que puedan en la clínica  
Años atrás yo tuve muchos problemas para poder tener un hijo

the security of continuing to work without fear.

Kassandra:  
Tell me more about immigration in relation to agriculture

SH:  
A few months ago a rumor emerged that I.C.E. was going between the lands grabbing the workers to derail them. I saw the sad face on my husband tell me, "If migration catches me in the countryside, what are we going to do?"

It was heartbreaking to see his fatigue from the long working hours and the extreme heat coupled with the worry that he would spend on us.

Kassandra:  
And now? Are you still afraid?

SH:  
I have seen how they go to work when the sun has not yet risen and arrive when the sun has already set. 12 hours working with a minimum wage, but we know that with that, we survive in this country and we are fine. He arrives dragging his heavy boots filled with mud and when he takes them off I get to see his feet swollen from walking all day

Kassandra:  
And do you have a doctor you all can visit?

SH:  
Fear is always present and I feel sad knowing that he is only working, he is not doing anything wrong, only working for a better future for our daughter  
Through his work, no.  
There is a clinic in town where they treat us

Kassandra:  
Do you have time to visit the clinic?

SH:  
Depending on the season  
If it is during hot weather when there is a lot of work we ask for an appointment as late as possible at the clinic  
Years ago I had many problems to have a child

Kassandra:  
Dios bendiga. ¿Ella está sana ahora?

SH:  
Y en varias ocasiones tuvimos que ir al hospital por amenaza de aborto y el capataz no le gustó que él no llegara al trabajo por estar a mi lado y lo corrieron del trabajo  
Termine perdiendo ese embarazo no se logro

Kassandra:  
Lo siento que terrible

SH:  
Fue muy difícil sin bebé, sin trabajo y una cuenta de hospital enorme  
Gracias a Dios que rápido consiguió trabajo en otro rancho  
Volvió otro embarazo y se logró nuestra única hija

Kassandra:  
¿Trabaja él con animales?

SH:  
Él trabaja en el riego

Kassandra:  
Ah sí

SH:  
A causa de estar brincando los canales tiene desgastada la cadera  
En el tiempo de frío aún con mucho dolor tiene que seguir trabajando

Kassandra:  
Dígame ¿porque están aquí, en Colorado?

SH:  
Mi esposo tiene más de 15 años aquí en Colorado  
El papá de mi esposo era trabajador agrícola y él los trajo aquí a trabajar en el campo  
Yo tengo 5 años que estoy aquí con él

Kassandra:  
¿Sabes el año? ¿Sabe si el padre de su esposo estuvo en el programa bracero?

Kassandra:  
God bless. Is she healthy now?

SH:  
And on several occasions we had to go to the hospital for threats of aborting and the boss did not like that he did not come to work because instead he was next to me and they fired him from work  
I ended up losing that pregnancy, it was not achieved

Kassandra:  
Sorry how terrible

SH:  
It was very difficult with no baby, no job and a huge hospital bill  
Thank God he quickly got a job on another farm  
Another pregnancy came and our only daughter was achieved

Kassandra:  
Does he work with animals?

SH:  
He works in irrigation

Kassandra:  
Oh yeah

SH:  
Because of jumping the channels, his hip is worn out  
In cold weather, even with a lot of pain, he has to continue working

Kassandra:  
Tell me why are you here in Colorado?

SH:  
My husband has been in Colorado for over 15 years  
My husband's father was a farm worker and he brought them here to work in the fields  
I have been here with him for 5 years

SH:

Si

A su papá le toco la reforma migratoria

Pero por la falta de información y conocimiento su papá nunca les arreglo su estatus en este país

Mi esposo no tiene educación en México eran muy pobres y sólo pudieron estudiar 3 años de primaria Sólo sabe un poco leer y escribir

Igual a su papá, son personas que nunca piden nada ni exigen nada

Kassandra:

¿Qué es lo más difícil para usted y la familia?

SH:

Son gente que sólo saben trabajar todo el día Trabajan mucho

Es muy difícil recibir la noticia que fallecen familiares y llorar en silencio por que no podemos despedirnos de ellos

Kassandra:

¿De COVID-19?

¿U otra cosa?

SH:

Es difícil ver como en la mañana se despide de nuestra hija que está dormida y llegar en la noche y ella está dormida porque ya es tarde Son muchos temores.

SH:

Miedo al Covid-19.

Miedo a inmigración.

Miedo a una enfermedad y no tener el dinero para atendernos

El papá de mi esposo murió hace 3 años de vejez

Kassandra:

Los promotores de Valle de San Luis pueden ayudar con mucho

SH:

Su mamá ha estado muy grave y sólo podemos rezar y desear con el corazón su recuperación

Han muerto tíos por enfermedades y sólo podemos llorar en silencio

Kassandra:

Do you know the year? Do you know if your husband's father was on the bracero program?

SH:

Yes

His dad benefited from immigration reform But due to the lack of information and knowledge, his father never fixed his status in this country. My husband has no education in Mexico, they were very poor and could only study 3 years of grade school.

He only knows how to read and write a little Just like his father, they are people who never ask for anything or demand anything

Kassandra:

What is most difficult for you and the family?

SH:

They are people who only know how to work all day

They work a lot

It is very difficult to receive the news that relatives die and cry in silence because we cannot say goodbye to them

Kassandra:

From COVID-19?

Or something else?

SH:

It is difficult to see how in the morning he says goodbye to our daughter who is asleep and arrive at night and she is already asleep because it is late There are many fears.

Fear of Covid-19.

Fear of immigration.

Fear of illness and not having the money to care for ourselves

My husband's dad died 3 years ago

Kassandra:

The promotores in San Luis Valley can help with a lot

SH:

His mother has been seriously ill and we can only

<p>Kassandra: Lo siento. Benditos.</p> <p>SH: Aquí no existen días de descanso Se trabaja de domingo a domingo No hay vacaciones Todos los días Ahorita de 7 de la mañana a 5 de la tarde pero cuando empieza la temporada de 5 de la mañana a 7 de la noche Todos los días. Sin excepción de día festivo</p> <p>Kassandra: ¿Cuánto tiempo es el viaje al campo?</p> <p>SH: 15 minutos</p> <p>Kassandra: ¿Y sabes campos de qué? ¿De patatas? ¿De cebollas?</p> <p>SH: Alfalfa</p> <p>Kassandra: Ok</p> <p>SH: A veces me manda fotografías y me dice “¡Mira! ¡Por poco y ya no llego a casa!” y es una víbora de cascabel, O tarántulas</p> <p>Kassandra: Ah!!</p> <p>SH: Ese es otro miedo donde le pique un animal y no pueda pedir auxilio</p> <p>Kassandra: ¿Tienes fotos para compartir?</p> <p>SH: Yo las borre pero están en el teléfono de él</p> <p>Kassandra:</p>	<p>pray and wish her recovery soon with all of our love Uncles have died of diseases and we can only cry in silence</p> <p>Kassandra: I'm sorry. Bless them.</p> <p>SH: There is no rest days here He works from Sunday to Sunday There are no vacations Every day Right now from 7 in the morning to 5 in the afternoon but when the season starts from 5 in the morning to 7 at night Every day. No holiday exception</p> <p>Kassandra: How long is the trip to work?</p> <p>SH: 15 minutes</p> <p>Kassandra: And do you know fields of what? Of potatoes? Onions?</p> <p>SH: Alfalfa</p> <p>Kassandra: Ok</p> <p>SH: Sometimes he sends me pictures and says “Look! I almost didn't make it home! “And it's a rattlesnake, Or tarantulas</p> <p>Kassandra: Ah!!</p> <p>SH: That is another fear if an animal bites and he cannot ask for help</p> <p>Kassandra: Do you have photos to share?</p>
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<p>Ok</p> <p>Kassandra: Y con los animales ¿Por qué no pueden pedir ayuda?</p> <p>SH: Él es regador tiene sus áreas para regar y anda solo</p> <p>Kassandra: ¿Consideras Colorado su hogar? Háblame de su comunidad allí.</p> <p>SH: Amo Colorado porque gracias a los excelentes doctores de aquí se logró mi niña He logrado investigar sobre educación temprana para mi niña y nos han ofrecido mucho material para desarrollar habilidades Yo no convivo mucho con la comunidad por el Covid-19 y protejo mucho mi hogar</p> <p>Con respecto a los apoyos por el Covid-19 no hemos recibido nada. Pero gracias a Dios, mi esposo no ha dejado de trabajar</p> <p>Kassandra: Nuestros promotores pueden ayudarle con alimentos y otros recursos</p> <p>SH: Una señorita nos ofreció una despensa en el banco que le pagan a mi esposo. Pero le dije a mi esposo gracias a Dios que tu estas trabajando y no necesitamos ya que hay mucha gente que lo necesita más que nosotros Gracias Kasey estamos bien. Mientras Dios nos siga bendiciendo con trabajo estamos bien</p> <p>Kassandra: Gracias por compartir su historia conmigo. Su historia es poderosa e importante. Lo escribiré en un documento.</p> <p>Kassandra: Dios le bendiga a usted y a su familia</p>	<p>SH: I deleted them but they are on his phone</p> <p>Kassandra: Ok</p> <p>Kassandra: And with animals, why can't they ask for help?</p> <p>SH: He is an irrigator; he has his areas to water and walks alone</p> <p>Kassandra: Do you consider Colorado your home? Tell me about the community there.</p> <p>SH: I love Colorado because thanks to the excellent doctors here my girl was achieved I have managed to do research on early education for my little girl and they have offered us a lot of material to develop skills I do not interact much with the community due to Covid-19 and I protect my home a lot</p> <p>Regarding the support for the Covid-19 we have not received anything. But thank God my husband hasn't stopped working</p> <p>Kassandra: Our promoters can help you with food and other resources</p> <p>SH: A young lady offered us a food box at the bank that my husband gets paid. But I told my husband, thank God that you are working and we don't need it since there are many people who need it more than we do. Thanks Kasey we are fine. As long as God continues to bless us with work we are fine</p> <p>Kassandra: Thanks for sharing his story with me. Your story is powerful and important. I will write it in a document.</p>
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	Kassandra: God bless you and your family
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Date	Region	Region Detail	Recorded by
2/7/2021	North	North2 (Greeley, Evans, Fort Collins, and La Salle - Weld, Larimer)	Elvira Munguia

[Original Story in Spanish]	[English Translation]
<ul style="list-style-type: none"> <li>• trabaja en el condado weld county.</li> <li>• Es un Empleado joven entre al rededor de 25 años, Originario de el Estado de Mexico.</li> <li>• El próximo Abril tendra dos años solo trabajando aqui en los USA, su familia Esposa e hija viven en Veracruz.</li> </ul> <p>Bien, la hora de entrada varia, depende mucho de la estación del año, por ejemplo ahora estamos entrando o registrando la entrada a las 5:45am. Nuestro trabajo se dirige a todo lo relacionado con salud animal, esto quiere decir, revisamos los animales enfermos y sacándolos para la curación, También desempeñamos actividades relacionadas a checar corrales que no se curación los animales, que estén en su corral adecuado. La jornada laboral puede variar, hay días que no hay muchas actividades por hacer y hay DIAS Donde hay demasiadas por hacer. Regular mente salimos entre 4-5pm</p> <p>Esto es un tema muy difícil de tomar. Pero sinceramente creo que Podemos ser mejor pagados. Desconozco el motive por el cual no es mejor pagado nuestro trabajo pero creo que podríamos ganar mejor. Sin afectar la economía de la compañía.</p> <p>Como ya comente en la pregunta anterior. El pago es muy importante en este y en todos los trabajos. Si nosotros quisiéramos rehacer nuestras vidas aquí con el sueldo que tenemos ahora, no es suficiente, no se puede. Renta de casa, servicios, Comida, Seguro carro, Seguros médicos, etc. es mucho y no es suficiente. Pienso que con mejores salarios viviríamos mejor, y le echaríamos muchas más ganas al trabajo.</p>	<ul style="list-style-type: none"> <li>• This person works in Weld county</li> <li>• They are a young employee, around 25 years old, they come from Mexico</li> <li>• Next April, they will have 2 years working in the US, his family, wife and daughter, live in Veracruz</li> </ul> <p>Good, the starting time varies, it depends a lot on the season, for example now we are entering or clocking in at 5:45 am. Our job is related to everything regarding animal health, this mean, we look over ill animals and take them to be taken care of. We also conduct activities related to checking corrals to make sure that animals are where they need to be. Daily work can vary, there are days that there is not much to do and there are days where there is too much to do. We usually are out between 4-5pm.</p> <p>This is a topic hard to talk about. To be sincere, I think we can be better paid. I do not know why we are not better paid, but I believe we can be paid more. Without impacting the company.</p> <p>Like I commented regarding the question above, pay is important in this job and in others. If we would like to sustain our lives with this salary that we currently have, it is not enough, and you cant. Rent, services, food, car insurance, medical insurance, etc. it comes to a lot and we do not have enough. I think with better salaries we would live better, and we would work harder.</p> <p>I think that the weather is what can impact me doing my job at a 100%, because the weather can be extreme. If there is snow, we have to check the corals, if there is rain, if it is really hot, wind, etc. The corals have to be</p>

Cosas no creo, siento que el clima es el que puede afectar un poco a la realización de mi trabajo al 100% por que los climas son extremos. Si hay nieve hay que revisar corrales. Si hay Lluvia igual, si hay mucho calor, viento etc. Los corrales se tienen que revisar sea cual sea el clima.

Las cuestiones de mejorar el trabajo realmente es difícil. Los jefes no pueden hacer mucho, puesto que nuestra visión es 100% es trabajar afuera en los corrales, desde que llegas hasta que sales.

Estaria bien que los jefes conocieran las necesidades y los sentimientos de sus empleados. Que se preocuparan un poco mas por sus intereses personales de cada uno de sus empleados.

Pueden usar mi nombre , mientras no me metan en ningun problema en mi trabajo.  
Abraham Mora Aguilar.

checked, no matter the weather.

The question of how to better working conditions is hard, I do not think that the boss can do much, since our job is to be outside working in the corals, 100% of the time, from when we get there until we get out.

It would be good for the bosses to know the needs and the feelings of their employees. For them to worry a bit more about the personal needs of each of their employees.

You can use my name, as long as I do not get into any trouble with my job, Abraham Mora Aguilar.

Date	Region	Region Detail	Recorded by
2/11/2021	North	North1 (Brighton, Longmont, Ft. Lupton - Adams, Weld, Larimer)	Lucia Olivas

<p>[Original in Spanish]</p> <p>Es un trabajo duro, tempranito desde las 6 de la mañana hasta las 3 de la tarde. La producción tiene que estar lista para las 2 de la tarde por eso siempre tienen que trabajar a paso rápido. No les págan el tiempo extra. Ellos tienen que trabajar en días festivos y no les dan bonos.</p> <p>Cuando uno trabaja en la agricultura anda en la interfeire, no importa si esta frio o caliente siempre tiene que trabajar. Es un trabajo que no todas las personas lo quiere hacer por la simple razon del clima. Aparte de que es un trabajo duro, también no es muy bien pagado.</p> <p>La necesidad es lo que nos trae a trabajar a todos aquí. A Colorado por un familiar.</p> <p>Que mejoren con las prestaciones, el salario, la salud y lo que fuera para los granjeros y las personas que trabajan en la agricultura, porque son los que lleban la comida a la mesa del todo el país.</p> <p><b>Interviewer's note:</b> Algo que noté en nuestra conversación es de que tiene miedo que sepan donde trabaja. Lo que me mencionó es de que ella tiene buen manejador que le ayuda y le provee el material que necesita para su trabajo. Lo que le gustaría a esta persona es de que tuvieran mejor salario.</p>	<p>[Translation in English]</p> <p>It is a hard job, we work early from 6am to 3pm. Production must be ready by 2pm, this is why we have to work at a fast pace. They do not pay overtime. The workers have to work on holidays, and they are not given a bonus.</p> <p>When you work in agriculture, it does not matter if it is cold or hot, you always have to work. It is a job that not everyone wants because of the weather conditions. Apart from the fact that it is a hard job, it is also not well paid.</p> <p>Necessity is what brings us to work here. We are here in Colorado because of a family member,</p> <p>That they improve the benefits, the salary, and the health for farmworkers and workers in agriculture, because they are the ones that bring food to the tables of people around the country.</p> <p><b>Interviewer's note:</b> One thing I noticed in our conversation is that she is afraid that others will know where she works. She mentioned to me that she has a good manager who helps her and provides the material that she needs for her work. What this person would like is to have a better salary.</p>
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Date	Region	Region Detail	Recorded by
2/4/2021	North	North3 (Hudson, Rogen, Wiggins, Prospect Valley, Platteville, Fort Morgan, Yuma, and Burlington - Morgan, Logan Phillips, Sedgwick, Yuma, Washington, Kit Carson)	Adriana Carrazco

(Transcribed from original audio):

[https://drive.google.com/file/d/1C6zJwXO9EKabBTUR\\_jboClIECqnvP2y/view?usp=sharing](https://drive.google.com/file/d/1C6zJwXO9EKabBTUR_jboClIECqnvP2y/view?usp=sharing)

<i>[Original Spanish Transcript]</i>	<i>[Translated English Transcript]</i>
Promotora: Buenas tardes	Promotora: Good afternoon.
Trabajador: Buenas tardes	Farmworker: Good afternoon.
P: ¿Le puedo hacer unas preguntas?	P: May I ask you some questions?
T: Si	F: Yes
P: ¿Es sobre los trabajadores agrícolas, si está bien?	P: It's about farm workers, okay?
T: Ok	F: Ok
P: ¿Puede contarme poquito sobre cómo es trabajar en Colorado como un trabajador agrícola?	P: Can you tell me a little about what it's like to work in Colorado as a farm worker?
T: Para mí en mi experiencia es pesado y mal pagado.	F: For me in my experience it is heavy work and poorly paid.
P: ¿Por favor como es su experiencia como un trabajador en granjas de Colorado?	P: Please tell us about your experience as a Colorado farm worker?
T: Diría que deja uno a los hijos por varios tiempos porque son jornadas largas y...	F: I would say that one leaves their children for long periods of time because they are extended shifts and...
P: ¿Qué tiene de difícil trabajador con agricultores de Colorado y en granjas de Colorado?	P: What's so difficult about working with Colorado farmers and on Colorado farms?
T: Pues a veces se sienten superiores a uno y no lo tratan como un trabajador como en cualquier compañía.	F: Well sometimes they feel superior to you and do not treat you as a worker as in any company.
	P: What do you think causes these difficulties?

