

# SELECTED REFERENCES

INDUSTRIAL RELATIONS SECTION

PRINCETON UNIVERSITY

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## MIGRANT FARMWORKERS IN THE UNITED STATES\*\*

### I. GENERAL

Commission on Security and Cooperation in Europe. *Migrant farmworkers in the United States: briefings of the Commission on Security and Cooperation in Europe*. Washington, DC 20402. Superintendent of Documents, U.S. Government Printing Office. 1993. 441 pp. \$26.00.

This document examines migrant and seasonal farmworker populations and provides an overview of farm labor economics. It examines living conditions and government programs as well as issues of health and safety, women and children. This comprehensive report is the result of proceedings and other materials submitted during a series of public briefings and fact-finding missions conducted by the Commission.

Linder, Marc. *Migrant workers and minimum wages: regulating the exploitation of agricultural labor in the United States*. Boulder, CO 80301. Westview Press (5500 Central Avenue). 1992. 322 pp. \$52.00.

Linder presents the problem of migrant farmworker exploitation in terms of "sweated labor," and he illuminates the role of both employer and state in this dynamic. He discusses the economic, legal, and philosophical issues surrounding migrant agricultural workers, and he examines both the issues of minimum wage and reasons why migrant workers do not have statutory parity with the rest of the protected working class in the United States. Linder proposes specific measures for empowering migrant workers and provides examples of how these measures have been successfully implemented.

Martin, Philip L. *Harvest of confusion: migrant workers in U.S. agriculture*. Boulder, CO 80301. Westview Press. (5500 Central Avenue). 1988. 238 pp. (Westview Special Studies in Agriculture Science and Policy) o.p.

Martin suggests that the persistent problem of measuring and enumerating migrant farmworkers arises from a lack of clear definitions. He recommends a three-fold definition: a farm, a farmworker, and then a migrant farmworker. Martin also evaluates the data sources commonly used to profile migrant farmworkers and offers some insight into how misuse of this data has contributed to the confusion in defining and studying the farmworker. He then proposes a methodology for counting migratory workers at the state level and assesses present and future prospects for this segment of the agriculture industry. The appendices include valuable data on farm labor programs, as well as a compilation of state-level data on farmworkers. For additional statistical data, refer to *Farm Labor*, a monthly publication of the National Agricultural Statistics Service.

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\*\*Items on this list should be ordered directly from the publisher. Addresses are given in connection with each reference.

Martin, Philip L. and David A. Martin. *The endless quest: helping America's farmworkers*. Boulder, CO 80301. Westview Press. (5500 Central Avenue). 1994. 252 pp. \$45.00. Forthcoming.

This book reviews the "big four" federal programs that are trying to improve conditions for migrant farmworkers: the Migrant Education Program (ME); Migrant Head Start (MHS); Migrant Health (MH); and job training services under section 402 of the Job Training Partnership Act (JTPA 402). The authors describe the evolution and current operations of these programs, and propose reforms.

Stuart, Peggy. "A better future for migrant workers." *Personnel Journal* (ACC Communications, 245 Fischer Ave. B-2, Costa Mesa, CA 92626), December, 1992. pp. 65-74. \$6.00.

While longstanding problems of poor working conditions and low pay continue for the majority of migrant workers, recent court decisions are forcing farmers to take more responsibility for the treatment of their workers. The fate of farmworkers should not be controlled solely by labor contractors. Stuart highlights human relations programs developed by individual growers to alleviate some major grievances. Effective efforts include: low-cost, decent housing; guaranteed minimum wage; unemployment and workers' compensation; COBRA benefits; medical coverage; day care; continuing education; vacation pay; and retirement plans. One grower who has successfully implemented some of these programs is Florida-based A. Duda & Sons, Inc., featured in "Partnerships benefit a grower and its workers," by Jennifer Laabs (*Personnel Journal*, June 1993, pp. 44-52. \$6.00).

U.S. Congress. House of Representatives. Hearing Before the Select Committee on Aging. *After 30 years, America's continuing harvest of shame*. Washington, DC 20402. Superintendent of Documents, U.S. Government Printing Office. 1990. 288 pp. o.p.

The problems and needs of migrant farmworkers are addressed in this hearing, with particular focus on the elderly. The primary issues discussed are the shortage of adequate housing, the improvements recommended for national farmworker housing programs, and health problems. Supplementary materials include: "Housing for elderly farmworkers," by Maureen T. Kelleher, 1990; "Jubilados: a farmworker pension rights project," compiled by the National Senior Citizens' Law Center, 1990; "After the harvest: the plight of older farmworkers," prepared for the American Association of Retired Persons by the Housing Assistance Council, 1987; and "General needs assessment of elderly Hispanics," by Rebecca Hart of the Washington, Oregon Agency on Aging, 1989.

## 2. HEALTH

Moses, Marion. "Pesticide-related health problems and farmworkers." *AAOHN Journal* (American Association of Occupational Health Nurses, 3500 Piedmont Rd., NE, Suite 400, Atlanta, GA 30305), March, 1989. pp. 115-130. \$12.00.

The author, an advocate for the UFW, presents a summary of the incidence of cancers and other diseases as correlated with exposure to specific pesticides. Moses states that the hazards and consequences of pesticide exposure in agricultural labor are unknown to the majority of farmworkers, and that there is a lack of appropriate research in this area. She argues that although

farmworkers are constantly exposed to toxic pesticides, the agricultural and agricultural industries have been resistant to legislation that would protect them.

