

ORGANIZE!

SAFE JOBS NOW



OBSERVE WORKERS MEMORIAL DAY ■ APRIL 28

**2022
WORKERS
MEMORIAL DAY
MATERIALS**

AFL-CIO

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ORGANIZE!

Safe JOBS

NOW

A blue silhouette of a large crowd of people with their arms raised in the air, spanning the width of the page below the title.

More than 50 years ago on April 28, Workers Memorial Day, the Occupational Safety and Health Act went into effect, promising every worker the right to a safe job—a fundamental right. The law was won because of the tireless efforts of the labor movement, which organized for safer working conditions and demanded action from the government. Since then, unions and our allies have fought hard to make that promise a reality—winning protections that have made jobs safer and saved lives. But our work is not done. Each year, thousands of workers are killed and millions more suffer injury and illness because of dangerous working conditions that are preventable.

The COVID-19 pandemic devastated working families and highlighted the fundamental right to and importance of a safe job for every worker. Immediately and throughout this crisis, unions and our allies have stepped into action to demand and win protections on the job from this highly contagious virus. We organized for safe jobs and the right to speak out against unsafe working conditions. We won emergency safety protections for health care workers against COVID-19, and are continuing the fight for all. Without federal action to require prevention measures in all workplaces, unions demanded access to the ventilation, personal protective equipment and other measures that protect workers from inhaling the virus at work. The central involvement of organized labor and our allies was the key factor that improved working conditions to save lives.

But our work organizing for safe jobs has not ended. The pandemic exposed our weak laws that have prevented workers from organizing in their workplaces to demand safer working conditions. It also exposed weak job safety laws and a lack of resources that would ensure the

Occupational Safety and Health Administration (OSHA) and the Mine Safety and Health Administration (MSHA) can protect workers. Many employers and workers never see OSHA in their workplace. Penalties are still too low to be a deterrent. Workers are not adequately protected to speak out against unsafe working conditions and to freely join a union without retaliation. As we look to the next 50 years of worker protections under OSHA and MSHA, we must demand Congress strengthen the agencies' authorities and provide them the resources necessary to ensure working people have safe jobs now. There must be action on critical safety and health protections against preventable hazards: infectious diseases, heat illness, workplace violence and silica in mining, and exposure to toxic chemicals that kills tens of thousands of workers each year.

Together, we are raising our collective voices to win stronger safety and health protections in our workplaces and stronger job safety and health laws. We are standing strong to hold workplace safety agencies accountable to create and enforce laws that protect workers, and to hold employers accountable to keep workers safe. We are organizing to raise the baseline level of safety protections for everyone, including those disproportionately impacted by dangerous working conditions.

On April 28, the unions of the AFL-CIO will observe Workers Memorial Day to remember those who have suffered and died on the job, and to organize the fight for safe jobs. We will come together this year to call for action on hazards that cause unnecessary injury, illness and death. We will stand united to strengthen workers' rights and protections, and demand resources and actions needed for job safety enforcement. We will fight for the fundamental right of every worker to a safe job until that promise is fulfilled.

OBSERVE WORKERS MEMORIAL DAY ■ APRIL 28

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MOURN FOR THE DEAD FIGHT FOR THE LIVING

WORKERS MEMORIAL DAY • APRIL 28

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WORKERS MEMORIAL DAY APRIL 28, 2022

Decades of struggle by working people and our unions have improved working conditions and made jobs safer, but it has not been enough. This year we are coming together to strengthen our rights and protections to ensure everyone can come home safely at the end of a work shift—and without chronic illnesses from toxic exposures at work.

As we grieve those we have lost from workplace hazards, including COVID-19, we must continue to push forward. We must:

- Ensure all workers have the necessary protections from COVID-19 at work.
- Guarantee all workers have a safety voice on the job and the right to freely form a union without employer interference or intimidation.
- Pass the Protecting America's Workers Act (PAWA) to provide OSHA protection to the millions of workers without it, stronger criminal and civil penalties for companies that violate job safety laws, and improved anti-retaliation protections.
- Increase efforts to protect the safety and health of Black, Latino and immigrant workers who are disproportionately affected by and especially targeted for speaking up against unsafe working conditions.
- Increase the job safety budgets and improve job safety enforcement.
- Win new protections on infectious diseases, workplace violence, silica exposure in mining, heat illness, exposure to asbestos and other toxic chemicals, and other hazards.
- Defend hard-won safety and health protections and workers' rights from attacks.

WHAT YOU CAN DO ON WORKERS MEMORIAL DAY

There are many ways to recognize Workers Memorial Day:

- Organize an online campaign to call for stronger safety and health protections using our digital toolkit. Demand that elected officials put workers' well-being over corporate interests.
- Organize an outdoor, socially distanced event at your workplace to stand together to protect the fundamental right to a safe job for every worker and hold your employer accountable for keeping you safe.
- Hold a candlelight vigil, memorial service or moment of silence to remember those who have died on the job, and highlight job safety problems in your community.
- Host an event with members of Congress in their districts. Involve injured workers and family members who can talk firsthand about the need for strong safety and health protections, the ability to speak up against unsafe working conditions, and joining together in union to keep workplaces safe. Invite local religious and community leaders and other allies to participate in the event.
- Conduct workshops to train and empower workers to report job safety hazards and exercise workplace rights. Invite union members, nonunion workers and community allies to participate.
- Create a new memorial site at a workplace or in a community where workers have been killed on the job.
- Create and share an online photo and storyboard campaign on social media to remember workers who have been killed on the job.
- Invite the press to your Workers Memorial Day events to increase public awareness of the dangers working people face on the job.
- Continue to hold our leaders and employers accountable to provide safe working conditions. As a labor movement, we Mourn for the Dead and Fight for the Living on April 28, and every day of the year.

¡ORGANÍZATE!

TRABAJO SEGURO YA

Hace más de 50 años, el 28 de abril, que es el Día de Conmemoración de los Obreros Caídos, entró en vigor la Ley de Seguridad y Salud Ocupacionales, prometiendo a todo trabajador el derecho de tener un trabajo a salvo, lo cual es un derecho fundamental. La ley fue ganada gracias a los esfuerzos incansables del movimiento sindical, el cual se organizó para lograr condiciones de trabajo más seguras y que exigió medidas a su gobierno. Desde entonces, las organizaciones sindicales y nuestros aliados hemos luchado duramente para hacer de esa promesa una realidad: ganar protecciones que han hecho los empleos más seguros y que han salvado vidas. Pero nuestro trabajo no ha terminado. Cada año, miles de trabajadoras y trabajadores mueren, otros millones más sufren lesiones y enfermedades debido a condiciones de trabajo peligrosas que se pueden prevenir.

La pandemia de COVID-19 devastó a las familias asalariadas y puso de relieve el derecho fundamental a tener un trabajo a salvo de peligros para todo trabajador, y su importancia. Inmediatamente a partir de esta crisis y a lo largo de ella, los sindicatos y nuestros aliados hemos intervenido con acciones para exigir y ganar protecciones en el empleo contra este virus altamente contagioso. Nos organizamos para tener trabajos a salvo de peligros y el derecho de denunciar condiciones de trabajo riesgosas. Ganamos protecciones de emergencia para los trabajadores del sector salud contra la COVID-19 y continuamos en la lucha por todos. Sin regulaciones federales que exijan medidas preventivas en todos los centros de trabajo, los sindicatos exigieron tener acceso a la ventilación, al equipo de protección personal y a las demás medidas que protegen a los trabajadores contra la inhalación del virus en el trabajo. La participación central del movimiento obrero organizado y de nuestros aliados fue el factor clave que mejoró las condiciones laborales para salvar vidas.

Pero nuestro trabajo de organizar para tener empleos seguros no ha terminado. La pandemia expuso la debilidad de nuestras leyes que han impedido que los trabajadores se organicen en sus centros de trabajo a fin de demandar condiciones de trabajo más seguras. También expuso las débiles leyes sobre seguridad en el empleo y la falta de recursos que asegurarían que la OSHA (la Administración de Seguridad y Salud Ocupacionales) y la MSHA (Administración de

Seguridad y Salud en las Minas) puedan proteger a los trabajadores. Muchos empleadores y trabajadores jamás ven a la OSHA en sus centros de trabajo. Los castigos son todavía muy bajos como para disuadir. Los trabajadores no están adecuadamente protegidos para poder denunciar las condiciones de trabajo peligrosas y para afiliarse libremente a una unión sindical sin represalias. A medida que contemplamos los próximos 50 años de protecciones laborales conforme a la OSHA y la MSHA, debemos exigir al Congreso que fortalezca la autoridad de las agencias gubernamentales y que les dé los recursos necesarios para garantizar que las y los trabajadores tengan trabajos a salvo ya. Deben tomarse medidas sobre protecciones cruciales de seguridad y salud contra peligros evitables: enfermedades infecciosas, enfermedades por calor, violencia en el sitio de trabajo, la sílice en la minería y la exposición a sustancias químicas tóxicas que matan a miles de trabajadores cada año.

Juntos, estamos alzando nuestras voces colectivas para ganar protecciones de seguridad y salud más fuertes en nuestros centros de trabajo y leyes más sólidas de seguridad y salud en el empleo. Nos defendemos con firmeza para hacer que las agencias gubernamentales encargadas de la seguridad en el lugar de trabajo rindan cuentas para crear y hacer cumplir leyes que protejan a los trabajadores, así como para lograr que los empleadores rindan cuentas y así mantener a los trabajadores en condiciones de seguridad. Nos estamos organizando para elevar el nivel normativo básico de las protecciones de seguridad para todos, incluyendo a los afectados de manera desproporcionada por condiciones de trabajo peligrosas.