<p>P: ¿Usted qué piensa que causan estas dificultades?</p> <p>T: Como es la agricultura no lo toman en cuenta a uno y no tenemos beneficios de NADA.</p> <p>P: ¿Porque trabaja aquí en Colorado usted?</p> <p>T: Porque tengo mucho viviendo aquí y me gusta.</p> <p>P: ¿Y que la trae a usted por aquí?</p> <p>T: Para trabajar superarnos y vivir un poco mejor.</p> <p>P: ¿Si pudiera tener 60 segundos para hablar directamente con los legisladores estatales que les diría usted?</p> <p>T: Que nos ayuden más que nos ayuden más y valoren nuestro trabajo como trabajador agrícola para que sepan el esfuerzo que hace uno porque también dejamos a nuestros hijos solos y es muy mal pagado. A veces que ay gente racista o mala y pues no esta tan bien.</p> <p>P: ¿A usted le gustaría permanecer en anonimato o quisiera dar su nombre?</p> <p>T: Pues no quiero que sepan.</p> <p>P: Ok pues es todas muchísimas gracias por contestar nuestras preguntas y esto va estar en anonimato no va a salir su nombre. Gracias y que tenga buen día.</p> <p>T: Gracias.</p>	<p>F: Since its agriculture they do not take you into account and we do not have ANY benefits.</p> <p>P: Why do you work here in Colorado?</p> <p>F: I have lived here a long time and I like it.</p> <p>P: And what brings you here?</p> <p>F: To work improve ourselves and live a little better.</p> <p>P: If you could have 60 seconds to speak directly to state legislators what would you say to them?</p> <p>F: That they need to help us more. They need to help us more and value our work as an agricultural worker so that they know the effort that one makes because we also leave our children alone and it is very poorly paid. Sometimes there are racist or bad people and that is not very good.</p> <p>P: Would you like to remain anonymous or would you like to give your name?</p> <p>F: Well I don't want them to know.</p> <p>P: Ok so that is all thank you very much for answering our questions and this will be anonymous your name will not appear. Thank you and have a nice day.</p> <p>F: Thanks.</p>
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Date	Region	Region Detail	Recorded by
2/4/2021	North	North3 (Hudson, Rogen, Wiggins, Prospect Valley, Platteville, Fort Morgan, Yuma, and Burlington - Morgan, Logan Phillips, Sedgwick, Yuma, Washington, Kit Carson)	Adriana Carrasco

(Transcribed from original audio):

<https://drive.google.com/file/d/1F1i71xzyQpLniYh3AF02YNB6a9bYfl7b/view?usp=sharing>

<i>[Original Spanish Transcript]</i>	<i>[Translated English Transcript]</i>
Promotora: Buenas tardes.	Promotora: Can I ask you a few questions about the farmers? Yes, okay?
Trabajador: Buenas tardes.	Good afternoon. Good afternoon.
Puedo hacerle unas preguntas de sobre los agricultores Sí está bien?	Okay, can you tell me a little bit about what it is like to work in Colorado as a farm worker?
Está bien, puede contarme un poquito sobre cómo es trabajar en Colorado como un trabajador agrícola?	Well, working here in East Colorado as farm workers is a bit difficult for me because it is a very heavy job and the salary is very low.
Pues trabajar aquí en Colorado Este como agrícolas se me hace como un poco difícil porque es un trabajo muy pesado y el sueldo es muy bajo.	please describe me your experience as working with on farms in Colorado
por favor, descríbeme su experiencia como trabajando con en granjas de Colorado	well, my experience is that it is difficult because we work long hours and spend all day on the sun working because leaving the families the sun is very strong and we work it. We work all day.
pues mi experiencia es que es difícil porque éste trabajamos muchas horas esté todo el día sobre el sol trabajando porque dejando las familias el sol está muy fuerte y lo trabajamos. Trabajamos todo el día.	What do you think causes these difficulties?
Qué crees que causa estas dificultades usted?	What do you think causes these difficulties and I think they cause these difficulties, I think that everything is in the farmers who might not know how to pay more attention to the hard-working jobs that it has difficult to work with Colorado farmers on Colorado farms how difficult it is that to times they do not value, no, they do not take into account the work that one does as a farmer because he works here in Colorado I work here why Thank you for improving me for a better life that brings you here.
Qué cree que causa estas dificultades y yo creo que causan estas dificultades, pienso que todo está en los granjeros que podrían no sé poner más atención a a los trabajos trabajadores que tiene difícil trabajar con agricultores de Colorado en granjas de Colorado lo difícil es de que a veces ellos no valora, no, no toman en cuenta el trabajo que hace uno como agricultor porque trabaja aquí	

aquí en Colorado Yo trabajo aquí por qué Gracias para superarme para alguna mejor vida que la trae por aquí.

Pues lo mismo para superarme una mejor vida mejor vida para mí para mis hijos

Si pudiera tener 60 Segundos como para hablar directamente con los legisladores estatales que les diría usted a ellos, Ah pues Dios lo que les diría es de que ellos pusieran más atención en todos los trabajadores agrícolas que valorarán su trabajo que tuvieran las mismas oportunidades que tienen en otros trabajos o como que haya igualdad usted quiere permanecer en el anonimato o quiere que demos un hombre muy bien, pues muchas gracias esas son todas las preguntas que le iba a ser usted no aparecerá con su nombre ningún lado

Muchísimas gracias Que tenga un bonito.

Igualmente gracias

Well, the same to overcome a better life better life for me for my children

If I could have 60 seconds to speak directly with the state legislators what would you say to them, oh well God what I would tell them is that they pay more attention to all the agricultural workers who will value their work that they had the same opportunities they have in other jobs or because there is equality

you want to remain anonymous or you want us to give a very good man, because thank you very much those are all the questions that you were going to be will not appear with your name nowhere

Thank you very much Have a nice one.

Anyway thanks

Date	Region	Region Detail	Recorded by
2/4/2021	North	North3 (Hudson, Rogen, Wiggins, Prospect Valley, Platteville, Fort Morgan, Yuma, and Burlington - Morgan, Logan Phillips, Sedgwick, Yuma, Washington, Kit Carson)	Adriana Carrazco

(Transcribed from original audio):

<https://drive.google.com/file/d/1IRcgxZVRJilcOrLocKALViuVhK6WUHWn/view>

<i>[Original Spanish Transcript]</i>	<i>[Translated English Transcript]</i>
<p>Promotora: buenas tardes,</p> <p>buenas tardes,</p> <p>Le puedo hacer unas preguntas de sobre los agricultores de aquí de Colorado un poquito trabajar en Colorado como trabajador agrícola en el campo trabajar en el campo es muy difícil muy feo el sol pega muy fuerte y por favor me puede describir su experiencia trabajando en las granjas de Colorado?</p> <p>Este los pensé que éste tuvo en el campo yo es una experiencia muy difícil porque el sol pega muy feo él lo que pagaban los jefes no eran mucho que tiene de difícil trabajar con agricultores en granjas de Colorado a veces no nos cuidan muy bien no nos llevan agua o no sé que andamos bien de todo</p> <p>P: qué cree usted que esto causa estas que lo que causa estas dificultades que cree usted que causa estas dificultades, Perdón lo que usted cree que causa estas dificultades que la</p> <p>la encargada tiene sus preferidos? Y como tiene sus preferidos uno anda trabajando más que Los favoritos y nos es injusto eso porque trabaja aquí en Colorado Pues yo nací aquí en Colorado yo.</p> <p>Yo aquí que lo trae por aquí en la trabajando aquí en la casa de Colorado Pues yo pues no tengo la edad de estar trabajando en partes como en el McDonald's nada de eso y yo quiero dinero después yo andaba trabajando en los campos y</p>	<p>Promotora: Good afternoon good afternoon</p> <p>Can I ask you some questions about the farmers here in Colorado a little bit working in Colorado as an agricultural worker in the fields working in the fields is very difficult very ugly the sun is beating very hard and Please can you describe your experience working on Colorado farms?</p> <p>It is I thought that this one had in the field, I was a very difficult experience because the sun beats down very ugly, what the bosses paid were not much that it is difficult to work with farmers on farms in Colorado, sometimes they do not take good care of us, they do not take us Water or I don't know that we're all right</p> <p>P: what do you think this causes these difficulties what you think causes these difficulties, sorry what you think causes these difficulties?</p> <p>That the manager have her favorites? And since you have your favorites, you work more than the favorites and that's unfair to us because you work here in Colorado. Well, I was born here in Colorado.</p> <p>I am here that brings it here in the working here in the house in Colorado Well, well, I am not old enough to be working in parts like in McDonald's, none of that and I want money afterwards I was working in the fields</p>

P: pudiera tener 60 Segundos para hablar directamente con los legisladores estatales que les diría usted?

que nos pagarán más que nos cuiden mejor

nomás anonimato anonimato.

If you could have 60 Seconds to speak directly to state legislators what would you tell them?

That they will pay us more to take better care of us

then just anonymity anonymity.

Date	Region	Region Detail	Recorded by
2/12/2021	North	North3 (Hudson, Rogen, Wiggins, Prospect Valley, Platteville, Fort Morgan, Yuma, and Burlington - Morgan, Logan Phillips, Sedgwick, Yuma, Washington, Kit Carson)	Adriana Carrazco

(Transcribed from original audio): [https://drive.google.com/file/d/16vivXOtDij40NCJi8dAEI-KyUMF\\_uyyb/view](https://drive.google.com/file/d/16vivXOtDij40NCJi8dAEI-KyUMF_uyyb/view)

<i>[Original Spanish Transcript]</i>	<i>[Translated English Transcript]</i>
<p>Promotora: Hola buenas tardes.</p> <p>Farmworker: Buenas tardes.</p> <p>P: ¿Como esta?</p> <p>F: Muy bien gracias a dios y usted.</p> <p>P: Muy bien gracias a dios. La razón por la que estoy aquí es para ver si puede contestarme unas preguntas. La organización para la que nosotros trabajamos está interesada en escuchar historias de los trabajadores del campo. Se está trabajado en un proyecto de ley para reforzar los derechos de los trabajadores agrícolas. Estas historias van a llegar a manos de legisladores para hacer un Proyecto de ley. ¿Puedo hacerle unas preguntas?</p> <p>F: Claro que sí.</p> <p>P: ¿Puede contarme usted un poco sobre cómo es trabajar en el campo agrícola en Colorado?</p> <p>F: Pues en realidad es algo difícil yo pienso que son trabajos unos de los más pesados que existen. La agricultura y en el campo es lo mismo y es pesado por el clima y cambios climáticos y realidad tiene que seguir uno adelante ante todo que sea pesado y sea difícil como sea porque no vamos encontrar otro trabajo más es difícil hoy en día ya para encontrar trabajos. Este pesado o no tenemos que salir adelante.</p>	<p>Promotora: Hello good afternoon.</p> <p>Farmworker: Good afternoon.</p> <p>P: How are you?</p> <p>F: Very good thanks to God and you.</p> <p>P: Very good thank God. The reason I'm here is to see if you can answer a few questions for me. The organization we work for is interested in hearing stories from farm workers. Work is under way on a bill to strengthen the rights of agricultural workers. These stories are going to get into the hands of legislators to make a bill. Can I ask a few questions?</p> <p>F: Of course.</p> <p>P: Can you tell me a little about what it's like to be a farmworker in Colorado?</p> <p>F: Well in reality it is something difficult I think they are some of the heaviest jobs that exist. Agriculture and the field are the same and it is heavy due to the climate and climatic changes and in reality one has to move forward despite it. First of all it's heavy and difficult as it is but we are not going to find another job it is difficult to find jobs today. Whether it'd be heavy or not we have to get ahead.</p>

P: ¿Para usted que ha sido difícil trabajar con agricultores de Colorado y granjas de Colorado?

F: En realidad lo más difícil para mí como mujer es que no hay diferencia es lo mismo trabajar igual como un hombre darle las horas seguidas el tiempo de media hora para comida y cuando uno como mujer necesita ir a los baños y todo eso no tiene el mismo permiso.

P: No tiene uno ni la misma fuerza que un hombre.

F: Si exacto entonces es muy muy difícil como mujer trabajar en esos tipos de trabajos entonces le toca con gentes patrones y les da igual sea uno mujer o sea hombre no nos ven con diferencia y nos les importa si es pesado el trabajo no les importa nos trabajan demasiado.

P: ¿Uno es un trabajador más sin diferencia?

F: Exacto sí.

P: Claro que sí. ¿Qué cree que cause estas dificultades que me acaba de decir?

F: Pues no sé yo pienso que... Bueno en primero lo que causa es que nos matan a nosotros eso es lo primordial pero la otra es de que pienso que los patrones ello lo que quieren es ganar ellos nos les importa si nosotros ganamos bien o mal ellos quieren ganar ellos y siempre quieren ser los ganadores sin importar lo que nosotros ganamos lo que nos paguen por 'la mateadera' de uno por decirle uno así.

P: ¿Porque quiso trabajar aquí en Colorado?

F: La verdad es que yo quise trabajar en Colorado en la parte de que me orille porque en realidad todo esta carísimo carísimo y para mi yo en lo que mi experiencia fui orillándome porque ya era muy difícil por todo sobrevivir. Para sacar adelante a mis hijos me tuve que orillar y trabajar en lo que se puede decir trabajos de agricultura y de campo y de todo eso para sacarlos a ellos adelante por eso fue que yo llegué aquí.

P: Have you found it difficult to work with Colorado farmers and Colorado farms?

F: Actually the most difficult thing for me as a woman is that there is no difference it is the same work. Giving the same way as a man is given many hours in a row, half an hour for food and when one as a woman needs to go to the bathrooms it is not given concern or permission.

P: We don't have even have the same strength as a man.

F: Exactly it then is very very difficult as a woman to work in those types of jobs then there's bosses and people whom do not care whether it is a woman or a man they do not see us with any difference and could care less if the work is heavy as they do not care about us and work us too much.

P: Is one another worker without difference?

F: Exactly yes.

P: I see. What do you think causes these difficulties that you just told me?

F: Well I don't know, I think that... well in the first place what it causes is us to be worked to death is the main thing but the other is that I think that what the bosses want is to win and they don't care if we earn well or badly all they want is to win and they always want to be the winners no matter what we earn what they pay us for the 'onslaught' of one, just saying.

P: Why did you want to work here in Colorado?

F: The truth is that I wanted to work in Colorado with the part that I wanted to edge and distance myself because in reality everything is very expensive and for what has been in my experience I had to because it was already very difficult for everything to survive. To help my children get ahead, I had to stand on the edge and work in what can be said, agricultural and field jobs and all that to get 'em ahead, that's why I came here.

P: ¿Y que la trae por aquí?

F: Pues nada un mejor futuro para mis hijos en donde no tengo que gastar tanto en rentas viles y todo eso para darle lo mejor a ellos y no en tanto gastar por lo que tiene que pagar.

P: ¿Las necesidades primarias?

F: Exacto las necesidades primarias y también importar más para ellos y que me quede un poco para aportarles a ellos.

P: Porque realmente si trabaja uno es por ellos.

F: Exacto es por ellos.

P: ¿Si tuviera unos 60 segundos para hablar con legisladores estatales que les diría a ellos?

F: Yo les diría que tomaron un poquito de consciencia ante nosotros ante todas las personas que trabajan en el campo y cualquier otra parte siendo inmigrantes o no inmigrantes pero que nos tomaran un poquito más de conciencia al vernos similar antes sus ciudadanos de vernos un poquito igual para que tengamos los mismos derechos hacia las demás personas porque todos somos en realidad seres humanos y pienso que necesitamos todos una oportunidad para ser tomados por igual.

P: ¿Le gustaría decir su nombre o quiere permanecer así en el anonimato?

F: Pues no tengo ningún desacuerdo en decir mi nombre yo soy Mayra Galindo.

P: Mucho gusto y muchas gracias...

F: ..De nada

P: Por su tiempo y por haber compartido esto con nosotros. ¿Si tiene algo más que agregar? una experiencia más que ha tenido porque en si las preguntas son especificas pero si usted quiere agregar algo más puede hacerlo.

P: And what brings you here?

F: Well, nothing but a better future for my children where I do not have to spend so much on rent bills and all that to give the best to them and not so much spending on what I have to pay.

P: On primary needs?

F: Exactly the primary needs, give them greater attention and have a bit more to contribute to them.

P: Because really if one works, it is for them.

F: Exactly because of them.

P: If you had 60 seconds to speak to state legislators, what would you say to them?

F: I would tell ask of them they became a little more conscientious of us on behalf of all the people who work in the field and any other part, being immigrants or non-immigrants, but that they have a little more conscience of us, seeing us similar before their citizens seeing us a little equal that we have the same rights towards all people because we are all really human beings and I think that we all need an opportunity to be taken equally.

P: Would you like to say your name or do you want to remain anonymous?

F: Well, I have nothing withholding me in saying my name, I am Mayra Galindo.

P: Nice to meet you and thank you very much...

F: You're welcome

P: ...For your time and for sharing this with us. If you have anything else to add? Another experience that you have had because the questions are specific but if you want to add something else you can do it.

F: La verdad que si yo vivo en el pueblo de Wiggins y honestamente yo estoy muy agradada con todas las personas de la comunidad en tanto de las personas que nos han ayudado de escuelas y no escuelas madres personas de casas de hogar igual que yo porque en realidad hemos tenido mucha ayuda con todo el tiempo que tenemos aquí en Wiggins y estamos muy agredidos mi esposo mis hijos nosotros en verdad nunca nos avía tocado vivir en un pueblo como en el que estamos hoy y esperamos durar muchos años y debería de haber mas lugares que ayuden tanto como aquí.

P: Pues muchas gracias. Qué bueno que ha tenido buena experiencia aquí en el pueblo.

F: Si gracias a dios.

P: Y pues muchas gracias por haber colaborado con nosotros.

F: Gracias a ustedes

F: The truth is that if I live in the town of Wiggins and honestly, I am very grateful to all the people in the community in the people who have helped us from schools and non-schools, mothers, people from family homes just like me because in reality we have had a lot of help within all the time we have been here in Wiggins and we are very grateful my husband my children we all are and we had never lived in a town like the one we are in today and we hope to last many years here and there should be more places that help as much as here.

P: Thank you very much! It's good to hear that you have had a good experience here in town...

F: Yes thank God!

P: ...and thank you very much for having collaborated with us.

F: Thanks to you.

