

**Attachment A**

**Des Moines**

Good Evening. My name is Brendan Comito. I'm the Chief Operating Officer and one of the owners of Capital City Fruit. We are a distributor and repacker of fresh fruits and vegetables based in Norwalk.

Let me start off by saying it is vitally important that we be as welcoming as possible to new Iowans. I am 38 years old and for most of my life, Iowa's population has declined or remained stagnate. Then with the 2000 census, a remarkable finding occurred: Iowa gained population. Most have attributed this increase to the new immigrants and refugees who moved to our state in search of a better life this past decade.

Iowa's economy is doing very well. But, it cannot continue to grow at such a pace without the workers to help companies service their customers. The unemployment rate in this state is very low. All business owners know that their most important asset is their employees. We simply cannot achieve growth without a growth in the labor force. Without a doubt, one of the most difficult aspects in running my company is finding qualified people to staff and manage our operations.

Immigrants and refugees make up 40% of our workforce. We would be in deep trouble without new Iowans and we do whatever we can to make them feel welcome. We use outside interpreters in their native languages for

orientation, safety training, and explanation of benefits. We promote from within whenever possible so as to give our employees something to shoot for if they have greater ambitions. We provide on-site English as a Second Language classes and, since 75% of our immigrants and refugees speak Spanish, we offer our English-speaking employees Spanish classes on-site. We provide a full range of benefits including health insurance and a 401 (k) plan.

However, we as a company can only do so much. When they leave our facility at the end of the work day, it is out of our hands. We need for the greater community to be accepting of our immigrant and refugee employees. If they do not feel welcome here, they will move to larger, more diverse cities and we will lose valuable employees.

Perhaps the greatest need is to provide ESL classes in whatever avenue possible: at work, at community colleges, at community centers. Without a doubt, those that learn English will have vastly more opportunities than those that do not. Those that do not make the effort or do not have the opportunity to learn English will be relegated to entry level, unskilled, lower-paying jobs. Many have the intelligence to move up through companies, but without the English-speaking skills, they cannot achieve their potential.

Immigrants and refugees also need assistance with housing and health care. There are plenty of jobs, so they should not have difficulty finding work, but a job is little comfort if they do not have a place to go home to at night. Many of the jobs they obtain do not provide health insurance, so we need to get their children on the Hawk-I program. We also need to explore the health care needs of the adults so as to relieve the strain on our community hospitals and emergency rooms.

But, perhaps the most important way to welcome new Iowans also does not cost a penny. We just need to accept them into our communities. Help them assimilate into the American culture while also celebrating and recognizing their heritage. Instead of looking down upon them because they do not speak our language or look different, we need to value their diversity and recognize they represent the future hopes and dreams of our state. If we are successful in welcoming new Iowans, the population of our cities and towns will rise, economic growth will soar, and cultural diversity will make our state more exciting. A state that was once dying, will celebrate an era of new life.

Thank you.

24 October, 2001

Ms. Elizabeth Salinas Newby  
Administrator  
Division of Latino Affairs  
State of Iowa Department of Human Rights

Dear Ms. Newby,

In recent years, the number of undocumented Hispanic persons entering the United States has increased by dramatic proportions.

It is estimated that Hispanics and Latinos now number more than 42.5 million people, and are now the largest minority group within the United States. These numbers now total more than fifteen percent (15%) of the entire population of our country.

An October 2000 Center for Equal Opportunity report estimated that there are more than 6 million undocumented persons living in the United States. This number has undoubtedly increased in the past year.

As you are well aware, there are countless issues related to this influx of undocumented persons in the country. Some of the most important issues and concerns about this increase are those that directly effect the undocumented individuals themselves and their standards of life. Unfair and illegal practices by landlords and employers exploit those persons who do not have the proper documentation. These practices are based in the knowledge that undocumented persons lack the ability to officially complain and are thus subject to the conditions set forth by these landlords and employers for fear of retaliation and deportation.

The human aspect of this is also evident in the frustration that must be experienced by these persons regarding their lack of ability to obtain higher education for themselves and their children. They have little, if any, ability to advance in their jobs and are thus forced to remain in low paying, basic labor related jobs.

The National Association for the Advancement of Hispanic People is working to push legislation that provides legal documentation for working purposes and temporary residency. They are also asking for input that would make it easier for Hispanic persons to obtain drivers licenses and state identification cards.

This subject brings us to one of the issues that directly effects the local law enforcement community, that being the issue of valid and correct identification.

We, as law enforcement officers, continually come into contact with persons in our community who live and work here but have no valid, verifiable identification. Our interaction with these persons is varied and may include: crime victims, injured or unconscious persons, accident involvement, witness information, drivers license, vehicle registration, proof of insurance, and other actions where the officer may require a form of identification.

The language barrier is also a problem for the law enforcement officer on the street where proper identification can provide much of the information needed for routine police reports, and incident investigations.

It appears that a simple, however somewhat involved solution to the above concerns associated with identifying undocumented persons, could be attained by working with representatives of the State of Iowa, the Legislature, and the Iowa Department of Transportation to identify acceptable alternative types of documentation that can be presented by undocumented persons. Some of these alternative types of documentation may include Mexican Voter Registration Cards, verifiable and translated birth certificates, public school records, baptismal certificates, and out of country drivers licenses.