El 28 de abril, los sindicatos de la AFL-CIO observarán el Día de Conmemoración de los Obreros Caídos para recordar a quienes han sufrido y han muerto en su trabajo, y para organizar la lucha por trabajos a salvo. Este año nos juntaremos para llamar a que se tomen medidas contra los peligros que causan innecesariamente lesiones, enfermedades y muertes. Nos defenderemos unidos para fortalecer los derechos de los trabajadores y sus protecciones, y para exigir recursos y medidas necesarias para hacer cumplir la seguridad en el empleo. Lucharemos por el derecho fundamental de todo trabajador a tener un trabajo seguro hasta que esa promesa sea cumplida.

OBSERVEMOS EL DÍA DE CONMEMORACIÓN DE LOS OBREROS CAÍDOS. 28 DE ABRIL. AFL-CIO

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**HONREMOS
a LOS MUERTOS**

**LUCHEMOS
POR LOS VIVOS**

DÍA DE CONMEMORACIÓN DE LOS OBREROS CAÍDOS • 28 DE ABRIL

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DÍA DE CONMEMORACIÓN DE LOS OBREROS CAÍDOS: 28 DE ABRIL DE 2022

Tras décadas de lucha de los trabajadores y de nuestros sindicatos se han mejorado las condiciones de trabajo y se han hecho los empleos más seguros, pero no ha sido suficiente. Este año, nos estamos uniendo para fortalecer nuestros derechos y nuestras protecciones, a fin de asegurar que todos puedan regresar a casa a salvo al final de un turno de trabajo y sin enfermedades crónicas debidas a exposiciones tóxicas en el trabajo.

Mientras estamos de duelo por los que hemos perdido debido a los peligros en el lugar de trabajo—including la COVID-19—debemos continuar impulsando hacia adelante. Debemos lograr lo siguiente:

- Asegurar que todos los trabajadores tengan en el trabajo las protecciones necesarias contra la COVID-19.
- Garantizar que todos los trabajadores tengan en el trabajo una voz para hablar de seguridad y el derecho de formar libremente una organización sindical sin interferencia o intimidación del empleador.
- Aprobar la ley PAWA (Ley para Proteger a los Trabajadores de Estados Unidos) para brindar una protección de la OSHA a los millones de trabajadores que no la tienen, así como para dar castigos penales y civiles más fuertes a las empresas que infringen las leyes sobre seguridad en el empleo, y mejores protecciones contra las represalias.
- Aumentar los esfuerzos por proteger la seguridad y la salud de los trabajadores de raza negra y morena e inmigrantes, los cuales son afectados desproporcionadamente y son objeto especial de ataque por denunciar las condiciones de trabajo peligrosas.
- Aumentar los presupuestos para la seguridad en el empleo y mejorar el cumplimiento con las medidas de seguridad en el empleo.
- Ganar nuevas protecciones contra las enfermedades infecciosas, la violencia en el sitio de trabajo, la exposición a la sílice en la minería, las enfermedades por calor, la exposición al asbesto y a otras sustancias químicas tóxicas, y otros peligros.
- Defender las protecciones de seguridad y salud y los derechos del trabajador duramente ganados contra los ataques.

LO QUE TÚ PUEDES HACER EL DÍA DE CONMEMORACIÓN DE LOS OBREROS CAÍDOS

Hay muchas maneras de reconocer el Día de Conmemoración de los Obreros Caídos:

- Utilizando nuestra caja de herramientas digitales, organiza una campaña en línea para hacer un llamado a que haya protecciones más fuertes a la seguridad y la salud. Exige que los funcionarios electos pongan el bienestar de los trabajadores por encima de los intereses de los negocios corporativos.
- Organiza un evento al aire libre y con sana distancia en su lugar de trabajo para, juntos, defender la protección al derecho fundamental a un empleo seguro para todo trabajador, y para que su empleador rinda cuentas por mantenerlos a ustedes a salvo.
- Organicen una vigilia con velas encendidas o un servicio conmemorativo, o un minuto de silencio en honor a los que han muerto en el trabajo, y subrayen los problemas de seguridad ocupacional en su comunidad.
- Organicen un evento con congresistas en sus distritos. Hagan que participen trabajadores lesionados y familiares que puedan hablar de primera mano sobre la necesidad de tener protecciones de seguridad y salud más fuertes, la posibilidad de denunciar condiciones de trabajo peligrosas, y de unirse como sindicato para mantener a salvo los centros de trabajo. Invita a líderes religiosos y comunitarios y a otros aliados a que participen en el evento.
- Hagan talleres para capacitar y dar a los trabajadores el poder de reportar peligros de seguridad en el empleo, y de ejercer sus derechos en el centro de trabajo. Inviten a participar a trabajadores sindicalizados y no sindicalizados y a los aliados de la comunidad.
- Crea un nuevo sitio conmemorativo en un centro de trabajo o en una comunidad en la que los trabajadores han perdido la vida en el empleo.
- Crea y divulga en redes sociales un guion gráfico de una campaña, incluyendo fotografías digitales, para recordar a los trabajadores que han muerto en el trabajo.
- Inviten a la prensa a sus eventos del Día de Conmemoración de los Obreros Caídos, para incrementar la conciencia pública sobre los peligros que enfrentan los trabajadores en el empleo.
- Continúa haciendo que nuestros mandatarios y nuestros empleadores rindan cuentas y proporcionen así condiciones de trabajo a salvo de riesgos. Como movimiento sindical, nosotros Honramos a los Muertos y Luchamos por los Vivos el 28 de abril y todos los días del año.

SAMPLE TALKING POINTS FOR WORKERS MEMORIAL DAY 2022

WORKERS MEMORIAL DAY 2022 ORGANIZE! SAFE JOBS NOW.

- On April 28, 1971, the Occupational Safety and Health Act went into effect, promising every worker the right to a safe job. (In 1989, the AFL-CIO chose this date to observe Workers Memorial Day.)
- That law was won in 1970 because of the tireless efforts of the labor movement and allies, who drew major attention to work-related deaths, disease and injuries, organized for safer working conditions and demanded action from their government.
- For the past 50 years, unions and our allies have fought hard to make that promise a reality—winning protections that have made jobs safer and saved lives. We’ve won critical worker protections from silica, beryllium, coal dust and many other hazards, and emergency COVID-19 protections for health care workers. These protections have saved lives on the job. But there is much more work to be done moving forward.
- The COVID-19 pandemic illustrates the importance that every worker has the fundamental right to a safe job and the right to organize in their workplaces. The pandemic also has exposed the weaknesses of our laws and workplace safety agencies that were designed to ensure workers are protected by their employers on the job.
- Black, Latino and immigrant workers face disproportionate exposures to many job safety and health hazards. These workers often work in dangerous industries and experience exploitation and retaliation by their employers. Immigrant workers are particularly vulnerable due to their immigration status. COVID-19 highlighted the disparate impact on workers of color in unsafe working conditions; these workers have faced these conditions for decades.
- Each year, thousands of workers are killed and millions more suffer injury or illness because of their jobs. Far too many workers die from preventable hazards, and many more workers get sick from exposure to toxic chemicals—and these chronic exposures are getting worse.
- The impact of workplace hazards is extensive: Workers and their families pay with their lives and livelihoods. Workplace injuries and illnesses shift costs from employers to workers, and can limit their opportunities and quality of life for decades.
- But workplace injuries, illnesses and deaths are preventable.
- We continue to ensure that every worker has the right to organize for a safe job and the right to speak out against unsafe working conditions. As we grow our movement, we must use our voices to advocate for a strong, inclusive workplace safety agenda to ensure all people have the opportunity for a better life.

- Workers still need protections from COVID-19 and other infectious diseases. They need to be notified when they've been exposed to the virus at work, be provided clean air to breathe through improved ventilation, be provided respirators without retaliation, and be able to stay home with pay when infected. COVID-19 is a workplace safety issue—and workers need a strong OSHA standard to protect them.
- Workers need strong OSHA standards on occupational heat illness and injury and workplace violence. Mine workers need strong MSHA protections against silica exposures, which are causing debilitating lung diseases.
- Many employers and workers never see OSHA in the workplace. Penalties are still too low to be a deterrent. Workers are not adequately protected without retaliation to speak out against unsafe working conditions.
- This April 28, the unions of the AFL-CIO will observe Workers Memorial Day to remember those who have suffered and died on the job, and to organize for safe jobs. We will come together this year to call for action to protect workers and renew the fight for stronger job safety and health protections and enforcement.
- We will fight for the fundamental right of every worker to have a safe job, and for every worker's right to organize in their workplaces until that promise is fulfilled.
- As we grieve those we have lost from unsafe working conditions, we must fight and continue to push forward. We must:
 - Expand OSHA protection to the millions of workers without it, mandate stronger criminal and civil penalties for companies that seriously violate job safety laws, and put in place stronger anti-retaliation protections for workers.
 - Increase enforcement efforts to protect the safety and health of Black, Latino and immigrant workers, who are disproportionately affected and especially targeted for speaking up against unsafe working conditions.
 - Win new protections from COVID-19, workplace violence, heat illness, silica exposure in mining, toxic chemicals and other hazards.
 - Defend hard-won safety protections and workers' rights from corporate attacks.
 - Increase job safety agency budgets and improve job safety enforcement.
- This Workers Memorial Day, we will mourn for the dead and fight for the living. And we will organize the fight for safe jobs now.

AFL-CIO Safety and Health, April 2022

WORKERS NEED PROTECTIONS FROM COVID-19 EXPOSURES ON THE JOB

The COVID-19 pandemic has caused the most widespread infectious disease outbreaks in workplaces since the creation of the Occupational Safety and Health Act some 50 years ago, and has devastated working people. This deadly virus continues to mutate into more contagious variants, causing surges throughout the nation and the world.

Workplaces still are high-risk environments for COVID-19 exposure, even where people are vaccinated. Due to the virus spreading through tiny particles in the air, workers whose employers require them to work with patients or close together with others and in indoor, poorly ventilated environments are at greatest risk of inhaling the virus on the job.