Date	Region	Region Detail	Recorded by
2/12/2021	North	North3 (Hudson, Rogen, Wiggins, Prospect Valley, Platteville, Fort Morgan, Yuma, and Burlington - Morgan, Logan Phillips, Sedgwick, Yuma, Washington, Kit Carson)	Adriana Carrazco

(Transcribed from original audio):

[https://drive.google.com/file/d/1ISwSdOes\\_jFD1RSaXHKRDbqI48RYcvhN/view](https://drive.google.com/file/d/1ISwSdOes_jFD1RSaXHKRDbqI48RYcvhN/view)

<i>[Original Spanish Transcript]</i>	<i>[Translated English Transcript]</i>
Promotora: ¿Hola buenas tardes como esta?	Promotora: Hello good afternoon how are you?
Trabajadora: Bien gracias a dios.	Farmworker: Well thank God.
P: Qué bueno. Me gustaría hacerle unas preguntas, ¿está bien?	P: Good. I'd like to ask you a few questions, okay?
T: Dígame.	F: Tell me.
P: La organización para la que estamos trabajando está interesada en escuchar historias de los trabajadores del campo. Se está trabajando en un Proyecto de ley para reforzar los derechos de trabajadores agrícolas. Estas historias van ir a dar a manos de los legisladores para hacer un Proyecto de ley. Y a continuación le voy a leer las preguntas. ¿Podría usted contarme un poco sobre cómo es trabajar en la agricultura en Colorado?	P: The organization we are working for is interested in hearing stories from farmworkers. A bill is being worked on to strengthen the rights of agricultural workers. These stories will go to the legislators' hands to make a bill. And now I'm going to read the questions to you. Could you tell me a little about what it's like to work in agriculture in Colorado?
T: Yo creo es el trabajo más pesado que existe y el que es más mal pagado.	F: I believe it is the heaviest job that exists and the one that is the lowest paid.
P: Que tiene para usted de difícil trabajar con agricultores de Colorado y en granjas de Colorado.	P: What makes it difficult to work with Colorado farmers and on Colorado farms?
T: ¿Qué tiene de difícil? Pues el trabajo que es como le digo muy pesado y mal pagado como en tiempo del inverte que andan en el frio y todo o en tiempo del calor y muchas veces los patrones no le tienen lo mas básico como una vitrina como agua fría como cosas que son básicas nada más.	F: What's so difficult about it? Well, the work that is as I say very heavy and poorly paid as in winter time that they work in the cold and everything else or in hot weather and many times the bosses do not have the most basic things like a cabinet for cold water the very things that are basic nothing more.

<p>P: ¿Qué cree usted que cause estas dificultades que me acaba de decir?</p> <p>T: Obvio que la falta de documentos de una residencia es lo que. Porque una persona con documentos no van andar hacienda el trabajo que esas personas hacen.</p> <p>P: ¿Por qué quiso usted trabajar aquí en Colorado?</p> <p>T: No es que la gente quiera muchas veces es que necesita la gente trabajo y hay que trabajar en donde haiga.</p> <p>P: ¿Y que la trajo a usted aquí?</p> <p>T: La falta de trabajo y oportunidades en su país y que la gente inmigra por otra vida por necesidad por tenerle a sus hijos una vida mejor.</p> <p>P: ¿Si usted tuviera 60 segundos para hablar con los legisladores estatales que les diría?</p> <p>T: Que le dan las mismas oportunidades que cual cualquier otro ciudadano Americano o residente Americano porque al inmigrante todos los que tienen ITIN number ellos están declarando sus impuestos a ellos les quitan medicare seguro y todo eso y esos beneficios no los tiene el inmigrante.</p> <p>P: ¿Le gustaría compartir otra cosa más con nosotros en experiencia que haiga tenido usted acerca del campo algo que le haiga faltado aquí que yo le haiga preguntado?</p> <p>T: Pues nada, yo conozco de unas persona que trabajan en el campo y una vez tuvo una persona un accidente se quebró, no se quebró, se mocho [corto] su dedo el dedo fue el pedacito que fue aquí en donde quedo abajo y el siguió trabajando y no le llamaron ni a la ambulancia ni lo mandaron al hospital y no recibió ni primeros auxilios y así se anduvo desangrando</p> <p>P: Así siguió trabajando.</p>	<p>P: What do you think causes these difficulties that you just told me?</p> <p>F: Obvious that the lack of documents and a [permanent] residency is what. Because a person with documents is not going to do the work that those people do.</p> <p>P: Why did you want to work here in Colorado?</p> <p>F: It is not that people want to many times, it is that people need work and you have to work where you can.</p> <p>P: And what brought you here?</p> <p>F: The lack of work and opportunities in their home country and that people will migrate and seek another life out necessity and to have a better life for their children.</p> <p>P: If you had 60 seconds to speak to state legislators, what would you tell them?</p> <p>F: That they give us the same opportunities as any other American citizen or American resident because all those immigrants who have ITIN numbers are filing their taxes, they take away for Medicare coverage and all that and those benefits are not available to the immigrant.</p> <p>P: Would you like to share something else with us in your experience that you have had in agriculture, something that has lacked here in what I have asked you?</p> <p>F: Well, nothing much, I know of some people who worked in the field and once a person had an accident and he broke, he did not break, he gut his finger the finger was the bit that was here all the way down here and he continued working and they didn't call the ambulance or send him to the hospital and he didn't even receive first aid and so he bled out.</p> <p>P: So he kept working.</p>
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T: Así es y yo pienso que si él hubiera sabido y tenido derechos aquí, él sabía de sus derechos pero con el miedo de que lo corran

P: De que vayan a quitarle su trabajo

T: De que le quiten su trabajo y es obvio que su trabajo es indispensable por su inestabilidad

P: De eso viven

T: Así es

P: ¿Y le gustaría a usted decir su nombre o quiere permanecer en el anonimato?

T: Permanecer en el anonimato porque muchas veces la gente que habla pues muchas veces tienen represarías alguna cosa como los trabajadores no pueden hablar o decir nada por miedo de que les quiten su trabajo y pues es con lo que la gente esta sobreviviendo.

P: Muchísimas gracias por su tiempo y por compartir estas cosas con nosotros.

T: Muchas gracias, que tenga buenas tardes.

P: Igualmente muchas gracias y gracias por la dispensa.

F: That's right and I think that if he had known and had rights here, he knew about his rights but with the fear of being fired

P: That they are going to take away his job

F: That they take away his work and it is obvious that his work is indispensable due to his instability

P: That's what they live off

F: Yes indeed

P: And would you like to say your name or do you want to remain anonymous?

F: Remain anonymous because many times the people who speak, because many times they will retaliate for something like it and the workers cannot speak or say anything for fear that they will take away their jobs and that is what people are surviving with.

P: Thank you very much for your time and for sharing these things with us.

F: Thank you very much, have a good afternoon. Same to you and sorry for the troubles.

Date	Region	Region Detail	Recorded by
2/12/2021	North	North3 (Hudson, Rogen, Wiggins, Prospect Valley, Platteville, Fort Morgan, Yuma, and Burlington - Morgan, Logan Phillips, Sedgwick, Yuma, Washington, Kit Carson)	Adriana Carrazco

**(Transcribed from original audio):**

<https://drive.google.com/file/d/1-Cs9vGaj1z7wCWSJ-91iBQkB-Q7TkkgS/view?usp=sharing>

<b>[Original Spanish Transcript]</b>	<b>[English Translation]</b>
<p><i>Promotora:</i> Hola buenas tardes</p> <p>Buenas tardes</p> <p><i>Promotora:</i> Como éstas?</p> <p>Pues muy bien, gracias a Dios yo esté bien también.</p> <p><i>Promotora:</i> Gracias a Dios Qué bueno Me gustaría hacerte una pregunta para la organización para la que nosotros trabajamos está interesada en Escuchar historias de los trabajadores del campo se está trabajando ahora en un proyecto de ley para reforzar los derechos de los trabajadores, estas historias que ustedes nos cuentan, van a ir a dar a manos de los legisladores para un proyecto de ley, ahora te voy a hacer las preguntas, puedes contarme un poco sobre cómo es trabajar en el campo agrícola aquí en Colorado?</p> <p>Pues para mí ha sido muy duro por el hecho de que batallan en primer lugar porque no tengo quien me cuide al niño que me lo llevé a la escuela que lo traiga y tienes que trabajar y tengo que trabajar. Este tengo que buscar hay veces que no tengo para la gasolina. Tengo que andar buscando este ride para que me puede hacer el favor. Es muy muy difícil muy duro, porque también no sé si está bien que diga todo esto, pero es que a veces no.</p>	<p><i>Promotora:</i> Hello, good afternoon.</p> <p><i>Farmworker:</i> Good afternoon</p> <p><i>P:</i> How are you?</p> <p><i>F:</i> Well, very well, thank God, I am well too.</p> <p><i>P:</i> Thank God. How good. I would like to ask you a question for the organization for which who we work is interested in listening to the stories of farm workers. Nowadays, a bill is being worked on to reinforce the rights of the workers, they inform us, they will go to the legislators for a bill. I am going to ask you a few questions, can you tell me a little about what it is like to work in the agricultural fields here in Colorado?</p> <p><i>F:</i> Well for me it has been very hard due to the fact that in the first place I have no one to take care of my child. I take him to school, bring him there, and still have to work and I have to work. This is tough for there are times that I do not have money for gasoline. I have to be asking for this ride so that someone can do me a favor. It's very, very difficult, very hard, because I also don't know if it is okay for me to say all this.</p> <p><i>P:</i> This is of your experience? this is what you are telling me about. It pertains to you.</p> <p><i>F:</i> What I can say is very good and not, is this is very very difficult, it goes especially if you</p>

*Promotora:* pues es que esto experiencia la que tú me estás contando?

Así es que todo lo que tú puedes decirme acerca Eso está muy bien y no, si éste sí es muy muy difícil va sobre todo si tienes niños o vives lejos de hablar de trabajo

*Promotora:* que tiene difícil trabajar con agricultores decolorado y en granjas de Colorado Pues lo más difícil es la gente que a veces te encuentras con gente que Qué es igual que tú, pero por un puesto más que un carguito más que les dan a veces son muy justos con uno es difícil porque tú vienes de lejos casado, pensando tantas cosas dejando tus hijos a veces nos deja solos en tu casa porque no tienes quien te los cuide ahorita con esta pandemia, que no sólo es difícil que llegas al trabajo y a veces hay gente que no está por llegar tarde.

*Promotora:* Te llama la atención sin saber las dificultades que tú qué crees que causa de estas dificultades que me acabaste de decir

éste les dan un cargo más y se aprovechan de eso Muchas gracias también, como no tienen agua. Qué son dificultades muy duras ahí a lo mejor también. agente que esté por ejemplo, nosotros tuvimos una experiencia de alguien que no era nada ahí y empezar hablando con malas palabras, pero también estuvo bien las dificultades Por ese motivo este, qué se refieren a la gente de mala manera de mala manera y son muchas cosas que uno como otras

y a veces los patrones los realmente es el patrón el que te paga ni cuenta se da de todo lo que es difícil

*P:* Por dónde viene.

*P:* Porque quisiste trabajar aquí en Colorado?

Pues porque aquí vivo aquí llegué esté me tocó tocó me tocó trabajar en el campo porque ahorita pues no tenía otra cosa trabajar y aquí me gusta Aquí vivo, aquí está mi familia por eso aquí

have children or you live far from the worksite.

*P:* What is difficult about working on Colorado farms and with farmers in Colorado?

*F:* Well, the most difficult thing is people sometimes you meet people who are the same as you, but for a position more than one higher up, that they give them sometimes, they are very unfair with one. It is difficult because you come from afar recently married, thinking so many things. Then leaving your children sometimes you leave them alone in your house by not having someone who to turn to for help and take care of them right now with this pandemic, it is not only difficult for you to get to work and sometimes there are people who are going to be late.

*P:* It catches your attention without knowing the difficulties. What do you think causes these difficulties that you just told me?

*F:* They give them more responsibility and they take advantage of that. One other concern is they do not have water. Perhaps also there are people who for example, we had an experience of someone who was nothing there and started speaking with foul words, but the difficulties were due to it. For this reason, what do they refer to people in a bad way in a bad way and there are many things that one has to endure

Yes like others And sometimes the bosses really are the boss who pays you and doesn't even notice everything that is difficult.

*P:* Where does it come from?

*F:* Even then the boss is hardly available.

*P:* Why did you want to work here in Colorado?

*F:* Well, because I live here, I came here, it was my turn and I had to work in the fields because right now I had no other work to do

*P:* qué fue lo que te trajo aquí?

Pues Supuestamente como dice uno una vida mijo. En busca de algo mejor para un futuro mejor para nuestros hijos más que nada

*P:* si tuviera 60 Segundos para hablar con los legisladores estatales que les dirías.

Pues que tengan más en cuenta uno como trabajador agrícola porque no somos tomados en cuenta en ninguna de los por decir ahora en esto de la pandemia somos los que nunca estamos enfrente, somos los olvidados, le puede decir entiendo que son de los muy muy mal pagada y a veces también de eso se aprovechan, si tu patrón te da un sueldo a ti y el que te contrato te quita de tu dinero, o sea que hubiera más control sobre todo que nos den un pago justo que nos traten como persona que no sea que no haya racismo porque hay muchas personas que las tratan yo lo puedo decir hay personas que tratan a uno y es una tristeza que tú eres de aquí de Colorado no pongan atención en esas pequeñas para nosotros.

*P:* Que nos tomen en cuenta que tú quisieras agregar sobre experiencia o algo que haya sabido, pues hasta ahorita

pues qué bueno que haya alguien con ustedes que nos apoyen que nos escuchen que puedan llevar todos nuestros pensamientos todas nuestras quejas hacia esas personas legisladores que ojalá y que con todas estas Perdón estas cosas que estamos nosotros esté pasando y que les pueda llegar a ellos por parte de ustedes nos puedan tomar más encuentra en cuenta y tener un poquito más de consideración de trato trato y sueldo mejor para todas las personas, pues es nuestro trabajo y es

lo que andamos haciendo y pues claro que nos gustaría poderlos ayudar más es por eso que andamos en esto, verdad? Igual si necesitan algo

and I like it here. I live here, my family is here.

*P:* So what brought you here?

*F:* Well as one says, seeking a better life. In search of something better for a better future for our children more than anything.

*P:* If you had 60 Seconds to speak to state legislators what would you tell them?

*F:* Take one more into account as an agricultural worker because we are not taken into account in any of the ways now in this pandemic we are the ones who are never in front, we are the forgotten ones, I'd say I understand very well that we are very very badly paid.

Sometimes they also take advantage of that, if your employer gives you a salary and the one who hired you takes away your money, that is, there would be more control over everything that they give us a fair payment that they treat us as any other person with more dignity less racism Because there are many people who treat them, I can say there are people who treat one badly and it is sad that you are legislators from here in Colorado, and not paying attention to those little things for us.

*P:* Anything else to take into account that you would like to add about your experience or something that you have known, well until now?

*F:* It is good that there is someone who supports us, who will listen to us that can take all our thoughts all our complaints to those legislators who hopefully and with all these...

..Sorry to burden you with these things that we are going through. That it can reach them, they can take us more into account and have a little more consideration of treatment and better salary for all people, because it is our job! And it is what we are doing.

And of course we would like to be able to

*P:* Si sabes de algo más que quisieras compartir, No ya sabes.

Nos puedes buscar cuando tu quieras

*P:* Ah pues muchas gracias por todo también

Les agradecemos mucho la despensa que nos Vean este, estamos muy contentos porque como es ayuda es muy muy valiosa para que vuelan Y que sigan ustedes porque ustedes con frío con nieve y nos ha tocado que nos traen las despensas y valoramos mucho la labor que ustedes están haciendo señorita, muchas gracias, muchas gracias, gracias, gracias, que tengan bonita tarde igualmente gracias.

help you more that is why we are doing this, right?!

*P:* Maybe something else they need? If you know something else that you would like to share, and haven't done so already?

*F:* That's about it, you can reach us whenever you want.

*P:* Ah well, thank you very much for everything.

*F:* We thank you very much for the groceries. See us here, we are very happy because that is a big help to us, it is very very valuable. Even though the burdensome of work you continue even if you are cold, faced with snow, and we really take notice and appreciate groceries delivered Despite the harsh weather and we greatly appreciate the work that you are doing, Miss, thank you very much, thank you.

*P:* One last question would you like to share your name or remain anonymous?

*F:* Anonymous

Date	Region	Region Detail	Recorded by
2/8/2021	North	North2 (Greeley, Evans, Fort Collins, and La Salle - Weld, Larimer)	Marta Espinoza

<p><b>[Original Spanish]</b>  Mi nombre es Nora. Tengo 40 anos y de Guatemala madre de 3 hijos.</p> <p>tuve que salir de mi pais Guatemala debido a el gran problema de inseguridad por a las pandillas. Llegue al estado de Colorado hace 8 años.</p> <p>Empecé a trabajar en la cosecha de cebolla y hortalizas desde la siembra hasta la recolección. Debido al clima en invierno -5 g.f. y en verano llega a los 100 .con jornadas de mas de 10 horas diarias..La paga era buena para cubrir mis necesidades primarias pero este trabajo es temporal y decidi trabajar en una lecheria cuidando becerros. esun trabajo duro y tiene que ser rapido son 50 horas por semana no recibo pago de tiempo extra es solo un sueldo por dia..</p> <p>La mayoría de las managers o encargados son personas hispanos ,latinos que miran su propio beneficio y el del patron y algunos se aprovechan de la situacion cuando una persona recién llega en su mayoría tienen miedo despues del trauma desde salir de su pais hasta llegar aca. no saben el idioma no conoces las leyes derechos y recursos de los que se pueden beneficiar..  Ante la necesidad de un trabajo sin Seguro social. valido aceptamos el trabajo sin ningun beneficio mas que el sueldo recibido</p> <p>Dejando 3 hijos con la promesa cumplida de mandar por ellos. Ahora estan aqui estudiando y ayudandose entre si para poder tomar sus clases en linea debido a la pandemia del covid 19 es dificil la comunicacion con la escuela ya que no hablo ingles.</p>	<p><b>[Translated English]</b>  My name is Nora, I am 40 years old from Guatemala, a mother of 3 children.</p> <p>I had to leave my country of Guatemala due to the big problem of insecurity caused by the pandemic. I arrived in Colorado 8 years ago.</p> <p>I began to work at the onion farm and vegetable farms, from seeding to harvesting. The weather in winter can reach -5 degrees F and, in the summer, it can reach 100 degrees F, with work days longer than 10 hours a day. The pay was good to cover my basic needs but this job was only temporary and I decided to work in a dairy taking care of cows, it is a hard job and it has to be done fast, it is 50 hours a week and I do not receive over time, it is only a certain pay per day.</p> <p>The majority of the managers and the people in charge are Hispanic/Latino that look out for their own benefit and that of the boss and some of them take advantage of the situation that a person who recently arrived has fear after facing the trauma of leaving your own country and making it here. The language is not known, you don't know the laws, rights and resources that you can benefit from. Of the need of a job without a social security, we accept the job without any benefits or asking for more money.</p> <p>[When I left Guatemala,] I left 3 kids with the promise to send for them, that promise was fulfilled, they are nowhere going to school and bettering themselves, they are trying to</p>
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Yo y mis 3 hijos salimos positivos al covid 19 mi salud se afecto mucho deje de trabajar por 3 semanas sin sueldo y con miedo de perder mi trabajo. La mayoría de las personas que trabajamos en el campo o lecherias no exigimos los mismos derechos de un ciudadano americano ,pero si respeto somos personas que lo unico que queremos es trabajar para ofrecer una vida mas digna a nuestros hijos y con esfuerzo y trabajo contribuimos a la economia del pais.

take classes online due to the COVID- 19 pandemic, the communication with the school is difficult because I do not speak English.

