

# GLOSSARY FOR DOLORES HUERTA GIRL SCOUT PATCH



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**activism:** the practice of active involvement as a way to reach political or other goals

**advocacy:** the act of supporting a cause or recommending a course of action

**advocate:**

verb – to support or urge by argument, such as, *“to advocate for better schools”*

noun – a person who speaks or writes in support of a cause or person, such as, *“an advocate for the right of women to vote.”*

**arbitration:** a method of settling a disagreement between a union and an employer over a job problem or grievance

**benefit plans:** plans to help employees provided by an employer, such as a medical or pension plan

**boycott:** a tactic used by a union to win a union contract or other benefit from an employer, for example, the farmworkers’ union asked consumers to join together to not buy grapes until grape growers improved working conditions for farmworkers. Boycotts were also used by Gandhi in India to win India’s independence from British rule, and by Martin Luther King to win increased civil rights for African-Americans.

**civil rights:** rights to personal liberty, especially as established by the U. S. Constitution

**collective bargaining:** negotiations between labor unions and employers regarding wages, benefits, and other working conditions that usually result in a union contract

**collective bargaining agreement or union contract:** an agreement reached between a labor union and an employer that both parties agree to follow

**community organizing:** the practice of bringing people together and forming a community, usually to effect social or political change

**farmworkers:** people hired to work on a farm, especially large corporate farms

**grass roots organization:** an organization established by ordinary people, especially as contrasted with one formed by established leadership

**grievance:** a complaint that a worker or an employer has concerning a violation of a work practice or union contract

**human rights:** basic rights, especially those believed to belong to an individual and in which a government may not interfere, as the rights to speak, associate, and work

**immigrant:** a person who migrates to another country, usually for permanent residence

**labor union:** an organization of employees created for mutual aid and dealing as a group with employers

**legislation:** a law or group of laws adopted by a branch of government having the power to make laws

**lobbyist:** a person who tries to influence legislation on behalf of a certain group

**negotiate:** to bargain with others through discussion, as in preparing a treaty or contract

**non-violent action:** the policy or practice of refraining from the use of violence, as when protesting injustice

**pesticides:** a chemical preparation for destroying plant, fungal, or animal pests

**racism:** hatred or intolerance of another race, or other races

**social justice:** when dealings among people in a society are guided by reason and fairness

**strike:** when employees stop working to win job improvements from their employer, such as a wage increase or a better medical plan