Rust, George S. "Health status of migrant farmworkers: a literature review and commentary." *American Journal of Public Health* (American Public Health Association, 1015 15th Street NW, Washington, DC 20005), October, 1990. pp. 1213-1217. \$13.00.

The author searches the literature published from 1966 to 1989 and concludes that there are large gaps and inconsistencies in the data on the health status of migrant farmworkers. Even basic data such as death rates, median survival, and infant and maternal mortality are lacking. The fundamental difficulty of defining and counting migrants prohibits accurate interpretation of statistics, and current estimates of the migrant population are not reliable enough to be used as denominators. Rust notes that some progress has been made in that the disciplines of clinical nutrition, dentistry, and to a lesser extent pediatrics, have each established baseline assessments of their clients' health status and are taking steps toward the development of ongoing monitoring and intervention programs.

U.S. Congress. House of Representatives. Hearing Before the Select Committee on Aging. *Farmworkers' high mortality: government neglect?* Washington, DC 20402. Superintendent of Documents, U.S. Government Printing Office. 1992. 88 pp. \$3.00.

Migrant worker health and welfare issues are the focus of this hearing. Included are testimonies from lifelong seasonal farmworkers; statements from the Farm Labor Organizing Committee and the general Manager of Heinz, USA regarding their agreements to improve farmworker conditions; a GAO review of federal laws, regulations, and programs affecting the living and working conditions of migrant farmworkers; and discussion of EPA proposed regulations for pesticide exposure. Appended is a document presented by the Farmworker Opportunity Programs comprising a concise overview of the problems facing migrant farmworkers, useful statistics, and recommendations.

### 3. IMMIGRATION

Commission on Agricultural Workers. *Report of the Commission on Agricultural Workers*. Washington, DC 20009. Commission (1825 Connecticut Avenue, N.W., Suite 511). 1992. 188 pp. On request.

The Commission was authorized by the Immigration Reform and Control Act (IRCA) of 1986 to study the law's effect on the agricultural industry, with a special emphasis on the Special Agricultural Worker (SAW) provisions. The hoped-for stabilization of the agricultural work force did not occur because employer sanctions were not effective in stemming illegal immigration, which together with a stagnant economy, produced an oversupply of labor. This volume is accompanied by two appendices: Appendix I (Case studies and research reports prepared for the Commission on Agricultural Workers, 1989-1993) and Appendix II (Hearings and workshops before the Commission on Agricultural Workers, 1989-1993). For additional references, see the U.S. Department of Agriculture 1988 bibliography *U.S. agriculture and foreign workers* by Robert D. Emerson and Anita L. Battiste (Bibliographies and Literature of Agriculture No. 73, National Technical Information Service, 5285 Port Royal Road, Springfield, VA 22161.)

*Immigration reform and U.S. agriculture*. Edited by Philip L. Martin, et al., Davis, CA 95616. WRCC-76 Project, University of California at Davis, Division of Agriculture and Natural Resources [Publication]. 1994. Forthcoming.

The papers in this volume examine what happened in the wake of IRCA, and represent benchmark studies on the effects of immigration reform on U.S. agriculture. Though varying in methodology and data used, the authors unanimously conclude that IRCA did not have its intended effects on agriculture.

Thompson, Gary D. and Philip L. Martin. "Immigration reform and the agricultural labor force." *Labor Law Journal* (Commerce Clearing House, 4025 W. Peterson Avenue, Chicago, IL 60646), August, 1991. pp. 528-536. \$12.00.

The authors assert that the Immigration Reform and Control Act (IRCA) of 1986 has largely failed in its attempt to legalize and stabilize the agricultural work force. Employer sanctions are ineffective. Growers are increasing their reliance on farm labor contractors. The SAW program has legalized a large number of ineligible people, and a new wave of illegal aliens competing with the newly documented workers has depressed real agricultural wages. The creation of special amnesty programs (the Special Agricultural Worker (SAW) and the Replenishment Agricultural Worker (RAW)) and a streamlined guest-worker program (H-2A) reflect the significant lobbying power of Western growers. However, both growers and farmworker advocates endorse the continuation and modification of RAW rather than H-2A. The authors suggest that a program requiring taxes and fees for guest-workers would end dependence on foreign workers by upgrading farm jobs and training U.S. workers.

#### 4. UNION ACTIVITY

Martin, Philip L. "Collective bargaining in agriculture." (Essay prepared for the Industrial Relations Research Association (IRRA) volume *Contemporary collective bargaining in the private sector*, edited by Paula Voos.) Ithaca, NY 14853-3901. ILR Press (School of Industrial and Labor Relations, Cornell University). 1994. Forthcoming.

Martin explains why collective bargaining did not take root in agriculture during the 1980s, focusing on the events in California and the Agricultural Labor Relations Act.

Martin, Philip L., Suzanne Vaupel, and Daniel L. Egan. *Unfulfilled promise: collective bargaining in California agriculture*. Boulder, CO 80301. Westview Press (5500 Central Avenue). 1988. 217 pp. (Westview Special Studies in Agriculture Science and Policy) o.p.

Forty years after the National Labor Relations Act excluded farmworkers from its protection, the Agricultural Labor Relations Act (ALRA) granted farmworkers the right to organize and bargain collectively--"to bring certainty and a sense of fair play" to labor relations in agriculture. In their thorough examination of farmworker union history in California, the authors highlight the struggle involved in bringing collective bargaining rights to farmworkers. In this context, the origins, provisions, and operations of the ALRA and its administrative arm (the Agriculture Labor Relations Bureau) are presented. The authors conclude that the ALRA failed to fulfill its original promise partly because farmworker unions and employers have relied instead on political action to achieve their goals.