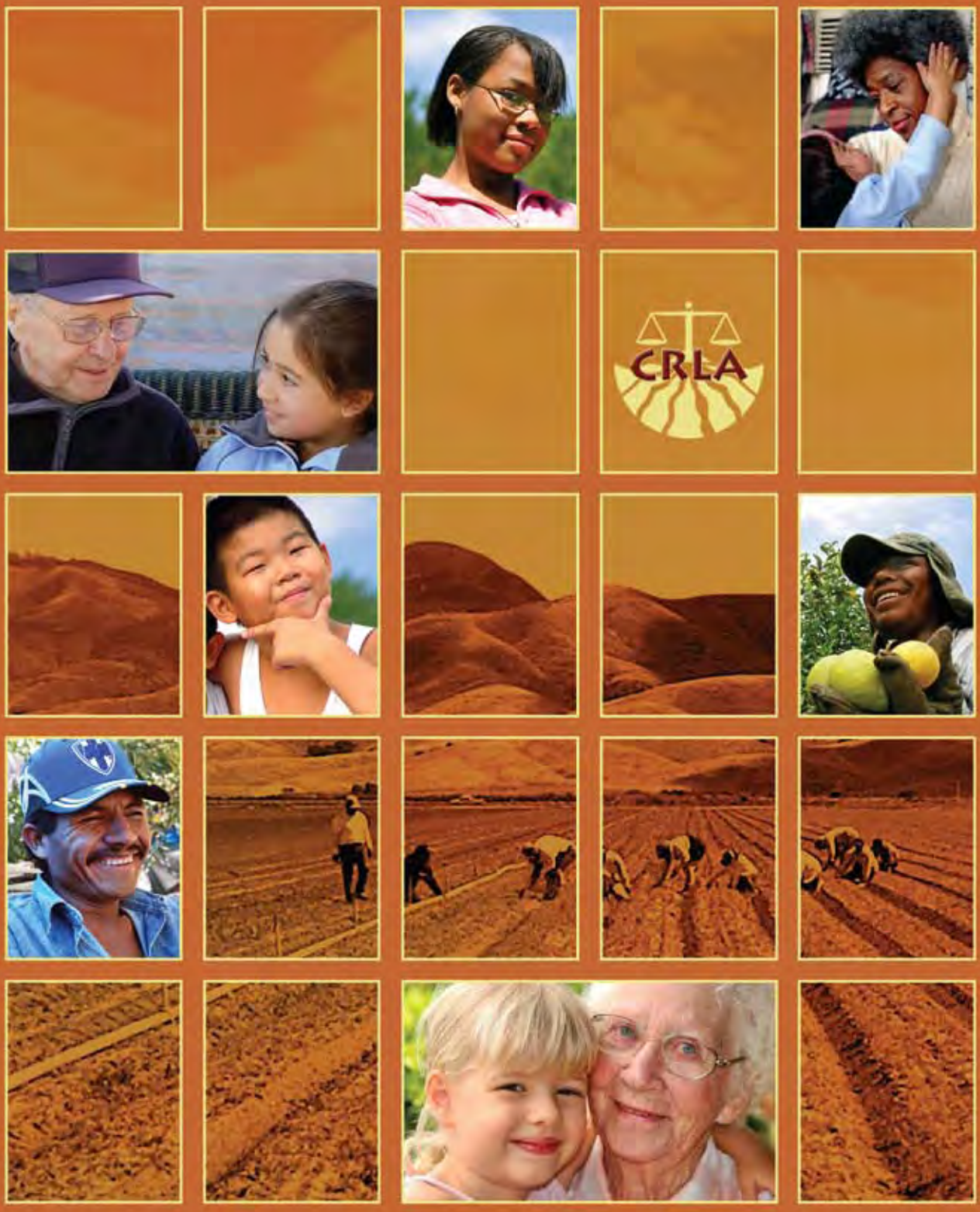
CALIFORNIA RURAL LEGAL ASSISTANCE, INC.

ANNUAL REPORT 2007



Field

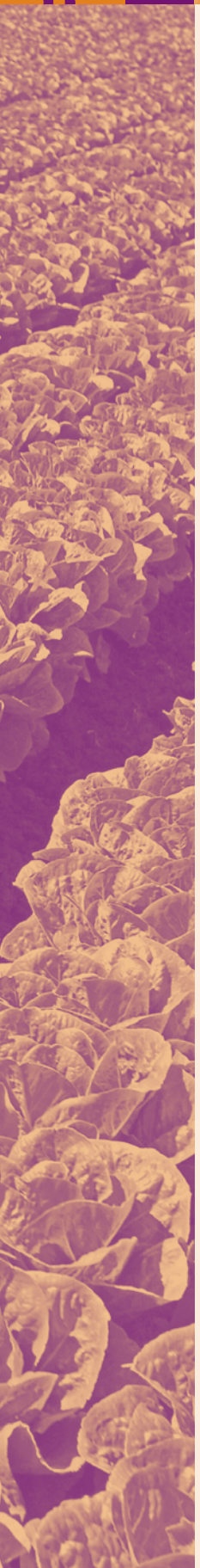
BY GARY SOTO

The wind sprays pale dirt into my mouth
The small, almost invisible scars
On my hands.

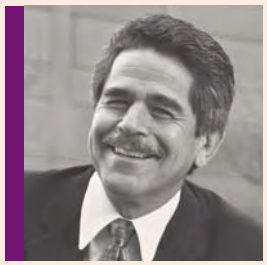
The pores in my throat and elbows
Have taken in a seed of dirt of their own.

After a day in the grape fields near Rolinda
A fine silt, washed by sweat,
Has settled into the lines
On my wrists and palms.

Already I am becoming the valley,
A soil that sprouts nothing
For any of us.



Dear Friend of CRLA,



Jose R. Padilla

Adrian Andrade

CRLA's mission includes a commitment to not only the delivery of no-cost legal services, but also a commitment to promote participation in the democratic process. This means that it is not enough to help one poor person defend herself against the hardship that poverty brings, but that we must also join her in the pursuit of transforming larger systemic problems that affect thousands across rural California. CRLA's Annual Report allows us to show how the practice of law can and does bring about social change in this way – on a grand scale.

This report tells stories of both the direct assistance and the larger social change we seek. On the one hand, we report how we assist the courageous mother who painstakingly decides to break up her family, to escape fear and domestic abuse and then start anew. On the other hand, we report on our continued initiative to challenge the dairy industry to recoup significant wage victories in an effort to change the industry's pattern and practice of disregarding the most basic of labor rights; we then prepare to take these "dairy worker rights" before the California Supreme Court.

Advancing CRLA's mission in these ways requires a committed effort of both donors and staff. In this report you will read about Gary and Carolyn Soto, donors who see our rural cause as their own. You will learn more about committed CRLA staffers, who see CRLA's work as their life work of beneficence to the community that raised them– including community worker Lupe Quintero who is now in her 34th year of service.

Early CRLA leaders like Cruz Reynoso taught us that law was there to protect the weakest among us, the most hidden among us, and the most desperate among us. Because the law was not there to help poor people in rural areas, CRLA was established to do just that, and bring justice to these communities. It is daunting when we understand that of all those in need of legal services, CRLA only reaches 28% of this population, at best. It is daunting when we understand that two decades ago, when CRLA was asked to serve 200,000 rural poor, it had 75 attorneys; today, to serve 550,000—CRLA has 55! Now, more than ever, we must increase our resources to advance our mission in the pursuit of justice.

A strong commitment to eradicating poverty is what drives CRLA's work. CRLA has never done this alone and will never be able to do this alone. We continue blessed to find thousands of friends— friends to CRLA, friends to the rural poor— willing to give unselfishly so that our vision of a just and democratic rural California become a reality. We thank you for doing your part.

Adelante creando luz.

Forward creating light.

Jose R. Padilla
CRLA Executive Director

Adrian Andrade
CRLA Board Chairman

Breaking the Cycle of Violence

One Family at a Time

"I'm having a hard time," says Alicia (pseudonym), her voice soft and tentative. "When I left my husband, I lost my job, my belongings, my home, but I won't go back. I don't want to live that way, and I don't want my daughter to live that way."

They had been married almost three years and were looking forward to having a baby. But the problem began when she was about three months pregnant. Sometimes he raged at other people, and sometimes he used drugs. The two seemed to be connected. Then he started to turn his anger on her.

Teri Scarlett and Diana Barba of CRLA's Monterey office

"There was nothing like this in my family," says Alicia, "but he told me that his father used to treat his mother the same way. Once, he even told me that he'd threatened to kill a man [not his father] that he'd seen with his mother. So for awhile, I thought his anger was normal."

Things got worse. He became jealous when she talked to other people, especially at work, and they would argue.

One night, he became more violent. He threatened her with a knife and then turned it on himself, cutting his arms. Although Alicia and her daughter stayed with him, she finally understood that this way of living was not safe.

When he began using drugs more often, his interactions with Alicia and their daughter became more erratic and violent. The incident that finally drove her to the police began when Alicia laughed at a male co-worker's joke and ended with her husband threatening to kill her with a machete.

But it wasn't her own life she was concerned about, it was her daughter's. That's what gave her the courage to leave.

After she and her daughter fled to her aunt's house with only the clothes they were wearing and a bag of diapers, she found a social worker who helped her talk to the police and get a criminal restraining order.