The goal of law enforcement is not to identify undocumented persons for deportation or INS purposes, but to provide these persons with a verifiable and accurate form of identification to assist both them and us when we interact with them on the street and in their homes. As stated by the INS, local law enforcement is not tasked with the responsibility of locating and/or identifying these persons relative to their immigration status.

By providing these persons with accurate and acceptable identification, there are numerous benefits that can be realized. One of the obvious benefits is safety. We cannot pretend that undocumented persons are not here and that they are not driving vehicles on our streets. By making it easier for them to obtain State driver's licenses we can ensure that they pass drivers license tests, and obtain vehicle insurance like the everyone else. Currently, unlicensed drivers are involved in accidents, fined, and have their vehicles impounded on a daily basis. These drivers seldom have vehicle insurance as required by State law, thus costing society and insurance companies thousands of dollars.

The implementation and use of the recognizable Iowa driver's license and Iowa identification card can effectively eliminate the generic, off-shoot identification cards, many of which are illegal and/or forged. Use of a verifiable Iowa identification card and drivers license will also greatly assist other public agencies, hospitals, schools, businesses, employers, and housing personnel.

The established procedures in the Iowa Department of Transportation mandate that each identification card and driver's license includes a picture of the person to whom the card is issued. Protocols are in place to make it very difficult to forge or alter these Iowa documents.

Our commitment to the Hispanic community in Des Moines has been made evident with the assignment of a full time police officer as the Hispanic Outreach Neighborhood Resource Advocate. Our goals and expectations from this position are no different than the goals and assistance we expect to provide to the undocumented persons in our community.

We are all human beings, who reside together in our communities, cities, and states, and as human beings, the most basic right we have is our individual identity.

It is our goal to encourage and support any amendments necessary for the creation of acceptable alternative forms of documentation that would make it easier for undocumented persons to obtain a valid State of Iowa driver's license or identification card.

The Des Moines Police Department is willing to assist in this effort in any way possible. By working together, with the Division of Latino Affairs, the State of Iowa Department of Human Rights, the Iowa Department of Transportation, and ultimately the State Legislature, we believe we can accomplish this goal.

Please feel free to contact me at any time regarding this matter.

Very truly yours,

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## Documentation In Support of New Iowans Interim Study Committee of the Iowa General Assembly

### IWD's New Iowan Centers

Iowa has piloted the establishment of what we call "New Iowan Centers" in three communities, based on demographic data available. Through single physical locations in areas of each state where immigrant populations are residing, New Iowan Centers provide job placement, community services referrals, translation, language and occupational training, resettlement assistance, supportive services, and technical and legal assistance concerning documentation, civic responsibilities and other appropriate services. Through state and local partnerships, these local Centers provide One-Stop workforce investment and community services to operate as part of the state's workforce investment system. Iowa has chosen communities based on the high influx of immigrants, and the challenges that communities experience with it. The strategy that is used is to simultaneously work with both sides – assisting with adjustment issues of both the newcomers and the established community in its entirety.

The New Iowan Centers have already fueled economic growth and expansion in Iowa. We have three successful New Iowan Centers located in Muscatine, Sioux City and Ottumwa. We have partnered with the local Community Action agency in Sioux City and local Chambers of Commerce in Muscatine and Ottumwa to bring these services to Iowa. All of these offices provide assistance to new Iowans with a multitude of services. We will also expand the economy through the current growth of New Iowan Centers services and programming in Waterloo, Cedar Rapids, Des Moines and Council Bluffs.

Many communities are becoming more accepting of newcomers and that feeling is growing as a result of the New Iowan Center efforts. Because the changes brought on by relocation are so dramatic and abrupt, making the transition to a new community is often difficult for newcomers. However, communities throughout the state are implementing practical ideas provided by our program to make that transition easier for both parties. Communities have been organizing diversity groups, diversity coalitions, study groups and many other approaches to make their towns and cities a place where newcomers are welcomed and accepted. These and many other specific projects and services have been the core of the New Iowan Centers program since its establishment in 2000.

These partnerships associated with the three pilot New Iowan Centers have already provided diversity training and workshops to more than 20,000 people representing companies and other private and public organizations. The result is that many newcomers find employment in places that were almost impossible for them to apply before. Serving as part of Iowa Workforce Development we provide access to employers with all sorts of job opportunities.



These services are open and available to anyone, whether they are from France or California. These efforts have assisted over 7,000 individuals obtain employment.

Other services available to new lowans in the Centers include information and assistance with financial, insurance, housing/real estate, food, legal and many other issues. We have provided hundreds of consultations and provide immigration paperwork for those needing immigration updates and/or to apply to change their status. In addition, we provide business information, citizenship preparation classes, computer access, discrimination information, sensitivity trainings, ESL classes, health/housing issues, and unemployment insurance benefits information. We try to coordinate what the community has to offer by collaborating with as many local organizations as possible.

The New lowan Centers have created economic development, communication and understanding, making these newcomers feel welcome and appreciated. By responding directly to the lead of the local economy, these initiatives have experienced opportunities to contribute to the economy in innovative ways that will be reinforced in the new Centers developed. Examples in the first three pilots:

- Staff have worked with volunteers from the Senior Corps of Retired Executives (SCORE) to provide training and technical assistance to 23 New lowan Center customers who have established their own businesses.
- Staff have developed relationships with nearly 100 financial institutions (including FDIC and the Bank of Chicago) to develop financial education for customers, and supports them by including diverse Americans in their labor force.
- Through partnerships with high growth Iowa industries, such as Wells Fargo and Hon, the New lowan Centers have developed experience in service as a resource to support the success of Iowa's economic development and enhance their ability to support other targeted industry in Iowa.

