

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 to protect working people. Since then, unions and our allies have fought hard to make that promise a reality—winning protections under the law 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.

Our nation's job safety laws are still too weak, and the Occupational Safety and Health Administration (OSHA) and the Mine Safety and Health Administration (MSHA) lack the resources they need to protect workers. Many employers and workers never see OSHA in their workplaces. Penalties are still too low to be a deterrent. Corporations exploit these weaknesses and create environments where workers are not adequately protected when they speak out against unsafe working conditions. Black, Latino and immigrant workers are disproportionately killed on the job. Workers still cannot freely join a union without retaliation from their employers.

Through the labor movement, working people have won safety and health protections from the shop floor to the halls of Congress. Unions are fighting for safe jobs for everyone, regardless of race, gender, employment relationship or background. Winning strong standards from governments and employers raises the standard of practice. Educating working people on their rights keeps our most vulnerable from being silenced. The labor movement is a community that comes together to ensure everyone goes home at the end of a work shift, alive and without the chronic illnesses caused by work exposures that continue to plague many workers.

ORGANIZE!



SAFE JOBS NOW

WORKERS MEMORIAL DAY • APRIL 28

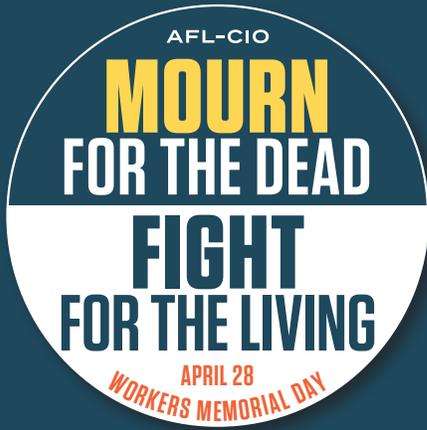
Together on this Workers Memorial Day, we raise our collective voices to win stronger safety and health protections in our workplaces and stronger job safety and health laws. We hold employers accountable to keep workers safe. We demand action on critical safety and health protections against preventable workplace hazards: heat illness, workplace violence, infectious diseases, silica in mining and toxic chemical exposures. We demand more resources from Congress for our nation's job safety agencies to hold employers accountable. We demand dignity at work.

We will organize and fight for the fundamental right of every worker to a safe job until that promise is fulfilled.

**ORDER WORKERS MEMORIAL DAY POSTERS
AND STICKERS FOR YOUR EVENT.**

OBSERVE WORKERS MEMORIAL DAY ■ APRIL 28

AFL-CIO



WORKERS MEMORIAL DAY APRIL 28, 2023

As we grieve those we have lost from unsafe working conditions, we will organize for safe jobs. We must:

- Guarantee all workers have a safety voice on the job and the right to freely form a union without employer interference or intimidation.
- Ensure all workers can select their own representative during an OSHA inspection.
- Increase efforts to protect Black, Latino and immigrant workers who are disproportionately affected by and especially targeted for speaking up against unsafe working conditions.
- Increase job safety budgets and improve job safety enforcement.
- Win new protections against heat illness, workplace violence, silica exposure in mining, infectious diseases, exposure to asbestos and other toxic chemicals, and other preventable hazardous exposures.
- 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.
- Defend hard-won safety and health protections and workers' rights from attacks.

PLAN AND SHARE YOUR WORKERS MEMORIAL DAY EVENT

- Organize a 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 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.

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