Alicia's situation is similar to so many victims of domestic violence, an issue that cuts across all races, ethnic groups, and income levels. Many women are often financially dependent on their partners, especially if they have children.

"I can't even go back to my job if I wanted to," explains Alicia. "I worked for my in-laws, and they want me to go back to my husband. My mother-in-law even said that when men are like this, it's the woman's fault."

"This is the primary reason why so many victims return to their abusers," says Teri Scarlett, Directing Attorney for CRLA's Monterey, Gilroy, and Salinas offices. After working on thousands of cases, Teri is a recognized expert on this topic. "It comes down to a lack of support, a lack of resources. Low self-esteem and lack of successful role models also play a part."

Now Teri is on a mission to convince every CRLA office to look at the larger picture, the greater toll that domestic violence takes on the community.

"If children miss school because of family crisis," says Teri with the passion that's kept her working on domestic violence cases for over 20 years. "If they're stressed out, they can't learn. If they can't learn, they can't get out of the cycle of poverty and violence.

You're not just helping the women involved, but the future generation of children.

"At our statewide organizational priorities setting conference this year, domestic violence cases became a priority. This is actually the only area where we can help undocumented women gain citizenship. It's a safety issue, a health and family wellbeing issue. I'm so grateful that CRLA took this on. It just makes sense."

Other CRLA offices besides Monterey (Salinas, Modesto, Stockton, and Santa Rosa) are beginning to take on domestic violence cases, helping women file for citizenship and helping clients like Alicia get emergency civil restraining orders so they can get custody of their children.

"Then we can take care of the big picture," says Teri. "We get these women hooked into resources for job training, public benefits, and any other services they may need."

But it often takes great courage and resolve not to be intimidated by their partners, not to give in to pressure to go back. In Alicia's case, her husband was thrown in jail twice for violating the restraining order and threatening her, but, thankfully, she hasn't seen him since.

"I tell them it's just a piece of paper," says Teri. "That they always need to have an escape plan, a friend or relative that the abuser doesn't know about. Luckily, very few of my cases have ended tragically. It's rewarding when I get calls out of the blue from women thanking me for helping them change their lives and the lives of their children. Even though it's discouraging when clients do go back to their abusers, the rewards far outweigh the disappointments."

So Alicia and her daughter now depend on the generosity of her aunt, the only relative she has in the U.S. But the good news is that CRLA is helping her file for citizenship and start down a new path, interrupting the cycle of violence. And Alicia is determined to succeed; it becomes more apparent each time she speaks.

"I want to show my daughter that life is not supposed to be this way, that this is not acceptable. I told my husband, 'this is why I'm leaving you. I don't want this for my daughter.'"

Her voice stronger now. Alicia wants other women to hear her words.

"Don't stay quiet. There are a lot of people who will listen, people at CRLA. Without CRLA, I don't know where I would be right now. You just have to keep going. You have to value your life."

"You're not just helping the women involved, but the future generation of children."

GHOST TOWNS: A TALE OF TWO CITIES

"The first time the taps ran dry in Fairmead (Madera County), it was 109 degrees, and no one knew whom to call. Enter Nettie Amey, a former Fairmead resident and President of Fairmead Community and Friends who now lives in the nearby city of Madera.

Tooleville community leader and CRLA client Eunice Martinez with Directing Attorney Phoebe Seaton

"I started calling people," says Nettie, recounting a list that includes county supervisors and administrators. But it was the weekend, so she left a lot of messages. Nettie had a personal cause for concern; her mother and brother, both on dialysis, and her cousin with polio all live there.

The community's well, drilled in 1972 and meant to serve only 50 to 60 families, has run dry at least four times in the past year, leaving Fairmead's 750 plus residents without running water for several days at a time.

"We had to tell the county what to do, to knock on every door and help people with disabilities get their water. One time they came out with a tanker truck for people to fill buckets. Another time they brought bottled water. They just keep putting bandages on the problem. We've got a lot of kids who can't go to school here when there's no water to drink or to flush the toilets."

Nearly a year after the first scare, Fairmead residents have a point of contact when the well runs dry, but only during weekday business hours. For evenings and weekends, the county offered a suggestion—call 911, a highly inefficient and potentially deadly use of emergency resources. They're still working on a viable emergency plan.

And if there is water, no one knows when it's safe to drink. Residents may or may not be notified (via snail mail) when they need to boil it before drinking. The risks are great for infants on formula, people with existing health problems, and the elderly.

Fairmead's plight is familiar to those who live in any of the 220 mostly low income unincorporated communities (UCs) in the San Joaquin Valley's eight-county region, communities that are veritable ghost towns when it comes to city services. Many have common issues: lack of access to safe drinking water, inadequate or overburdened sewage disposal, little to no community lighting or facilities, high rates of unemployment and substance abuse, gang-related crime, and children slogging through the mud to get to school during the rainy season because there are no sidewalks or, in some cases, paved roads.

"Since these 'colonias' are largely absent from the public conscience, we don't have much data on the effects of living in these communities," says Phoebe Seaton, Co-director of CRLA's Community Equity Initiative (CEI). But you don't need data to see that opportunity is scarcer here than it should be. "Good jobs, higher education and health care are generally less accessible. It's all determined by zip code, by living in a place where you spend your time worrying about basic services, like whether you've got clean water to drink. And when many don't have the opportunity to even participate in the decision-making process, you begin to see this inequality as a civil rights issue."

Like Fairmead, Tooleville (population 300) is another such ghost town, one of 111 UCs in Tulare County alone. Currently, Friant-Kern Canal channels water alongside the community to farms and ranches, leaving residents with access only to contaminated or insufficient drinking water.

"Tooleville is long overdue for change," says community leader and resident Eunice Martinez, "and the community is ready to take on the challenge."

So Tooleville residents, backed by a host of others, have become the vanguard for CRLA's Community Equity Initiative, a five-year project (also referred to as their *Colonias Project*) being funded, in part, by the California Endowment and the James Irvine Foundation. CRLA has pulled together over 100 individuals and organizations to understand the issues that affect many UCs throughout the San Joaquin Valley and California. Policy Link, a national grassroots-based research and public policy organization based in Oakland, California, is a major partner in this effort.

The California Endowment calls it working from the 'grassroots to the treetops,' with the end goal being to create more equitable public finance and local governance structures statewide."

Fairmead is a prime example of how these current structures fail UCs. Chowchilla, an incorporated and wealthier town just over four miles away from Fairmead, annexed two women's prisons in 1996, a key strategic decision that significantly increased their population tax base.[1] The prisons, originally billed as a significant infrastructure

"They just keep putting **bandages** on the **problem**. We've got a lot of **kids** who can't go to school here when there's **no water to drink** or to flush the toilets."

At the first meeting, participants' identified key issues that underscore how government infrastructure characteristics exacerbate water, housing, health and safety, and civic participation problems in UCs. The follow-up meeting produced work plans to address these fundamental challenges. In this next year, project participants will focus on four to five key challenges and begin to implement detailed strategies that incorporate grassroots organizing, litigation, community education, and policy work, and research to support each.

Tooleville is the first UC to implement the strategies developed during the CEI meetings. This past April, CRLA, Community Water Center, Self Help Enterprises (also involved with Fairmead), and Center on Race and Poverty in the Environment began working with residents to draw attention and bring resources, especially safe drinking water, to the community.

"This is one of what will be many incremental changes for the community," says Phoebe. "We're helping them address their water issue first. If they're successful, the Community Water Center and the Tooleville Water Board will get clean water piped into the community from Exeter about a mile away."

One of Tooleville's challenges may include competing for water with a 30,000-resident planned community soon to be built just down the road. This development may pit them against one of California's most formidable foes, J.G. Boswell Company, the world's largest privately owned farm that controls more than $1 billion worth of land and water rights in the Central Valley. But Tooleville residents are tough.

"This is only the beginning," says Eunice. "We're fighting for a seat at the table, and when we get there, we'll be fighting for a fair hand."

"Tooleville embodies how an inequitable pattern of development does a tremendous disservice to poor communities," says Phoebe. "And we're working hard to change that.

boon and job source for Fairmead, ended up creating jobs and tax revenue for Chowchilla. Not that this is illegal. It's just how the chess game of government politics works, leaving those of lower income and less political power to fight the battle with nothing but a handful of pawns.

But CRLA has been connecting Fairmead community activists with state agencies and nonprofit organizations who will help them fight their battles.

"They're teaching us as we go along," says Nettie. "They're helping us get our 501(c)(3) status. We're looking at possible loans and grants and partnering with churches in Sacramento so that we can get the attention we need."

"I would just like to be treated fairly," she adds, a wish echoed by thousands living in California's populated ghost towns, one that very well may come true if all goes as planned.

For more information about CRLA's Community Equity Initiative, please contact Phoebe Seaton at pseaton@crla.org

Nettie Amey with other members of the Fairmead Community & Friends Executive Committee

1 Cities receive tax revenue based on population size. Current total prison population is estimated to be about 8,100, or about 43% of the town's total population of 18,780. Estimates from January 2008, Chowchilla's Department of Finance.