Workplace exposures to COVID-19 can be prevented. Commonsense, effective prevention measures reduce workers' risks of exposure and will be needed for a long time to keep workers safe and on the job.

Health care workers need permanent protections from COVID-19. OSHA issued an emergency temporary standard to protect health care workers in June 2021, but let these protections expire. Weak, unenforceable guidance is not enough to make sure employers are taking action to protect their workers.

- Health care workers take care of sick and dying patients—from performing life-saving procedures to changing bedding and comforting our loved ones—resulting in significant exposures.
- More than 1 million health care providers have been infected with COVID-19, and more than 4,000 have died in the United States alone.¹
- Without a standard, the health care industry has rolled back protective policies, requiring infected health care workers to report to work and not providing respiratory protection to those who need it.

Other employers also need to prevent exposures to COVID-19 at work. Workers across industries who share the same air continue to be at significant risk of inhaling the virus while on the job. They need to have simple, core prevention measures that reduce workplace COVID-19 exposures, just like we have against other hazards, like silica and asbestos. Prevention measures would:

- Provide clean air through adequate ventilation and respirators when necessary.
- Require workers to be notified if they have been exposed to COVID-19 on the job.
- Improve tracking and reporting of workplace outbreaks, hospitalizations and deaths.
- Provide paid leave when workers are infected or have been exposed.

Federal OSHA must act and require employers to protect workers from COVID-19.

¹ Centers for Disease Control and Prevention. COVID-19 Data Tracker, Health Care Personnel. Accessed March 24, 2022. COVID. CDC.gov/Covid-Data-Tracker/#Health-Care-Personnel.

PROTECT WORKERS FROM VIOLENCE ON THE JOB

QUICK FACTS:

- Workplace violence is a serious and growing problem for workers in America.
- Workplace violence is a leading cause of death on the job. One of every seven workplace deaths results from workplace violence—more than from toxic exposures or fires and explosions.
- Workplace violence leads to more than 27,000 serious, lost-time injuries for workers each year.
- Health care and social service workers are at greatest risk of violence on the job because of their direct contact with patients and clients.
- In the last 15 years, the rate of serious workplace violence injuries increased by 70% in health care and social assistance settings.
- Workplace violence is foreseeable and preventable.
- A federal OSHA workplace violence standard is needed to protect health care and social service workers from unnecessary injuries and deaths.

In 2021, the U.S. House of Representatives passed bipartisan legislation that would require the Occupational Safety and Health Administration (OSHA) to issue a workplace violence prevention standard, requiring employers in the health care and social service sectors to develop and implement a plan to protect their employees from workplace violence.

The Senate must now pass this legislation.

WORKPLACE VIOLENCE PREVENTION PLANS:

- Are tailored to specific workplaces and employee populations.
- Require identification and control of hazards, improved reporting, training workers and management, and evaluating policies and procedures.
- Lead to workplace improvements such as emergency response systems, surveillance and monitoring systems, improved lighting, safe staffing levels or other strategies identified by the employers and employees to keep workers safe.

An enforceable OSHA standard is necessary to prevent foreseeable, serious and life-altering violence against workers in hospitals, nursing homes and social service settings. Keeping workers safe from violence on the job also will protect patients.

Twenty-six years ago, OSHA issued voluntary guidance to employers outlining effective ways to prevent violence in these settings, but the problem has only worsened. Voluntary guidelines are not sufficient. Some states, including California and New York, have passed standards to protect workers from violence, but federal OSHA has not made any progress on a standard in more than five years.

WORKPLACE VIOLENCE FACTS¹

Workplace assaults are a serious problem. In 2020, workplace violence was responsible for more than 390 workplace homicides, and more than 27,000 serious (lost-time) injuries for workers.

- Women are disproportionately affected. Workplace homicide is the second leading cause of work-related death for women and the fifth for men; 17% of women killed on the job are homicide victims. Women suffer seven of every 10 serious workplace violence events.
- Workplace violence injuries are severe and life altering. Workers miss a median of 10 days from work due to an injury from a work-related assault.
- While the overall rate of workplace injuries has declined significantly in the past two decades, the rate of workplace violence injuries has increased.

Health care and social service workers are at greatest risk. Health care and social service workers experience the highest rate of serious injury due to workplace violence, at a rate of 15.0 per 10,000 workers, compared with 4.0 per 10,000 workers for all workers.

- In 2020, psychiatric hospitals had an alarmingly high workplace violence serious injury rate (164.7 per 10,000 workers). Hospitals and nursing and residential care facilities also have high rates.
- Nurses, psychiatric aides, nursing assistants and social workers are at especially high risk of injury from assaults on the job.
- State mental health and substance abuse social workers, social and human service assistants, and child, family and school social workers are at great risk of assault on the job.
- State government health care workers are more than 10 times more likely to suffer an assault-related injury than private sector health care workers.
- Patients and other clients are responsible for two-thirds of serious (lost-time) workplace violence injuries.

Workplace violence is a worsening problem. In the last 15 years (2006–2020), the incidence rate of workplace violence events increased 70% in health care and social assistance (private industry).

- Workplace violence injuries have been widespread, with rates consistently higher than 14.0 serious injuries per 10,000 workers for the last decade.
- Since 2010, the workplace violence injury rate in private hospitals and home health services nearly doubled, with the rate in psychiatric and substance abuse hospitals increasing by 114%.

¹ Source: U.S. Department of Labor, Bureau of Labor Statistics. Census of Fatal Occupational Injuries 2020 data; Survey of Occupational Injuries and Illnesses 2020 data. Excludes animal- and insect-related incidents.

Prepared by AFL-CIO Safety and Health, April 2022.

PREVENT HEAT ILLNESS AND INJURY IN THE WORKPLACE

Working in hot and humid conditions, outdoors and indoors, puts workers at risk of heat stress, heat exhaustion, cramps, heat rash and heat stroke, which can result in death. Each year, dozens of workers die and thousands more become ill from heat exposure. The risk from occupational heat exposures is increasing as the global temperature is rising, and without enforceable standards to protect workers.

QUICK FACTS:

- Between 1992 and 2020, heat stress killed 963 workers and caused nearly 33,000 serious lost-time injuries and illnesses.
- In 2020, 56 workers died from exposure to environmental heat, a 30% increase from the previous year.
- More than half of occupational heat fatalities occur during a worker's first few days of working in hot conditions.
- Workplace injuries and illnesses from heat exposures often are not reported, so the true toll is unknown.
- Hot working conditions contribute to other injuries due to slippery sweat, fogging personal protective equipment, dizziness, and hot tools and equipment.

But occupational heat illness and injury is preventable.

The Biden administration has taken steps to protect workers from heat illness and injury by calling on the Occupational Safety and Health Administration (OSHA) to issue a heat illness and injury prevention rule, but the agency has not yet issued a proposal for public comment. Several states have issued enforceable standards to protect indoor and outdoor workers from heat illness in the absence of federal OSHA—including California, Colorado, Minnesota, Oregon and Washington—but the majority of workers across the country remain unprotected.

Heat illness and injury prevention plans:

- Are tailored to specific workplaces and employee populations.
- Require employers to monitor the temperature and implement prevention measures, report heat-related illnesses and injuries, and regularly evaluate policies and procedures.
- Ensure workers have access to water and shade and cool down areas, require adequate breaks to prevent overheating and acclimatize workers to working in hot environments.
- Require training workers and supervisors to recognize the signs and symptoms of heat illness and the importance of prevention measures.

An enforceable OSHA standard is needed to protect workers from overexposure to hot working conditions.

Source: U.S. Department of Labor, Bureau of Labor Statistics. Census of Fatal Occupational Injuries 2020 data; Survey of Occupational Injuries and Illnesses 2020 data.

Prepared by AFL-CIO Safety and Health, April 2022.

SAMPLE WORKERS MEMORIAL DAY PROCLAMATION



Joint Proclamation

WHEREAS, each April we observe Workers' Memorial Day as a day to remember those who have suffered and died on the job; and

WHEREAS, we remember those who have died in workplace catastrophes, suffered diseases because of exposure to toxic substances or been injured because of dangerous conditions, we rededicate ourselves to the fight for safe workplaces; and

WHEREAS, the core theme for Workers' Memorial Day has been "Mourn for the Dead, Fight for the Living;" and

WHEREAS, April 28th was chosen because it is the anniversary of when the Occupational Safety and Health Act went into effect; and

WHEREAS, Workers' Memorial Day is observed in nearly 100 countries; and

WHEREAS, the Northwest Washington Central Labor Council will have a remembrance ceremony at 12:00 noon at the Worker Memorial Monument on the Bellingham Library Lawn;

NOW, THEREFORE, DO WE, Dan Pike, Mayor of the City of Bellingham, and Pete Kremen, Whatcom County Executive, proclaim Thursday, April 28, 2011 to be

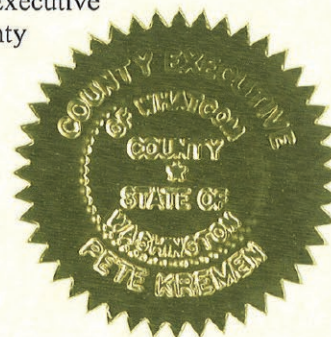
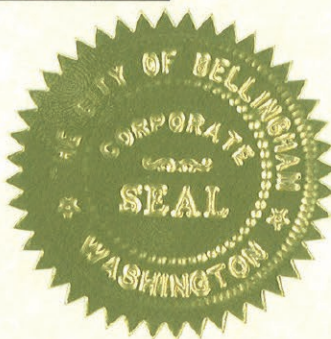
WORKERS' MEMORIAL DAY

in the City of Bellingham and Whatcom County.

Signed this 19th day of April, 2011.