The Centers enhance economic development by providing qualified workers to meet the needs of high growth industries. The New lowan Centers have provided numerous business seminars in conjunction with Wells Fargo, SBA, SCORE groups, FDIC and The Federal Reserve Bank of Chicago. The efforts of the three pilot centers have provided well over a hundred diversity and sensitivity trainings.

Good customer service in the areas identified through these proposed centers will impact established and new lowans alike. The health of any community can be measured by the degree to which all of its members are engaged in the industry of the community. The healthier the industry of a community, the more newcomers will be attracted to the community. The clients who receive these services will be better equipped to thrive in our communities. Business will have a larger pool of candidates for employment, communities will

have more active citizens, our schools will receive more aid and have higher test scores because the parents of students will be able to assist their children with schoolwork and take a more active role in the classroom. Ultimately more people will choose to put down roots in Iowa as our programs reach out to individuals and the communities, showing newcomers that they are not only wanted but truly welcome to participate in the vibrant lives of our towns and cities.

Nationally, we are faced with an influx of new Americans and this phenomenon can be a heavy burden on those communities that are not prepared for it. In those communities where the business climate and service system are prepared with cultural education, navigation services for new Americans to services that will support their successful emigration and community planning are an opportunity to enhance the economy and industry of the community.

### **Labor Market Information:**

#### **POPULATION:**

The population of Iowa increased 28,127 from 2000 to 2004.

- In 2000 Iowa actual population was 2,926,324
- Iowa population in 2004 was 2,954,451
- U.S. Census Bureau is projecting that the population of Iowa will increase 1% through 2030.

The Hispanic population increased 22,215 from 2000 to 2004.

- In 2000 the Hispanic population was 82,473
- In 2004 the Hispanic population was 104,688
- Because Hispanics gained population in Iowa at a more rapid pace than did other groups in the 1990's, their proportion of the population increased from 1.2% in 1990 to 2.8% in 2000. Percentages were higher than the state figure in 17 counties. Eight counties showed the Hispanic population exceeded 5 percent. Buena Vista (12.5%), Crawford (8.7%), Dallas (5.4%), Franklin (6.0%), Louisa (12.6%), Marshall (9.0%), Muscatine (11.9%), and Woodbury (9.1%) in 2000. In the two previous censuses, only Muscatine had at least 5 percent of its population accounted for by residents of Hispanic origin.

Iowa has an aging population:

- In Census 2000, Iowa ranked 10<sup>th</sup> in median age, 4<sup>th</sup> in population age 65+, and 2<sup>nd</sup> in population age 85+
- The Census Bureau projects that the population under age 18 will slowly decline while population age 65+ will increase sharply. Working age population will decline as a percentage of total population.

Components of Population Change:

- Births and Deaths

- Natural change is births minus deaths
- Natural change in Iowa has been hovering around 10,000 over the last 10 years
- Birth rates have fallen while death rates have remained unchanged
- Domestic Immigration
  - Historically Iowa has had domestic out-migration. NOTE: it offsets the 10,000 gain in natural change
    - Between 1995 and 2000, Iowa experienced an out-migration of 18,943 individuals between 22 to 29 with an associate degree or higher
    - Projected change in Iowa's population of 18 to 24 year olds through 2025 will decrease 13.8% while the U.S. expects an increase of 11.9%.
- International Immigration
  - This is where the state's slow, steady growth is coming from
  - The state's population would not have grown in the 2000 Census except with the in-migration of the immigrant population
  - In 2000, there were 91,085 individuals in Iowa who were foreign born. Of those, 52,335 stated that they entered the U.S. between 1990 to March 2000. The majority of those who were foreign born are from Latin America (36%), followed by Asia (33.1%), Europe (22.3%) and Africa (4.0%).

#### **LABORFORCE:**

- For the first eight months of 2005, Iowa's labor force averaged 1,640,500. The state's labor force is expected to grow slowly to the year 2010. Between 2010 and 2020, the labor force will drop slightly.
  - Iowa first began to experience labor shortages during the 1994-1999 period. Employers began to tap into previously underutilized groups to meet some of their labor needs (disabled, retirees, immigrants, minorities, and welfare recipients).
  - The baby boomers represent the largest proportion of Iowa's labor force. Employers are concerned about acute labor shortages occurring between 2015 and 2025.
  - Industries that will be most affected by baby boomers include: manufacturing, public administration, education, transportation, health services, and construction.
- Occupations that will be most affected by baby boomers include:
- Airline Pilots & Navigators
  - Management Analysts
  - Special Education Teachers
  - Photographers
  - Teachers Aides
  - Industrial Engineers

- Eligibility Clerks, social welfare
  - Personnel & Labor Relations Managers
  - Postal Clerks
  - Police & Detectives Supervisors
  - Plumbers, Pipefitters & Steamfitters
  - Financial Managers
  - Psychologists
  - Social Workers
  - Lawyers
  - Education Administrators
  - Elementary School Teachers
  - Registered Nurses
- The supply of young workers is shrinking in Iowa. This situation will be exacerbated by the increasing number of retirements. Companies are beginning to focus on leadership transitioning as the older baby boomers approach retirement age.
  - Iowa's labor force has become more diverse since 1990. Minorities account for roughly 7.3 percent of the state's current labor force.
  - A major strength for Iowa has been its high labor force participation rate. The state's 2003 labor force participation rate of 70.5 percent surpassed the U.S. rate of 66.2 percent and was also one of the highest in the nation when compared to other states.
  - The influx of females and youth into the state's labor force over the past thirty-five years has greatly contributed to its economic growth. Labor force participation rates for these two groups has reached the point where they will be leveling off.
  - Iowa's unemployment rate for August 2005 was 4.3 percent. Current Population Survey data for August show that the unemployment rate for Hispanics 20 and over was 7.9 percent.