RECOGNIZING THOSE WHO FEED THE WORLD

"Most indigenous people don't know it's poison," explains Mariano Alvarez, CRLA's first Triqui-speaking[1] Community Worker. "They think pesticides are a good thing for fruits and vegetables, and that it's good for them, too. But I tell them that it's used for killing things. Once they hear and understand this in their own language, they begin to ask questions."

Mariano's words illustrate the heart of CRLA's work with indigenous communities. And one of the most critical aspects of this work is bridging language and cultural barriers.

Using anecdotal evidence, CRLA estimates that nearly 20 percent of California's million-plus migrant farm workers and their children are indigenous people from Mexico or Central America whose first language is not Spanish, and their numbers are growing. Many have had extremely limited or even restricted access to traditional forms of education.

Desperate for work and often seeking respite from ongoing conflict or persecution in their homeland, they're hired most often to do the least desirable farm work available. And since CRLA receives federal funding, the organization is barred from representing undocumented workers and allowed only to educate them about their rights and other available services.

"Indigenous people are targeted to do some of the most wretched, backbreaking labor in the U.S.," says Jeff Ponting, Co-director (along with Alegría de La Cruz) of CRLA's Indigenous Farmworker Project. "Most recent arrivals often speak no English and have limited understanding of Spanish. Because of this, they're isolated, exploited, and easily taken advantage of."

This isolation runs deeper, creating rifts in the family structure. When indigenous people come to the U.S., their children learn English quickly, and often learn Spanish. Then they stop speaking their first language for fear of being ridiculed for being "backward." These children are forced to deal with awkward and age-inappropriate situations when their parents rely on them to communicate with schools, government agencies, hospitals, or law enforcement officials.

Irma Luna, a Community Worker of Mixteco origin who speaks Bajo, Spanish, and English, and who has worked for CRLA's Migrant Office Project in Fresno for the past 10 years, was one of those kids. Although her parents died when she was young, she didn't leave her first language behind.

"I started learning English in school when I was 11," recalls Irma, "and I spoke Spanish at home with my brother. Within a year, I could have a basic conversation in English, and for awhile I stopped speaking Mixteco."

But then her life came full circle. By the time she was in her early 20s with a family of her own, she began doing outreach in the Mixteco-speaking community. In 1998, she joined CRLA and has worked with the state's burgeoning indigenous communities ever since.

"As far as I'm aware, CRLA currently employs more indigenous language speakers than the state and federal governments combined," says Jeff, and then pauses. "We employ six."

This number rests in the air for a moment as the magnitude of the governmental neglect sinks in, the realization that this group is likely the most underserved population in the state. Ironically, government agencies call CRLA's community workers whenever they need help with translation. So in the end, government bureaucracy, the great tortoise, is slow to address the

1 The tonal Mixtecan language family contains three language groups: Mixteco, Triqui, and Cuicatec. Bajo is one of the many Mixteco dialects.

most pressing need of indigenous communities—language access.

But data gathered through CRLA's a new needs assessment survey[2] will turn a spotlight on the issue. CRLA has teamed up with Rick Mines, former Executive Director of the California Institute of Rural Studies and a veteran of the National Agricultural Worker Study, and other researchers to take on the monumental project of documenting the demographics and needs of indigenous people throughout the state. CRLA is contributing an extensive number of in-kind hours to ensure the success of the project.

Indigenous Farmworker Project staff

"When I first started doing this work eight years ago during the U.S. Census," says Lorenzo, "I didn't know what to do, how to find people. It was very hard. But after awhile, word got out, and people started to find me."

However, Lorenzo didn't stop there. He now has a weekly radio program that reaches out to Mixteco, Triqui, and Spanish-speaking migrant communities in an 18-county area around Santa Rosa, tremendously expanding the impact of his education effort. While he estimates that he talks in person to an average of 20 people weekly, his program reaches thousands.

"As far as I'm aware, **CRLA** currently employs more **indigenous** language **speakers** than the state and federal governments **combined**."

The results of this three-year effort, funded by the California Endowment, will provide concrete statistics about indigenous communities in the state for use by health care providers, government agencies, and CRLA. To date, the research team has identified and surveyed 350 different Oaxacan communities throughout California.

"This past year, we went into many communities to find people who were willing to talk to us," explains Irma. "We did a 45 minute survey, asking questions like where they're from, how long they've been in the U.S., what languages they speak, if they know of other people from their hometowns and where they're located in California. I covered mostly the Central Valley, Fresno and Madera, and some in Salinas."

CRLA's community workers also canvassed other areas of the state where migrant communities are concentrated, such as Santa Rosa. Lorenzo Oropeza, a native Oaxacan, speaks Mixteco and knows the leaders of communities who speak Triqui, Zapoteco, and Chatino in the Santa Rosa area. But getting to this point took a lot of talking to build credibility and trust.

Broadcast from Santa Rosa Community College, Lorenzo invites people from other agencies and organizations to speak on his program, talking about labor rights, housing issues, safety and working conditions, health issues, and most recently, foreclosure problems.

But even with this type of exposure, Lorenzo and the other community workers find themselves chipping slowly away at the mountain of justifiable fears within the indigenous community that if they come forward, they'll be penalized in some way.

"This is the biggest need for my community," says Lorenzo. "They have rights, and that's why I do this work. It's the farm workers who deal with the heat, the poisons, often with no drinking water, no breaks or bathrooms, living in terrible conditions—they're the ones who feed us."

What should indigenous communities expect in return for their labors? Access to the critical human services they deserve—in their own language, services that will protect them from being poisoned, exploited, and homeless in a land where fair treatment is supposed to be a basic human right.

2 Investigación de Trabajadores Indígenas del Campo (ITIC). Examines language access, housing needs, health, wage and hour abuses, and other issues within indigenous communities in California.

34 YEARS OF COMMUNITY BUILDING

"You like to help people and get them involved," said Lupe Quintero's brother almost 35 years ago. "You should try to get the job at CRLA."

Already active in a MEChA[1] group at college, she got the job, and she's been working in Imperial County as one of CRLA's community workers ever since. Part of the team who help the poor raise their voices and defend themselves and their issues, Lupe also acts as a community builder and broker.

Lupe Quintero, Director of Community Workers

"Lupe shares a rich history with Comite Civico," says Jose Velez, the Executive Director of Comite Civico del Valle and son of its founder, Jose Luis Velez. "She was our first volunteer teaching citizenship classes and one of our founding board members. Lupe is a remarkable leader, her work over the years has brought justice to thousands of farm workers in Imperial County. And she is still collaborating with us, helping farm workers and Latino communities with environmental justice issues."

Why add more commitments to her demanding job as a community worker for CRLA with a paralegal case load defending clients at welfare, unemployment, and SSI hearings?

"Effective community workers blur the line between community service and daily life," says Jose Padilla, CRLA's Executive Director. "Lupe lives her community work."

One of eight siblings in a farm worker family, Lupe learned a valuable lesson from her parents. When migrant work kept their children out of school in the early fall, Lupe's father found a full-time job in El Centro so that they wouldn't miss school.

"Education was very important to my parents," says Lupe. "We didn't dare drop out, so all of us went to high school and most went to college. Earning a masters degree in educational leadership was my own personal goal."

But in her role as community educator, Lupe's learned another valuable lesson: to listen.

"As a community worker, it's one of the most important skills to have," says Lupe. "And I've tried to get better at it over the years. People are often so frustrated that when they come to our office they just start crying. You need to understand where they're coming from. It's not so important to get down to the problem right away. I ask them about their families, their kids, and I just let them talk."

"When you help people, you give them options," says Lupe. "You give them hope. Plus, you are educating them, so the next time they might be able to handle their problem on their own. I get inspired by the people we help, they're the ones that keep me going."

Sometimes families find themselves in dire straits and their poverty and personal emergency demands that CRLA become their voice.

"I will never forget the family whose young son was found dead by the roadside," recalls Lupe. "He'd been hit by a car, and at first, they couldn't find his family. When they were found, all they wanted was to bring their son home just across the border to Mexicali to bury him. But the family was so poor."

1 Movimiento Estudiantil Chicano de Aztlán (Chicano Student Movement of Aztlán) is an organization that seeks to promote Chicano unity and empowerment through education and political action.

The mortuary wanted money to release the body, money that the family didn't have. Someone who knew of the family's situation called Lupe and explained what had happened. So she prepared her arguments (including threatening to call the press) and went to the mortuary to demand his release. She succeeded.

"I rode in the hearse to make the transfer," says Lupe. "We met his family at the border. It was heartbreaking, but to be able to help that family bring their son home—I still get choked up."

"As a community worker, I am the liaison between CRLA and the community. You give help to others who are helping the community, and they help you. I often get new client referrals this way, and if I can't help them directly, I know someone who can."

Lupe pauses for a moment.

"I want you to know that there are other community workers who have been at CRLA longer than I have. And some are quite new. But we have so much talent, hundreds of years of talent in this program. It makes me proud to be a CRLA Community Worker. I'm not exceptional. There are so many who are just as dedicated—if not more. I'm still learning."

"When you **help people**, you give them options, you **give** them **hope**"

Lupe has made her mark by helping people stand up for their rights. Similarly, she's made her mark by helping them weave their way through government bureaucracies to find the local politico who can listen to a neighborhood's complaint or find a place that provides free food.