Dan Pike, Mayor
City of Bellingham

Pete Kremen, Executive
Whatcom County



SAMPLE WORKERS MEMORIAL DAY RESOLUTION



HOUSE OF REPRESENTATIVES 148th GENERAL ASSEMBLY HOUSE RESOLUTION NO. 27

SPONSOR: Rep. Mulrooney & Rep. Brady & Rep. J. Johnson & Rep. Osienski & Rep. K. Williams
Reps. Baumbach, Bennett, Bentz, Bolden, Briggs King, Carson, Heffernan, Jaques, Q. Johnson, Keeley, Kowalko, Longhurst, Lynn, Matthews, Mitchell, Paradee, Potter, Ramone, Schwartzkopf, B. Short, D. Short, M. Smith, Viola, Wilson

RECOGNIZING APRIL 28, 2016, AS WORKERS MEMORIAL DAY.

1 WHEREAS, on April 28, 2016, the American Federation of Labor and Congress of Industrial Organizations
2 (AFL-CIO) and the American Federation of State, County & Municipal Employees (AFSCME), along with trade unions
3 around the county and the world, will observe Workers Memorial Day; and

4 WHEREAS, this day has been set aside every year since 1989 to honor and remember workers killed or injured on
5 the job, and to recommit to the fight for safe and healthful workplaces for all; and

6 WHEREAS, despite the creation of the Occupational Safety and Health Administration on April 28, 1971, and
7 great strides made to protect workers in the years since, the U.S. Bureau of Labor statistics show that 4,679 workers were
8 killed on the job in 2014; and

9 WHEREAS, the theme for this year's Workers' Memorial Day is "Working For Safe Jobs"; and

10 WHEREAS, the AFL-CIO, AFSCME, and their allies will use this Workers' Memorial Day to:

- 11 • Defend safety and health protections and workers' rights
- 12 • Support the passage of the federal Protecting America's Workers Act to provide OSHA protection for
13 millions of workers without it, stronger criminal and civil penalties for companies that seriously violate
14 job safety laws, and improved anti-retaliation protections for workers who raise job safety concerns
- 15 • Increase attention to the safety and health of Latino and immigrant workers who are at a much greater
16 risk of death and injury
- 17 • Ensure workers' right to have a voice on the job and to freely choose to form a union
- 18 • Demand higher wages for workers;

19 NOW, THEREFORE:

20 BE IT RESOLVED by the House of Representatives of the 148th General Assembly of the State of Delaware that
21 we do hereby join with the AFL-CIO and AFSCME in observing April 28, 2016, as Workers' Memorial Day and
22 remembering those who have suffered and died on the job.

23 BE IT FURTHER RESOLVED that we encourage the AFL-CIO and AFSCME in their ongoing efforts to protect
24 workers from injury, death, and unsafe working conditions.

25 BE IT FURTHER RESOLVED that suitably prepared copies of this resolution be presented to the AFL-CIO in
26 care of Richard L. Trumka, President, 815 Sixteenth Street, N.W, Washington, DC 20006 and Patrice Gilliam-Johnson,
27 Secretary of Labor of the State of Delaware and Michael Begatto, Executive Director, Council 81 AFSCME, 91 Christiana
28 Road, New Castle, DE 19720.

SYNOPSIS

This House Resolution recognizes April 28, 2016, as Workers Memorial Day.

SAMPLE 2022 WORKERS MEMORIAL DAY LETTERS TO THE EDITOR

Dear Editor,

More than 50 years ago, Congress passed the Occupational Safety and Health Act, promising every worker the right to a safe job. Working people have fought hard to make that promise a reality—winning protections that have made jobs safer and saved thousands of lives.

Each day, 340 American workers die from preventable on-the-job injuries and illnesses, while millions more suffer injury or illness. This number does not include the thousands of lives lost due to the COVID-19 pandemic, which exacerbated disparities among workers of color that have been present for decades. Black, Latino and immigrant workers face disproportionate exposures to many job safety and health hazards. These workers hold some of the most dangerous jobs without protections, and experience exploitation and retaliation by their employers. Immigration status and lack of union representation make workers especially vulnerable to unsafe working conditions. Employers' increased use of temporary workers and independent contractors, and misclassification of employees as contractors, deprives workers of protections and has made it more difficult to hold employers accountable for meeting their responsibilities.

On this Workers Memorial Day, April 28, working people in our community will gather to commemorate our brothers and sisters who have lost their lives and livelihoods due to workplace injury or illness, and to demand stronger safety protections on the job. It is critical for workplace safety agencies to hold employers accountable and increase enforcement efforts to protect the safety and health of all workers, especially those targeted for speaking up against unsafe conditions.

[STATE] working families and their unions are speaking up for safe workplaces. We will fight for the fundamental right to a safe job until that promise is fulfilled for all.

Sincerely,
[NAME]
[ADDRESS]

Dear Editor,

[TODAY/THIS WEEK] is Workers Memorial Day, a day when working families, union members and labor leaders come together to remember each worker killed, injured and made ill from their jobs, and organize to ensure an end to the outrageous, unnecessary deaths of our brothers and sisters.

Each year, thousands of workers are killed and millions more suffer injury or illness because of their jobs. Far too many workers die from preventable hazards and many more workers get sick from exposure to toxic chemicals—and these chronic exposures are getting worse.

Being safe at work is a fundamental right—and under the law, employers must provide workplaces free from hazards. The COVID-19 pandemic has exposed the weaknesses of our laws and enforcement by our workplace safety agencies that are meant to ensure workers are protected by their employers on the job.

Workplace death, injuries and illnesses are preventable.

Workers and their unions are standing up, speaking out, fighting back and organizing. We won't stop until the Occupational Safety and Health Administration protects all workers—until we have strong standards to protect against harmful exposures and dangerous conditions, improved anti-retaliation protections and so much more. Because enough is enough. Every worker should be able to come home from work unharmed to their loved ones each day.

Sincerely,
[NAME]
[ADDRESS]

SAMPLE WORKERS MEMORIAL DAY EVENT ADVISORY

Media Advisory for [DATE]

Contact: [NAME, PHONE NUMBER]

Workers, Labor Leaders and Community Members to Honor [STATE] Workers Who Lost Their Lives on the Job

[STATE] working families are speaking up and calling for critical workplace protections

[CITY, STATE]—On [DAY], local workers, union officials and community leaders will gather at [LOCATION/ONLINE] to mark Workers Memorial Day, remembering workers who have died or suffered illness or injuries while on the job. [PROVIDE DETAILS ON THE EVENT/VIRTUAL EVENT/ACTION]

The labor movement has always led the charge to protect working people from workplace injury, illness and death. This April 28, union members, leaders and allies across the country will observe this day by coming together to organize workers and call on employers and our government for workplace protections from COVID-19, violence and heat illness, among other hazards.

[EVENT PARTICIPANTS—SICK WORKERS/FAMILY MEMBERS] will share their stories at the [EVENT/ACTION], reflect on those they have lost and renew the fight for stronger worker protections across the country. They also will focus on the need to continue the fight for safe working conditions as a fundamental right, and the need for workers to have the right to organize in their workplaces to win safer working conditions and a better life.

WHAT: [IN-PERSON ACTION/VIRTUAL EVENT] to commemorate Workers Memorial Day

WHEN: [DATE AND TIME]

WHERE: [LOCATION/WEBSITE REGISTRATION/LOGIN or ACTION]

WHO: [LABOR LEADERS/LOCAL ELECTED OFFICIALS/WORKERS]

Interview opportunities are available with event participants. For more information and to schedule, please contact [PRESS CONTACT INFO].

###

SAMPLE 2022 WORKERS MEMORIAL DAY POST-EVENT RELEASE

For Immediate Release

Contact: [NAME, PHONE NUMBER]

[STATE] Working Families Commemorate Workers Memorial Day, Honor Workers Who Lost Their Lives on the Job

[VIGIL/CEREMONY] Recognizes [#] [STATE] Workers Killed on the Job

[CITY, STATE, DATE]—Local workers, officials and community members gathered at [LOCATION] on [DATE] for a Workers Memorial Day [VIGIL/CEREMONY] remembering workers who have died or suffered illnesses or injuries while on the job.

In 2020, [#] workers were killed on the job in [STATE], while many more suffered from occupational illnesses or were injured on the job. The COVID-19 pandemic that has ravaged workplaces so far has cost nearly 1 million people their lives nationwide, and has highlighted the importance of the right to a safe job, and the weaknesses of the laws and workplace safety agencies meant to protect workers..

The event featured [PROVIDE DETAILS ON EVENT/SPEAKERS], who spoke on safe working conditions as a fundamental right, and the need for workers to have the right to organize in their workplaces to win safer working conditions and a better life.

“Everyone has the right to a safe workplace. Working people and our families deserve to know we will make it home at the end of the day unharmed,” said [NAME, TITLE]. “Yet, too many [STATE] families are mourning their loved ones. We’re here to fight together and give workers a fair shot to strengthen our voice on the job.”

“Our leaders in government and business should be protecting working people’s lives above all else,” said [DIFFERENT NAME, TITLE].

“It’s time for action to protect workers from life-threatening job hazards that have plagued our workplaces, from COVID-19 and other infectious diseases to workplace violence and heat illness,” [HE/SHE/THEY] said. “All working people deserve safe and family-sustaining jobs, and we’re not going to stop fighting until that promise becomes a reality.”

###

SAMPLE 2022 LATINO WORKERS MEMORIAL DAY EVENT ADVISORY

Media Advisory for [DATE]

Contact: [NAME, PHONE NUMBER]

Latino Workers, Labor Leaders and Community Members to Honor [STATE] Workers Who Lost Their Lives on the Job

*[STATE] Latino working families are speaking up and calling for
critical workplace protections*

[CITY, STATE]—On [DAY], local Latino workers, union officials and community leaders will gather at [LOCATION/ONLINE] to mark Workers Memorial Day, remembering workers who have died or suffered illness or injuries while on the job. [PROVIDE DETAILS ON VIRTUAL EVENT/ACTION]

[EVENT PARTICIPANTS], including relatives of those who lost their lives on the job, will share their stories at the [EVENT/ACTION] and renew the fight for stronger worker protections across the country.