My 3 children and I tested positive for COVID 19, my health is impacted greatly and I stopped working for 3 weeks without salary and with fear of losing my job. The majority of the people that work in the fields or the dairies, we do not demand the same rights as those of American Citizens, but we do demand respect because we are people and the only thing that we want is to work to offer a dignified life for our kids and with strength and work we contribute to the economy of the country.

Date	Region	Region Detail	Recorded by
2/8/2021	North	North2 (Greeley, Evans, Fort Collins, and La Salle - Weld, Larimer)	Marta Espinoza

**[Original Spanish]**

**JAVIER 51 años México**

Por 16 años trabajé en una lechería es un trabajo es duro y pesado son jornadas de más de 10 horas diarias por 5 días a la semana no se paga tiempo extra no hay servicio médico ,días de enfermedad . Para una persona sin un estatus legal es una gran oportunidad de trabajo . La única responsabilidad es sacar la producción que les exigen. En muchas ocasiones el patrón nunca se entera del trato de los encargados managers a sus trabajadores de injusticia y prepotencia.

Mi experiencia trabajando en una lechería fue buena ya que es un trabajo de 365 días al año, eso te permite estabilidad para cubrir tus necesidades básicas. En verano de 2019 sufrí un accidente en el trabajo,un toro me golpeo rompiendome 16 costillas y una fractura de cadera . en un comienzo el patrón fue amable de su parte la aseguanza del trabajo cubrió los gastos médicos ,a los 2 meses el doctor decidió que regresara al trabajo con algunas restricciones ,el patrón no estuvo de acuerdo con las restricciones y tuve una amenaza de si no puedes hacer el trabajo no hay trabajo para ti. El caso fue una demanda cosa que no le gusto he recibido mucha hostilidad de parte del patrón y su defensores.

Soy padre de familia y tengo una hija ciudadana de 10 años de edad y 2 hijos que están estudiando y trabajando gracias al amparo del programa DACA. Estoy tratando de educarme lo mas posible para asi defender mi caso. Porque aunque muchas leyes son para todos el status legal si afecta mucho.

**[Translated English]**

**Javier, 51 years old, Mexico**

For 16 years I worked in a dairy, it is a job that is hard and heavy, the work days are usually more than 10 hours for 5 days a week, we do not get paid overtime, there are no medical services or sick days. For a person without citizenship it is a great job opportunity. The only responsibility is to reach the production that they tell us. In many occasions the boss does not find out about the unjust treatment from the managers toward the workers.

My experience from working in a dairy was good because it is a job that is on 365 day a year, this permits you the stability to cover your basic needs. The summer of 2019 I suffered from a work accident, a bull hit me, breaking 12 of my ribs and fracturing my hip. At first my boss was nice and the work insurance covered the medical cost, after two months the doctor decided I could go back to work with some restrictions, my boss was not on the same page and I received threats from him saying that if I could not do the work then there would not be work for me. The demand was something that the boss did not like and I have received a lot of hostility from the boss and his defenders.

I am a father and I have a daughter who is a citizen, she is 10 years old and I have 2 sons that are studying and working thanks to the help of the DACA program. I am trying to educate myself as much as I can to defend

Considero que los trabajadores del campo son trabajadores esenciales . pero el sueldo y condiciones de los trabajos son demasiado injusto .

my case, because even though rights are for everyone, legal status does effect that a lot.

I consider farmworkers, essential worker. But the wages and conditions of the workers are very unjust.

Date	Region	Region Detail	Recorded by
2/8/2021	North	North2 (Greeley, Evans, Fort Collins, and La Salle - Weld, Larimer)	Marta Espinoza

<b><i>[Original Spanish]</i></b>	<b><i>[Translated English]</i></b>
<p><b>Hombre. 55 años México .</b></p> <p>Llego a Estados Unidos enero 2016 con 16 miembros de su familia despues de aprobarles asilo politico debido al asesinato de su hijo en Mexico, Toda la vida he trabajado la tierra. me gusta el trabajo del campo en Colorado las condiciones del clima son dura . el trabajo es temporal empieza en abril preparando la tierra para la cosecha y termina en noviembre son 7 meses de trabajo duro y forzado con un salario de \$12.00 por hora.no hay overtime, aseguranza medica, dia trabajado dia pagado.</p> <p>En muchas ocasiones fui testigo de hostigamiento , maltrato ,discriminacion por parte de los mayordomos a los trabajadores. El idioma es la barrera principal entre la comunicaci3n del trabajador con el patr3n, el mayordomo siempre dar3 su versi3n a favor del patr3n.</p> <p>Yo solo quiero trabajar sin ser una carga para el gobierno mi prioridad es proteger a mi familia de la violencia y corrupci3n en mi pa3s..</p> <p>A los legisladores les dir3a que las historias sean tomadas en cuenta para beneficio de toda la comunidad . libertad para trabajar respeto a la persona .</p>	<p><b>Man, 55 years old, Mexico</b></p> <p>He arrived in the U.S. of January 2016 with 16 members of his family after approval of political asylum due to the assassination of his son in Mexico. All of my life I have worked the land. I like working in the fields of Colorado but the weather conditions are hard. The work is seasonal and starts in April, preparing the land for the season and it ends in November, it is 7 months of hard and forced work, with a wage of only \$12.00 per hour, there is no overtime, medical insurance, a day worked is a day paid.</p> <p>In many cases I was a witness to harassment, maltreatment, and discrimination from the managers toward the workers. Language is the principal barrier for communication between the worker and the managers, the manager will always give their version in favor of the owner.</p> <p>I only want to work without being a burden on the government, my priority is to protect my family from violence and corruption in my country.</p> <p>To the legislators I would say that the stories be taken into consideration for benefit of the entire community, liberty to work and respect for the person.</p>



## North1-Claudia Chavez1

### Spanish transcript

Buenas tardes, Mi nombre es Claudia Chávez soy promotora del área norte 1 esta historia es de un agricultor que tiene 10 años trabajando en este rancho que se llama starfire y se encuentran las orillas de Brighton Colorado El agricultor, me compartió que lo que hacen durante el verano es

que siembran varias diversidades de vegetales y trabajan largas jornadas los 7 días de la semana, el salario de ellos es de \$12 por hora y no les pagan tiempo extra durante el verano necesita ahorrar dinero para sobrevivir el invierno que es cuando se desplace al trabajo en el invierno

a trabajar dentro de la bodega seleccionando limpiando y empacando los vegetales.

Y los envían a las tiendas y restaurantes este tiempo de pandemia a bajado aún más las horas de trabajo, porque es muy poco el producto que venden, por ejemplo antes de la pandemia.

Sí, mandaban un camión pequeño Ahora son 3 arpillas o costales las que envían Entonces esto afectado su salario Y estos últimos meses han ganado \$900 en un mes Inés con lo cual necesita cubrir sus viles a de renta y comida y demás necesidades aparte de que necesitan un salario

justo otra de sus necesidades es él.

servicio médico el me compartió que ha estado lastimado de su hombro por trabajar tantas horas con el azadón y aún así sigue trabajando con el dolor algo que yo serví al escucharlo fueron al ver sus manos secas y agrietadas su rostro cansado con su mirada baja por un momento

El permaneció callado y pensativo pero al terminar dijo que tiene que seguir luchando día con día por el sustento de su familia este agricultor decidió permanecer anónimo Muchas gracias

## English transcript

Good afternoon, My name is Claudia Chávez, I am a promoter of the northern area 1 this story is about a farmer who has 10 years working on this ranch called starfire and they are located on the shores of Brighton Colorado The farmer shared with me what they do during the summer is

who grow several varieties of vegetables and work long hours 7 days a week, their salary is \$ 12 per hour and they do not pay overtime during the summer you need to save money to survive the winter that is when you commute to work in winter

to work inside the winery selecting, cleaning and packing the vegetables.

And they send them to stores and restaurants this time of the pandemic has reduced working hours even more, because there is very little product they sell, for example before the pandemic.

Yes, they sent a small truck Now there are 3 sacks or sacks that they send So this affected their salary And in recent months they have earned \$ 900 in a month Ines with which she needs to cover her vile rent and food and other needs apart from what they need A salary

just another of her needs is him.

Medical service he shared with me that he has been hurting his shoulder from working so many hours with the hoe and even so he continues to work with the pain something that I served when listening to him were to see his dry and cracked hands his tired face with his eyes lowered for a moment

He remained silent and thoughtful but when he finished he said that he has to continue fighting day by day for the sustenance of his family this farmer decided to remain anonymous Thank you very much

Date	Region	Region Detail	Recorded by
2/7/2021	North	North2 (Greeley, Evans, Fort Collins, and La Salle - Weld, Larimer)	Cristina Cardenas

***[Translated Spanish Narrative]***

*[P: ¿Puedes decirme un poco sobre lo que es trabajar en Colorado como trabajador agrícola? Por favor, describa su experiencia trabajando en granjas en Colorado.]*

Trabajar en Colorado como trabajadora agrícola ha sido difícil para ella porque es una mujer. Ella ha estado trabajando en una lechería durante unos 6 años y le encanta su trabajo especialmente trabajando con vacas, pero ha habido algunos problemas a través de su experiencia laboral. Ella es la gerente de su estación de ordeño y ha sido difícil para ella porque otros trabajadores no la escuchan. Debido a esas circunstancias, tiene que soportar que su jefe le grite y tiene que lidiar con el trabajo que no hicieron otros trabajadores. No hay muchas mujeres trabajando allí, por lo tanto, ella piensa que los hombres y la pareja de mujeres que trabajan allí están celosos de su posición.

*[P: ¿Qué es difícil trabajar con los agricultores de Colorado y en las granjas de Colorado? ¿Qué crees que causa estas dificultades?]*

Siempre falta comunicación entre los jefes y los trabajadores. Algunos de sus compañeros se niegan a escucharla porque es mujer y tiene un alto cargo. La gente se pone celosa y trata de hacer su trabajo aún más difícil de lo que ya es.

*[P: ¿Por qué trabajas aquí, en Colorado? ¿Qué te trae por aquí?]*

“Trabajo aquí en Colorado para que mis tres niñas puedan tener una vida y una educación mejor” Ella vino aquí a Colorado para perseguir el sueño americano y trabajar duro para sus tres niñas. En México menciona que no hay empleos decentes para las mujeres. Las mujeres siempre son acosadas sexualmente y ella no quería eso para

***[Original English Narrative]***

*[Q: Can you please tell me a little about what it is like working in Colorado as a farm worker? Please, describe your experience working on farms in Colorado. ]*

Working in Colorado as a farm worker has been difficult for her because she is a woman. She has been working in a dairy for about 6 years and she loves her job specially working with cows but there have been a few problems through her working experience. She is the manager of her milking station and it has been difficult for her because other workers do not listen to her. Due to those circumstances she has to put up with her boss screaming at her and she has to deal with the work that wasn't done by other workers. There aren't many women working there therefore she thinks that men and the couple of women that work there are jealous of her position.

*[Q: What is difficult about working with Colorado farmers and on Colorado farms? What do you think causes these difficulties?]*

There is always miss communication between the bosses and the workers. Some of her peers just refuse to listen to her because she is a woman and has a high position. People get jealous and try to make her job even more difficult than it already is.

*[Q: Why do you work here, in Colorado? What brings you here?]*

“I work here in Colorado so that my three girls can have a better life and education” She came here to Colorado to pursue the American dream and work hard for her three girls. In Mexico she mentions that there aren't decent jobs for women. Women are always getting sexually harassed and she didn't want that for her girls. When she moved to

sus hijas. Cuando se mudó a Colorado finalmente encontró un trabajo que sentía que era un poco más seguro y más oportunidades para sus niñas.

*[P: Si pudiera tener 60 segundos para hablar directamente con los legisladores estatales, ¿qué les diría?]*

Ser trabajador agrícola es difícil. He trabajado en una lechería durante seis años y he experimentado mucho y exijo descansos decentes para el almuerzo y un mejor salario para mis compañeros y yo. Todo lo que pedimos es dar a nuestros hijos la vida y la oportunidad que no pudimos lograr nosotros mismos.

*[P: ¿Quieres permanecer en el anonimato?]*  
Sí.

Colorado she finally found a job that she felt was a little safer and more opportunities for her girls.

*[Q: If you could have 60 seconds to speak directly to State lawmakers, what would you tell them?]*

Being an agricultural worker is difficult. I have worked in a dairy for six years and I have experienced so much and I demand decent lunch breaks and a better pay for my peers and I. All we ask for is to give our children the life and opportunity we couldn't achieve ourselves.

*[Q: Do you want to remain anonymous?]*  
Yes.

Date	Region	Region Detail	Recorded by
2/15/2021	North	North3 (Hudson, Rogen, Wiggins, Prospect Valley, Platteville, Fort Morgan, Yuma, and Burlington - Morgan, Logan Phillips, Sedgwick, Yuma, Washington, Kit Carson)	Adriana Carrazco

<b><i>[Original Spanish Narrative]</i></b>	<b><i>[Translated English Narrative]</i></b>
<p>Hola buena tardes, yo soy una persona Inmigrante de México tengo viviendo en este país alrededor de 6 años pero en este estado tengo 5 años de haber llegado desde que llegue a los Estados Unidos de América he trabajado en el campo, gracias a ello hemos podido salir adelante mi esposa y yo, y mi familia que vive en México pues de vez en cuando los ayudamos con algo pues la situación allá está un poco difícil.</p> <p>Siempre he trabajado con los mismos patrones, me gusta mi trabajo y es lo que se hacer pero eso no quiere decir que no sea pesado es bien sabido por todos que los trabajos de campo son de lo más difícil pues sufrimos los diferentes climas y aunque llueve o nieve el trabajo no espera.</p> <p>En esta pandemia que hemos pasado yo he andado muy preocupado, pues porque aunque donde trabajamos nos dieron platicas de como cuidarnos somos muchas personas la que trabajamos en el rancho y es difícil que todos nos cuidemos igual pues no todos somos conscientes por lo que estamos pasando, y no podemos dejar de trabajar después de que vamos a comer pues nosotros no podemos pedir desempleo como las personas que sí tienen sus papeles así que a nosotros solo nos queda hacer nuestras oraciones para salir y regresar con bien a casa, pues como le digo no podemos darnos el lujo de quedarnos. Si yo estoy en un país que no es el mío es solo por una oportunidad de una vida mejor solo eso, no vengo a pedirle nada a nadie, lo único que quiero es trabajar y poder vivir en paz.</p>	<p>Hello good afternoon, I am an Immigrant from Mexico I have lived in this country about 6 years but in this state I have 5 years of having arrived. Since I arrived in the United States of America I have worked in the countryside, thanks to this we have been able to get ahead my wife and I, and my family living in Mexico because from time to time we help them with something because the situation there is a little difficult.</p> <p>I have always worked with the same patterns, I like my work and what there is to do but that does not mean that it is not heavy work, it is well known by all that fieldwork is the hardest thing because we suffer the different climates and although it rains or snows the work does not wait.</p> <p>In this pandemic, I have been very concerned, because although where we work we were told how to take care of ourselves we are many people who work on the ranch and it is difficult for all of us to take care of ourselves the same because not all of us are aware of what we are going through, and we cannot stop working because we cannot ask for unemployment like the people who do have their citizenship so all we have left is to pray that we return home safely, because as I say we cannot afford to stay in. If I'm in a country that's not mine, it's just for a chance of a better life just that, I'm not here to ask anyone for anything, all I want is to work and be able to live in peace.</p> <p>I don't ask for anything out of this world but unfortunately here, we're not treated like people. In many places they only see us as an object to do</p>

No pido nada del otro mundo lamentablemente aquí, no somos tratados como personas. En muchas partes solo nos ven como un objeto para hacer algo pues como saben que tenemos necesidad ellos dicen tienen que aguantarse... En mi trabajo yo he pedido varias veces aumento de sueldo pues me pagan el sueldo mínimo y mi patrón lo que dice claro te puedes quedar más horas extras para que saques más dinero pero no me pagan over time todas mis horas la cantidad que haga son pagadas a una cantidad fija es ahí donde digo que no fuera un ciudadano al que le hagan eso porque a ellos si les pagan como dice la ley.

Es por eso que si yo tuviera un minuto para hablar con los legisladores del estado les diría,  
POR FAVOR SEAN NUESTRAS VOCES ANTE EL CONGRESO PIDAN PARA NOSOTROS UN TRATO MÁS HUMANO Y JUSTO SOMOS PERSONAS DE BIEN QUE SOLO QUEREMOS UN FUTURO MEJOR Y UNA MEJOR VIDA, NOSOTROS TAMBIÉN TENEMOS DERECHO A TENER TODAS LAS OPORTUNIDADES QUE LAS PERSONAS QUE SÍ TIENEN PAPELES, PUES SOMOS EL SOPORTE DEL SISTEMA ALIMENTARIO.

Por último quiero permanecer en el anonimato, pero si quería compartir mi sentir ante esta situación que pasamos millones de personas día a día.

something because as they know that we have need they say that we have to put up with it.... In my work I have asked several times for a pay increase because I am paid the minimum salary and my employer says you can stay more overtime for you to make more money but does not pay me overtime, the amount of hours I do are paid at a fixed amount, this is where I say that if I was a citizen they would not do that because they would pay them as the law says.