"People get the wrong idea that CRLA only serves farm workers. We really find out and try to meet the needs of the community. Everything from housing to health. We're working more with the lesbian-gay-transgender community because of discrimination. And much of my work helps individuals get the public benefits—like food stamps or in-home support services—they need.

Still listening and learning after 34 years. Just like Lupe says, it's constant motion—forward.

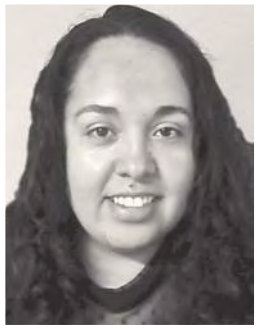
Thank you to all of our Community Workers! You are the weavers who make CRLA part of the community fabric, securing benefits for the unemployed, helping neighborhoods stand up to polluters, or serving as the last resort to those left standing at a dead end.

Fighting Injustice
in the Dairy Industry

Why the Dairy Industry?

Your mother probably told you that milk was good for you, and that may or may not be true, but in the world of California's mega-dairies, milk production is hazardous to the health and well-being of dairy workers.

Consider this: Fresno County is home to more cows than the state of Colorado. And just south of Fresno, Tulare County hosts the highest population of dairy cows per square mile in the world. Enter the twilight zone of the mega-dairy with all the attendant issues of large-scale production.



Blanca Banuelos, Regional Director of Advocacy at CRLA's Stockton Office

For years, CRLA has worked to enforce safe working conditions for thousands of dairy workers who often live in run-down, rodent-infested housing isolated on dairy properties. To save personnel costs, workers are expected to put in 12- to 16-hour days, and they often have to choose between eating or sleeping. On an average day, dairy workers may handle 600 cows while breathing air laden with particulate matter and the stench of manure (methane), and often being kicked, bitten, or trampled by their charges. Many are injured; the unlucky ones die.

"The dairy industry exploits workers to make a profit by not complying with state labor laws," says Blanca Banuelos, Regional Director of Advocacy for CRLA's Stockton Office. "Because they have such a powerful lobby, they think they can ignore workers' rights to a safe work environment, minimum wage and overtime pay, rest and meal periods, and decent housing."

And it's not just the workers who suffer. Similar to issues caused by mega-hog farms in other parts of the nation, entire communities and the Central Valley suffer from water and air pollution associated with the dairies.

So to supplement a large number of active, ongoing cases, CRLA developed the Dairy Worker Safety Program in 2006 to address health and safety issues for the workers, tighten oversight of the dairy industry, and improve water and air quality in the communities that house the mega-dairies. Work includes collecting data on worker health and safety, hiring health and safety specialists in dairy production, and doing community outreach to educate workers on health, safety, and environmental hazards.

As this report goes to print, CRLA received a generous $200,000 grant from the California Wellness Foundation that will benefit the Dairy Worker Safety Program and its initiatives.

Rising to Meet the Challenge: Dairy Issue Leads to State Supreme Court

"This case could affect all of CRLA's wage and hour cases, fair housing cases and more," says Blanca Banuelos, "not just employment cases against the dairy industry."

Blanca, a young attorney who's been with CRLA's Stockton office since passing the bar in 2004, has come into her own while specializing in dairy cases. But the case she's handling, *Jose Arias vs. the Superior Court of California*, stands out. The court's ruling could remove a powerful legal tool from CRLA's hands and limit the organization's ability to file non-class[1] representative lawsuits for wage and hour claims against smaller employers—forever. It would deal a significant blow to CRLA's statewide efforts to seek justice for low-wage workers.

1 The federal government has barred CRLA from filing class action suits.

"I'm nervous to say the least—and very excited," says Blanca. "But I'm lucky enough to have good support at CRLA, to have a boss [Mike Meuter, Director of Litigation Advocacy and Training in CRLA's Salinas office] who believes in me even when I don't believe in myself. I don't think I would have had this opportunity, necessarily, if I'd worked somewhere else."

Arguing a case at the state Supreme Court is challenging to say the least.

"There's a time limit for presenting my argument," says Blanca. "They've already reviewed the brief. Some may have already made up their minds, but it's my last shot at convincing the seven judges who will be hearing the case."

And instead of presenting witnesses for examination, Blanca will be in the hot seat.

"I can't just make a speech. The judges can interrupt with questions. I'll be grilled on our position, essentially cross-examined by the judges. When we did the appellate hearing, Mike was with me, making sure I responded to arguments that were most important. He'll be there again as my back-up in case I pass out," she says, laughing. "Just because it becomes tougher, he doesn't take over, he says let's figure this out."

"It's key for younger advocates to take ownership of their work," says Mike, "to make their own decisions and mistakes. I try to help them minimize the mistakes, based on those I've made, but I don't swoop in and tell them what to do. In the end, it's important to let them fly and do what they think is best for their clients.

"I had some great mentors when I first came to CRLA," adds Mike. "Claudia Smith took me under her wing, and Val Saucedo helped my development immensely.[2] I learned a lot, especially what it means to be a good mentor.

"Blanca has so much talent, energy, and compassion for her clients. Her day at the Supreme Court will be nerve-racking, but I'm confident she'll be fully prepared and do a great job."

As this report goes to print, CRLA awaits a hearing date for Jose Arias vs. the Supreme Court of California.

2 Claudia Smith is currently with the CRLA Foundation. Valeriano Saucedo is a superior court judge in Tulare County, California.

$475,000 DAIRY VICTORY

Who: Phoebe Seaton, Directing Attorney for CRLA's Delano office, and Santos Gomez of Nava & Gomez in Ventura County served as co-counsel.

What: Recovered four years of lost wages for employees of Paul Souza Dairy in Tulare County.

When: 2007

"Working with Santos [Gomez of Nava & Gomez in Ventura County] on this case was very beneficial," says Phoebe Seaton, Directing Attorney for CRLA's Delano office and lead counsel on the case. "His involvement and strategic guidance gave me the additional resources and confidence to litigate this case successfully. It's also true that case settlements are higher when private attorneys are involved."

"The legal team recovered more on a per person basis than any other case I have been involved in," says Santos. "Many received life-changing compensation of over $40,000, while one of the named plaintiffs received much more."

What were the keys to their success?

- "First, there's a tremendous wealth of knowledge within CRLA about the dairy industry," says Santos.
- "We positioned the case for resolution. Getting the best possible outcome for a client doesn't necessarily mean going to trial. Nava & Gomez had a published opinion in 2007 on a discovery issue that we leveraged in this case. And with the names, addresses, and phone numbers of all the workers, we developed a case where the defendant knew he was going to lose big time."
- "We showed the extent of the defendant's liability, but we also established goodwill." Santos suggested that five days worth of depositions be rescheduled until after mediation, effectively saving the defendants a chunk of money.
- "The team gave Judge Broadman [the mediator] enough information up front to make a convincing argument," says Santos. "So when mediation began, the judge opened by saying he was convinced; the task of the day was to get the defendants to put a figure on the table that was acceptable to the plaintiffs."

So the pieces fell into place through hard work, or as Santos puts it, "The team created its own luck and setting for success."

"I would like to see more co-counseling efforts throughout the state. When I was at CRLA, I benefited so much from being mentored by Valeriano Saucedo, who's now a judge, and we still have an ongoing relationship."

"CRLA is a source of inspiration every single year to a new generation of attorneys," adds Santos. "There are so many lawyers who not only gain experience at CRLA, they also gain a sense of responsibility for having assisted a legal system that is not blind to the needs of the poor. And that's inherently a value that CRLA doesn't get credit for."

THE POETICS OF JUSTICE

It's an image that stays with Gary Soto, a celebrated poet and longtime CRLA supporter. He's a man for whom images constitute the bread of daily life.

"Jose [Padilla] once told me a story of how he had gone to pay his respects at the wake for Domingo Ulloa[1] in the Imperial Valley," recalls Gary. When Jose saw the open casket, he paused.

Gary and Carolyn Soto

So many individuals choose to be buried in their finest threads, a suit, a dress. And many choose to be buried with a memento, a symbol of what they so dearly treasured in life: a family photograph, a book, a staff of wheat, a ring.

"Here was a man being buried in the finest moment of his eternity," says Gary, "wearing a CRLA T-shirt. I know that UFW members often have flags on top of their caskets. But it's very rare to take a symbol of justice into a casket in this way."

A different memory stays with Carolyn Soto, a visual artist and Gary's wife of 32 years. It was a moment of conscious, purposeful acknowledgement and appreciation.

"The first time I ever heard Jose speak in public was at a movie debut for 'Fight in the Fields,'" says Carolyn. "He asked people in the audience to stand up if they'd ever been a farm worker. It was so moving. I was standing, too. It was the first time I'd ever felt that farm work was being honored like that. It was such a wonderful thing to acknowledge people's value in a public way."

Valuing the people who feed the world—it's something to remember every time food is placed upon the table.

1 Domingo Ulloa was an artist, labor activist, and CRLA supporter memorialized through CRLA's Cultural Worker Award. Ulloa died in 1997.

In an era when children think that meals come packaged in plastic or paper from a fast food restaurant or the grocery store, few will ever visit a farm or know a farm worker. If they're lucky, they'll actually get to meet someone who works in the fields at a farmer's market or at a roadside stand, but nothing more than fruit or vegetables, a handful of dollar bills, and a "thank you" may ever be exchanged.