Too many Latino workers face disease, major injury and death while laboring in dangerous jobs with inadequate safeguards. Data show that before and during the pandemic, Latino workers are at greater risk of workplace injuries and death, compared with all workers.

This Workers Memorial Day, we illustrate how the weaknesses of our laws and workplace safety agencies have left Latino working people without the fundamental right of job safety.

Across [STATE] and nationwide, Latino workers are joining together to fight for safe working conditions, and the need for workers to have the right to organize in their workplaces to win safer working conditions and a better life.

WHAT: [IN PERSON ACTION/VIRTUAL EVENT] to commemorate Workers Memorial Day with Latino working families

WHEN: [DATE AND TIME]

WHERE: [LOCATION/WEBSITE/REGISTRATION/LOGIN or ACTION]

WHO: [LABOR LEADERS/LOCAL ELECTED OFFICIALS/LATINO WORKERS]

###

EJEMPLO PARA AVISO A LOS MEDIOS INFORMATIVOS DE LA CONMEMORACIÓN DE TRABAJADORES HISPANOS EL DÍA DE LOS OBREROS CAÍDOS 2022

Aviso a los medios informativos para [FECHA]

Contacto: [NOMBRE, NÚM. DE TEL.]

Trabajadores hispanos, dirigentes sindicales y pobladores de comunidades conmemorarán a los trabajadores de [ESTADO] que perdieron la vida en el empleo

Las familias asalariadas latinoamericanas de [ESTADO] están levantando la voz y demandando protecciones cruciales en el centro de trabajo

[CIUDAD, ESTADO].—El [DÍA], las y los trabajadores hispanos de la región, funcionarios y pobladores de las comunidades, se reunirán en [LUGAR FÍSICO O EN LÍNEA] para honrar el Día de Conmemoración de los Obreros Caídos, en recuerdo de los trabajadores que han muerto o han padecido enfermedades, lesiones o heridas mientras estaban trabajando. [DETALLES DEL EVENTO VIRTUAL O FÍSICO]

[PARTICIPANTES DEL EVENTO], incluyendo a parientes de quienes perdieron la vida en el empleo, contarán sus historias en [EL / LA EVENTO, ACCIÓN] y renovarán la lucha por protecciones más fuertes para el trabajador a lo largo y ancho del país.

Son demasiados los trabajadores latinoamericanos que enfrentan enfermedades, graves lesiones y la muerte mientras están trabajando en empleos peligrosos con protectores inadecuados. Los datos muestran que, antes y durante la pandemia, los trabajadores hispanos corren un riesgo mayor de sufrir lesiones y la muerte en sus lugares de trabajo, en comparación con el total de trabajadores.

Este Día de Conmemoración de los Obreros Caídos, ilustramos cómo las debilidades de nuestras leyes y de las agencias de seguridad del centro del trabajo han dejado a los hispanos sin el derecho fundamental a la seguridad en el empleo.

Por todas partes de [ESTADO] y del país, los trabajadores de origen latinoamericano se están uniendo para luchar por condiciones de trabajo a salvo, y por la necesidad de que los trabajadores tengan el derecho de organizarse sindicalmente en sus lugares de trabajo para ganar condiciones de trabajo más seguras y una vida mejor.

¿QUÉ? [ACTO PRESENCIAL O EVENTO VIRTUAL] para conmemorar el Día de Conmemoración de los Obreros Caídos con las familias obreras

¿CUÁNDO? [FECHA Y LUGAR]

¿DÓNDE? [LUGAR / SITIO ELECTRÓNICO / REGISTRO / INGRESAR o ACTO PRESENCIAL]

¿QUIÉNES? [LÍDERES SINDICALES / FUNCIONARIOS ELECTOS LOCALES / TRABAJADORES LATINOS]

###

SAMPLE 2022 LATINO WORKERS MEMORIAL DAY POST-EVENT RELEASE

For Immediate Release

Contact: [NAME, PHONE NUMBER]

[STATE]’s Latino Working Families Commemorate Workers Memorial Day, Honor Workers Who Lost Their Lives on the Job

[VIGIL/CEREMONY] Recognizes [#] [STATE] Workers Killed on the Job

[CITY, STATE, DATE]—Local Latino workers, officials and community members gathered at [LOCATION] on [DATE] for a Workers Memorial Day [VIGIL/CEREMONY] remembering workers, especially those in our Latino communities, who have died or suffered illnesses or injuries while on the job.

In 2020, [#] workers were killed on the job in [STATE], including [#] Latino workers, while thousands more suffered from occupational illnesses or were injured on the job. The COVID-19 pandemic that has ravaged workplaces so far has cost nearly 1 million people their lives nationwide, and has highlighted the importance of the right to a safe job, and the weaknesses of the laws and workplace safety agencies meant to protect workers.

The event featured [PROVIDE DETAILS ON EVENT/SPEAKERS], who spoke on safe working conditions as a fundamental right, and the need for workers to have the right to organize in their workplaces to win safer working conditions and a better life.

Too many Latino workers face disease, major injury and death while laboring in dangerous jobs with inadequate safeguards. Data show that before and during the pandemic, Latino workers are at greater risk of workplace injuries and death, compared with all workers.

“Everyone has the right to a safe workplace. Working people and our families deserve to know we will make it home at the end of the day unharmed,” said [NAME, TITLE]. “Yet, too many [STATE] families are mourning their loved ones. We’re here to fight together and strengthen our voice on the job to give workers a fair shot.”

“Our leaders in government and business should be protecting working people’s lives above all else,” said [DIFFERENT NAME, TITLE]. “It’s time for action to protect workers from life-threatening job hazards that have plagued our workplaces, from COVID-19 and other infectious diseases to workplace violence and heat illness,” [HE/SHE/THEY] said. “All working people deserve safe and family-sustaining jobs, and we’re not going to stop fighting until that promise becomes a reality.”

###

EJEMPLO DE COMUNICADO DE PRENSA POSTERIOR A CONMEMORACIÓN DE TRABAJADORES HISPANOS EL DÍA DE LOS OBREROS CAÍDOS 2022

Para su inmediata publicación

Contacto: [NOMBRE, NÚM. DE TEL.]

Las familias asalariadas hispanas de [ESTADO] conmemoran el Día de Conmemoración de los Obreros Caídos, honrando a los trabajadores que perdieron su vida en el trabajo

[VIGILIA/CEREMONIA] reconoce a los trabajadores de [ESTADO] que perdieron la vida en su trabajo

[CIUDAD, ESTADO].—Las y los trabajadores hispanos de la región, funcionarios y pobladores de las comunidades se reunieron en [LUGAR] el día [FECHA], en honor al Día de Conmemoración de los Obreros Caídos con una [CEREMONIA/VIGILIA] para recordar a los trabajadores, especialmente en nuestras comunidades latinoamericanas, que han muerto o que han quedado enfermos o lesionados o heridos mientras están en el trabajo.

En 2020, murieron en el empleo [NÚMERO] trabajadores de [ESTADO], incluyendo a [NÚMERO] trabajadores hispanos, mientras que miles más sufrieron enfermedades ocupacionales o quedaron lesionados o heridos en el trabajo. La pandemia de COVID-19, que ha causado estragos en los centros de trabajo, hasta ahora ha costado la vida de casi un millón de personas en toda la nación y ha resaltado la importancia del derecho a un empleo seguro, y la debilidad de las leyes y de las agencias gubernamentales de seguridad para los centros de trabajo, encargadas de proteger a los trabajadores.

Se presentaron en el evento [DETALLES SOBRE EL EVENTO Y ORADORES], quienes hablaron sobre las condiciones de trabajo seguras como un derecho fundamental, y la necesidad de que los trabajadores tengan el derecho de organizarse sindicalmente en sus sitios de trabajo, para ganar condiciones de trabajo más seguras y una vida mejor.

Son demasiados los trabajadores latinoamericanos que enfrentan enfermedades, graves lesiones y la muerte mientras están trabajando en empleos peligrosos con protectores inadecuados. Los datos muestran que, antes y durante la pandemia, los trabajadores hispanos corren un riesgo mayor de sufrir lesiones y la muerte en sus lugares de trabajo, en comparación con todos los trabajadores.

“Todos tienen derecho a que su lugar de trabajo esté a salvo. Los trabajadores y nuestras familias nos merecemos saber que llegaremos a casa a salvo al final del día —indicó [NOMBRE/TÍTULO]—. Sin embargo, son demasiadas las familias de [ESTADO] que están de duelo por sus seres queridos. Estamos aquí para luchar juntos y fortalecer nuestra voz en el empleo, para dar a los trabajadores una oportunidad justa”.

“Nuestros directivos en el gobierno y en los negocios deberían estar protegiendo las vidas de los trabajadores por encima de todo lo demás —dijo [DIFERENTE NOMBRE Y TÍTULO]—. Es hora de actuar para proteger a los trabajadores contra los peligros ocupacionales de muerte que han plagado nuestros lugares de trabajo, desde por la COVID-19 y otras enfermedades infecciosas, hasta por la violencia en el centro de trabajo y enfermedades por calor —añadió—. Todos los trabajadores se merecen empleos a salvo y con los que se mantenga a una familia, y no vamos a parar luchando hasta que esa promesa se vuelva realidad”.