That's why if I had a minute to talk to state legislators I'd tell them,  
"PLEASE BE OUR VOICES BEFORE CONGRESS ASK FOR MORE HUMANE AND FAIR TREATMENT FOR US WE ARE GOOD PEOPLE WHO ONLY WANT A BETTER FUTURE AND A BETTER LIFE, WE TOO HAVE THE RIGHT TO HAVE ALL THE OPPORTUNITIES THAT PEOPLE WHO DO HAVE PAPERS, BECAUSE WE ARE THE SUPPORT OF THE FOOD SYSTEM."

Finally I want to remain anonymous, but if I wanted to share my feelings about this situation that millions of people go through every day.

Date	Region	Region Detail	Recorded by
2/15/2021	North	North3 (Hudson, Rogen, Wiggins, Prospect Valley, Platteville, Fort Morgan, Yuma, and Burlington - Morgan, Logan Phillips, Sedgwick, Yuma, Washington, Kit Carson)	Adriana Carrazco

<b><i>[Original Spanish Narrative]</i></b>	<b><i>[Translated English Narrative]</i></b>
<p>Buenas Tardes, yo soy una mujer mexicana que trabaja en los files en el Noreste de Colorado en el condado de Morgan. El trabajar en la agricultura es difícil, este es un trabajo pesado y no muy bien pagado. Son jornadas largas y muy mal pagadas, en esto se hace mucho sacrificio pq soy madre de familia. Es complicado dejar a los niños en la escuela temprano y llegar lo más rápido que se pueda al trabajo. Algunas veces la labor empieza muy temprano y nuestros hijos tienen que alistarse y caminar a la escuela solos. Cuando estamos trabajando los patrones se molestan y no son flexibles a nuestros horarios como madres de familia. Yo entiendo que es mi trabajo pero quisiera que así como yo respondo en mi trabajo hubiera un poco más de flexibilidad de parte de ellos, pero algunas veces no es toda la responsabilidad de los patrones, es de los encargados que desgraciadamente son hispanos como nosotros.</p> <p>En el trabajo no siempre nos proporcionan agua o baño. Algunas veces cuando nos proporcionan el baño, tenemos que evitar el tomar agua pq no nos dejan ir seguido al baño. Tenemos que trabajar aunque esté el sol fuerte, lloviendo. Esto es algo que no es valorado de parte de nuestros empleadores. Y a pesar de que hacemos nuestro trabajo como nos dicen no siempre están conformes. Muchas veces nos sentimos discriminados por nuestra apariencia o por el simple hecho de no tener papeles.</p>	<p>Good afternoon, I'm a Mexican woman who works in the field in Northeast Colorado in Morgan County. Working in agriculture is difficult, this is heavy work and not very well paid. These are long days and very poorly paid, in this a lot of sacrifice is made because I am a mother of a family. It's hard to drop the kids off at school early and get to work as fast as possible. Sometimes the work starts very early and our children have to enlist and walk to school alone. When we are working the bosses get upset and are not flexible to our schedules as mothers. I understand it's my job, but I wish that just as I respond in my work there would be a little more flexibility on their part, but sometimes it's not all the employers, it's the managers who are unfortunately Hispanic like us.</p> <p>At work we are not always provided water or bathroom breaks. Sometimes when we are provided a bathroom, we have to avoid drinking water because they won't let us go to the bathroom often. We have to work even if the sun is strong, raining. This is something that is not valued by our employers. And even though we do our job as we're told, they're not always happy. Many times we feel discriminated against by our appearance or simply because we don't have papers.</p> <p>The salary is the minimum we are paid at \$13.00 per hour, without overtime opportunity. They are long working days and with what we are paid sometimes we do not even make enough to pay</p>

El salario es el mínimo nos pagan a \$13.00 por hora, el tiempo es corrido sin oportunidad de tiempo extra (overtime). Son largas jornadas de trabajo y con lo que nos pagan algunas veces no sacamos ni para pagar renta, comida o buses. Algunas veces tenemos que escoger o priorizar qué es lo más importante.

Mi vida en la cuarentena fue difícil porque trabajamos con miedo de enfermarnos, porque nosotros no paramos de trabajar. Hubo mucha más gente pidiendo trabajo y el no conocerlos o saber si estaban sanos nos preocupaba. No había medidas de seguridad, nunca nos chequearon la temperatura o preguntaban si nos sentíamos mal. Solo nos daban una mascarilla por turno y no eran estrictos ya que no todos lo usaban ya que fácilmente éramos más de 10 personas en un lugar cerrado. Si yo me sentía mal tenía que trabajar de todos los modos por miedo a perder mi trabajo.

Después nos dimos cuenta de que los patrones nos estaban pagando a \$18.00 la hora pero el mayordomo nos pagaba a \$13, esto fue muy lamentable porque solo un compañero tuvo el valor de reclamarle al mayordomo y perdió su trabajo. Yo honestamente mejor no dije nada porque ahí comemos mis hijos y yo. Esto se ve muy seguido cuando trabajamos en el campo, los patrones pagan una cosa y nosotros recibimos otra.

*[P: Si tuviera oportunidad de hablar con legisladores que les diría?]*

Yo les diría que el trabajo en la agricultura fuera mejor pagado, que se hicieran valer nuestros derechos básicos como seres humanos. Igualdad para los que tienen y no tienen papeles porque hacemos el mismo trabajo. Que dejen de explotarnos en jornadas tan largas y si son jornadas largas tener derecho a overtime. Yo no le temo al trabajo, porque a eso vine solo quiero lo justo.

rent, food or bills. Sometimes we have to choose or prioritize what is most important.

My life in quarantine was hard because we worked in fear of getting sick, because we didn't stop working. There were a lot more people asking for work and not knowing them or knowing if they were healthy worried us. There were no security measures, they never checked our temperature or asked if we felt bad. They only gave us one mask per shift and they were not strict as not everyone wore it as it was easy to be more than 10 people in a closed place. If I felt bad I had to work anyway for fear of losing my job.

Then we realized that the employers were paying us at \$18.00 an hour but the manager was paying us at \$13, this was very unfortunate because only one partner had the courage to claim from the butler and lost his job. I honestly didn't say anything because this job is how I feed myself and my kids. This is seen very often when we work in the field, bosses pay one thing and we get another.

*[Q: If you had the opportunity to speak with legislators, what would you say?]*

I would tell them that the work in agriculture should be better paid, that our basic rights were asserted as human beings. Equality for those who have and don't have papers because we do the same job. Let them stop exploiting us in such long days and if it is long days they have the right to overtime. I'm not afraid of work, because that's what I came to, I just want the right thing.

## EreGomez-story1

### Spanish transcript

Hola Mi nombre es Tere Gómez promotora en el área norte 1 en Brighton les contaré la historia de una persona de más de 60 años de edad

Ella ha trabajado en los campos agrícolas desde el año 92, ella empezó en la agricultura en California a cerrarse las puertas por falta de documentos y por un accidente en el trabajo, ella decide Venirse a Colorado ya tiene 10 años trabajando en diferentes ranchos hay quien el estado ella

trabaja desde plantar cosechar y sortear diferentes tipos de vegetales me comenta que gana \$13 la hora, pero le quitan mucho de taxis por no tener depende cuando trabajan largas jornadas en verano gana de 1000 a 1200 por quincena.

Pero eso es sólo un par de meses.

Luego su sueldo es de entre 400 a \$500 por quincena en ocasiones, se queda sin trabajo Tiene que buscar en otro ranchos donde el sueldo es más bajo también me comenta que sólo en renta y pago de transportación a su trabajo ella paga \$800 al mes esta persona no

cuenta con familia.

Ella me dice que necesita guantes de trabajo botas para el agua chamarra para el frío chamarra para cubrirse del agua cuando llueve y cubrebocas.

Al compartirme su historia yo pude ver su temor cansancio y preocupación para su futuro esta persona decidió permanecer anónima.

## English transcript

Hello My name is Tere Gómez promoter in North area 1 in Brighton I will tell you the story of a person over 60 years of age

She has worked in the agricultural fields since 92, she started in agriculture in California to close the doors due to lack of documents and due to an accident at work, she decides to come to Colorado and has 10 years working on different ranches there are those who the state her

He works from planting, harvesting, and sorting out different types of vegetables, he tells me that he earns \$ 13 an hour, but they take away a lot from taxis for not having it when they work long hours in summer, he earns 1,000 to 1,200 per fortnight.

But that's only a couple of months.

Then her salary is between 400 to \$ 500 per fortnight at times, she is out of work She has to look in other ranches where the salary is lower She also tells me that only in rent and payment of transportation to her work she pays \$ 800 a month this person no

has family.

She tells me that she needs work gloves, water boots, a jacket for the cold, a jacket to cover herself from the water when it rains, and a mask.

By sharing his story with me, I could see his fear, fatigue and concern for his future, this person decided to remain anonymous.

## ClaudiaChavez-story2

### Spanish transcript

Buenas tardes, Mi nombre es Claudia Chávez y soy promotora de la área norte número uno esta historia que conecte es de una señora que trabaja en una florería tiene trabajando Ahí ocho años su trabajo es plantar la semilla en Las charolas ya cuando crecen las cambian a las macetas

más grandes, las podan Y por último la seleccionan para enviarlas a las tiendas tienen en este tiempo pocas horas de trabajo en en este tiempo también comienzan a llegar los trabajadores que vienen Con permiso a de México y otros países, pero dice que sí hay.

En cómo los tratan ellos porque ellos ya les tienen aquí adonde vivir, verdad sin pagar y también les dan otro sueldo diferente que a los que ya están permanentes como ella ella necesita pagar su renta sus las necesidades de sus cinco hijos a su esposo está deportado en México Entonces

es una mamá que está aquí sola con sus hijos y pues el salario que que le tienen esa a \$12 la hora y ella pide Pues que fuera más parejo y justo Entonces por lo menos el el horario mínimo Verdad que es más de \$12, esa es una de

sus necesidades también dice que no.

Necesitan cubrebocas Ah porque se les llena su boca de polvo y de tierra y solamente les dan 1 veces para un par de días y pues ella es lo que pide, verdad que que sean iguales con todos los trabajadores y pues ganar lo que es más justo.

También está señora decidió permanecer anónima Muchas gracias.

## English transcripts

Good afternoon, My name is Claudia Chávez and I am a promoter of the northern area number one. This story that connects is about a woman who works in a flower shop. She has been working there for eight years. the flowerpots

Larger, they prune them And finally they select it to send them to the stores. At this time they have a few hours of work in this time, the workers who come with permission to from Mexico and other countries also begin to arrive, but they say that there are.

In how they treat them because they already have them here where to live, true without paying and they also give them a different salary than those who are already permanent as she needs to pay her rent if the needs of her five children her husband is deported in Mexico Then

She is a mother who is here alone with her children and then the salary that they have that at \$ 12 an hour and she asks Well that it be more even and fair Then at least the minimum schedule is true that it is more than \$ 12, that is one of

your needs also says no.

They need face masks Ah because their mouths fill with dust and dirt and they only give them 1 times for a couple of days and well she is what she asks for, it is true that they are the same with all the workers and therefore earn what is fairest .

This lady also decided to remain anonymous. Thank you very much.

## KellyPerez-story1

### Spanish transcript

Hola Mi nombre es Kelly Pérez y soy promotora en el área norte 1 en Longmont voy a contar la historia de una persona que trabaja en la agricultura ella dice que trabaja ahí porque en otro lugar no le dan trabajo porque ella no habla inglés y no tiene ningún

título universitario ella me cuenta que cuando ella llegó el primer día su trabajo que es una granja en Lafayette la empleadora lo primero que le dijo fue que bueno que llegaste ponte a lavar los baños Porque aquí nadie lo hace solo los mexicanos ella notó que su empleadora sonaba

un tanto racista y aún así ella empezó a trabajar dice que después la mandó a lavar cajas muy pesadas de verduras hacía frío y se puso a lavar afuera al aire libre le preguntó a la empleadora si alguien le iba ayudar y ella le dijo que no que nadie

a bit racist and even so she started working she says that after he sent her to wash very heavy boxes of vegetables it was cold and she began to wash outside in the open air she asked the employer if someone was going to help her and she said no no one

haría ese trabajo con ella y que se preparara bien con ropa y zapatos adecuados para el clima porque ahí nadie le daría nada dice La empleadora fue muy clara al decirle que se le pagaría a \$12 la hora y que tenía que trabajar siempre que hubiera trabajo sin importar

días festivos o fines de semana que no podía faltar al trabajo A menos que fuera una gran emergencia y aún así tenía que avisarle con mucho tiempo de anticipación como si las emergencias nos dieran tiempo de anticipación.

Menciona ella con una sonrisa triste es ocurrió el año pasado y en el invierno.

Ella se quedó sin trabajo.

Ahora está pensando si va a volver a este trabajo o buscar otro igual o peor que ella prefiere que su nombre es anónimo, gracias.

## English transcript

Hello! My name is Kelly Pérez and I am a promoter in North Area 1 in Longmont. I am going to tell the story of a person who works in agriculture. She says she works there because they don't give her a job elsewhere because she doesn't speak English and she doesn't have any no

university degree she tells me that when she arrived the first day her job which is a farm in Lafayette the employer the first thing she said to her was that it was good that you arrived, start washing the bathrooms Because here no one does it only Mexicans she noticed that her employer sounded

she would do that job with her and to prepare herself well with clothes and shoes suitable for the weather because no one would give her anything there, she says The employer was very clear when she told her that she would be paid at \$ 12 an hour and that she had to work as long as there was work without to import

Holidays or weekends you couldn't miss work Unless it was a major emergency and I still had to give you plenty of advance notice as if emergencies give us time to anticipate.

She mentions with a sad smile is it happened last year and in the winter.

She was out of work.

Now she is thinking if she is going to return to this job or look for another equal or worse than she prefers that her name is anonymous, thank you.

## KellyPerez-story2

### Spanish transcript

Hola Mi nombre es que liberes y soy promotora en el área norte 1 en Longmont Esta es la historia de una pareja de agricultores ellos trabajan juntos en una florería en Denver la esposa mi cuenta que ellos trabajan en la agricultura porque su esposo está enfermo del corazón y

la diabetes tipo 2 con lágrimas en los ojos ella me dice que en ese lugar donde ellos trabajan las personas que tienen más tiempo trabajando Ahí los hacen sentir incompetentes para el trabajo porque ellos ya son mayores de 60 años también me cuenta que el salario que ellos ganan

es de \$12 la hora dice que es poco pero ellos se conforman Por qué en otro lugar no les van a dar trabajo por su edad sus enfermedades el idioma y aparte necesitan transportación dice que en el verano ellos trabajan muchas horas extras y se las pagan igual a

\$12 y en el invierno a veces los hacen ir al trabajo y cuando ellos llegan le dicen que siempre no hay trabajo que se regresen a su Casa ellos se sienten muy tristes y creen que eso es normal, no piensan que existe alguien que nos pueda ayudar después de

hablar conmigo se veía en la cara de ella, una sonrisa de esperanza y sus ojos brillaban con sus lágrimas ellos prefieren que sus nombres sean anónimos por miedo a quedarse sin trabajo, gracias.

## English transcripts

Hello My name is that you liberate and I am a promoter in North 1 area in Longmont This is the story of a couple of farmers they work together in a flower shop in Denver the wife my account that they work in agriculture because her husband has a heart disease Y

Type 2 diabetes with tears in her eyes, she tells me that in that place where they work, the people who have worked the longest there make them feel incompetent for work because they are already over 60 years old, she also tells me that the salary that they win

It is \$ 12 an hour, he says that it is little, but they are satisfied. Why in another place they are not going to give them work because of their age, their illnesses, the language, and apart from that they need transportation. to

\$ 12 and in the winter they sometimes make them go to work and when they arrive they tell them that there is always no work so they go home they feel very sad and they think that is normal, they do not think that there is someone who can help us after

talking to me was seen on her face, a hopeful smile and her eyes shone with her tears they prefer their names to be anonymous for fear of being out of work, thank you.

March 15, 2021

To Mr. Chair Rodriguez and Members of the Business, Labor, and Technology Committee:

Thank you for the opportunity to submit written testimony in support of SB21-087 Agricultural Workers' Rights. My name is Caitlin Matthews. I am writing to you today as a private citizen, a public health professional in Colorado, and a person who has worked with migrant farm workers, immigrant farmers and farm laborers, and small-scale farmers since 2007. I am writing because Colorado is overdue for a bill to protect and promote agricultural workers' health. I urge you to support SB21-087, which is fundamentally a bill about public health, health equity, and racial justice.

An estimated 20,000 to 25,000 agricultural workers plant, tend, and harvest crops and raise livestock in Colorado each year.<sup>1</sup> Agricultural workers labor long hours in grueling conditions and extreme weather, earning low wages that are often insufficient for them to meet their and their families' basic needs. Their work is central to meeting the public health goal of a stable, accessible, and nutritious food supply. However, for nearly a century, agricultural workers have been excluded from the fundamental labor laws that protect most workers in the U.S.<sup>2</sup> "Agricultural exceptionalism," which refers to the exclusion of agricultural workers from standard labor protections that apply to almost all other industries, is a form of structural oppression. This structural racism is codified by excluding agricultural workers from worker protections provided by the National Labor Relations Act and the Fair Labor Standards Act, such as minimum wage, meal and rest breaks, overtime pay, protection from hazardous working conditions, and the right to collective action. These policies perpetuate adverse health outcomes and health inequities related to key social determinants of health including income, occupational hazards, and access to health care and social services. Moreover, these policies disproportionately harm the health of people of color and immigrant workers.

In June 2020, the Colorado Department of Public Health and Environment published an open letter stating that "Systemic, persistent racism is a public health issue. When the color of your skin correlates with your well-being and longevity, that is a public health injustice that must be addressed."<sup>3</sup> Agricultural exceptionalism is a case study in systemic and persistent racism. We need look no further than the grueling working conditions, restricted economic opportunities, and primitive living conditions endured by agricultural workers. Since 2017, the American Public Health Association has advocated that health inequities experienced by agricultural workers can be addressed through policies that extend labor laws to farmworkers, ensure that government agencies enforce labor standards, and require employer compliance with worker safety and wage laws.<sup>2</sup> With SB21-087, we now have the opportunity to promote health equity and ensure agricultural workers have the same basic protections as other workers in Colorado.