The top 15 industries in Iowa will create 217,000 of the 417,000 (52%) jobs in Iowa's economy for the 2002 to 2012 time period.

- The 15 industries in Iowa expected to create the most jobs over the period are primarily in the health care and social assistance (3 of 15) and finance and insurance (2 of 15) industries.
- 53% of the fastest growing 15 industries are in the manufacturing, retail trade, information and health care and social assistance industries. (each has 2 of 15)

Between 2002 and 2012, Iowa's economy is expected to generate 60,600 job openings annually.

- Fifteen occupations will comprise 30 percent of the total job openings annually for Iowa.
- Over one-third (40%) of the 15 occupations are concentrated in the sales and the office and administrative support occupational groups.
- Thirty-six percent of the openings will be new jobs, which represent a 13 percent growth rate as compared to a 15 percent growth rate nationally.
- Twenty-one percent of Iowa's new jobs will be in the office and administrative support and the sales and related occupations.
- A larger percentage of job openings will occur to replace workers who leave existing jobs due to retirement, death or similar reasons that cause workers to leave the labor force on a more permanent basis. Nearly two-thirds of total annual openings in the occupations (64%) are due to annual replacements.

The top 50 occupations with the most annual openings for the 2002-2012 period:

- 10% will require a bachelor degree or above, 20% will require a postsecondary degree, 24% will require a high school education or equivalent and 46% will require less than a high school education or equivalent.
- 30% will require a postsecondary degree or above
- 31% are in the service occupations, 18% in the office and administrative support occupations, 10% sales and related occupations, 10% transportation and material moving occupations

The top 50 occupations with the fastest growth for the 2002-2012 period:

- 56% will require a bachelor degree or above, 26% will require a postsecondary degree, 12% will require a high school education or equivalent and 6% will require less than a high school education or equivalent.
- 50% are in the professional and related occupations, 16% in the service occupations

The more education and skills obtained the wider the range of career options and the greater the earning potential. When comparing Iowa's average mean hourly wages, individuals with less than a high school education will earn \$9.96 per hour, which is 72 percent of the \$13.85 per hour earned by individuals who complete high school or its

equivalent. The same group will earn 58 percent of the \$17.28 per hour earned by those who complete postsecondary education, and will earn a meager 37 percent of the \$26.70 per hour wage of baccalaureate and graduate degreed people.

#### **INCREASING DEMAND FOR BILINGUAL SKILLS:**

- In 2000, 94.2% of those in Iowa speak English as their primary language. While 160,022 individuals (5.8%) say that they speak other languages at home. Of those 68,108 stated that they speak English less than 'very well'.
- Over 100 different languages being spoken in Iowa schools. More companies are recruiting bilingual employees. There are two primary trends that have increased the need for these workers: 1) Iowa has a growing immigrant population that is not fluent in English, and 2) Iowa companies are becoming more global, which has accelerated the need for people with multiple language skills. The economy is now international, and different cultures are interconnected by telephone, satellite, and computer terminal.
- In general, the need for bilingual employees in Iowa is growing in banking and finance, education, healthcare, retailing, public safety, and in telecommunications.
- Spanish is usually the first choice for companies requesting a bilingual employee.

#### **IN CONCLUSION:**

Based on changing demographics, Iowa is faced with three critical challenges:

--Iowa must find a way to: 1) increase the size of its labor force, 2) upgrade the skills of its labor force, and 3) improve the methods that match workers with jobs.

Doug Knowles, General Plant Manager  
Swift and Company, Marshalltown, IA

Dear Mr. Knowles:

Raul and Hilda Rodriguez worked at Swift and Company for 10 and 7 years respectively and were fired in July, 2005 after Raul was injured in a serious accident. I believe that they were fired unjustly and I want justice for Raul and Hilda and for all workers who work hard to support their families.

Raul and Hilda were Swift employees at the time of his accident. Swift should be obligated to pay the family's medical bills related to the accident according to the terms of the insurance policy for Swift employees and Hilda and Raul's lost wages. I request that you meet publicly with Marshalltown groups and individuals on December 6th to talk to the community about what Swift has done to make things right with Raul and Hilda and what Swift will do to ensure that this never happens again to another Swift employee.

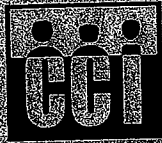
**Justice for Raul and Hilda!**

Signature \_\_\_\_\_

Date \_\_\_\_\_

Printed name \_\_\_\_\_

Address \_\_\_\_\_



**Latinos  
en Accion  
de CCI**

Hablamos. Actuamos. Ganamos.