###

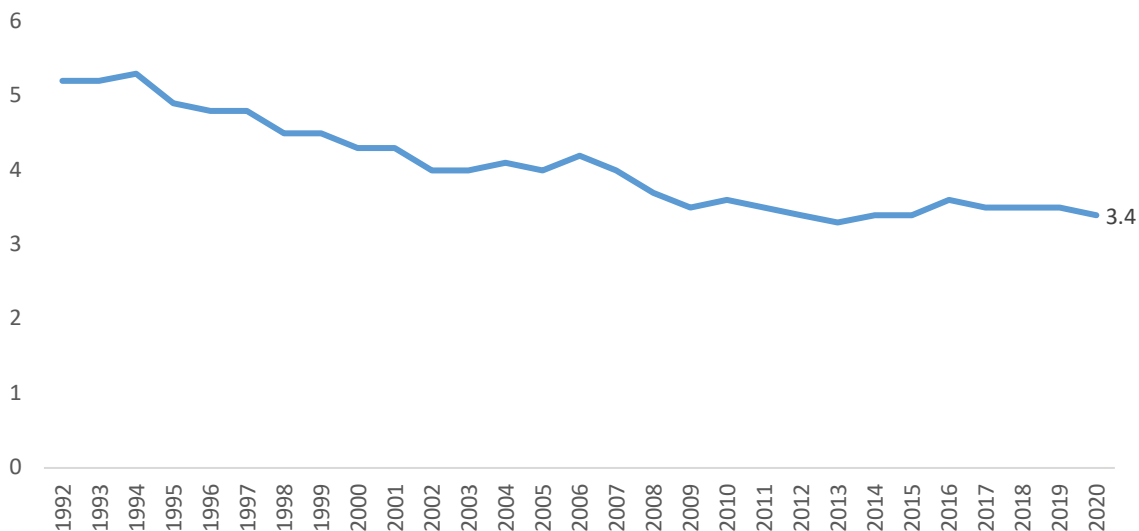
SAFETY AND HEALTH FACTS, 2022

MILLIONS OF WORKERS ARE KILLED, INJURED OR DISEASED ON THE JOB

- More than 647,000 workers' lives have been saved since the passage of the Occupational Safety and Health Act in 1970, but many workers remain in serious danger.
- In 2020—the most recent year of reported data—4,764 workers lost their lives from job-related traumatic injuries, and an estimated 120,000 died from occupational diseases (not including COVID-19).

**On average,
340 workers
died each day
from job-related
injuries and
illnesses**

U.S. Fatality Rate (number of workers killed per 100,000 workers)



- Workers, their families and communities have been significantly impacted by the COVID-19 pandemic that has killed nearly 1 million people in the United States—including many who were exposed to the virus in their workplace because they did not have protections from airborne exposures. Workers of color have been disproportionately impacted.
- In 2020, employers reported 2.7 million injuries and illnesses in private sector workplaces, and 574,500 injuries and illnesses in state and local public sector workplaces.

- Total reported illnesses, including COVID-19, increased to 544,600 in 2020 from 127,200 in 2019. Many illnesses, including COVID-19, remain underreported.
- Workers suffered 247,620 musculoskeletal disorders (MSDs) that resulted in days away from work in private industry in 2020. MSDs account for 21% of serious workplace injuries and illnesses, and remain the largest type of job injury.
- Private sector employers reported injuries at a rate of 2.7 per 100 workers.

**Each day,
nearly 10,000
workers were
made ill or injured
because of
unsafe working
conditions.**

The Bureau of Labor Statistics (BLS) survey, which reports this data, undercounts workplace injuries and illnesses. Research indicates the true toll of job injuries may be two to three times greater than the numbers and rates reported by BLS. The true toll of COVID-19 illnesses is expected to be exponentially higher than those reported to BLS.

WORKERS NEED STRONGER SAFETY AND HEALTH PROTECTIONS

- While workplace fatality rates have improved with strong laws and protections over time, workers in certain industries remain at especially great risk.

| Industry Sector | Fatality Rate* | Fatality Rate* |
|---|----------------|----------------|
| | 1992 | 2020 |
| All Industries | 9.0 | 3.4 |
| Agriculture, Forestry, Fishing and Hunting | 24.0 | 21.5 |
| Mining, Quarrying, and Oil and Gas Extraction | 27.0 | 10.5 |
| Transportation and Warehousing | 13.0 | 13.4 |
| Construction | 14.0 | 10.2 |

*Fatality rate represents the number of fatalities per 100,000 workers.

- Fatality rates in the mining industry have dropped significantly over time, but mining still is very dangerous. In 2021, there were 37 mining fatalities—10 in coal and 27 in metal and nonmetal mines.
- Black workers are at an increased risk of work-related deaths, with a job fatality rate of 3.5 per 100,000 workers, a sharp increase from recent years. In 2020, 541 Black workers died from traumatic injury (not including COVID-19 and chronic illnesses); in 2019, this number was the highest in more than two decades (634).

- Latino workers are at increased risk of work-related deaths, with a fatality rate of 4.5 per 100,000 workers. The fatality rate for Latino workers declined significantly from its peak fatality rate of 6.0 in 2001, but has increased 22% from 2018 and is at its highest rate since 2008. In 2020, there were 1,072 Latino worker deaths from traumatic injury (i.e., not including COVID-19 and chronic illnesses), compared with 1,008 Latino worker deaths in 2019.
- The majority (65%) of Latino workers who died on the job in 2020 were immigrant workers. As of 2020, BLS no longer publishes data on other foreign-born workers. Immigrant workers have a disproportionate rate of injuries, illnesses and fatalities in the workplace largely because they work in dangerous industries, may be particularly vulnerable due to their immigration status and are more likely to be subject to employer exploitation.
- Workers 65 and older have 2.5 times the risk of dying on the job than all workers, with a fatality rate of 8.6 per 100,000 workers in 2020. Workers ages 55–64 also are at increased risk, with a fatality rate of 4.4 per 100,000 workers. In 2020, 38% of all fatalities (1,727 deaths) occurred in workers ages 55 years and older, with 676 of these deaths occurring in workers ages 65 years and older.
- In 2020, employers reported 27,670 serious nonfatal workplace violence injuries, with women workers in health care and social assistance facing the greatest risk of injury. There currently is no federal workplace violence standard, with only a few states addressing the problem on their own. In 2020, there were 392 workplace homicides and 259 workplace suicides.
- Some 7.9 million state and local public employees still lack Occupational Safety and Health Administration (OSHA) protection. The injury and illness rate for state and local public employees was 3.9 per 100 workers—44% higher than the injury and illness rate for the private sector workforce (2.7 per 100 workers).
- Employers' increased use of temporary workers, independent contractors and misclassification of employees as contractors to reduce costs and shift responsibility deprives workers of protections and has made it more difficult to hold employers accountable for meeting their responsibilities. Temporary and other contract workers often work in dangerous jobs with no safety and health protections or training.
- Most workplace chemical hazards are unregulated. Since its creation, OSHA has issued comprehensive standards for only 32 toxic chemicals. Industry groups have attacked OSHA's ability to issue protections from chemicals, increasing the burden for the agency to issue standards. OSHA's permissible exposure limits for chemical hazards remain outdated, and many other chemicals lack regulation altogether, leaving millions of workers sick and dying from workplace chemical exposures.
- Other major safety and health concerns facing workers today include issues of work organization, such as increased hours of work, intensification of work due to downsizing, increased pace of work and inadequate staffing. These issues have been exacerbated by the pandemic.

OSHA IS UNDERFUNDED AND UNDERSTAFFED; PENALTIES ARE TOO LOW

State OSHA plans have a combined 964 inspectors and federal OSHA now has only 755 safety and health inspectors—near the lowest number of federal OSHA inspectors in the history of the agency.

Based on OSHA's inspection activity, it would take federal OSHA 236 years to inspect all covered workplaces once.¹

OSHA's current budget (FY 2022) of \$612 million amounts to \$4.37 per worker.

OSHA penalties are now adjusted for inflation, but still are too low to be a deterrent.²

There is one
OSHA
inspector for
every 81,427
workers.

Penalty for a Serious Violation of the OSH Act

In FY 2021, the average penalty for a serious violation of the OSH Act was only \$4,460 for federal OSHA and \$2,421 for OSHA state plans combined.

Penalty for Killing a Worker: A Slap on the Wrist

In FY 2021, the median total penalty in fatality cases after being investigated by federal OSHA was only \$12,930, and then was reduced to \$9,753 after settlements.

MUCH WORK REMAINS TO BE DONE

- The Occupational Safety and Health Act is 50 years old and is out of date. Millions of workers lack coverage, penalties are weak, and worker and union rights are very limited. Health care workers in state and local government hospitals and corrections facilities, and workers in other essential government services in 22 states, do not have any OSHA protections.

¹ Fewer inspections were conducted during the COVID-19 pandemic in 2020; this calculation is based on FY 2021 (Oct. 1, 2020, through Sept. 30, 2021) data.

² Under the OSH Act, the maximum penalty for a serious violation of the law had been only \$7,000. In 2015, Congress passed a law that adjusted OSHA penalties for inflation. The maximum penalty for a serious violation is now \$14,502, and the maximum penalty for a willful or repeat violation is \$145,027.

- Thousands of workers still face retaliation by their employers for raising job safety concerns and for reporting injuries. The OSH Act's whistleblower and anti-retaliation provisions are too weak to provide adequate protection to workers who try to exercise their legal rights. This weakness has been exposed by the workers who have been disciplined and fired for speaking up against unsafe working conditions during the COVID-19 pandemic, as they have feared for their lives and the lives of their patients and families.
- Congress must make a strong commitment to ensure that workplace safety agencies are able to fulfill their duty to protect all workers. This must include an increased budget for the development and enforcement of protections, and the expansion of the statute to ensure all workers are afforded the protections of the OSH Act and that employers are held responsible for keeping their workplaces safe from all current and emerging hazards.
- The labor movement must organize for safe jobs, so that every worker can return home at the end of the day, unharmed.

