The Vinguard is spearheading a new wine label, Guardian Vital, in collaboration with [Líderes Campesinas](https://liderescampesinas.org/%22%20%5Co%20%22https%3A//liderescampesinas.org/), to raise awareness of vineyard workers' safety and rights. We believe that the wine industry, including you, can make a significant impact by protecting this vital sector of our field. We hope that by drawing consumer attention to the inequities and lack of protections for this vulnerable population, we can ignite conversations and enact meaningful change, inspiring a new era of labor rights in the wine industry.

Local muralist Oscar Lopez Guerrero has created a unique label exclusively for this campaign. The label, with its striking design, will feature a QR code linked to the Líderes Campesinas website, providing a detailed explanation of the campaign and its requirements.

We invite you to consider joining this movement. There is no fee to participate, and you can produce as many or as few cases as you wish. However, you or your growers must meet specific requirements outlined below. These requirements were finalized with input from vineyard workers, winemakers, viticulturists, and our two organizations.

Guardian Vital Requirements

1. The vineyard/parcel is farmed without synthetic pesticides, herbicides, fungicides, or fertilizers.

2. Vineyard workers are not asked to work in evacuation zones.

3. Vineyard workers are paid hazard pay of 1.5 times their hourly wage when the air quality index is 150 or higher or in other hazardous conditions.

4. Vineyard workers are given N95 respirators when the air quality index is 150 or higher.

5. Vineyard workers are always provided with clean drinking water and bathrooms.

6. Vineyard workers are provided with safety trainings or safety instruction manuals for workers in their preferred language.

7. Vineyard workers are provided with access to emergency response resources.

8. Vineyard workers have adequate lighting and safety measures during nighttime harvesting.

9. Vineyard workers are paid a living wage according to the [MIT Living Wage Calculator](https://livingwage.mit.edu). You can use the calculation for one adult, no children.

10. Full-time vineyard workers are given paid sick days.

11. Vineyard workers are provided with access to healthcare resources.

12. You, the grower or the vineyard management company, pay for medical costs to workers injured on the job.

13. Vineyard workers are provided with legally required rest and meal breaks.

14. Vineyard workers are permitted to organize and unionize.

15. You, the grower or the vineyard manager, provide opportunities for advancement, such as hiring from within, training opportunities for workers, or different forms of education.

Whether you can participate or not, we urge you to consider these requirements in future decisions about your labor practices or when selecting growers or vineyard management companies to work with. **We believe these are the minimum standards required to provide basic rights to vineyard workers; none of us would want to work somewhere where anything less was standard practice.**

If you're ready to be part of this revolutionary campaign, protecting and providing for vineyard workers - the most essential sector of our industry - please let me know. Your role in this campaign is crucial, and we value your commitment to this cause.

**Name of Winery:**

**Name of Wine:**

**Signed:**

**Printed Name:**

**Date:**

FAQS

**Q:** Can I participate if the rows or plots of the vineyard I use meet the requirements but other parts of the vineyard do not?

**A:** If the grower is not using pesticides or other synthetics in some parts of the vineyards but is using them in others, you can participate so long as the fruit in the wine for Guardian Vital is at least practicing organic. We realize that it can take time to change growers' minds. We've also seen winemakers lead by example, showing that organically farmed parcels in vineyards with mixed practices can lead to change. This said, Guardian Vital is not just about pesticide usage but also labor practices, so please ensure that the grower or vineyard management company meets all the other stipulations.

**Q:** Which measurement of the MIT Living Wage calculator should we use to determine the living wage rate?

**A:** [Go to this link](https://livingwage.mit.edu), look for your area, and use the one adult, no children as your guide. Of course, we'd love to account for children, and this is a conversation we can have in the future, but as we're getting this off the ground, we don't want to create unnecessary prohibitions for small businesses.

**Q:** How will Guardian VItal be promoted?

**A:**The Vinguard, Líderes Campensinas, and other organizations will wage a robust social media and press campaign aimed at consumers and policymakers. Your winery will be listed on The Vinguard and Líderes Campesinas website page. We will also count on wineries to help promote through their own channels. This is a collective effort, and we value your contribution.

**Q:** Do I have to use the whole label or can I incorporate it into my own label design?

**A:**You can incorporate it into your label design but everyone who participates should use the label name as it appears in the graphic, logo and QR code. We would prefer that you use as much of the graphic as you can.

**Q:** Can I participate if I do all my own farming?

**A:** Yes, so long as you adhere to the requirements for anyone who helps you.