In this way, Gary and Carolyn are lucky. They know where food comes from and how hard it is to get it from the field to the table. They know the struggles of farm workers and how undervalued their services are. And they know this because they worked in the fields during their youth.

"I grew up in Fresno, and my father was a farmer," says Carolyn. "I worked in the fields, chopped cotton, and I picked grapes and packed fruit, turning trays in the summer from childhood through high school. I worked to have money for school clothes, for things I wouldn't have had otherwise."

"I made money picking grapes and chopping cotton and beets," says Gary. "And I took labor buses from Chinatown in Fresno to different sites outside the city. But my work was not nearly as constant as Carolyn's."

"People don't know much about the lives of farm workers," he adds. "If they did, they'd be astounded at their bravery, their courage, and their tenacity to stay alive. It's a really hard life. One way to get to know farm workers is by donating to CRLA and reading and thinking about their lives."

That's one reason why Gary and Carolyn choose to support CRLA. But the list of reasons is long.

"The poor seldom have access to legal services or even health care," says Gary. "Having been poor ourselves, we will always side with the poor, with the worker over the corporate farmer.

"I also like groups that are fiscally conservative and responsible. CRLA is a very streamlined organization. They're able to do a lot with a very little amount of money."

"And it's also really striking that CRLA keeps going despite the attacks and audits they face," says Carolyn. "It's the work that comes first, even though all these other things are terribly distracting. The work still goes on because of the dedicated staff and Jose's leadership. Their sense of abiding justice leads them. It's very inspiring to someone who doesn't have any way to help except through contributions."

worker movement and CRLA's part in defending workers' rights. He wants to make sure they know the history and importance of both.

In line with this thinking, Carolyn adds: "There are a lot of people who want to support broad, more general issues like saving the planet, but there aren't that many people who know about and want to support an organization that stands up for the rights of poor people. Our dollars make more of a difference at CRLA. They can always count on us to attend their fundraisers, and really, if Jose asked us to do almost anything for CRLA, we'd do it."

"**People** don't know much about the **lives of farm workers**. If they did, they'd be astounded at their **bravery**, their **courage**, and their **tenacity** to stay alive. It's a really **hard life**."

But despite the unwanted and unwarranted attention from the federal government, Gary and Carolyn are concerned that CRLA's work isn't getting the recognition it deserves from the general public.

"Everyone knows the history of the UFW," says Gary, who's written a book about Jessie de La Cruz, one of the early organizers. "But CRLA has a similar long history, and far fewer people know about their good work."

That's one reason why Gary volunteers as the Young People's Ambassador for CRLA and the UFW. Whenever he's asked to give a reading or address a group of elementary to college age students he talks about the history of the farm

But even though Jose hasn't asked, the Sotos have included the organization in their planned giving. Gary and Carolyn's generosity will help CRLA continue to make a difference in the lives of the poor long into the future by providing funding to assist and defend those who seek help in making their voices heard, those who long for a better future, and especially those whose daily labors remain undervalued as we sit down around our tables in California, the nation, and the world, to eat.

CRLA would like to thank Gary and Carolyn Soto for their continued support!

2007 CRLA DONORS

$10000 AND OVER

The Estate of Christopher S. Schefler
Union Bank of California
Frank Fernandez & Carmen Flores of Kazan Foundation
Paul Hastings Janofsky & Walker LLP
Walter Ulloa & Entravision Communications Co.

$5,000–9,999

Ellen Braff-Guajardo – In Memory of Stanley & Norma Braff
Cadena Churchill, LLP
Cooley, Godward, Kronish LLP
Coughlin Stoia Geller Rudman & Robbins LLP
DLA Piper USA, LLP
Garcia Calderon Ruiz, LLP
Martin Glick & The Howard Rice Firm
Kaiser Foundation
Tomás Olmos & Dolores Leal
Carlota del Portillo
Yvonne & Matt Rogers
Fitzpatrick, Spini & Swanston
Southwest Airlines

$2,500–4,999

Bingham McCutchen, LLP
Citigroup
Ronald Christian & Thendara Foundation
East Bay Community Foundation
Deborah Escobedo & Jose Padilla
Dianna Lyons of Kazan Foundation
Enrique Melgar & San Diego National Bank
Minami Tamaki, LLP
Morrison & Foerster, LLP
Richard M. Pearl
Robins, Kaplan, Miller & Ciresi
Mario A. Rosas
Gary & Carolyn Soto
United Way of the Bay Area
Wells Fargo Bank

$1,000–$2,499

Adorno, Yoss, Alvarado & Smith
Fred H. Altshuler
Beth & Fred Alvarez
Anonymous Donations
Baker & Hostetler LLP
Rocky Barilla
Bay Area Latino Lawyers
Jack Londen & Kathleen Blamey
Morris Baller & Christine Brigagliano
Kathleen A. Bursley
Bush Quinonez Gottlieb Singer et al
California Teachers Association
Peter & Priscilla Carson
Chavez & Gertler LLP
Community Health Group
CSU Fullerton
Maria Echaveste
Farella Braun & Martel LLP
Simona & Kim Farrise of Kazan Foundation
Brian "Tazroc" Garcia
Arnoldo Beltran & Marilyn Garcia
Michelle Anderson & Santos Gomez
Arturo Gonzalez
Ira L. Gottlieb
David Grabill
Gordon & Nina Greenwood of Kazan Foundation
Peter B. & Ann M. Gregory
Adrian Juarez
Patrick R. Krill
William Hoerger & Ellen Lake
Lori A. Lewis
Liberty Hill Foundation
Anton Powell Mack
Manufacturers Bank
McLarand Vasquez Emsiek & Partners
Ariana F. Milman
Minami Lew & Tamaki LLP
Moreno, Becerra, Casillas & Associates
Patricia Moylan
Northwestern Mutual
Pacific Region Project Directors
Elena Asturias & Eduardo Paniagua
Robert C. Placak
Harry K. Plant
Joan G. Poulos
Ready Foods
Diana Selig & Meredith Rose
Claudia Salazar
Rosalia Salinas – In Memory of Bea Gonzales
San Diego Community College
San Diego Gas & Electric – Sempra Energy
San Diego La Raza Lawyers Association
San Diego Padres Baseball Club, LP
Thom & Betty Seaton
Shartsis Friese, LLP
Sierra Club – Moss Landing Litigation
Stein & Lubin LLP
Chris A. Strachwitz
Talamantes, Villegas, Carrera LLP
Joe Toyoshima
Ron Ulloa & KXLA TV
UC San Diego
Frank & Caren Urtasun
Van Der Hout, Brigagliano & Nightingale, LLP
Ernesto M. Vasquez Architect, Inc.
Veen Firm, P.C.
Walt Disney Company
Bernard E. & Alba Witkin

$500–$999

Enrique Arevalo
Bay Area Legal Aid
Emanuel Benitez
Mark Talamantes & Karen Carrera
Candace M. Carroll
Anthony Castanares
Alcario & Carmen Castellano
Jose L. Chairez
CRLA Foundation
Dayley & Blumin
Donna Dediemar
David Estrada
Patricia Fajardo
Mr. & Mrs. James B. Frankel
Robert Fries
John C. Gamboa
Robert A. Garcia
Luis Garza
Goldstein Demchak Baller Borgen & Dardarian LLP
James E. Gonzales, II
Beth & Douglas Grijalva
Violeta Guevara
Gutierrez Ruiz Law Group
Hoge, Fenton, Jones & Appel, Inc.
John E. Huerta
Ilene J. Jacobs
Joseph Rosen Foundation
Bruce W. Kerns
Brett M. Kettering
Pauline Kim
Alexandra Leichter
Peter G. Lomhoff
Roseanne & Romulo Lopez
Ana A. Lozano
Malcolm & Cisneros
Vera Munoz-Harrison
Thomas Profit
Nora Quinn
Jose Ramirez

Cruz Reynoso
Frank Robles
Enrique Romero – Allred, Maroko & Goldberg
Ramon E. Romero
Thomas A. Saenz
Alex & Judith Saldamando
Tila Santana-Estrada
Daniel P. Santos
Thomas & Susan Smegal
Michael S. Sorgen
Gino Squadrito & LaserCom Design
Catherine P. Steele
Thomas Tosdal
Edward Tiedemann
Kim Tucker
Luis Maria Uriarte
Angelina Valle
Joe Villarino
Jeffrey K. Winikow
Richard Zapanta

$250–499

Jose Manuel Alfaro
Margarita Altamirano
Alicia Meza Armenta
Kevin G. Baker
Melissa Richardson Banks
Carole Cole & David Bassing
Barbara W. Cartwright
Katherine Castro
Maria A. Chacon
Jeffry David Sackman & Jerolyn Crute
Petra M. DeJesus
Nancy P. Dicenzo
Edison International
Pierre Epstein
Donald & Rosemary Farbstein
Elisa Fernandez
Johnny G
Luanne E. Gilbert
Augusto E. Godoy
Teresa Sanchez Gordon
Oliver F. Green
Ester Hernandez
Jonathan Hirabayashi
Elizabeth Garland Horgan, Trustee
George Hunt
Isaac & Agustina Malamud Foundation
David H. Kirkpatrick
Luis & Lee Lainer
Leo Limon
Lorraine L. Loder
Roberto Longoria
Michael Marcus
Christopher N. May
Mary Beth McCabe & Sun Marketing
Marianna McClanahan
Virginia McClintock
Christopher May & Barbara McGraw
Richard Leask & Barbara Means
Lorena Medrano
Yvonne Campos & Tomas Morales
Eberhard Neutz
Alberto & Mariaelena Ochoa
Quentin & Paula Ogren
John O'Toole
Antonio Pelayo
Peppers Plus, LLC
Gloria Powers
Carolina Reyes
Michael G. Rhodes
China R. Rosas
Robert & Susan Sall
Ray & Diane Santana
Gloria G. Santillan
Lucia & Mark Savage
Law Offices of Schneck & Schneck
Paul C. Supple
David & Teresa Valladolid
Law Offices of Schoenleber & Waltermire
Thomas S. Weisner
Glenn Browning & Carol Young