AFL-CIO Safety and Health, April 2022

Profile of Workplace Safety and Health in the United States

| State | Fatalities 2020 ¹ | | | Injuries/Illnesses 2020 ² | | Penalties FY 2021 ³ | | Inspectors ^{4,5} | | Years to Inspect Each Workplace Once ⁶ | State or Federal Program |
|-------------|---------------------------------|------|-------------------|---|------|-----------------------------------|-------------------|---------------------------|-------|---|--------------------------------|
| | Number | Rate | Rank ⁷ | Number | Rate | Average (\$) | Rank ⁸ | Federal | State | | |
| Alabama | 85 | 4.2 | 31 | 33,800 | 2.6 | 4,614 | 13 | 23 | 0 | 164 | Federal |
| Alaska | 31 | 10.7 | 49 | 6,700 | 3.5 | 3,501 | 32 | 2 | 7 | 58 | State |
| Arizona | 97 | 3.1 | 20 | 59,800 | 3.0 | 1,029 | 48 | 2 | 12 | 287 | State |
| Arkansas | 64 | 5.4 | 41 | 25,100 | 2.8 | 6,568 | 2 | 7 | 0 | 438 | Federal |
| California | 463 | 2.9 | 14 | 355,200 | 3.2 | 9,569 | 1 | 6 | 180 | 289 | State |
| Colorado | 78 | 2.9 | 14 | N/A | N/A | 4,057 | 23 | 25 | 0 | 269 | Federal |
| Connecticut | 29 | 1.8 | 3 | 33,300 | 3.0 | 3,678 | 27 | 15 | 4 | 173 | Federal ⁵ |
| Delaware | 7 | 1.7 | 2 | 6,700 | 2.2 | 5,254 | 4 | 4 | 0 | 200 | Federal |
| Florida | 275 | 3.2 | 23 | N/A | N/A | 4,728 | 11 | 53 | 0 | 505 | Federal |
| Georgia | 193 | 4.3 | 34 | N/A | N/A | 5,070 | 8 | 43 | 0 | 293 | Federal |
| Hawaii | 16 | 2.9 | 14 | 10,900 | 3.0 | 2,974 | 37 | 5 | 12 | 82 | State |
| Idaho | 32 | 4.1 | 29 | N/A | N/A | 3,467 | 33 | 7 | 0 | 280 | Federal |
| Illinois | 135 | 2.6 | 11 | 106,900 | 2.7 | 3,897 | 24 | 56 | 11 | 168 | Federal ⁵ |
| Indiana | 158 | 5.4 | 41 | 64,300 | 3.1 | 1,282 | 46 | 1 | 39 | 206 | State |
| Iowa | 58 | 4.0 | 27 | 34,000 | 3.3 | 4,237 | 21 | 0 | 25 | 172 | State |
| Kansas | 55 | 4.2 | 31 | 26,800 | 2.9 | 3,442 | 34 | 12 | 0 | 169 | Federal |

Profile of Workplace Safety and Health in the United States

| State | Fatalities 2020 ¹ | | | Injuries/Illnesses 2020 ² | | Penalties FY 2021 ³ | | Inspectors ^{4,5} | | Years to Inspect Each Workplace Once ⁶ | State or Federal Program |
|---------------|---------------------------------|------|-------------------|---|------|-----------------------------------|-------------------|---------------------------|-------|---|--------------------------------|
| | Number | Rate | Rank ⁷ | Number | Rate | Average (\$) | Rank ⁸ | Federal | State | | |
| Kentucky | 92 | 5.4 | 41 | 40,000 | 3.2 | 3,888 | 25 | 0 | 30 | 136 | State |
| Louisiana | 103 | 5.9 | 44 | 22,900 | 1.8 | 3,854 | 26 | 11 | 0 | 257 | Federal |
| Maine | 20 | 3.1 | 20 | 16,700 | 4.3 | 5,243 | 5 | 5 | 3 | 325 | Federal ⁵ |
| Maryland | 59 | 2.2 | 4 | 42,400 | 2.5 | 862 | 49 | 5 | 44 | 138 | State |
| Massachusetts | 69 | 2.3 | 7 | 58,800 | 2.4 | 4,226 | 22 | 34 | 0 | 256 | Federal |
| Michigan | 131 | 3.1 | 20 | 88,800 | 3.1 | 1,217 | 47 | 2 | 59 | 79 | State |
| Minnesota | 67 | 2.4 | 8 | 66,900 | 3.4 | 1,330 | 45 | 0 | 31 | 149 | State |
| Mississippi | 44 | 4.2 | 31 | N/A | N/A | 4,594 | 14 | 8 | 0 | 262 | Federal |
| Missouri | 105 | 4.0 | 27 | 53,600 | 2.8 | 4,501 | 17 | 22 | 0 | 333 | Federal |
| Montana | 29 | 6.0 | 45 | 10,200 | 3.4 | 2,729 | 39 | 7 | 0 | 202 | Federal |
| Nebraska | 48 | 5.2 | 40 | 19,300 | 2.9 | 3,663 | 28 | 10 | 0 | 287 | Federal |
| Nevada | 37 | 3.0 | 18 | 29,800 | 3.2 | 4,670 | 12 | 2 | 25 | 95 | State |
| New Hampshire | 14 | 2.2 | 4 | N/A | N/A | 3,527 | 31 | 8 | 0 | 173 | Federal |
| New Jersey | 82 | 2.2 | 4 | 75,800 | 2.9 | 4,776 | 10 | 38 | 12 | 177 | Federal ⁵ |
| New Mexico | 37 | 4.6 | 36 | 13,200 | 2.6 | 5,180 | 6 | 0 | 7 | 402 | State |
| New York | 223 | 2.9 | 14 | 129,000 | 2.2 | 4,569 | 16 | 59 | 26 | 311 | Federal ⁵ |

Profile of Workplace Safety and Health in the United States

| State | Fatalities 2020 ¹ | | | Injuries/Illnesses 2020 ² | | Penalties FY 2021 ³ | | Inspectors ^{4,5} | | Years to Inspect Each Workplace Once ⁶ | State or Federal Program |
|----------------|---------------------------------|------|-------------------|---|------|-----------------------------------|-------------------|---------------------------|-------|---|--------------------------------|
| | Number | Rate | Rank ⁷ | Number | Rate | Average (\$) | Rank ⁸ | Federal | State | | |
| North Carolina | 189 | 4.4 | 35 | 64,900 | 2.1 | 1,892 | 41 | 2 | 84 | 129 | State |
| North Dakota | 26 | 7.4 | 47 | N/A | N/A | 6,089 | 3 | 6 | 0 | 223 | Federal |
| Ohio | 117 | 2.4 | 8 | 85,300 | 2.4 | 4,574 | 15 | 50 | 0 | 159 | Federal |
| Oklahoma | 75 | 4.6 | 36 | 29,100 | 2.7 | 4,836 | 9 | 12 | 0 | 216 | Federal |
| Oregon | 60 | 3.4 | 24 | 43,400 | 3.4 | 615 | 50 | 2 | 72 | 112 | State |
| Pennsylvania | 148 | 2.7 | 12 | 122,700 | 3.0 | 4,387 | 18 | 50 | 0 | 226 | Federal |
| Rhode Island | 5 | 1.1 | 1 | N/A | N/A | 4,246 | 20 | 7 | 0 | 237 | Federal |
| South Carolina | 102 | 4.8 | 38 | 29,100 | 2.1 | 1,586 | 43 | 1 | 20 | 336 | State |
| South Dakota | 32 | 7.8 | 48 | N/A | N/A | 2,908 | 38 | 5 | 0 | 213 | Federal |
| Tennessee | 142 | 5.1 | 39 | 57,500 | 2.7 | 2,083 | 40 | 4 | 35 | 122 | State |
| Texas | 469 | 3.9 | 26 | 178,600 | 2.0 | 3,387 | 35 | 95 | 0 | 201 | Federal |
| Utah | 48 | 3.4 | 24 | 26,300 | 2.6 | 1,496 | 44 | 0 | 17 | 122 | State |
| Vermont | 8 | 2.8 | 13 | 6,900 | 3.6 | 3,553 | 30 | 0 | 6 | 183 | State |
| Virginia | 118 | 3.0 | 18 | 52,600 | 2.1 | 3,258 | 36 | 3 | 42 | 154 | State |
| Washington | 83 | 2.5 | 10 | 78,200 | 3.5 | 1,723 | 42 | 3 | 120 | 59 | State |
| West Virginia | 47 | 6.6 | 46 | 12,900 | 2.9 | 5,109 | 7 | 7 | 0 | 199 | Federal |

Profile of Workplace Safety and Health in the United States

| State | Fatalities 2020 ¹ | | Injuries/Illnesses 2020 ² | | Penalties FY 2021 ³ | | Inspectors ^{4,5} | | Years to Inspect Each Workplace Once ⁶ | State or Federal Program |
|---------------------------------------|---------------------------------|------------|---|------------|-----------------------------------|-------------------|---------------------------|-------|---|--------------------------------|
| | Number | Rate | Number | Rate | Average (\$) | Rank ⁸ | Federal | State | | |
| Wisconsin | 108 | 4.1 | 59,900 | 3.1 | 4,358 | 19 | 32 | 0 | 155 | Federal |
| Wyoming | 35 | 13.0 | 5,000 | 3.0 | 3,562 | 29 | 0 | 7 | 184 | State |
| Total or National Average: | 4,764 | 3.4 | 2.7 Million | 2.7 | 3,315⁹ | | 1,719¹⁰ | | 188¹¹ | |

¹ The state fatality rates are calculated by BLS as deaths per 100,000 workers.

² Bureau of Labor Statistics, rate of total cases per 100 workers. Number and rate are for private sector only and include Guam, Puerto Rico and the Virgin Islands.

³ U.S. Department of Labor, OSHA, OIS Inspection Reports, FY 2021. Penalties shown are average current penalty per serious citation for conditions creating a substantial probability of death or serious physical harm to workers. For Connecticut, Illinois, Maine, New Jersey and New York, averages are based only on federal penalty data.