The field of public health focuses on social determinants of health, which are the social, economic, and environmental conditions in which people live, learn, work, and play that affect a wide range of outcomes related to health, wellbeing, and quality of life. SB21-087 is fundamentally a public health bill because it will improve several key social determinants of health and deliver public health benefits to agricultural workers and their communities by:

- Increasing wages and income for agricultural workers;
- Reducing occupational hazards and on-the-job injuries due to overwork and extreme conditions;
- Preventing musculoskeletal injuries due to the use of unsafe tools; and
- Ensuring access to advocates and key service providers of health, legal, educational, and religious services

Income is one of the most influential social determinants of health due to its influence on one's ability to meet basic needs such as safe and stable housing, nutritious food, healthcare, transportation, and childcare. Individuals with lower incomes experience health inequities and adverse health outcomes, including lower life

expectancy and increased rates of chronic illness.<sup>4</sup> Nearly 50% of Colorado's agricultural workers are excluded from minimum wage protections, including those employed on small farms, by immediate family members, or paid on a piece-rate basis.<sup>5</sup> Inclusion in minimum wage protections will ensure agricultural workers have access to administrative resources if they are the victim of wage theft. Common wage issues that agricultural workers face include failure to provide pay stubs, unlawful deductions, and failure to receive pay for all hours worked.<sup>6</sup> SB21-087 will remove the exemption of agricultural labor from state and local minimum wage laws.

Agriculture is one of the most dangerous industries in terms of both fatal and non-fatal injuries. Yet, the industry is exempt from many worker protections and labor standards.<sup>7</sup> In addition to high risk for heat-related illnesses, agricultural workers performing physical labor in warm ambient conditions are at increased risk of traumatic injuries.<sup>8</sup> In 2020, the Colorado Department of Labor extended 10-minute rest breaks to all agricultural workers for every 4 hours worked, but protections against overwork need to be expanded. SB21-087 will require that agricultural workers have access to water throughout their shift, meal breaks, shade during breaks, more frequent breaks during extreme heat, and training on heat stress.

Widely believed to be an extinct tool, the short-handled hoe is still used in Colorado. Due to the short handle of 18 or fewer inches, workers must stoop, crouch, or bend to reach the soil. The California Supreme Court unanimously banned the use of the short handled hoe in 1975, deeming it an "unsafe hand tool" that "causes injury, immediate or cumulative, when used in the manner in which it was intended."<sup>9</sup> The short-handled tools are associated with musculoskeletal disorders (MSDs), which are the leading cause of disability in the United States. MSDs have both direct health care costs and indirect costs due to lost wages and reduced productivity for workers, totaling billions of dollars each year.<sup>10</sup> SB21-087 will immediately prohibit the use of the short-handled hoe and other short-handled tools that require agricultural laborers to assume a stooped position to work.

Most Colorado agricultural workers do not have regular access to healthcare due to the high cost of health insurance, immigration status, long work hours, and/or limited transportation to medical clinics. For these workers, key service providers and advocates are indispensable in connecting to services and resources that lessen the negative impacts of limited healthcare access. During the pandemic, promotoras have relayed critical information to agricultural workers about COVID-19 symptoms, preventive measures, testing, and vaccines. Promotoras have also connected agricultural workers and their families to PPE, food assistance, and other resources that support health. Workers with limited English proficiency often have less access to health and safety information, which places them at higher risk of workplace injuries and fatalities.<sup>11</sup> Increased access to key service providers would facilitate communication of this critical information. SB21-087 will ensure that agricultural workers have the right to access to key service providers, including health care providers, community health workers (also known as *promotoras*), education providers, legal advocates, governmental officials, and clergy members.

Lastly, the COVID-19 pandemic has underscored that agricultural workers are essential workers who contribute to the health and wellbeing of our communities. However, their own health is not protected while at work. During the COVID-19 pandemic, agricultural workers have not had access to personal protective equipment (PPE), have suffered from non-enforcement of social distancing protocols and other health guidelines, and have endured unsafe or unsanitary conditions in employer-provided housing. SB21-087 will require agricultural employers to provide for extra protections and safety precautions for employees during a public health crisis (such as the COVID-19 pandemic) so that these essential workers are not treated as expendable.

Thank you for the chance to submit testimony. I urge you to vote YES on the Agricultural Workers' Rights bill and take this critical step forward in addressing health equity and racial justice, so that all Colorado workers are treated fairly and with care.

Caitlin Matthews  
Denver, CO 80203  
719-641-2910  
matthews.caitlin@gmail.com

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<sup>1</sup> Emsi Q4 2020 Data Set for Colorado for the following Standard Occupational Classification codes: 45-2092, 45-2093, 45-2099, 45-2091, 45-1011, and 45-2041.

<sup>2</sup> American Public Health Association. (2017). Improving Working Conditions for U.S. Farmworkers and Food Production Workers. (Report No. 20177).

<https://www.apha.org/policies-and-advocacy/public-health-policy-statements/policy-database/2018/01/18/improving-working-conditions>

<sup>3</sup> Colorado Department of Public Health and Environment. (2020). Open letter: Racism is a persistent and critical public health issue. <https://cdphe.colorado.gov/open-letter-racism-is-a-persistent-and-critical-public-health-issue>

<sup>4</sup> American Public Health Association. (2016). Improving Health by Increasing Minimum Wage. (Report No. 20167).

<https://www.apha.org/policies-and-advocacy/public-health-policy-statements/policy-database/2017/01/18/improving-health-by-increasing-minimum-wage>

<sup>5</sup> US DOL, Fact Sheet #12: Agricultural Employers Under the Fair Labor Standards Act (FLSA)

<https://www.dol.gov/sites/dolgov/files/WHD/legacy/files/whdfs12.pdf>

<sup>6</sup> Colorado Legal Services Migrant Farm Worker Division. (n.d.). Wages. <http://www.coloradofarmworkers.org/wages/>.

<sup>7</sup> American Public Health Association. (2011). Ending Agricultural Exceptionalism: Strengthening Worker Protection in Agriculture Through Regulation, Enforcement, Training, and Improved Worksite Health and Safety. (Report No. 20111).

<https://www.apha.org/policies-and-advocacy/public-health-policy-statements/policy-database/2014/07/09/10/10/ending-agricultural-exceptionalism-strengthening-worker-protection-in-agriculture>

<sup>8</sup> Spector, J. T., Bonauto, D. K., Sheppard, L., Busch-Isaksen, T., Calkins, M., Adams, D., Lieblich, M., & Fenske, R. A. (2016). A case-crossover study of heat exposure and injury risk in outdoor agricultural workers. *PLoS one*, 11(10), e0164498.

<sup>9</sup> *Carmona v. Division of Industrial Safety*, 13 Cal.3d 303 (1975).

<sup>10</sup> American Public Health Association. (2011). Musculoskeletal Disorders as a Public Health Concern. (Report No. 20114).

<https://www.apha.org/policies-and-advocacy/public-health-policy-statements/policy-database/2014/07/08/14/21/musculoskeletal-disorders-as-a-public-health-concern>

<sup>11</sup> American Public Health Association. (2017). Ensuring Language Justice in Occupational Safety and Health Training. (Report No. 20175).

<https://www.apha.org/policies-and-advocacy/public-health-policy-statements/policy-database/2018/01/18/ensuring-language-justice>

## Written Testimony – SB21-087

Bookcliff Farms, grape grower, Mesa County, Ulla Merz, co-owner

I am testifying in opposition of bill SB21-087

Labor laws applying to agricultural workers are worth reviewing. But it needs to occur in the context of the Colorado agricultural industry.

Colorado because of its climate and elevation has only limited areas that can be used for agriculture. Colorado farmers produce not only commodity crops, but also specialty crops that are largely grown by small family-owned farms. Even the commodity crops in Colorado are grown by small family farms and not by corporate agriculture.

Bookcliff Vineyards produces a specialty crop (grapes) on 35 acres in Mesa County, which has a micro-climate that makes it possible to grow peaches, apricots, cherries and grapes. The growing season is seven months, but we pay our workers 12 months out of the year. We provide housing and pay for utilities and water throughout the year. Workers need to get paid throughout the year even if there is no work and not only during the growing season. During harvest, workers often work overtime, as the crops have to be picked when they are ready, which is determined by Mother Nature. We pay our workers a bonus at the end of the season. By paying the workers throughout the year, we can maintain a trained workforce without laying people off when there is no work.

The proposed bill will destroy this mutually beneficial arrangement which allows small family farms to maintain their workforce paying them throughout the year. With this bill Bookcliff Vineyards will not be able to pay workers throughout the year and will have to charge workers for housing, utilities and water if they want to stay during the off season.

The proposed bill as introduced favors corporate agriculture and will contribute to the destruction of small family farms.

3/16/2021

## SENATE BUSINESS, LABOR AND TECHNOLOGY COMMITTEE

RE: OPPOSE SB-087 Agricultural Workers' Rights bill

I would like to submit testimony in opposition of Senate Bill 087: Agricultural Workers' Rights Bill. My family runs a sheep ranch in Western Colorado and our family business currently contracts labor through the H2A foreign worker program. We have two employees (brothers) who have worked for us since 1976 & 1982 respectively. We also employ one of these worker's sons, who has been with us since 2009. Our other workers have been with us for an average of 5-8 years. We provide our employees with housing, food, tools, work clothes and medical care. We rely on the H2A program and diligently follow its regulations in order to stay legal and operational and we consider our employees a critical part of our ranching family.

This bill will ultimately force us to cut jobs and charge our workers for housing, food and supplies. This will most definitely result in them earning less money or losing their jobs all together. We have significant concerns about being able to continue to operate given all of the current pressures on ag producers and at our already dismally low profit margins. This bill completely ignores the rulemaking process available through the CDLE to address worker and employer concerns and creates a confusing mix of state and federal regulations. The most concerning portion of this bill is the reference to a "relator." The language of the bill seems to have been heavily influenced by some sort of legal organization. Below is a list of our concerns:

- 1) The removal of the minimum wage exemption does not take into account everything that we provide for our workers through the H2A program, resulting in these costs being transferred to the workers. This will ultimately result in a lower income for them.
- 2) The requirement for overtime and the limitations on work durations is tricky to navigate in our situation due to the nature of a shepherd's daily job duties (living on the range full-time and responding to threats to the herd at all hours). This specificity would open us up to litigation according to this bill.
- 3) Living on the range in remote areas also makes it tricky to require "one-day-per-week" transportation to town. We most definitely take them to medical appointments and provide them with any necessities. We also give them the option to go to town on a regular basis but requiring once per week is, again, overly specific and unrealistic in some situations.
- 4) There are additional flaws in the "overwork protections" section. There is ambiguity in the requirement for "ANY OTHER SHORT-HANDLED, HANDHELD TOOL THAT IS LESS THAN EIGHTEEN INCHES LONG" not to be "USED IN A STOOPED, KNEELING, OR SQUATTING POSITION." This technically removes their ability to use a hammer or pliers for fencing or general ranching repairs. I'm not sure how you would build or repair fence without using a pair of pliers and a hammer while bending or crouching down to secure the bottom of the fence. Pliers are an essential tool for our range-workers.
- 5) I will reiterate that our biggest concern with this bill is the section referring to a "relator," which is obviously drafted with special interests of legal services in mind. This encourages litigation against employers by anyone; provides access to ag operations by anyone without notification to the employer; and defines a district court as the first option of remedy if there is a perceived problem.

Please consider all of these concerns and the detrimental effect this bill will have on both employers and their employees. I am urging you to recognize that this bill is promoting special interest legal action that will be devastating to the already overstretched small business ag producers in our state.

PLEASE OPPOSE SB-087!!

Respectfully,

Renee Deal  
Sperry Livestock Corporation  
3799 County Rd 265  
Somerset, CO 81434



**Theos Swallow Fork Ranch Inc.**

**Angelo Theos**

[angelotheos@msn.com](mailto:angelotheos@msn.com)

**Anthony Theos**

[atheos55@msn.com](mailto:atheos55@msn.com)

March 16, 2021

To: Senate Business, Labor, and Technology Committee

**Re: SB21-087 Concerning Agricultural Workers' Rights**

Dear Senate Committee Members:

I am writing this letter to voice my opinion against SB21-087. My family runs a sheep operation in NW Colorado and has done so for 5 generations. We have utilized the H2A guest worker federal program for over 30 years. Our herders come here from Peru and have become a staple in our commercial sheep operation. We've had to employ foreign labor for decades because the domestic labor force doesn't want a job herding sheep. We go through all the procedures to hire domestic labor. I have yet to get a phone call wanting a job since I have graduated college 20 years ago and decided to come back to the family ranch. The federal program has doubled the minimum salaries in the past 10 years and has already caused other producers to sell their operations because they couldn't afford to pay their workers. Now SB21-087 is asking to increase range worker's salaries another 30% on top of what they make each month. We as employers have to furnish cell phones, work clothes (this includes rainwear, winter clothing, boots, gloves, etc.), tools, food, plane tickets, housing, etc. There have been studies done by the Colorado Woolgrowers Association and American Sheep Industry to quantify exactly how much we as producers actually end up paying. We as a struggling industry already cannot afford these costs. I ask you, what will the end result be? I can tell you that it creates a domino effect that hurts the workers, the farmers and the ranchers that all want one thing, to make a living clothing and feeding people.

Thank you,

Anthony Theos

# Hispanic Affairs Project



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I am Thomas Acker, professor of Hispanic Studies at Colorado Mesa University, founding member of Western Slope Against Trafficking, on the Governor's Colorado Human Trafficking Council, and board member of Grand Valley Peace and Justice. In my volunteer work I have had the opportunity to help herders get medical services, legal assistance and housing when they find themselves in situations requiring such help.

One item in the Farm Workers Bill of Rights is the recommended salary increase for the herders from the current \$1680 to \$2132 to bring herders' salaries to the minimum level of all workers here in Colorado.

The agricultural industry will ask why. The reasons are various:

- 1- There is a reason that herders are brought to Colorado from other countries: the working conditions in which the herders are unable to change employers and in which they are expected to be on duty 24/7 with no overtime payment are unacceptable for US workers. As per the contract, the worker is expected to carry out any duties that the employer requires of him and he must live in any location that the employer places him. These impediments to agency as well as the low wages are unacceptable to US workers.
- 2- The herder contract amounts to living alone in solitary confinement in a small trailer on the range. The herder's only human contact is the truck driver bringing the herder supplies once a week. Each contract is for up to one year, up to 364 days – a year the worker will be separated from his wife and children. According to the Catholic Non-profit FUNDA in Chile, that separation from family is detrimental to the well-being of the workers and their families. According to FUNDA, returning workers far too often return home with trauma that manifests in alcoholism, family separations and divorce.
- On one outreach conducted several years ago, we visited workers with a Spanish-speaking therapist. After interviewing them, the therapist informed us that the majority of the workers were severely depressed.
- 3- Lack of health insurance — US workers have access to health insurance. The H2A visa workers like the herders have limited knowledge and therefore limited access to health insurance. When they get sick, if it is not an illness directly related to their work duties, the herder must pay himself for any treatment. Typically, an employer avoids taking herders for treatment, because the employer would then have to put another worker to look after the sheep while the ill worker is treated. We should note that the worker is 100% dependent upon the employer for transportation to the doctor.
- 4- The current federal wage scale that the US DOL arrived at assumed that the workers work 48 hrs. a week. One herder is responsible for between 1200 to 2000 animals. All herders who were interviewed during the survey for "Overworked and Underpaid" (CLS 2009) said they work between 90 and 110 hours a week. Typically, herders are up at 4 or 5 AM. They may have had to stay up during the night if a predator is killing sheep. They then return to their camp

wagon for a quick lunch and then go back out until night fall. Weather conditions effect the behavior of the herd. For example, when it rains, sheep move to dry their wool, and the shepherd has to follow them.

5- The clothes and gear for performing this job can easily get up to \$500 or more depending on the garments bought. That's nearly a third of a shepherd's current monthly wage.

6- It is important to understand that the salaries being paid to these workers are not to support one individual, rather their salaries are for heads of households. Almost all workers come with the goal of providing a better standard of living for their wives and children back home, hoping to pay for their children's schooling or even creating a nest egg to establish a small business. Rather than the perception often presented that Peru and Chile have much lower standards of living, in fact the cost of living is higher than many think.

7- The herders and range workers come to the US out of an urgent need to improve their income and a misunderstanding of what they will find when they get to Colorado. Once the herder is here, he realizes he has misunderstood the life he will lead as a shepherd in Colorado and the inadequate amount of money he will be able to send home to his family, but then it is too late.