$100–$249

Ron Abraham
Janet Adelman
Jerry Ruiz & Mary Aguirre
John Allen
Allen, Matkins, Leck, Gamble Mallory & Natsis LLP
Brigit G. Alvarez
Gilberto & Patricia Amador
Angelo N. Ancheta
Henry P. Anderson
Ernie Anguiano
Eleazar Aramburo
Paul Avina
Raul Ayala
David Bacon
Della Bahan
Bank of the West
Carla D. Barboza
Yolanda Barrera
Kevin & Lisa Barrow
Catherine Bergel
Charles A. Bird
John & Jennifer Boger
Suzanne R. Bolanos
Al Borvice
Jack V. Bournazian
Joe Bravo
Mark A. Brooks
Linda R. Brown
Mavis G. Buginas
Berge Bulbulian
Kathleen C. Bush
Alice Bussiere
Elizabeth Bustos
Raul Cadena
Dennis K. Calabi
Sandra Camacho
Roxana Cardenas
Jesse & Sharon Cardenas
Christina Felix Carrasco
Eric E. Castelblanco
Norma & Robert Cazares
Agustin Cervantes
Eve Chesbro
Carnzu A. Clark
Clayscott Insurance Agency, Inc.
Scott Kruse & Ruth Cohnen
Jack M. Colbourn
Marc & Shelly Coleman
Pablo Collazo
Community Health Charities
Eric E. Conn
Elsa M. Crumpley
Victor DeAlba
Donal B. Donnelly
Stanley E. Doty
Pedro & Deborah Echeverria
Arnold C. Ellis
Laura & Albert Escobedo
David H. Fielding
William H. Forthman
Tracy Freedman
Roger Frommer
Lilia E. Garcia
Jaime de la Garza
Ron & Susan Gastelum
Julia Gastull
Mark Aaronson & Marjorie Gelb
Margo George
Matthew Giedt-Paredes
David & Diane Goldsmith
Josie Gonzalez
Yolanda Gonzalez
Janet Arnesty & John Good
Connie I. Graham
Marian & Roger Gray
Jeanine Gross
Jose R. Guerrero
Sylvia Torres Guillen
Ralph Gutlohn
John & Denise Harder
Harrington & Ingram
Roy & Barbara Harthorn
Jessea Greenman & Darlene Ceremillo – In Honor of Phyllis Heft
Lilo Heller
Luis F. Hernandez
Mary T. Hernandez
Esteban Hernandez
Hernandez-Stern Family Fund
Luz E. Herrera
Mark Levine & Irma Herrera
Stanley Doty & Claudia Hevel
Christopher Ho
Lisa Hoffman

A very special thanks to the Law Firm of Howard Rice Nemerovski et al and attorneys

Marty Glick

Bernard Burk

Michael Gallo

for providing between $500,000 - $1 million in pro bono services assisting CRLA in its defense during recent governmental investigations.

Mary Anne Hoover
James C. Hormel
Alan & Susan Houseman
John E. Hullverson
Marion Irvine
Alan Jaroslovsky
Russell M. Jauregui
Ronald Javor
Linton Joaquin
Earl Johnson, Jr.
Marian M. Johnston
Marc Kasky
Ruth Katten
Mehrzad Khajenoori
Paul Kivel
Dorothy F. Knecht
Louise A. Lamothe
Rosemary Lemmis
Jon Leshay
Alison S. Lewis
Jesus Lira
Estela Lopez
Sara G. Lopez-Ramirez
Jose Lozano
Viola R. Lucero
Evelyn C. Lundstron
Loretta M. Lynch
David Lyons

Paul Marsh
Karen L. Martinez
Richard M. Martinez
Alan & Christine Masters-Ribakoff
Katharine Rase & J. Gary May
James May
Charles L. McKain III
William C. McNeill III
Gary W. Meastas
Renato L. Medina
Isaac M. Mejia
Isa-Kae Meksin
Sonia E. Melara
Barnaby Mendez
Miguel & Gabriela Mendez
Bonnie Milstein
Richard A. Mines
Monterey Peninsula Friends Meeting
Pia Moriarty
Ricardo Munoz
Richard Nahmias
Narver Associates, Inc.
Neighborhood Legal Services
Olverita's Village
Edward R. Ortega
Richard A. Paez
Kathleen & John Peterson

A special thanks to the following attorneys who nominated CRLA for Cy Pres awards up to $188,000 in 2007

Saveri & Saveri Inc.
Two Cy Pres awards totalling $188,000
thanks to Guido and Rick Saveri

Lieff, Cabraser, Heimann & Bernstein, LLP

Lewis, Feinberg, Lee, Renaker & Jackson, P.C.

Minami Tamaki, LLP
Cy Pres thanks to Kelly Dermody, Jahan Sagafi, Bill Lann Lee, and Jack Lee.

Trump Alioto Trump & Prescott, LLP
Cy Pres thanks to Mario Alioto

Kingsley & Kingsley
Cy Pres thanks to Eric Kingsley

Cotchett, Pitre & McCarthy
Cy Pres thanks to Joseph Cotchett & Nancy Fineman

Hanna F. Pitkin
Robert Placensia
Emanuel A. Pleitez
Arthur Polansky
John T. Ponting
C. Anthony Valladolid & Carmen E. Quintana
Gregory J. Ramirez
Diane Reyes
Susan M. Reynolds
Cathy Rincon
Richard R. Rivera
Nora Roban
Ruth Robinson
Richard & Jill Rodewald
Amy Rodriguez
Carlos Rodriguez
Concepcion Rodriguez
Jaime Rodriguez
Marco Antonio Rodriguez
Michelle Rodriguez
Rogelio Rubio
David & Susan Russell
Josephine Anne Sanchez
Jose F. Sanchez
Edmund S. Schaffer
Dee Schilling
Susan Kishi & David Schuricht
John W. Semion
Myron Siedorf
Peter & Ana Silva
Georgia K. Sisson
Faustina F. Solis
Law Offices of Fellom & Solorio
Carolyn Sonfield
Peter Siegel & Nancy Strohl
Robert S. Tafoya
William R. Tamayo
Frances H. Taylor
Testing Services Inc.
Murray Tobak
John M. True III
David Turner
Josefina Uribe
Andrea Valdez
Maria Luisa Vargas
Gilbert Vasquez
Armando R. Venegas
Ronald T. Vera
Michael Flynn & Mary Viviano
Michael S. Wald

Gene Weinstein
Katie Wheeler
Winston W. Wheeler
Steve & Chris Yunker
Phyllis B. Zasloff, TTEE
Enrique Romero & Minerva Zermeno
Steven A. Zrucky

$50–$99

Laura K. Allen
Juan L. Alvarez
Raul & Evelyn Aragon
Jesse T. Arnold
Robert M. Ashen
Hulett H. Askew
Brian & Kathleen Back
Rosemary D. Bacy
P. Seldon Prentice & Carl Blackstone
David & Mary Blairloy
Constance L. Blood
Joyce E. Breiman
Myrna R. Britton
Edward J. Bronson
Elizabeth M. Brumfiel
Renaldo P. Carboni
Carol Carvajal
Angel F. Castillo
Robert Finkelstein & Lisa Chen
Stephanie L. Choy
Constance De La Vega
Maxine Fasulis
Barbara C. Filner
Steven L. Fishman
Stephen F. Foland
Ines Galindo
Silvia L. Garcia
Jesus & Elma Garcia
Adele B. Grinstein
Les & Linda Hausrath
Kenji & Leslie Ima
Inland Empire Latino Lawyers Association
Laverne Jones
Donald E. Kelley, Jr.
Daniel Juarez
Jane R. Kaplan
John Kautsky
Robert L. Kehr
Michael Kanninen & Mary Lanzone
Marie Ledyard

Barbara & Robert Leidigh
David Loeb
Doris J. Longmead
David & Joan Lopez
Cristina Cruz Madrid
Jeanne Margen
Jane B. Matz
Meredith McMinn
Monguia & Monguia
Victoria Montoya
Helen R. Moore
Frank Offen
Stephen Selkowitz & Barbara O'Hare
M. Anthony Oropeza
Elizabeth Owen
Gaude Paez
Christine Pagano
Ana O. Pan
Christopher & Tamara Parks
Marian Penn
Carl & Linda Poirot
Lisa D. Ramirez
Dorri & Florence Raskin
Michael Rawson
24K International Realty
Thomas Rivell
Pamela Rockwell
Kiovanna Rodriguez
Donna M. Ryu
Johanna A. Sanchez
Shirley S. Schell
W.H. Segur
Carlos M. Teran
Leonore Tescher
Barbara H. Tonnesen
Shirley A. Trevino
William Turpin
Hurd Twombly
Vellanoweth & Gehart
Carol J. Waddington
Ted Wassam
Barry L. Wasserman
Lucille Whalen
George Winard