P.O. Box 374 Marshalltown, IA 50158

Doug Knowles, General Plant Manager  
Swift and Company  
PO Box 280  
402 North 10<sup>th</sup> Avenue  
Marshalltown, IA 50158

September 26, 2005

Dear Friends and legislators,

My name is Raúl Rodríguez and I am a member of Latinos en Acción de CCI, a chapter of Iowa CCI. I worked at the Swift and Company Meat Packing Plant in Marshalltown for 10 years and my wife Hilda worked there for 7 years.

In May of this year I got permission from Swift to go on vacation to Mexico beginning May 14<sup>th</sup>. On the way I was in a terrible car accident with my daughter Graciela. We were driving at night on a construction detour. There were no signs marking that a bridge was out and we drove off the bridge (see pictures in this packet). Thankfully we were both alive, although hurt badly. My wife Hilda joined us in Mexico right after the accident to care for us.

When we got back to Marshalltown on July 11, my wife and I immediately reported to work. Swift personnel knew about the accident, because my wife told them before she joined us in Mexico. However, we were shocked and hurt to be told that we didn't have a job at Swift anymore.

We believe that we were fired unjustly and we want to make sure that what happened to us doesn't happen to anyone else. **We need your help. Please sign the attached postcard** to Doug Knowles, the General Plant Manager of Swift in Marshalltown asking him to: a) pay our family's medical bills related to the accident according to the terms of the insurance policy for Swift employees and our lost wages and b) to meet publicly with Marshalltown groups and individuals on December 6<sup>th</sup> to talk to the community about what Swift has done to better our situation and what Swift will do to ensure that this never happens again to another Swift employee.

Enclosed is a detailed timeline of what happened to us.

Thank you,

Raul Rodriguez



26 de septiembre, 2005

Estimados amigos y legisladores,

Mi nombre es Raúl Rodríguez y soy miembro de Latinos en Acción de CCI, un capítulo de Iowa CCI. Trabaje por Swift and Company en Marshalltown por 10 años y mi esposa Hilda trabajó allí por 7 años.

En mayo recibí permiso para salir de vacaciones a Mexico empezando el 14 de mayo. En el camino estuve en un terrible accidente de carro con mi hija Gracia. Estuvimos manejando en la noche en un desvío de construcción. No había las señales necesarias y caímos al vacío (anexo fotos). Gracias a Dios estuvimos vivos pero gravemente lastimados. Mi esposa vino a México justo después del accidente para estar con nosotros y cuidarnos.

Cuando regresamos a Marshalltown el 11 de julio, mi esposa y yo fuimos a trabajar inmediatamente. El personal de Swift sabía del accidente como mi esposa les avisó antes de ir a México. Estábamos asombrados y ofendidos por su respuesta - dijeron a mi esposa y a mí que ya no teníamos un trabajo en Swift.

Nos corrieron injustamente y queremos asegurar que lo que nos pasó a nosotros no pase a otra persona. **Necesitamos su apoyo. Por favor de firmar la tarjeta anexa** a Doug Knowles, el gerente general de Swift en Marshalltown pidiéndole a: a) pagar todas nuestras deudas médicas relacionadas al accidente según la póliza de aseguranza para los trabajadores de Swift y que nos pague por el tiempo que perdimos y b) reunirse con grupos e individuales de Marshalltown para hablar con la comunidad sobre como Swift va a mejorar la situación y asegurar que nunca pase a otro empleado de Swift jamás.

Anexo una cronología de lo que nos pasó. Gracias por su apoyo.

Atentamente,

Raúl Rodríguez

# Terrible volcadura

**Por falta de señalamientos  
Hay una menor grave**

## Una menor grave

Carlos Ballesteros/EL TIEMPO

**CASTAÑOS COAH.-** Sumamente lesionadas resultaron tres michoacanos, entre ellos una menor de edad al caer de un puente en construcción sin señalamientos, el cual está ubicado en la intersección de la "Y" griega, en el cruce de las carreteras 53 y 57.

La menor quien tiene 12 años de edad, responde al nombre de Gracia Rodríguez Pérez, quien tiene su domicilio en el Rancho Villa Choato en el estado de Michacán, y resultó con una probable fractura de cráneo además de otros golpes en el cuerpo.

El conductor de la unidad, Rodolfo Rodríguez Hernández, de 46 años de edad, quien es el padre de la menor, resultó con hemtoma en región ocular, probable fractura en cervicales y diversos golpes.

El tercer tripulante es Ezequiel Jiménez García, de 35 años y domiciliado en el mismo Rancho, resultó con una probable fractura en la columna además de diversos golpes.

Eran las 23:00 horas de la noche de ayer cuando viajaban a bordo de una camioneta marca Ford, tipo ranger, color blanco modelo aproximado 1993, con placas del estado de Minesota 925PSI.

Al hacerlo en dirección de norte a sur, estos viajaban por la carretera 57 por lo que al llegar al cruce con la 53 (Y griega) kilómetro 162, subieron a un puente que está en construcción, por lo que al estar en la cima, cayeron hacia su derecha, cayendo la unidad con el toldo hacia abajo.

