

ORGANIZE!



SAFE JOBS NOW

OBSERVE WORKERS MEMORIAL DAY ■ APRIL 28

2023

WORKERS MEMORIAL DAY TOOLKIT

AFL-CIO

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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.

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SAFE JOBS NOW

WORKERS MEMORIAL DAY • APRIL 28

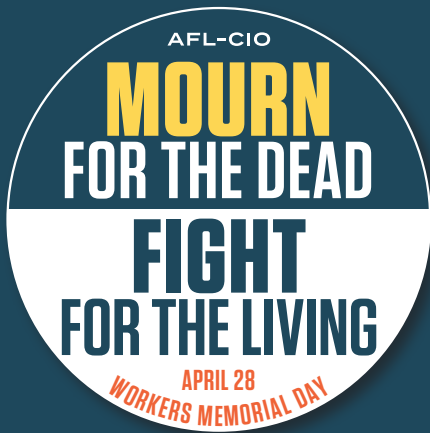
Together on this Workers Memorial Day, we raise our collective voices to win stronger safety and health protections in our workplaces and stronger job safety and health laws. We hold employers accountable to keep workers safe. We demand action on critical safety and health protections against preventable 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

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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.

FOR ADDITIONAL
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#1USAFETY

#WORKERSMEMORIALDAY

#IWMD2023

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, y otros millones más sufren lesiones y enfermedades debido a condiciones de trabajo peligrosas que se pueden prevenir.

Las leyes sobre seguridad en el empleo de nuestra nación son todavía demasiado débiles, y a la OSHA (la Administración de Seguridad y Salud Ocupacionales) y la MSHA (Administración de Seguridad y Salud en las Minas) les faltan los recursos que necesitan para 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. Las corporaciones de negocios explotan esas debilidades y crean entornos en los que los trabajadores no están adecuadamente protegidos cuando alzan la voz en contra de condiciones de trabajo riesgosas. Las y los trabajadores de raza negra, morena e inmigrantes pierden la vida en el empleo de manera desproporcionada. Los trabajadores siguen sin poder integrarse libremente a una unión sindical sin recibir represalias de parte de sus empleadores.

A través del movimiento sindical, las y los trabajadores hemos ganado protecciones de seguridad y salud, desde el interior de la fábrica o plantel hasta los salones del Congreso. Los sindicatos están luchando por empleos sin riesgos para todos, independientemente de la raza, el género, la relación de empleo o los antecedentes. Ganar normas sólidas de parte de los gobiernos y los empleadores es algo que eleva las normas de prácticas. Concientizar a las y los trabajadores sobre sus derechos evita que los más vulnerables de entre nosotros sean silenciados. El movimiento laboral es una comunidad que se une para garantizar que, al final del turno de trabajo, todos lleguen a casa vivos y sin las enfermedades crónicas causadas por exposiciones ocupacionales que continúan infestando a muchos trabajadores.

¡ORGANÍZATE!



TRABAJOS SEGUROS YA

DÍA DE CONMEMORACIÓN DE LOS OBREROS CAÍDOS • 28 DE ABRIL

Juntos, este Día de Conmemoración de los Obreros Caídos, 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. Hacemos que los empleadores rindan cuentas para mantener a los trabajadores en condiciones de seguridad. Exigimos medidas de protecciones cruciales de seguridad y salud contra peligros evitables en el lugar de trabajo: enfermedades por calor, violencia en el sitio de empleo, enfermedades infecciosas, sílice en la minería y exposiciones a sustancias químicas tóxicas. Exigimos al Congreso más recursos para las agencias de seguridad en el empleo de nuestra nación, para que responsabilicen a los empleadores. Exigimos dignidad en el trabajo.

Nos organizaremos y lucharemos por el derecho fundamental de todo trabajador de tener un empleo a salvo, 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**

PARA OBTENER
INFORMACIÓN ADICIONAL,
COMUNÍQUESE A

AFL-CIO

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DÍA DE CONMEMORACIÓN DE LOS OBREROS CAÍDOS: 28 DE ABRIL DE 2023

Mientras estamos de duelo por los que hemos perdido debido a condiciones de trabajo peligrosas, debemos continuar organizándonos por empleos seguros. Debemos lograr lo siguiente:

- 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.
- Garantizar que todos los trabajadores pueden seleccionar a su propio representante durante una inspección de la OSHA (Administración de Seguridad y Salud Ocupacionales).
- 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 por calor, la violencia en el sitio de trabajo, la exposición a la sílice en la minería, las enfermedades infecciosas, la exposición al asbesto y a otras sustancias químicas tóxicas, y otros peligros prevenibles.
- Defender las protecciones de seguridad y salud duramente ganadas y los derechos del trabajador contra los ataques.

PLANEA Y DIFUNDE TU EVENTO DEL 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 en tu 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, 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 2023

ORGANIZE! SAFE JOBS NOW.