UNDER $50

Diane E. Addis
Luis A. Alejo
Carmen L. Arcinega
Rosalia Limon Atilano
G. Bernardi
Steven Bouvarnick
Helen S. Bruno
Felipe C. Castillo
Ralph Chernoff
Gail Click
Tom & Sophie Collins
Myron Cook
Douglas & Gisela Daetz
Mary A. Delsman
Matilde Eggleton
Mary Jo Engesser
Carmen Estrada
Rudy Fong
J & C Forbes
John & Sharon Funk
Christina Garner
Karen F. Garson
Jon Ginoli
Jeannie E. Giordano
Richard & Robyn Greene
Lloyd H. Guptill, POA
Dr. R. & V.J. Haas
Timothy H. Hallahan
Rachel Hazen
Jose L. Hernandez
Juvenal Hernandez
Nora Hochman
Rusten Hogness
Ted & Diana Jorgensen
Just Give
Carolyn J. Kameya
Ilene Katz
Harris E. Kershnar
Mary Susan Kuehn
Adele Kushner
Eva Leuthold
Natalie Magistrale
John Matzger
Lilian H. Mendoza
Robert Meyerhof
Moreno Educational Co.
Cesar Noriega
Elisa Ocampo
Gerardo Partida
Daniel Passamaneck
Elizabeth Perez
James Pickrel
James & Sherian Piper
Lauri Provencher
Art Psaltis
W. Arthur Raab
John Radich
Mark E. Redmond
Jane T. Reilly
Magdalena Reveles
Ida Mae Richards
Alan Rinzler
Susan Robboy
Peter Robrish
Lorraine K. Rogers
Elena Roman
Margarita & Raymond Romo
Barbara S. Root
Renalto Rosaldo
Stefan M. Rosenzweig
Frances Sampson
Marrick E. Sayers, PH.D.
Fred Schoen
Marta Luisa Sclar
Marci Seville
Lawrence J. Simon
Paul L. Strong
Lawrence R. Tarbell
J. Breck & Nancy Tostevin
Paul D. Tuff
Lorena T. Valenzuela
Carmen Vargas
Phillip J. Vedder
Raymond D. Weeter
Eileen S. Wingard
Marjorie J. Winkler
Mary M. Withington
Sara R. Wynne
Russell J. Yamaichi
Christopher W. Yun
David George & Laurie Zelon

A special thanks to the following private foundations that provided critical support for CRLA's special projects and initiatives in 2007

The California Endowment
$1,012,233 towards Agricultural Worker Health Project, Health Consumer Center of Imperial Valley, Colonias Project, and the Indigenous Farmworker Study.

Consulado de Mexico
$30,000 towards the Ventanilla de Salud program

Kaiser Permanente
$25,000 towards the Health Consumer Center of Imperial Valley

Berkeley Law Foundation
$17,215 towards Stockton Attorney

Horizons Foundation
$15,000 towards Proyecto Poderoso

Impact Fund
$12,000 towards litigation support

Kinship Center
$8,000 towards Monterey County Family Law

University of California Davis
$6,000 towards Farm Worker Health and Housing research

National Health Law Program
$2,373 towards Health Consumer Center of Imperial Valley

CALIFORNIA RURAL LEGAL ASSISTANCE

Board & Staff

BOARD OF DIRECTORS

Adrian Andrade
Chairperson

Brian Murtha
Vice Chairperson

Dee Schilling
Secretary

Betsy Alberts

Eleazar Aramburo

Dino Barajas

Rocky Barilla

Manuel Barrera

Rudy Cardenas

Ann Cerney

Clare M. Conk

Roberto de la Rosa

Richard Fajardo

Alejo Flores

Delia Flores

Christopher Ho

Donald Hubbard

Ena Lopez

Luis Magana

Javier Maldonado

Henry Marquez

Efrain Martinez

Gary W. Meastas

Allen Minker

Francisco Mireles

Gabriela Navarro-Busch

Pedro Paez

Jesus Pelayo

Frank Ramirez

David Renteria

Jack Carson Revvill

Isidoro Romero

Ramon Romero

Thomas J. Saiz

Armando Sanchez

Susan A. Scott

Juan Torres

Juan Valdovinos

Antonio Valladolid

Jose Villarreal

Vick Yellowhawk White

Laura Yrigollen

Graciela Zavala

EXECUTIVE STAFF

Jose R. Padilla
Executive Director

Luis C. Jaramillo
Deputy Director

Bill Hoerger
Dir. Of Lit, Advoc & Train

Ilene Jacobs
Dir. Of Lit, Advoc & Train

Michael Meuter
Dir. Of Lit, Advoc & Train

Cynthia Rice
Dir. Of Lit, Advoc & Train

ATTORNEYS AND MANAGERS, COMMUNITY WORKERS, CLERICALS, VOLUNTEERS, AND INTERNS

Marivel Acuna

Kirk Ah-Tye

Mariano Alvarez

Alma Alvarez

Myrna Alvarez

Pedro Angulo

Corrie Arellano

Rosalia Atilano-Zamora

Blanca Rosa Avila

Irma Avila-Espinoza

Carol Banbury

Blanca Banuelos

Diana Barba

Amy Barrett

Jeannie Barrett

Joana Basulto

Patricia Beardsley

Emanuel Benitez

Frank Bittner

Michael Blank

Eleonor Bonemeyer

Gladys Briscoe

Colleen Brokaw

Kristina Burrows

Ephraim Camacho

Lorenzo Campbell

Richard Cardozo

Patrick Caufield

Jose Chapa

Monica Chavez

Elsa Cipriani

Hilda Cisneros

Lisa Cisneros

Rosie Cisneros

Shirley Conner

LeRoy Cordova

Michael Courville

Angelica Cuevas

Alegria De La Cruz

Hector De La Rosa

Hector Delgado

Andrea Detellis

Daljit Dhami

Cruzita Dobyns

Janet Dollar

Marlene Dutt

Eloise Esmael

Jesus Estrada

Ruth Estrada

Dee Filichia

Antonio Flores

Cecilia Ann Flores

Gilbert Flores

Andres Garcia

Beatriz Garcia

Frances Garcia

Yvette Garcia

Ana Garza

Gary Gershon

Jonathan Gettleman

Nora Gorena

Maria Guerena

Julie Hall

Vicki Harwell

Carmanella Heard

Felix Hernandez

Maria Elena Hernandez

Mario Herrera

Jeffery Hoffman

Katie Hogan

Gloria Howell

Irma Huerta-Ramirez

Bonnye Hughes

Mary Jacka

Dorothy Johnson

Phyllis Katz

Susan E. King

Pauline Lara

Abby Lassen

Joshua Leong

Jesus Lopez

Carmen Lopez-Rodriguez

Robert Lotero

Victoria Loushin

Irma Luna

Aurora Macias-Dewhirst

Rosa Madueno

Elena Mak

Carlos Maldonado

Michael Marsh

Lorena Martinez

Petra Martinez

Eileen McCarthy

Maria Mendoza

Bonnie Milstein

Kristine Moore

Baldwin Moy

Ignacio Musino

Richard Oliver

Lorenzo Oropeza-Perez

Ruth Parker-Angulo

Daniella Payes

Carlos Pedrioli

Ronald Perry

Lee Pliscou

Jeffrey Ponting

Maribel Puentes

Lupe Quintero

Teresa Ramirez

Claire Rasé

Gretchen Regenhardt

Warren Ritter

Arturo Rodriguez

Leisette Rodriguez

Linda Rodriguez

Yosmany Rodriguez

Dulce Leal Romero

Juanaicela Ruiz

Marcela Ruiz

Dylan Saake

Alfredo Sanchez

Fausto Sanchez

Yvonne Sanchez

Teresa Santiago

Brittany Scarlett

Teri Scarlett

Phoebe Seaton

Maria Serena

Silas Shawver

Robert Sikin

Karen Smith

Molly Stafford

Anastasia Steinberg Torres-Gil

Veronica Tamayo

Gloria Tobias

Maydole Topete

Sylvia Torres

Irma Trejo

Elizabeth Trujillo

Marques Varnado

Judy Vasquez

Gabriela Vega

Jose Vela

Regina Wallis

Marcela Zamora

Esmeralda Zendejas

CALIFORNIA RURAL LEGAL ASSISTANCE

FINANCIALS

Statements of Activities and Changes in Net Assets
For the years ended December 31, 2007 and 2006