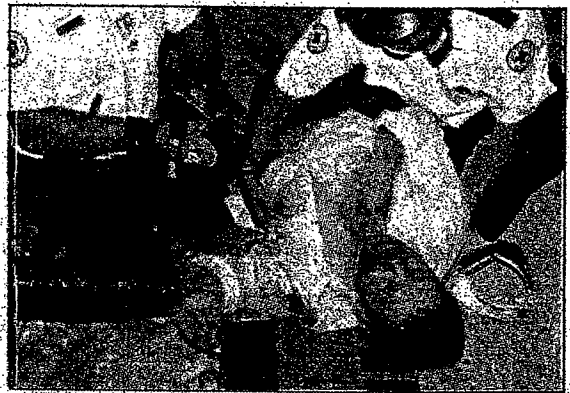
A causa de este terrible golpe, fue que se provocaron las lesiones de las tres personas, cosa que fueron auxiliadas por otros conductores que llegaron al lugar, y quienes pidieron apoyo a la cruz roja.

Además de esto, los conductores que llegaron al lugar, señalaron que no había ningún señalamiento en la construcción, lo que provocó que subieran a esta sin conocer lo que les pasaría.

Finalmente y con abajos, arribaron al lugar dos ambulancias de la cruz roja, así como el camión de rescate urbano, atendiendo a las personas y trasladándolas de extrema urgencia a la clínica número 7 del IMS



**SUMAMENTE LESIONADA** fue como resultó la menor de 12 años de edad.



**EL CONDUCTOR DE** la camioneta también fue atendido por los socorristas de la cruz roja.

Miércoles 18 de Mayo del 2005



VEA MAS  
INFORMACION EN  
POLICIA

# volcadura

Al subir a un puente  
en construcción en la  
y griega tres personas  
resultaron sumamente  
lesionadas al caer de  
este en la camioneta  
en que viajaban.



## **Story of Swift Employees Raúl and Hilda Rodríguez and their daughter Graciela**

### **Timeline of events**

**In early May, 2005** Raúl Rodríguez asked for and received permission from Swift management to take a vacation beginning May 14<sup>th</sup>. The vacation was for 3 weeks – the first 2 weeks paid and the third week, an excused absence unpaid.

**On May 14<sup>th</sup>,** Raúl and his daughter Graciela began their drive to Mexico to visit relatives.

**On May 17<sup>th</sup>** Raúl and his daughter Graciela were in a severe car accident in Mexico at 11:00 p.m.

**On May 18<sup>th</sup>,** the hospital in Mexico where Raúl and Graciela were being treated called Hilda, Raúl's wife and told her about the accident.

**On May 19<sup>th</sup>,** Hilda called Swift in the morning and talked to Brenda Aviña, a Swift employee. She told Brenda about the accident and that she wouldn't be at work that day because she would be waiting for news from the hospital.

Later that day, Hilda received a fax from the Mexican hospital stating that Raúl and Graciela were in a bad accident on May 17<sup>th</sup> at night. Hilda gave the fax to Swift officials on the afternoon of May 19<sup>th</sup>.

At that time, Hilda asked for a leave of absence so that she could travel to Mexico to care for her husband and daughter, which is her right under the Family Medical Leave Act (FMLA). Brenda told her she had to fill out a form to get an excused leave of absence but that they didn't have the form in the office. Hilda told Brenda that she couldn't wait until tomorrow to fill out the form because she had to leave as soon as possible.

Hilda left for Mexico by bus on the evening of May 19<sup>th</sup>.

**May 18<sup>th</sup> through July 7<sup>th</sup>,** Raúl and Graciela were treated in Mexico and were ordered not to travel or work for 45 days.

**On July 8<sup>th</sup>,** the doctor conducted a final check up on Raúl and Graciela and deemed them healthy enough to travel and work. Raúl, Hilda and Graciela traveled to Marshalltown.

**On July 11<sup>th</sup>,** Raúl and Hilda went to work and were told by Swift official Jeremy Cook that they didn't have a job there.

This same day Raúl went to Braulio Pereira, a union representative, for help. Braulio told Raúl to come back the next day because Cheryl Hughlette from Swift Human Resources wasn't there.

On July 12<sup>th</sup>, 2005 Braulio went with Hilda and Raúl to see Cheryl. A Swift employee, Rosario, translated. Cheryl interrogated them about their absence and Raúl showed her the faxes from the hospital and the newspaper article about the accident. Cheryl told them that she didn't care about what happened – she needed more proof from the doctor who attended Raúl

Braulio gave them the forms they needed to have the doctor fill out. Hilda sent the forms via fax. She received the completed forms the next week but the forms were unreadable.

During the week of July 18<sup>th</sup>, Raúl showed the forms to Braulio and Cheryl. Cheryl would not accept the forms and said that they would need to get them filled out again.

Braulio spoke to Raúl after their conversation with Cheryl and told him that he and Hilda were on “a black list” and that company was going to fire them anyway.

On July 22<sup>nd</sup>, the doctor in Mexico sent the Swift forms by regular mail but Raúl never turned them into the Swift office because he was under the impression that they wouldn't be accepted.

This same day, Raúl and Hilda applied for unemployment.

During the week of July 24<sup>th</sup>, Swift contested Raúl and Hilda's application for unemployment. The plant said that they “quit”. Raúl and Hilda said they were fired.

On August 22<sup>nd</sup>, Iowa Workforce Development ruled that Raúl would receive unemployment benefits.