**In conclusion, our Colorado sheep industry provides a product recognized throughout our country that is second to none. We should be proud of that. We should, however, also insure that the shepherds who produce Colorado lamb and wool earn a living wage of \$2132 a month as other workers do in our state.**

Thomas Acker, PhD

Board President Hispanic Affairs Project

3-15-21

*Chairman Rodriguez and members of the committee, thank you for the opportunity to submit written testimony on SB21-087: Concerning Agricultural Workers' Rights.*

*My name is Mike Nolan. I own and operate Mountain Roots Produce in Mancos, CO with my fiancé and our 3 seasonal full-time employees. We raise 5 acres of diversified vegetables, selling 10 months out of the year to CSA, wholesale and direct to consumer. We have been in business for close to 10 years and hope to continue in perpetuity, if mother nature and the markets allow us. I am also the President of the Mancos Conservation District and an At Large Board Member of the Four Corners Farmers and Ranchers Coalition, which is a joint chapter of Rocky Mountain Farmers Union and the National Young Farmers Coalition.*

*I first would like to acknowledge the fact that I agree on the intention of this bill. There are bad actors and terrible situations that exist in Colorado when it comes to how employers treat and value their employees and something should be done about this. There is much work to do for protections for workers, from health services, better access to resources, minimum wages, and union organizing.*

*What is challenging for me is being opposed to this bill, both personally and politically. Not only did this bill severely lack stakeholder involvement, but it has now created division in the agricultural community, by pitting farm owners and farm workers, labor advocates against farmers, all in the court of public opinion. I really want this committee to know, that this process could have gone a lot smoother and there would be much less opposition if stakeholders were brought in from the beginning.*

*Regarding the bill itself. I would like to see a lot of compromise on it, but because of the process that has taken place so far, I do not have much faith... though I'm sincerely hoping that could change in your committee hearing tomorrow or on the floor of the Senate. There are some very troublesome pieces to this bill, from the "relator", to the short-handled hoe, to the 40-hour work week.*

*This bill treats agriculture as if there is an excess of profit being held in operations across the state. In 2019, our operation netted 18K on a 140K gross before taxes and it takes us on average 50K+ to start up again each year. We pride ourselves on paying our employees above minimum wage, but we do that at the sacrifice of paying ourselves what we are well deserved, and that is very commonplace in our industry. Our margins are tight, we cannot just increase the price of our burger by 5%, jump the price of our latte, or simply pass these costs onto the consumer like almost every other industry. I wish we could, but we would go out of business and be out competed by a marketplace that craves the best produce at the cheapest prices.*

*As written, our small 5-acre diversified vegetable operation would be in violation of many of these proposed regulations. We stoop and use short handled hoes and other short handled tools even when better options are available because we simply cannot afford them. We do our best to break for lunch on time, but sometimes we don't and we can't*

*because if we do, we risk the crop that we need to bring to maturity, bring to market, sell, and subsequently turn that into cash flow to pay our employees.*

*I know that I would be regularly in violation of the language in the bill as it is written and I have brought this up to members of Project Protect and Frontline Farming and was simply told, "don't worry about it, this doesn't really apply to you" on multiple calls in the past few weeks. Moreover, when I brought up many issues and questions, they were shut down by those organizations and I was told I need to "actually read the bill" or that I'm a racist that supports institutional racism and make my living on the injustice of workers.*

*Not only am I a bi-racial immigrant to this country who only became a citizen a few years ago, I have also worked on social justice issues for 20 years. I also pay my employees well above the hourly minimum wage, give them overtime, and do whatever I can do, as their employer, to take care of them. I have been actively engaged in Policy at local, state and national level since the first time I went to DC in 2007 to work on the 2008 Farm Bill. In all that time of working on policy I have never experienced such divisiveness in discussing and finding compromise on a piece of legislation. The no compromise and "with us or against" attitude coming from those that brought this bill forward to the Senate is heartbreaking to say the least.*

*I sincerely hope that when a committee vote is called on this, you vote your conscious and not from a place of guilt. There are many glaring and systemic issues with farmworkers that sincerely need addressed, and I hope that ALL of Ag, from its workers, to worker advocates, employers and advocacy organizations can write something that is better than this bill you have before you.*

*In conclusion, workers and workers' rights comprise a very important spoke in the wheel of Agriculture. Without it, the wheel fails... but when we try fix one spoke while ignoring the rest of the wheel, the unintended consequences could mean that the wheel itself drifts further out of balance and could fail in and of itself.*

*Thank you for your time and consideration*

*Best*

*Mike Nolan*

Opposition Testimony: SB 87

Kelly Brough, President and CEO, Denver Metro Chamber of Commerce

3/17/21, Senate Committee on Business, Labor and Technology

I'd like to start by thanking the chair and committee members for your consideration of this testimony. My name is Kelly Brough and I submit this testimony on behalf of the Denver Metro Chamber of Commerce, our 3,000 members as well as our affiliate the Colorado Competitive Council in opposition to Senate Bill 87.

As you will hear and read in testimony, this bill has sweeping impacts on the agricultural industry, a critical economic driver in Colorado. But, the bill goes much further than that – it raises private property issues with its overly broad access to any agricultural operation, and it raises serious concerns with its definitions and lack of clarity within the bill. That said, our primary concern is the impact this has across all industries in Colorado.

The change to the definition of “employee” in this bill impacts the Labor Peace Act. It's a significant change that applies to **all** industries, not just agriculture. Current statute creates three exceptions to the definition of employee: (1) an independent contractor; (2) domestic servants employed in and about private homes; and (3) farm and ranch labor (C.R.S. 8-3-104). The bill strikes all three exceptions, meaning the bill has reach well beyond agricultural workers to all independent contractors regardless of industry. This change is further codified with new language that expressly states that the term “employee” for purposes of the entire Labor Peace Act does not include any of the three current exceptions.

Our Labor Peace Act is a carefully crafted compromise that Colorado has held onto for decades. Any changes to the Labor Peace Act should be made through a collaborative and robust stakeholder process, rather than slipped into a bill that appears on its face to be about a specific industry.

We ask that you join us in opposing Senate Bill 87 and appreciate your consideration of the wide-reaching impacts of this legislation.

Knapp Farms LLC  
29742 Hwy 71  
Rocky Ford, CO 81067  
(719) 254-6265

March 17, 2021

Senate Committee: Business, Labor & Technology  
200 E. Colfax Avenue  
Denver, CO 80203

Dear Business, Labor & Technology Committee:

We operate a 5th generation family farm in Rocky Ford, CO growing diverse crops including many acres of Rocky Ford Cantaloupe™. As a business and a family, we are committed to the agriculture industry, our people, our community and our customers and continue to invest in evolving agricultural practices and sustainable agriculture.

Several years ago, the cantaloupe industry experienced the listeria outbreak and the Colorado Department of Agriculture invested significant time and resources to help the melon industry remain viable for the state of Colorado. Through this effort, the Rocky Ford Growers Association was formed with a group of local farmers that continue to drive the production of Rocky Ford Cantaloupe™ with a focus of food safety and sustainable agriculture. During this same time frame, the number of farms growing Rocky Ford Cantaloupe™ has significantly decreased to four farms. The numerous risks and challenges of labor, weather, regulations, and increasing costs have become too much for many to recoup. We remain committed to agriculture in our community and the State of Colorado, but do not believe that SB21-087 is written with a commitment to agriculture and the people of Colorado.

The Colorado Labor Peace Act written in 1977 recognized three major interests (stakeholders) involved; the public, the employee and the employer. The premise of the act still holds true today.

According to the Colorado Labor Peace Act 8-3-102:

(1) The public policy of the state as to employment relations and collective bargaining, in the furtherance of which this article is enacted, is declared to be as follows.

(a) It recognizes that there are three major interests involved, namely: That of the public, the employee, and the employer. These three interests are to a considerable extent interrelated. It is the policy of the state to protect and promote each of these interests with due regard to the situation and to the rights of the others.

(b) Industrial peace, regular and adequate income for the employee, and uninterrupted production of goods and services are promotive of all of these interests. They are largely dependent upon the maintenance of fair, friendly, and mutually satisfactory employment relations and the availability of suitable machinery for the peaceful adjustment of

whatever legitimate controversies may arise. It is recognized that certain employers, including farmers and farmer cooperatives, in addition to their general employer problems, face special problems arising from perishable commodities and seasonal production which require adequate consideration. It is also recognized that whatever may be the rights of disputants with respect to each other in any controversy regarding employment relations, they should not be permitted in the conduct of their controversy to intrude directly or indirectly into the primary rights of third parties to earn a livelihood, transact business, and engage in the ordinary affairs of life by any lawful means and free from molestation, interference, intimidation, restraint, or coercion.

SB21-087 does not take into account the interests of all of these stakeholders (the public, the employee and the employer). The bill was not written with the support of the Colorado Agriculture industry, as a whole, and we do not believe the extensive repercussions of this bill have been fully evaluated and considered. If this bill becomes law, the resulting ramifications appear insurmountable for many labor-intensive agriculture businesses, such as ours, and risks drastic reduction to the production of fruit and vegetables in the State of Colorado. Many producers will face significant challenges to absorb these increased costs and as a State we risk a reduction of fresh grown produce. We believe that Colorado consumers should have access to locally grown, quality produce, at reasonable prices and believe this bill will significantly limit our ability to compete and provide Rocky Ford Cantaloupe™ and other produce to Colorado consumers and the grocery store shelves.

As a family business we have a passion for produce farming, we value our employees, and we recognize that our employees are crucial to the success of our business and our community. A bill valuing all stakeholders and involving them in the process, from the start, is necessary for the wellbeing of all. We oppose SB21-087 as written.

Thank you for your consideration,

Gail Knapp, Knapp Farms LLC



March 17, 2021

To: Senate Business, Labor and Technology Committee

From: A.F. Tony Gagliardi, State Director

NFIB Colorado

Re: Sb 21-087, Agricultural Workers' Rights, Sen. Danielson/Reps. McCormick and Caraveo

NFIB Colorado Position: **OPPOSE**

NFIB is an incorporated nonprofit association with nearly 300,000 members across America. NFIB protects and advances the ability of individuals to own, operate, and grow their businesses and ensures that the Congress of the United States and all 50 states hear the voice of small business as they formulate public policy.

On behalf of approximately 7,000 NFIB Colorado members we request you OPPOSE Sb 21-087.

It is our belief that Sb 21-087 is a solution looking for a problem. Sb 21-087 undermines Colorado's Labor Peace Act which has been enforce for over twenty-five years. The Labor Peace Act has been supported by both organized labor and Colorado's business community.

First, much of the employment law governing agricultural workers is covered by Federal statute.

Second, under current labor employment statutes there are three exceptions to the definition of employee as stated in C.R.S.8-3-104

- a. An independent contractor
- b. Domestic servants employed in and about private homes
- c. Farm and ranch labor

Senate bill 21-087 changes those definitions significantly and reaches far beyond agricultural workers also capturing all three currently exempted types of employees.

Third: There have been many attempts to pass Right-to-Work legislation that have failed. Many will say Colorado does not need to be a Right-to-Work state since the Labor Peace Act has worked for both sides. With the significant proposed changes contained in Sb21-087 it is the belief of NFIB membership that Colorado's peaceful relationship between organized labor and the business community would be jeopardized.

**NFIB Colorado requests Sb 21-087 be OPPOSED.**

Submitted by: A.F. Tony Gagliardi, State Director

Thank you Chairman Rodriguez and members of the committee,

We are testifying in support of SB21-087, establishing labor rights and protections for Agricultural workers in the state of Colorado.

The Colorado Immigrant Rights Coalition (CIRC) is a statewide, membership-based coalition of immigrant, faith, labor, youth, community, business and ally organizations founded in 2002 to improve the lives of immigrants and refugees by making Colorado a more welcoming, immigrant-friendly state. Every year our members across the state identify the top issues facing immigrants in our state through our policy process. In 2021, CIRC members chose agricultural worker rights as a top priority.

Historically, agricultural workers in the state of Colorado have been left out of basic labor safeguards that ensure their safety and health. Even the most widely expected protections, such as meal and rest breaks, minimum wage, overtime pay, and the right to collective bargaining - have been denied to agricultural workers. These exclusions are undeniably part and parcel of a larger history of exploitation against Black farmers and immigrants. In 2014, Pew Research estimated that 17% of Colorado's agricultural workers are undocumented, putting them at added risk for employer retaliation when seeking even the most basic labor rights.

The recent public health crisis has only drawn attention to the shortcomings and failures by the State of Colorado to protect farmworkers - many of whom face the cruel irony of being considered essential in a country that continues to deny them a clear pathway to citizenship. As essential workers, they have kept the agricultural industry running successfully throughout the pandemic without access to basic health protocols such as a lack of protective equipment and non-enforcement of social distancing guidelines. Agricultural workers have continuously endured dangerous and unsanitary conditions.

Colorado lags behind other states who have already taken measures to ensure the right to collective bargaining and banned the short handled hoe. Few labor protections are in place for farm workers in our state. The Colorado Department of Labor only instated a 10-minute rest break extension for all agricultural workers for every four hours worked this past year. Only those covered by the Fair Labor Standards act are guaranteed minimum wage, but almost 50% of Colorado Agricultural workers are excluded. Employees of "small farms" or employed by family members or "hand-harvest laborer[s]" are exempt from the guaranteed minimum wage.

Farm workers deserve access to the same labor protections that are guaranteed to all workers. No one should be forced to choose between keeping their family safe and putting food on the table. SB21-087 offers a broad and comprehensive solution to ensuring that farm workers receive just compensation, adequate protections, and the right to collectively bargain for humane treatment and conditions. It is time for the exploitation of our agricultural workers to end.

Thank you for your time. We urge a YES vote on SB21-087.

Raquel Lane-Arellano

Colorado Immigrant Rights Coalition

2525 W. Alameda Ave.

Denver, CO 80219

SB21-087 Agricultural Workers' Right

Wednesday March 17, 2021

Dear Chairman Rodriquez and members of the Senate Business, Labor, & Technology Committee,

First, thanks for allowing me to submit my written comments on SB21-087.

Our employees are like family. They are the most important part of our farming operation so their health and well being are a priority. Last Spring I was literally standing in line each morning waiting for my local King Soopers to open just to get one package of toilet paper, one package of paper towels, sanitation supplies and bottled water for our employees to help keep them safe. I have grown up with them, and with some of them even their parents and grandparents have worked with our family. So I want to make sure that they are taken care of and we have many valuable partners like the Salud clinic who came to our farm yesterday with their mobile unit to provide the 1<sup>st</sup> vaccine dose to our employees, what a big relief. A huge thanks to the staff of our local Salud clinic here in Brighton and a special thanks to Deb Salazar!!!

So I applaud the sponsors intent of wanting to provide the same protections that most other employees have under the law. But I hope that after you read my comments below on the issues I see in the proposed language of the bill, taking into context that this is just my view as a vegetable and grain farmer, that you will chose to table this bill with a plan in place to work through these issues and so many more that may be identified by other aspect of Colorado agriculture because we are so fortunate to have in Colorado a great diversity of farm families, small to

big, irrigated to dryland, grain to fruit, plant to animal, mixed and specialized, outdoor to indoor, and so forth and so on. So although I appreciate the efforts that have been made during the last month to work out some of the details, I think we really need to convene a group that includes farm workers in this discussion and I would be willing to have some of our employees participate in that process because I am afraid of the unintended consequences may actually end up hurting them. Can I do a better job as an employer, absolutely yes and a plan forward that would help all of us would be to table this bill and form a workgroup of current farm employees from all sectors of agriculture and employers to discuss today what they could accomplish together. After the pandemic is over if you would like to come visit our farm and visit with our employees I would welcome the opportunity so that you can see first hand that we may not have much but we do the most with what we have.

Below are some of my comments referring to the line numbers on the bill as introduced.

- I. Pg 3 line 10: "Relator":
  - a. I feel that this is unnecessary, scares me the most and should be deleted. Currently employees can file complaints with the CO Dept of Labor and OSHA and the employee information is kept confidential and there are many local entities that they are in contact with that can assist them if they feel like they are being mistreated, like local churches, Salud Clinics, etc.
  - b. We have the required poster posted in English and Spanish in several places on our farm that explain the employees rights and have telephone numbers they can call.

- c. If most of us are doing a good job, I think this provision could place an undue burden on the majority that are doing a good job by having them face the possibility of frivolous court actions. Many outsiders see farmers as being “rich” targets for lawsuits because of the land assets they may control but most are cash poor relying heavily on lending operations for day to day operating capital until they can harvest and sell their crops.
      - d. I really hope that you will consider removing this provision. I don’t think this provision is a solution to any abuse that may be going on but could actually cause those “bad” operations to go even further underground to hide their actions hurting employees that they have even more.
- II. Pg 4 line 1: “Rebuttable Presumption”
  - a. What if the employee is found in violation of a long standing rule for the farm that is cause of immediate dismissal like, sexual harassment of other employees, or illegal drug use? I would again hate to put other employees at risk for the inappropriate action of a single bad apple that may learn how to manipulate the system for their singular benefit.
- III. Pg 10 line 2:
  - a. I Fully support removal of the exclusion of Agriculture from the minimum wage
    - i. All of the farmers I have spoken with pay the minimum wage or above and like me didn’t even know we were exempt. We would not have people working with us if we paid less than the state minimum wage so I am in full support of removing this exemption.
- IV. Pg 10 lines 17 through 25

- a. Fully support meal period and breaks as long as it doesn't conflict with any federal standards.
- V. Pg 11 line 9: "Overtime"
- a. Vegetable farming in Colorado creates some special challenges where it is very difficult to have set working hours
    - i. Our growing season is so short vs places like Arizona, California, Florida, Texas, Georgia, etc. that can literally grow crops year round. Where we can only plant a single crop and harvest it during one calendar year while for some crops in California they can plant and harvest up to 3 or 4 times in one year. For this reason our seasonal employees are working for a shorter period of time and for us the employer our overhead costs are much higher per unit of vegetables we sell. If we continue down the path of increasing regulations and cheap food, causing the loss of the diversity of production the majority of our food will be produced on mega farms at central locations. We already see this with leafy green production where 90% of the lettuce is grown in Arizona during the winter months:
      1. <https://www.yumachamber.org/agriculture.html>
      2. And as we saw with the Romaine lettuce food safety recalls, when we rely on a single region for our food supply then the impacts are felt nationwide.  
<https://www.cdc.gov/ecoli/2018/o157h7-04-18/index.html>
    - ii. Vegetable crops are very perishable and harvest can't be delayed for very long. We used to grow sweet corn and the window for harvesting the crop was only about 4

days. If harvest was delayed beyond that point the grocery stores would not buy it. And our harvest season is so short here in Colorado. For our sweet corn the harvest season was only about 6 weeks long. During that six weeks we had to earn enough to re-pay loans that we had taken out to get to harvest to pay for all of the bills that we had accumulated to that date (for seed, water, labor and hopefully have enough to get us through the winter). This is so unlike other types of work that have income 365 days of the year.

- iii. We do our best to plant our fields so that harvest is staggered but weather variability plays a huge role in when a plant finally matures and we can't predict what mother nature provides us. One of our current crops is onions and in the fall we sometimes struggle with them maturing in time before freezing temperatures come to Colorado earlier than expected that could ruin the crop. This year we saw delayed maturity that we think was due to the haze and ash from all of the wildfires. Two years ago we were fortunate enough to have reliable weather predictions that 7 days in advance said an artic cold front would be dropping down into Colorado. We all worked some long hours for seven days straight so that we could get the crop harvested before the cold front got here. Onions are our storage crop and the value of them is that it provides work for our fulltime employees in the winter. If we would have lost that crop due to the early freeze there would have been less work during the winter months for our employees. They understand the

importance of harvest and so we are really partners in that effort to get it done.

- iv. Weather events in Colorado like hail storms or thunderstorms can make it unreasonable to harvest for a few days and that work often has to be caught up when field conditions are more favorable. It is better for the employees, equipment and sometimes the crop if we don't try and go into wet fields after storms and struggle through the mud to harvest. But just because we may choose to wait, the plants don't wait and that means there is more ready to harvest once we can start again and we can't just find extra people for a few days of work to help make up that lost time.

1. Profit margins are so thin on fruit & vegetable farms that a farmer may have to let the crops rot in the field rather than have the added expense of paying overtime and if this would happen not only would the farmer lose potential income but the employee could lose the additional source of income of working extra time as well. Here is a link to USDA data that indicates that a farmer only gets 7.8 cents from every dollar spent on food. If anything I think as a society we need to evaluate how we value the basic need of food and change how the rest of the economy is being carried by our farmers and the workers they employ and not penalize our farmers for providing inexpensive food. Isn't it about time that we reward those feeding us?

