

FLAP Carries Out Its Mission Through:

Litigation

- FLAP files lawsuits on behalf of individuals and as class actions.
- FLAP represents all of its clients regardless of immigration status.
- FLAP focuses primarily on wage and hour violations but also finds an attorney and refers cases such: personal injury, nursing home abuse and neglect, medical malpractice, wrongful death, birth injury, product liability, car, trucking, bus and aviation accidents, premises liability, Federal Torts Claims Act, Assisted Living Negligence, home health care abuse and neglect, DUI, Social Security Disability, family law, Immigration, Breach of Contracts among others.
- FLAP also refers cases arising under Illinois workers' compensation laws and other labor laws to experienced counsel.

Outreach

- FLAP staff travels to 18 counties throughout Illinois to educate our population and increase their access to legal services focusing in Northern Illinois.
- FLAP has working relationships with many organizations and law firms to better reach and serve immigrants, migrant and seasonal workers.

Community Legal Education

- FLAP staff provides know-your-rights workshops.
- FLAP staff answers questions regarding employments rights
- FLAP staff refers clients to agencies and law firms with expertise in other legal fields that can assist them.

FLAP has been advocating on behalf of migrant and seasonal workers in Illinois since 1999. FLAP's mission is to improve working conditions for this marginalized and vulnerable group of individuals within our work force through litigation, outreach and community legal education.

FLAP houses over 35 years of litigation experience in wage and hour and agricultural matters within its staff, and over 25 years of experience providing outreach and community legal education to migrant and seasonal workers.

Feel free to contact us if you have any questions or have a desire to work/volunteer with us.



**FARMWORKER
& LANDSCAPER
ADVOCACY
PROJECT**

33 N. LaSalle Suite 900
Chicago, IL, 60602
(847)668-2114
(815)909-0362- Clients
(630) 504-9319 -Clients
(312) 784-3522 - Clients
asossa@flapillinois.org
www.flapillinois.org



**FARMWORKER
& LANDSCAPER
ADVOCACY
PROJECT**

***ABOGADOS PARA TRABAJADORES
AGRICOLAS Y JARDINEROS***

***Our Clients and
Our Work***

*Advocating and Litigating on Behalf
of Farmworkers and Landscapers
Since 1999*

www.flapillinois.org

The Project's Origins

The Farmworker and Landscaper Advocacy Project (FLAP) was created in 1999 in response to amendments to Federal law which severely limited the assistance that federally-funded legal services programs could provide to many of our clients.

Our Clients



Migrant and seasonal workers in Northern Illinois are a diverse group. Many have come over the course of the last 15 years from different countries in the Americas, while others have come recently with H-2A or H-2B visas. Some of these workers are men traveling alone, while some travel along with their entire families. The majority of this community is Hispanic, and is employed within the landscaping, agricultural, and horticulture industries.

These workers are responsible for maintaining our urban and suburban landscapes. Such workers also support this nation's multibillion dollar fruit and vegetable industry with their labor.

Despite their many contributions to our society, however, the workers that FLAP helps remain the most vulnerable employees in our workforce. They live and work under hazardous and unsanitary conditions and survive on wages that usually place them below the poverty line.



"One leaves many things behind when we come to this country, but we always take hope with us. FLAP helps us keep hope when they stand by our side and help us defend our rights. We work many hours straight, sweating under the sun, without being able to drink enough water, all for meager wages. But those wages are all we have. Some attorneys/people might think a week's pay that we never received for our hard work is not worth a lawsuit; but that money is the only source of sustenance that our families have for the next month. FLAP understood this reality and helped us."

Mr. Alcantar, former FLAP client

After traveling hundreds of miles hoping to find decent wages, they are often met with broken promises. They labor 12-14 hours, 6-7 days per week and in many cases find themselves victims of nonpayment of wages, injuries and pesticide poisoning. Often employers make illegal deductions from these workers' paychecks as reimbursements for visa or housing expenses, making these workers the indentured servants of modern times. Among the many violations that our clients are exposed to are:

- Nonpayment of wages ("wage theft")
- Denial of overtime wage rates
- Illegal pesticide exposure
- Hazardous housing
- Unsanitary working conditions, and

- Illegal deductions from wages (for visa, travel, housing, tools and uniform expenses)

Our Work

FLAP focuses primarily on servicing immigrants, migrant and seasonal workers within Northern Illinois counties. Our clients are employed primarily by the "horticultural" industry, including nurseries, greenhouses, sod farms, and landscaping. An estimated 100,000 workers are employed in the region in these industries.



"One comes here thinking we are going to find a better life. We trust in the promises that our employers make us, but then it turns out they are all false. I would never have moved forward with the case I had against my boss if FLAP had not stood by me every step of the way. I would never have known that I had the ability to fight for my rights. I moved forward with my case because I did not want other nursery workers to go through the same injustice and abuse I went through. I wanted to show other workers that they have rights regardless of their status."

Ms. Martinez, former FLAP client

FLAP has an excellent track record advocating for its clients and has secured awards of unpaid wages totaling more than two million dollars.

Please find more information about FLAP at: www.flapillinois.org.

Updated 2014