**For more information on Raul and Hilda's fight for justice,  
please call Anna Galovich at:**

**(515) 282-0484 (office)  
(641) 485-6277 (cell)**



**The Iowa Public Health Association**  
**Legislative Advocacy Statement on Public Health Policies for New Iowans**

The Iowa Public Health Association is a multidisciplinary organization for professionals in public health *who want to make a difference*. The Association was organized in 1925 and is an affiliate of the American Public Health Association. The association's vision is to provide a *strong public health system serving the people of Iowa*, and its mission is to *advance the practice of public health*. The Iowa Public Health Association, through its Refugee, Immigrant, and Minority Section, promotes policies and programs at the state level that reflect national priorities for the reduction of health disparities among new Iowan populations. To this end, the Iowa Public Health Association strongly encourages the state legislature to support the following policies and programs:

- Address issues and policies affecting the health and human rights of new Iowans;
- Improve access to care for new Iowans, especially through the reduction of financial, language, and transportation barriers;
- Recognize and support the practical necessity of providing health information in the native languages of new Iowans, until their skills in English become better;
- Improve the ability of health providers to work effectively with new Iowan and minority patients through mandatory cultural competency training;
- Increase the tax and financial obligations of large, new employers, particularly those in small rural towns, to help pay for job-related injuries, medical interpreters, and other needs of health organizations that must serve new Iowan workers;
- Recruit, train, and retain health care professionals in Iowa, especially those that are minorities, to address workforce shortages in key communities;
- Adopt the Development, Relief, and Education for Alien Minors (DREAM) Act in Iowa, to allow children of undocumented residents to qualify for in-state tuition so that they may more affordably attend health professional schools in Iowa;
- Expand programs and eligibility for low-cost preventive and medical services for high-risk new Iowans, such as young children and the elderly;
- Recruit, train, and retain qualified medical interpreters in the state; and
- Strengthen and expand the existing Office of Multicultural Health within the Iowa Department of Public Health.

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For more information contact:

Annie Vander Werff,

Iowa Public Health Association, Refugee, Immigrant, Minority Section Chair,

220 Wellness Recreation Center, Cedar Falls, IA 50614-0241,

Phone: 319-273-6412, Email: [annie.vanderwerff@uni.edu](mailto:annie.vanderwerff@uni.edu)

## Division of Community Action Agencies

The Division of Community Action Agencies administers five federally funded programs that assist low-income populations through a partnership with 18 community action agencies and other community-based programs, including:

- Low-Income Home Energy Assistance
- Low-Income Weatherization Asst.
- Community Services Block Grant
- Family Development/Self-Sufficiency
- Community Food and Nutrition

**Bill Brand, Administrator**  
(515) 281-3268  
e-mail: [bill.brand@iowa.gov](mailto:bill.brand@iowa.gov)

## Division on the Status of Women

The Iowa Commission on the Status of Women promotes full participation by women in the economic, political and social life of the state. Activities include:

- Iowa Women's Hall of Fame
- Studies and Data Collection
- Legislative Recommendations
- Information and Referral
- Grants to Programs that Serve Iowans in Transition

**Charlotte Nelson, Administrator**  
(515) 281-4467  
e-mail: [charlotte.nelson@iowa.gov](mailto:charlotte.nelson@iowa.gov)

## Division of Persons with Disabilities

The Division of Persons with Disabilities exists to promote the employment of persons with disabilities and reduce barriers to employment by providing:

- Technical Assistance
- Information, Referral, and Training
- Negotiation
- Youth Leadership Forum
- Client Assistance Program

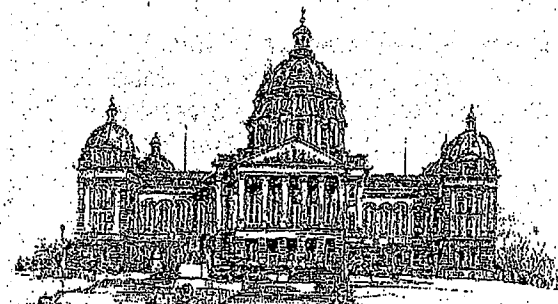
**Jill Avery, Administrator**  
(515) 242-6172 V/TTY  
e-mail: [jill.avery@iowa.gov](mailto:jill.avery@iowa.gov)

**Iowa Department  
of Human Rights**  
Lucas State Office Building  
321 East 12<sup>th</sup> Street, 2<sup>nd</sup> Floor  
Des Moines, IA 50319

See Individual Listings of  
Division Phone Numbers

Fax: (515) 242-6119  
website: [www.state.ia.us/dhr](http://www.state.ia.us/dhr)

# IOWA DEPARTMENT OF HUMAN RIGHTS



*~ Promoting the  
well-being  
and improving the  
quality of life  
for unique  
and diverse  
populations  
in Iowa ~*



The Iowa Department of Human Rights was created in 1986 as an umbrella agency. Its mission is to promote equal access to work, services, and opportunities to enhance the well being of Iowa's diverse populations.

Divisions promote the self-sufficiency of each of the populations that they serve by providing training and public awareness, building strong partnerships and providing necessary information to assist decision-makers. Each division shares the following Guiding Principles:

- Promoting economic and social opportunities for diverse populations
- Recognizing and valuing diversity
- Building strong, healthy families and communities
- Collaborating internally and externally to improve services and programs.

Each division has a commission or council that is appointed by the Governor. They are responsible for policy and decision making, recommending legislation, adopting rules, reviewing progress of programs, and advocating for the populations that they serve. The members of the commissions or councils represent a cross section of citizens who are politically, geographically and gender balanced.