- a. <https://www.usda.gov/media/blog/2019/05/14/where-do-americans-food-dollars-go>

VI. Pg 12: line 21 “Normal working hours”

- a. What does this definition apply to?
  - i. If it is only applying to access to key service providers that seems very reasonable and I would not have any issues with this but,
  - ii. If it goes beyond that then we would have concerns because in our seasonal vegetable production there is no such thing as normal working hours.

VII. Pg 13: line 12 “housing access”

- a. In dormitory type housing that is provided to the employee, like that for H2A workers, what action could an employer take if other residents have complaints about who somebody is allowing to visit them?
  - i. Specifically we had an issue once with an employee that was allowing alleged prostitutes to “sleep” with them in the dormitory housing that we were providing him and the other employees in the house didn’t feel comfortable or safe with that happening.
  - ii. Another example would be this past year with concerns over COVID 19, it made sense to have rules to reduce the risk of having an outbreak by asking the employees to not have large groups at the houses.
  - iii. We don’t require employees to live in our houses so not unlike some University housing which is optional I think there needs to be reasonable allowances for housing rules to protect all of the residents that chose to live there.

VIII. Pg 14: line 5 “Filtered”, and “Fresh”

a. Why does water have to be filtered? Would municipal water meet this requirement? Some of our houses have potable well water, and we test to make sure it is potable but they are not filtered. It is my understanding that if filters are not well maintained they could actually be a problem rather than a benefit. I would suggest you have a labor attorney research this because I have the understanding that we are already required to provide “cool potable drinking water”. Here is a link to the US DOL website:

i. <https://www.dol.gov/agencies/whd/fact-sheets/51-osh-act-field-sanitation#:~:text=Covered%20agricultural%20employers%20must%20provide,readily%20accessible%20to%20all%20employees.>

ii. Another law that we have to follow is MSPA. Here is a link to that website:

1. <https://www.dol.gov/agencies/whd/agriculture/mspa>

b. “Fresh” seems to be a vague term. What one person may call fresh another may call stale. Water running through a municipal system may take a long time to get to my faucet so is it fresh? When you do an internet search for “Fresh Water” the answer is “any naturally occurring water except sea water...”. I would refer again to the terms used in the above reference which are federal laws so we don’t have juxtaposed regulations confusing what really should be safe potable water.

IX. Pg 14 line 8: “shade”

- a. Do natural trees meet this requirement? Maybe change the language so that it says that “An Employer shall provide ACCESS to each...”
  - i. In some cases it might be better to transport employees to a nice shaded area than it would be to set up a make shift one that could provide
- X. Pg 21 line 21: “short handled hoe”
  - a. I agree with the intent of this section in protecting employee health but I question whether this approach might hinder some creative solutions to help employees. As an example some growers are using some machines where the employee is actually laying down or seated and using short handled equipment so the stress on their back is reduced even though they are still using a short tool
    - i. <https://harvestpromfg.com/rohand-ii>
    - ii. <https://vegetablegrowersnews.com/article/machine-makes-it-easier-to-pick-strawberries/>
  - b. I think the intent to protect employee health should be the focus through educational efforts, and resources rather than targeting tools that depending on how they are used may or may not be creating the health issue.
  - c. And then as I mentioned before each farm operation is different, the crops they grow or animals they raise is different so in legislation it seems like it would be hard to strictly define parameters that wouldn't actually end up making it harder for employees. This is another reason why it would be beneficial to set up a group to further investigate what are viable solutions to reduce the risks of back injuries.
- XI. Pg 14 line 26: Enforcement

- a. Without documentation that there is prevalent abuse of agricultural workers this provision would seem to create a greater possibility of abuse to all the growers doing a good job with frivolous civil proceedings.
- XII. Pg 15 line 22: Two members who have worked
- a. I would suggest we change this to at least THREE members that ARE currently working in agricultural and that they be compensated by the State for serving on this committee.
    - i. I think in all of this the most important voice should be the employees. AND I think it is important that the State compensate them for participating.
    - ii. Also I think it would be advisable to make accommodations for representation from the seasonal workforce since for many aspects of farming, at least the vegetable part that I am familiar with there is a need for temporary help.
- XIII. Pg 16 line 1: Two representatives from the Migrant Farm Worker Division of Colorado Legal Services
- a. Would they also qualify as being representatives under item (II)? If so I would remove this requirement.
  - b. Or maybe a more important partner would be to have members of the local Workforce Centers that actually are working with current employees, doing housing inspections, finding work for people, and dealing with other issues on the ground that could be a good addition to the conversation.
  - c. Or as I mentioned maybe Salud Clinics should be part of this since they are providing health care to some of our workers.
  - d. AGAIN I can't stress enough how important tabling this effort now is and set up a mechanism where all parties can come together to discuss this issue to bring to light other resources

and partners that should be at the table to really achieve the intent of helping our employees.

XIV. Pg 16 line 18: Report

- a. Would it be more productive to somehow align this work with the Colorado Department of Labor since most of this would be under their jurisdiction and where improvements can be pursued first without legislative action? If action would necessitate legal changes then those recommendation would also be included in this report

XV. Pg 18 line 22: housing sq footage

- a. Would it be better to leave this more general so that the protections provided met the needs to reduce the risk of a particular public health emergency? I could have never imagined how COVID has made us pivot and I think most farmers have done a good job doing that because our employees are so important to us. Who knows what the next public health emergency will be and what precautions will need to be taken to reduce the risks. I think the CO Dept of Health and the CDC did a good job of providing “enforceable” guidelines for COVID and I would suggest that a more appropriate approach would be to allow that process in the next public health emergency. As a “far-out” example...could the next public health emergency be ash falling from wildfires or a volcano where everybody should remain indoors at all times. In this case the public health professionals may determine that it is more important that everybody be inside even if they are closer than the prescribed limits in this legislation and farm housing could play a role in helping with the homeless population. As a farmer I have learned that the one most important thing is that we can’t predict the future

but we need to be able to adapt to the situation you are facing. This language seems to lock us into a particular scenario that may or may not be applicable to future public health emergencies.

- b. If you haven't seen it here is a link to the "enforceable" guidance that the CDPHE put together for agriculture.
  - i. <https://covid19.colorado.gov/guidance-for-the-agriculture-industry>
  - ii. As I mentioned I was literally waiting for our local King Soopers to open each morning to buy supplies for our employees last spring. Everybody was struggling to find PPE and we didn't want to take away resources needed for the hospitals so we were left to fend for ourselves. From facemasks, to sanitizing wipes, to toilet paper it was a struggle. AND everybody was struggling. Sure, I was frustrated that the CO Dept of Ag couldn't help me but everybody was in the same shape. I am thankful that eventually they started the [www.energizecolorado.com](http://www.energizecolorado.com) website because I finally ended up getting some ppe from that website.

I am not a labor attorney, or a lobbyist so these comments are just my own from my perspective as a vegetable farmer. I am sorry that I could not provide in person testimony but I had a previous commitment, but if you have any questions please feel to reach out to me anytime and I would welcome the opportunity to discuss this important issue.

Thanks for considering my comments.

Sincerely,

Robert T. Sakata  
Sakata Farms  
Brighton, CO.  
(303) 947-3097



Dear members of the Colorado Senate Business, Labor, & Technology Committee:

Colorado Jobs With Justice is a long-term, formal coalition of labor, community, faith, and student and youth organizations that come together to advance workers' rights and social justice through building sustained relationships and taking direct action to create concrete change in the lives of working families. Colorado Jobs With Justice wholly supports SB21-087, which represents an opportunity for Colorado to distinguish itself from the oppressive exclusions written into US law that were copied at the state level. The time has come for farmworkers, who are essential not just to the economy in general but to the lives of every single Coloradan, to have the same rights at work that workers in other sectors possess.

American labor law is very racist and sexist, and excludes some of the most essential workers in our economy. It started when the National Labor Relations Act (NLRA), passed in 1935, excluded domestic workers and farmworkers, denying them organizing rights and legally codifying the "racialized and gendered hierarchy of the 1930's labor market" (Nadasen, 2012). Colorado followed suit by including these exclusions in the state's Labor Peace Act in 1943. In modern context, these racist and sexist exclusions continue to disempower some of the most vulnerable workers in our society, leading to terrible working conditions.

Despite farmworkers being instrumental in ensuring that we can all eat fresh food, these historical exclusions from labor protections have created horrible working and living conditions:

- Low wages - The average farmworker family earns less than \$25,000 annually, and roughly 1 in 4 farmworker families living below the poverty line (National Farmworker Ministry).
- COVID-19 - Farmworkers are particularly susceptible in the current pandemic. Farmworkers face retaliation and permanent job loss for positive COVID-19 tests, and are less likely than other workers to receive PPE from their employers. (National Center for Farmworker Health). Lack of transportation from rural areas is also a barrier to healthcare access.
- Health - Farmworkers die from heat-related illnesses at 20 times the rate of other workers (Centers for Disease Control), not only because they work in dangerous conditions, but because many farmworkers paid by the piece and incentivized to skip shade and water breaks (National Farmworker Ministry).
- Housing - It is nearly impossible for farmworkers to access affordable housing. Because the majority of farmworkers are undocumented, they are often ineligible for government-subsidized housing, and housing prices on farms is often inflated, workers pack into very small living quarters to be able to afford housing. Some farm owners even charge rent by the person to maximize their profit. Inadequate and overcrowded housing leads to numerous hygiene and health concerns which have been even worse during the COVID-19 pandemic (National Farmworker Ministry).



The most important aspect of SB21-087 is removing the exemption for agricultural workers in the Colorado Labor Peace Act, empowering workers to organize their workplaces and fight for just working conditions. The bill contains other provisions that would improve conditions for workers across the board, by requiring that agricultural workers be paid the minimum wage, creating overtime standards for the industry, mandating meal breaks and rest periods, creating additional protections around housing, transportation, and healthcare access, and innovative new enforcement models for workers to utilize.

Agricultural workers are some of the most essential workers in our state. That was true before the pandemic, and will be true after the pandemic has passed. The rights and protections contained in SB21-087 are decades overdue, and the time has come for the State of Colorado to do the right thing and fight for our most essential workers.

Sincerely,

Eric Leveridge  
Strategic Research Analyst  
Colorado Jobs With Justice

Chairman Rodriguez and distinguished members of the Senate Business, Labor & Technology Committee, my name is Beth Utton. I am from Longmont, Colorado. As a concerned citizen I am offering testimony in favor of SB21-087, Agricultural Workers' Rights.

The pandemic has highlighted many areas of severe inequity in our country. One of those is how poorly essential workers are treated. Sadly, ag workers historically have not even been treated as well as other classes of essential workers. They have barely been counted as human. How is it that we can continue to totally disregard the needs of the people whose work is the foundation of putting food on the table of every person in America?

The Agricultural Workers' Rights bill would address this gross inequity in Colorado. It would greatly improve the lives of ag workers and give them the opportunity to live at more than a subsistence level. It would erase much of the disgraceful and totally unacceptable maltreatment of invaluable workers – of people.

I urge you to vote YES on SB21-087. Thank you.

SB-87 the workers right bill not only strips land owners of their property Rights by allowing anyone to come on private property to inspect labor without prior notice and permission and official government status it would also impose massive liability and risk to land owners and their employees if people come onto private land and are injured due to their own behaviour or if those people who come onto private land cause injury to ranchers or employees or the animals or equipment on the ranch or farm.

Please Do not pass this destructive law.

Cheri Robinson

Good afternoon Chairman Rodriguez and members of the Committee. Thank you Senator Danielson for bringing this bill forward. Thank you for the opportunity to be here today and talk to you about why you should support Senate Bill 87. CLLARO is a statewide nonprofit organization dedicated to helping Latinos in Colorado achieve their fullest potential. We advocated last year for inclusion of agricultural workers in the updated COMPS Order wage protections. While some gains were made, agricultural workers were mostly excluded. Prior to my time at CLLARO I worked for several years in the anti-human trafficking movement in Colorado and have encountered multiple instances of labor trafficking in the agricultural industry. Farmworkers and sheep herders remain some of the most vulnerable Coloradans in the workplace and these workers remain without proper protections. I urge you to consider passage of this bill to ensure that this changes. The essential heroes who labored in a pandemic so that you and I had food for lunch are not legally guaranteed a lunch break. Clean and drinkable water is easily accessible in this building and should be in the fields. The rights, remedies and enforcement actions included in this bill for aggrieved workers and whistleblowers can offer real protection to non-citizen workers, who are reluctant to speak up and are twice as likely in Colorado to experience wage theft. Further, the authorization for visitors at employer provided housing directly fulfills recommendations to address labor trafficking made in the Colorado Human Trafficking Councils' 2019 report. The health and safety protections proposed are crucial in an ongoing pandemic that has had a disproportionate effect on agricultural workers. The measures in this bill can directly prevent the extreme exploitation that is happening in some Colorado workplaces, and set standards across the state to require that agricultural workers are treated with dignity and as human beings. Many of the farmers, ranchers, and agricultural employers in our state have long standing relationships with the men and women who work the fields alongside them. This bill will guarantee that bad actor employers are weeded out. American industry adapted to the outlawing of child labor and the invention of the weekend. The Coloradan agriculture industry will survive and can even thrive with the provision of basic human workplace rights to agricultural workers. Thank you for your time today.

Zarah Levy, Colorado Latino Leadership Advocacy and Research Organization

My career has been in the food industry--I have created marketing plans for thriving natural and organic food businesses, many of them based in Colorado. I am now working with a school district food services department, and I work to increase our purchases from local Colorado farms. In my time as a worker in these food industries, I have been compensated and treated fairly under labor laws consistent with most laborers in our country. I am upset and extremely concerned that our agricultural workers are not afforded these same privileges and basic rights. Agricultural workers are the backbone of our society, ensuring that there is food on our tables every day. Their work is of the most essential variety.

Each day, our agricultural workers go to work to feed our state's citizens, and they deserve to know they are granted fair labor rules, decent housing, access to healthcare and legal services, food and clean water at work, minimum wage, freedom from retaliation for bringing up workplace harms, and historically, agricultural workers have been left out of the most basic of workplace protections such as meal and rest breaks, overtime pay, the right to collective action, and even guaranteed minimum wage pay. Their exclusion is linked to institutional racism and economic inequities that go back hundreds of years. It is vital that the state step in to ensure agricultural workers have the same basic protections as other workers in Colorado.

This Bill will be an important step for Colorado agricultural workers, giving them similar basic rights to other workers in the state and repairing decades of harms. In a year when because of COVID we have seen both how essential our agricultural workers are, and how vulnerable, this bill moves us forward into a better post-COVID future.

The COVID-19 pandemic has highlighted that farmworkers lack basic rights and protections. Agricultural workers have served as essential workers during the pandemic as they kept our agricultural systems running safely and food on our tables. Agricultural workers have not had access to protective equipment, have suffered from non-enforcement of social distancing protocols and other health guidelines, and have endured unsafe or unsanitary housing conditions.

Please cast your vote with your constituents who value our agricultural workers and want to see them and our state flourish and in favor of SB21-087.

Mary Rochelle

The Northern Colorado Legislative Alliance, the joint public policy arm of the Fort Collins, Loveland and Greeley Chambers of Commerce, is strongly opposed to SB 87. Agriculture is a thriving legacy industry in northern Colorado contributing paychecks and stability to thousands of people and families in the region. While well intentioned, the very real consequence of SB 87 are the very real costs that threaten to lose real jobs. We strongly encourage your no vote on SB 87.

Sandra Hagen Solin

The SB-87 Workers Rights Bill will make it impossible to run my Native American family owned sheep ranch because the conditions it imposes would be difficult to impossible to comply with. Range band herders might work one hour a day for some months but 12 hour days during lambing. Conditions and labor requirements vary by range location and season. The H2-A foreign labor program is the federal program that sheep ranches operate under to safe guard workers . The state of Colorado should not impose conditions that the H2-A rules do not. In addition, this bill does not appear to have taken into consideration that labor for migratory ranch range bands of sheep require different things than do farm workers in a fixed location.

Please Do not pass this bill because it will destroy my family ranch which is my only means of support and the range band sheep industry in Colorado.

Thank you,

Sam Robinson

Dear Senate Committee Members,

Today I am representing my family's 4th generation sheep and cattle ranch in south western CO.

We strongly oppose SB21-0087. We utilize the H2A guest worker program. We have brought in sheep herders for the last 6 years. Without these men, we would be out of the sheep business. It is impossible to find herders in the USA willing to work. By working in the US - Alejandro and Miguel have both been able to build homes for their wives and children in Peru. This is not something they could do without coming to the US.

Once these workers receive approval to work in the US they have absolutely no expenses. We pay for visas, transportation, per diem meals, provide their food and housing, tools, etc while employed by us. All of these items and salaries are set by federal regulations.

The current H-2A wage and regulatory framework was updated and approved under the Obama administration.

SB21-087 preempts the federal H-2A regulations for guest workers creating an impasse of conflicting and confusing state and federal regulations. There is no need to have state statute regarding a federal program.

Thank you for your consideration.

Terri Lamers  
Snyder Ranches

I support this bill because I support economic and social justice for all human beings.

During this pandemic we have been eager to praise our essential workers as heroes. Agricultural workers are among the most essential workers. Without their labor our economy would come to a screeching halt.

If I were an agricultural worker, I would not want to be treated like a hero, because heroes are supposed to be willing to die to save us. Rather, I would want to be treated like a human being. Hard working human beings deserve to have the same decent working conditions and wages as other hard working human beings. Hard working human beings deserve a decent place to live and worker protections that most of us take for granted.

Agricultural workers are our friends, neighbors and family members. We need to treat them like human beings so they can live in dignity, not poverty. We are so fond of talking about the dignity and purpose that goes along with having a job. Yet we have refused to honor and reward the hard work of agricultural workers by granting them the same worker protections that the rest of us enjoy.

Please vote yes to pass the Agricultura Workers Rights bill.

Virginia Gebhart

March 7, 2021

My husband and I own a small grocery store in the San Luis Valley. Our store is the only full-service grocery store in town. We also have a large influx of tourists during the summer months that bring a lot of business into our small mountain community. Nationally independent grocery stores net 2-3%. With razor thin margins in our business, credit card fees have been out of control through the past few years and with the increased usage of cards, our margins have even gotten thinner. Credit card companies have been very difficult for independent stores to negotiate competitive rates compared to big chain stores.

Therefore, we feel that it is time to pass this legislation so small businesses like ours can survive.

Respectfully,  
Dana Sowards