	Year Ended December 31, 2007			Year Ended December 31, 2006		
	UNRESTRICTED	TEMPORARILY RESTRICTED	TOTAL	UNRESTRICTED	TEMPORARILY RESTRICTED	TOTAL
REVENUE AND SUPPORT						
Grant revenue	$38,000	$11,252,130	$11,290,130	$645,019	$9,962,829	$10,607,848
In-kind revenue	764,300	-	764,300	-	-	-
Contributions	599,918	-	599,918	744,823	100	744,923
Special event revenue	236,253	-	236,253	-	-	-
Other revenue	50,190	92,165	142,355	30,236	116,737	146,973
Attorneys fees and costs recovery	33,643	8,306	41,949	13,581	83,620	97,201
Net assets released from program restrictions	11,289,795	(11,289,795)	-	10,367,109	(10,367,109)	-
Total revenue and support	13,012,099	62,806	13,074,905	11,800,768	(203,823)	11,596,945
EXPENSES						
Program services	10,672,555	-	10,672,555	9,771,904	-	9,771,904
Management and general	1,458,031	-	1,458,031	1,347,388	-	1,347,388
Fundraising	369,205	-	369,205	502,488	-	502,488
Total expenses	12,499,791	-	12,499,791	11,621,780	-	11,621,780
Change in net assets	512,308	62,806	575,114	178,988	(203,823)	(24,835)
NET ASSETS						
Beginning of year	985,455	243,021	1,228,476	806,467	446,844	1,253,311
End of year	$1,497,763	$305,827	$1,803,590	$985,455	$243,021	$1,228,476

Statements of Financial Position
December 31, 2007 and 2006

ASSETS	2007	2006
Cash and cash equivalents	$456,728	$975,016
Cash held in trust	508,196	242,619
Grants receivable	1,330,187	174,139
Pledges receivable	120,474	147,146
Other receivable	23,726	26,134
Prepaid expenses, deposits, and employee advances	443,118	276,971
Other assets	3,330	3,271
Property and equipment	1,244,607	1,273,430
Total assets	$4,130,366	$3,118,726

LIABILITIES AND NET ASSETS	2007	2006
LIABILITIES		
Accounts payable	$137,467	$149,975
Accrued liabilities	1,053,335	786,015
Refundable advances	383,519	173,100
Notes payable	752,455	781,160
Total liabilities	$2,326,776	$1,890,250
NET ASSETS		
Unrestricted	797,763	485,455
Unrestricted board designated	700,000	500,000
Temporarily restricted	305,827	243,021
Total net assets	1,803,590	1,228,476
Total liabilities and net assets	$4,130,366	$3,118,726

CRLA is funded in part by the Legal Services Corporation. As a condition of the funding it receives from LSC, it is restricted from engaging in certain activities in all of its legal work-including work supported by other funding sources. CRLA may not expend any funds for any activity prohibited by the Legal Services Corporation ACT, 42 U.S.C. 2996 et seq. or by Public Law 104-134. Public Law 104-134 504(d) requires that notice of these restrictions be given to all funders of programs funded by the Legal Services Corporation. For a copy of these laws or any other information or clarifications, please contact Claire Rase at (415) 777-2794, extension 309. LSC

DONATE NOW TO CRLA'S JUSTICE CAMPAIGN AND UNION BANK OF CALIFORNIA WILL MATCH YOUR DONATION*

Each year, California Rural Legal Assistance provides more than 40,000 poor Californians and their families with no-cost legal services, community outreach and educational workshops to improve their lives.

Give to CRLA today. Please use the envelope attached to this report on pages 10 and 11 to make your pledge.

Your individual gift to CRLA is needed. When you contribute to CRLA, you take an active role in ensuring that California's poorest communities have access to justice.

Your donation will directly support CRLA's work to:

- Provide farm worker families with safe and affordable housing
- Fight sexual harrassment in the agricultural industry
- Advocate for immigrant civil rights
- Enforce the right of all children in California to a quality education
- Guarantee workers receive their wages for an honest day's work
- Promote health access and health care for low-income children and their parents
- Help victims of domestic violence to start a new life
- Protect the elderly and immigrants from consumer fraud

HOW TO GIVE TO CRLA

We value your philanthropic and civic leadership. Thank you again for giving.

- Make a cash gift, or write out a check.
- Make a commemorative gift in honor of a person or in memory of a loved one.
- Make a stock contribution (speak to your broker).
- Designate CRLA in a planned gift (will, trust, insurance policy).
- Make a gift of real estate.
- Make a single or a multi-year $ pledge.
- Make a gift of goods and/or services.

All CRLA donors receive the Annual Report and are acknowledged by mail and in print. Contributions to CRLA are tax-deductible as allowed by law. CRLA is a tax-exempt corporation under Federal Internal Revenue Code Section 501(c)(3). For further information, please contact Claire Rase at (415) 777-2794, extension 309.

*(*up to $125,000)*

visit www.crla.org to make an online donation today!

CRLA OFFICES

CALIFORNIA RURAL LEGAL ASSISTANCE, INC.
Jose R. Padilla, *Executive Director*
631 Howard Street, Suite 300
San Francisco, CA 94105-3907
TEL (415) 777-2752 • FAX (415) 543-2752
jpadilla@crla.org
www.crla.org

COACHELLA
Arturo Rodriguez, *Directing Attorney*
1460 6th Street
P.O. Box 35
Coachella, CA 92236
(760) 398-7264/ 7261 • FAX (760) 398-1050

DELANO
Phoebe Seaton, *Directing Attorney*
629 Main Street
Delano, CA 93215
(661) 725-4350 9am-4pm
FAX (661) 725-1062

EL CENTRO
Lorenzo Campbell, *Directing Attorney*
449 Broadway
El Centro, CA 92243
(760) 353-0220 • FAX (760) 353-6914

FRESNO
Alegria De La Cruz, *Directing Attorney*
2115 Kern Street, Suite 370
Fresno, CA 93721
(559) 441-8721 • FAX (559) 441-8443

LAMONT
9715 Main Street
Lamont, CA 93241
(661) 845-9066/4965

GILROY
Teri Scarlett, *Directing Attorney*
7365 Monterey Road, Suite H
Gilroy, CA 95020
P.O. Box 1566
(408) 847-1408 • FAX (408) 847-1463

MADERA
Baldwin Moy, *Directing Attorney*
117 South Lake Street
Madera, CA 93638
(559) 674- 5671 • FAX (559) 674- 5674

MARYSVILLE
Lee Pliscou, *Directing Attorney*
511 "D" Street
P.O. Box 2600
Marysville, CA 95901
(530) 742- 5191 • FAX ((530) 742-0421

MODESTO
Katie Hogan, *Directing Attorney*
801 15th Street, Suite B
Modesto, CA 95354
(209) 577-3811
FAX (209) 577-1098

MONTEREY
Teri Scarlett, *Directing Attorney*
2100 Garden Road #D
Monterey, CA 93940
(831) 375-0505
FAX (831) 375-0501

OCEANSIDE
Dorothy Johnson, *Directing Attorney*
215 S. Coast Highway, Suite 201
Oceanside, CA 92054
(760) 966-0511 • FAX (760) 966-0291

OXNARD, MIGRANT
Jeff Ponting, *Directing Attorney*
P.O. Box 1561
Oxnard, CA 93032
338 S. A Street
Oxnard, CA 93030
(805) 486-1068 • FAX (805) 483-0535

OXNARD, BASIC
Ronald Perry, *Directing Attorney*
338 South "A" Street
Oxnard, CA 93030
(805) 483-8083 • Fax (805) 483-0535

SALINAS, BASIC
Teri Scarlett, *Directing Attorney*
3 Williams Road
Salinas, CA 93905
(831) 757-5221 • FAX (831) 757-6212

SALINAS, MIGRANT
Maria Mendoza, *Directing Attorney*
3 Williams Road
Salinas, CA 93905
(831) 757-5221 • FAX (831) 757-6212

SANTA BARBARA
Kirk Ah-Tye, *Directing Attorney*
324 E. Carrillo Street, Suite B
Santa Barbara, CA 93101
(805) 963-5981
FAX (805) 963-5984

SANTA CRUZ
Gretchen Regenhardt, *Directing Attorney*
501 Soquel Avenue, Suite D
Santa Cruz, CA 95062
(831) 458-1089 • FAX (831) 458-1140

SANTA MARIA
Jeannie Barrett, *Directing Attorney*
2050 "G" South Broadway
Santa Maria, CA 93454
(805) 922-4563 • FAX (805) 928-0693

SAN LUIS OBISPO
Michael Blank, *Directing Attorney*
1160 Marsh Street, Suite 114
San Luis Obispo, CA 93401
(805) 544-7997 • FAX (805) 544-3904

PASO ROBLES
3350 Park Street
Paso Robles, CA 93446
(805) 239- 3708
FAX (805) 239-4912

SANTA ROSA
Jeffrey Hoffman, *Directing Attorney*
725 Farmers Lane, #10 Bldg. B
Santa Rosa, CA 95405
(707) 528-9941 • FAX (707) 528-0125

STOCKTON
Gary Gershon, *Directing Attorney*
242 N. Sutter, Suite 411
Stockton, CA 95202
(209) 946- 0605 • FAX (209) 946-5730

WATSONVILLE
Gretchen Regenhardt, *Directing Attorney*
21 Carr Street
Watsonville, CA 95076
(831) 724-2253 • FAX (831) 724-7530

Credits
Design: Gino Squadrito, LaserCom Design
Printing: Trade Lithography
Photos by David Bacon and CRLA archives
Articles: Jill Hoffmann

California Rural Legal Assistance, Inc.
631 Howard Street, Suite 300
San Francisco, CA 94105-3907

RETURN SERVICE REQUESTED

NONPROFIT ORG
U.S. POSTAGE PAID
SAN FRANCISCO CA
PERMIT NO. 1904