**Walter Reed, Jr.**  
Department Director  
(515) 242-6171  
e-mail: [walter.reed@iowa.gov](mailto:walter.reed@iowa.gov)

## Division on the Status of African-Americans

The Division on the Status of African-Americans is committed to promoting and enhancing the quality of life for Iowa's African-American communities. Activities include:

- Conferences and Programs
- Technical Assistance
- Quarterly Newsletter
- Information/Referral Service
- Legislative Recommendations

**Kimberly Baxter, Administrator**  
(515) 281-3855  
e-mail: [kimberly.baxter@iowa.gov](mailto:kimberly.baxter@iowa.gov)

## Division of Deaf Services

The Deaf Services Commission of Iowa plans, coordinates and provides services to deaf and hard-of-hearing people in Iowa. Activities include:

- Information and Research
- Technical Assistance
- Library
- Intervention Services
- Interpretation Referrals

**Kathryn Baumann-Reese,**  
Administrator  
(515) 281-3164 V/TTY  
e-mail: [kathryn.baumann-reese@iowa.gov](mailto:kathryn.baumann-reese@iowa.gov)

## Division of Criminal and Juvenile Justice Planning

The Division of Criminal and Juvenile Justice Planning provides criminal and juvenile justice planning in the state. Activities include:

- Justice Data Warehouse
- Research and Evaluations
- Policy and Data Analysis
- Program Development and Community Planning
- Juvenile Justice and Youth Development Grants

**Richard Moore, Administrator**  
(515) 242-5823  
e-mail: [dick.moore@iowa.gov](mailto:dick.moore@iowa.gov)

## Division of Latino Affairs

The Division of Latino Affairs promotes statewide understanding of the social, cultural and economic contributions Latinos make in Iowa. Activities include:

- Cultural Competence Training
- Resource and Referral Center
- List of Interpreters
- Various Directories Available
- Public Hearings and Outreach

**John-Paul Chaisson-Cardenas,**  
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## **New Iowans Legislative Interim Committee Hearing Des Moines Sept 26, 2005**

### **Jose Ramos's testimony on the need for higher education opportunities**

Hi. Good evening. I'm Jose Ramos. I'm an immigrant from El Salvador. I've lived in Iowa various anos. I'm a member of the community, and owner of El Latino, a successful newspaper that serves thousands of Spanish Speaking residents of Iowa.

For a long time, I had a dream to start a business here in Des Moines. I had nearly nothing, but my idea was to bring news to the Hispanic community- from their countries of origin, and other national and local news that affects immigrants.

I work with few resources, but I believe in my work. I have some employees that help me write articles, but I also right as well. That's why I'm here- to cover this reunion that could bring good results for the immigrant community.

Through my work, I've learned about the needs and dreams of the public- of Latino immigrants.

Today I want to talk with you about a matter that is important to many families here in Iowa.- about a bill that would give more opportunities to students that deserve a change for a better future.

As you all might have heard, students without social security have enormous barriers that prohibit them from studying in universities in professional careers. They are forced to pay out of state tuition even though many have lived here almost their whole lives and have graduated from high schools in Iowa.

They are good students, they get good grades, they are talented, and have dreams to be professionals and to contribute to Iowa's economy.

You, the legislators, have the opportunity to do a good thing, and to do something which has already been done in other status. You can pass a law which would permit these students to study for the cost of other Iowa residents. I ask you to pass the law this year, and not to waste the talent we have here in Iowa. Help immigrants have a better future, and Iowa to have a better future. Everyone will benefit.

I also am interested in the testimony about the workplace abuses, as a member of CCI explained. I ask you, the legislators, support CCI to make changes to improve working conditions and treatment in the meatpacking company in Marshalltown for their Hispanic employees. Thank you.

**New Iowans Legislative Interim Committee Hearing Des Moines Sept 26, 2005**

**Pedro's testimony on the need for driver's licenses**

Good evening to all our friends that accompany us, and in particular to the legislators of this place.

In the most attentive and respectful way, I present myself in front of you, as a member of CCI, to ask you to take note of our petitions.

I come representing all the Latinos in this city, to ask by your dignified command, to do the necessary work to give us the opportunity to get driver's licenses, and by doing so to get insurance on our vehicles- to transport ourselves to our jobs, bring our children to schools and hospitals- and to not have to hide from the police.

We made ourselves your friends by our contributions and by our work. And for this, with much pride, I thank you all for giving us this hospitality in your beautiful country.

I'm also interested in all your intervention to protect the rights of the workers of Marshalltown, and all other places. Thank you.

## **New Iowans Legislative Interim Committee Hearing Des Moines Sept 26, 2005**

### **Jesus's testimony on Higher Education for Immigrant Children**

Hi. My name is Jesús. I'm a member of CCI. I'm a member of the Hispanic community. I've lived in Iowa for 11 years. I have my family here- my wife and four children.

Now I want to talk with you about the education system. I know many families with children who came when they were very small. These students have a lot of talent, they get good grades, they are good students and could contribute much to Iowa. But unfortunately they have to discontinue their studies because they don't have a social security number. They aren't at fault for their parents, who brought them here to give them a better life. They too, are human beings with the right to education.

You, the legislators, have the opportunity to help the community and to help these dedicated students. Here in Iowa we need more professionals, more qualified individuals. We don't want the professionals to go elsewhere. So you, the legislators, can pass a law that would allow good students to attend universities and to stay here to help the community.

I am also interested fair jobs for immigrants. I want to ask you to help Raul and Hilda, and other workers at Swifts.

Thanks for your time.