⁴ Includes only safety and industrial hygiene Compliance Safety and Health Officers (CSHOs) who conduct workplace inspections and does not include supervisory CSHOs. Federal CSHOs provided by OSHA's Directorate of Enforcement Programs, CSHO Count By State as of December 2021. State plan CSHOs provided by OSHA's Directorate of Cooperative and State Programs and includes "on board" safety and health CSHOs from the FY 2022 State Plan Grant Applications as of July 1, 2021. The number of "on board" CSHOs may not accurately reflect the true number of CSHOs actually hired and conducting enforcement inspections due to possible budgetary issues in any particular state.

⁵ Under the OSH Act, states may operate their own OSHA programs. Twenty-one states and one territory have state OSHA programs covering both public and private sector workers. Connecticut, Illinois, Maine, New Jersey and New York have state programs covering state and local employees only.

⁶ Years to inspect is based on the number of establishments in 2020 and the number of OSHA inspections in FY 2021. The number of establishments in OSHA's jurisdiction includes private sector establishments (except mining) and federal establishments. For any state with a plan that covers public sector employees, state and local establishments also are included. During the COVID-19 pandemic, OSHA has conducted fewer field operations and less enforcement.

⁷ Rankings are based on best-to-worst fatality rate (1—best, 50—worst).

⁸ Rankings are based on highest-to-lowest average penalty (\$) per serious violation (1—highest, 50—lowest).

⁹ National average is the per citation average for federal OSHA serious penalties and state OSHA plan states' serious penalties combined. Federal serious penalties average \$4,460 per citation; state plan OSHA states average \$2,421 per citation.

¹⁰ Total number of inspectors includes 755 federal OSHA inspectors and 964 state OSHA inspectors, including one inspector in the Virgin Islands and 37 in Puerto Rico.

¹¹ Frequency of all covered establishments for all states combined. Average inspection frequency of covered establishments for federal OSHA states is once every 236 years; inspection frequency of covered establishments for state OSHA plan states is once every 149 years. States with their own OSHA program for public employees only (Connecticut, Illinois, Maine, New Jersey and New York) are considered federal states for these averages. Federal, state and national average includes the District of Columbia, Puerto Rico and the Virgin Islands. Note: Due to the COVID-19 pandemic, safety agencies conducted fewer field operations and less enforcement.

Total, Latino and Foreign-Born Worker Fatalities by State, 2020¹

| Fatalities | | | Fatalities | | | Fatalities | | |
|-------------|-------|---------------------|----------------|-------|---------------------|--------------------|-------|---------------------|
| State | Total | Latino ² | State | Total | Latino ² | State | Total | Latino ² |
| Alabama | 85 | — | Louisiana | 103 | 10 | Ohio | 117 | 9 |
| Alaska | 31 | — | Maine | 20 | — | Oklahoma | 75 | 12 |
| Arizona | 97 | 41 | Maryland | 59 | 19 | Oregon | 60 | 13 |
| Arkansas | 64 | 7 | Massachusetts | 69 | 10 | Pennsylvania | 148 | 11 |
| California | 463 | 214 | Michigan | 131 | 11 | Rhode Island | 5 | — |
| Colorado | 78 | 26 | Minnesota | 67 | 4 | South Carolina | 102 | — |
| Connecticut | 29 | 4 | Mississippi | 44 | — | South Dakota | 32 | — |
| Delaware | 7 | 4 | Missouri | 105 | — | Tennessee | 142 | 23 |
| Florida | 275 | 82 | Montana | 29 | — | Texas | 469 | 221 |
| Georgia | 193 | 43 | Nebraska | 48 | — | Utah | 48 | — |
| Hawaii | 16 | — | Nevada | 37 | 8 | Vermont | 8 | — |
| Idaho | 32 | 3 | New Hampshire | 14 | — | Virginia | 118 | 18 |
| Illinois | 135 | 18 | New Jersey | 82 | 20 | Washington | 83 | 24 |
| Indiana | 158 | 14 | New Mexico | 37 | 18 | West Virginia | 47 | — |
| Iowa | 58 | 13 | New York | 223 | 52 | Wisconsin | 108 | 12 |
| Kansas | 55 | 9 | North Carolina | 189 | 30 | Wyoming | 35 | 4 |
| Kentucky | 92 | 6 | North Dakota | 26 | — | Total ³ | 4,764 | 1,072 |

Source: U.S. Department of Labor, Bureau of Labor Statistics, *Census of Fatal Occupational Injuries*.

¹ Latino includes both foreign-born and native-born. The foreign-born are persons residing in the United States who were not U.S. citizens at birth. In 2020, the Bureau of Labor Statistics updated its disclosure methodology, which has resulted in the agency no longer publishing certain data, including detailed foreign-born statistics. See [BLs.gov/iif/oshfaq/lntrm#assessingourdata](https://www.bls.gov/iif/oshfaq/lntrm#assessingourdata).

² Dashes indicate no data reported or data that do not meet BLS publication criteria for Latino fatalities.

³ Total includes fatalities that may have occurred in the District of Columbia.

EXAMPLES OF WORKERS MEMORIAL DAY EVENTS

At the New York City Hall on Workers Memorial Day, the New York City Central Labor Council, Retail, Wholesale and Department Store Union-UFCW (RWDSU-UFCW), Theatrical Stage Employees (IATSE) and others helped remember workers who lost their lives on the job, including a 50-year-old warehouse worker whose name was unknown.



Below: Ohio AFL-CIO President Tim Burga (USW) and Bricklayers (BAC) leader Ted Linscott joined workers and elected officials in Athens, Ohio, to observe Workers Memorial Day. They dedicated a monument to all workers who died on the job or due to work-related illness.



Below: The Los Angeles County Federation of Labor, representing workers in more than 300 communities, commemorated Workers Memorial Day at the Port of Los Angeles, highlighting misclassification and unsafe working conditions for truck drivers and warehouse workers, and workplace racial injustices.



United Support & Memorial for Workplace Fatalities organizes and works with families who have lost loved ones on the job.
www.usmwf.org @USMWF support@usmwf.org

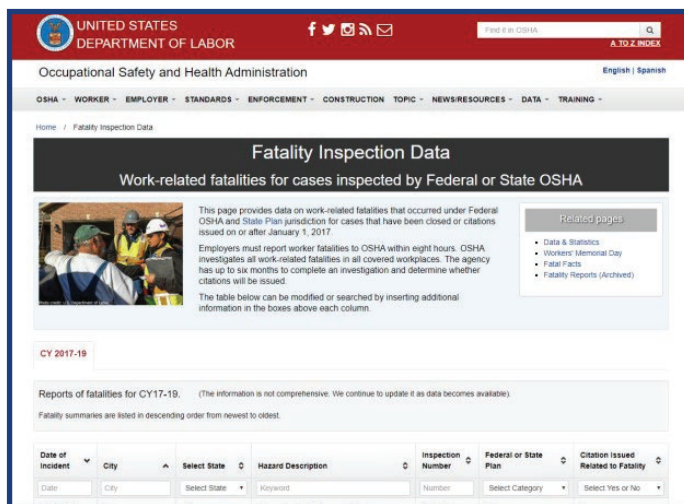
WORKERS MEMORIAL DAY FATALITY DATA GUIDE: HOW TO IDENTIFY WORK-RELATED FATALITIES IN YOUR AREA

OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION

Landing page:

[OSHA.gov/dep/fatcat/dep_fatcat.html](https://www.osha-slc.gov/fatcat/dep_fatcat.html)

This OSHA resource provides detailed information on worker fatalities and catastrophes reported to OSHA, such as the date, workplace name/city/state, description of the event, associated inspection number and whether OSHA issued any citations. During the Trump administration, workers' names were removed from this list and to date have not been added back. This list only includes workplace deaths that OSHA has investigated, which is approximately only one-third of workplace deaths each year. OSHA lists these fatalities by fiscal year (FY); for example, FY 2021 includes fatalities from Oct. 1, 2020, through Sept. 30, 2021. You can use the inspection number to look up more detailed information about the inspection and any related citations here: [OSHA.gov/pls/imis/inspectionNr.html](https://www.osha-slc.gov/pls/imis/inspectionNr.html).



BUREAU OF LABOR STATISTICS

Landing page:

[BLS.gov/iif/oshstate.htm](https://www.bls.gov/iif/oshstate.htm)

This BLS resource will not provide detailed information about each worker death, but will help you find the total number of work-related fatalities in your state (including deaths not investigated by OSHA). BLS issues data every December from the previous calendar year; for example, in December 2021, BLS released fatality data for calendar year 2020. Click on a state or scroll down the page to find your state and click on the "CFOI" file for fatality counts and fatality rate for each year. This resource produces a table that describes worker deaths by employee status, gender, age, race, source, industry, occupation, location, activity, etc.



WORKERS MEMORIAL DAY FATALITY DATA GUIDE: HOW TO IDENTIFY WORK-RELATED FATALITIES IN YOUR AREA

CENTER FOR CONSTRUCTION RESEARCH AND TRAINING

Landing page:

CPWR.com/research/data-center/data-dashboards/construction-fatality-map-dashboard/

This CPWR-The Center for Construction Research and Training dashboard includes a map of individual worker deaths in the construction industry. Each dot on the first map represents a construction worker fatality from any cause. The map can be filtered by injury type, focus four category, state/territory, year or date range. Click on the pin to find out more demographic details.



NATIONAL COUNCIL FOR OCCUPATIONAL SAFETY AND HEALTH

Landing page:

COSHNetwork.org/fatality-database

This U.S. Worker Fatality Database is a volunteer effort to document and map the annual toll of workers who die on the job, using government data, public sources such as news articles and individual reports. This database represents approximately only one-third of worker deaths each year, but provides details surrounding each fatal event, where available. You can browse or search the data, view interactive maps of the data and help by reporting a work-related fatality to the database.



AFL-CIO

AMERICA'S UNIONS

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