- On April 28, 1971, the Occupational Safety and Health Act went into effect, promising every worker the fundamental 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 more than 50 years, unions and our allies have fought hard to make that promise a reality—winning protections in workplaces, and federal and state regulations that have made jobs safer and saved lives. But there is much more work to be done moving forward.
- Each year, hundreds of 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 become ill from exposure to toxic chemicals—and these chronic exposures are becoming more common.
- Black and Latino 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. And subcontractors have exploited this, going as far as placing migrant children to work in dangerous conditions on assembly lines and cleaning in meatpacking plants.
- Child labor laws are under attack and being weakened, exploiting children for dangerous work instead of fixing the hazards to make workplaces safer for all workers.
- 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 working people's opportunities and quality of life for decades.
- But workplace injuries, illnesses and deaths are preventable.
- Unions are fighting for safe jobs for everyone—regardless of race, gender, employment relationship or background. We fight for strong standards and employer practices to save lives. We educate working people on their rights to keep our most vulnerable from being silenced.
- Because of this, workers are coming together across all industries demanding safe working conditions.
 - *[Talk about how workers in your area/workplace are working together to demand safer working conditions.]* Some examples include:
 - Rail workers are demanding modernized and comprehensive safety regulations after years of warnings about cost-cutting measures putting workers and communities at risk.

- Hotel workers are organizing after their co-worker was severely injured when required to operate equipment without the necessary staff.
 - Health care workers are organizing with their lives on the line, being exposed to infectious diseases without protections.
 - Manufacturing and warehouse workers are organizing as they see subcontracting practices lower safety standards in their workplaces.
 - Workers in digital technology are organizing because they are burned out and face unbearable production pressures.
- Workers have had enough of watching their co-workers injured in the name of corporate greed—we are demanding dignity at work!
 - 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.
 - Too many employers and workers never see OSHA in the workplace. Penalties still are too low to be a deterrent. Workers are not adequately protected without retaliation to speak out against unsafe working conditions.
 - Corporations exploit weakness in our job safety laws and lack of oversight resources, putting workers in danger. Employers cut corners and blame workers, but refuse to address the root causes of unsafe workplaces for the sake of profit.
 - We need employers to be held accountable through stronger criminal and civil penalties for companies that seriously violate job safety laws.
 - Workers must be able to choose their own representation during an OSHA inspection to provide health and safety expertise on their behalf.
 - We are fighting for an increase in safety agency budgets and resources to expand their enforcement and standard-setting efforts to protect the safety and health of all workers.
 - We are calling for stronger anti-retaliation protections to be put in place for all workers, but especially Black, Latino and immigrant workers, who are disproportionately killed and injured on the job and especially targeted for speaking up against unsafe working conditions.
 - We must win new protections from workplace violence, heat illness, silica exposure in mining, COVID-19 in health care settings, toxic chemicals and other hazards.
 - This Workers Memorial Day, we will mourn for the dead and fight for the living. We will remember those who have suffered and died on the job, and those who are struggling with chronic illnesses from workplace exposures. We will organize and fight for safe jobs now!

AFL-CIO Safety and Health, April 2023

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 there are no 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, including establishing a Heat Injury and Illness Prevention Work Group of the National Advisory Committee on Occupational Safety and Health, but the agency has not yet issued a proposed rule 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, and 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, March 2023.

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.

There is legislation pending in Congress 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 legislation has passed the U.S. House of Representatives in previous congressional sessions with bipartisan support. **Congress must act on this legislation now.**

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.

Almost 30 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 been slow to make progress, and has been in the pre-rulemaking stage for 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, March 2023.

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

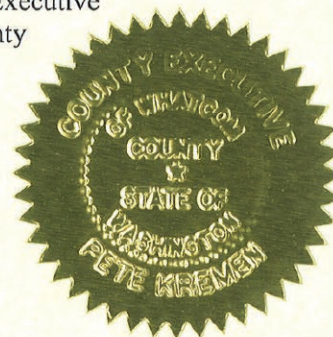
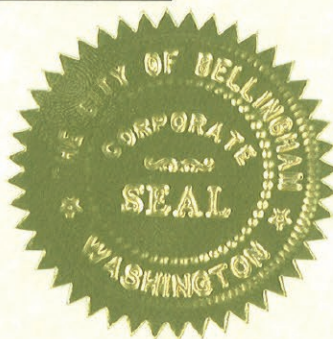
WORKERS' MEMORIAL DAY

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 2023 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, 343 workers across this country die from preventable on-the-job injuries and illnesses. Our job safety laws are too weak and our job safety agencies are underresourced. Penalties still are too low to be a deterrent. Corporations exploit these weaknesses. This has led to Black, Latino and immigrant workers being disproportionately killed and injured on the job. Immigration status and lack of union representation make workers especially vulnerable to unsafe working conditions.

On this Workers Memorial Day, April 28, working people in our community will gather to commemorate those who have lost their lives and livelihoods tragically due to workplace injury and illness. We are calling on legislatures to provide worker protection agencies with the resources they need to issue strong standards to protect against dangerous conditions.

[STATE] working families and their unions are speaking up for safe workplaces. We are fighting for our fundamental right to a safe job.

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 sickened from their jobs, and to organize for an end to the 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 safety hazards. Being safe at work is a fundamental right—and under the law, employers must provide workplaces free from hazards. Employers must be held accountable when they don't.

A good job is a safe job. Unions are fighting for good and safe jobs for everyone. Winning strong standards raises the standard of practice on the shop floor. Educating working people on their rights keeps our most vulnerable from being silenced.

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 stronger standards to protect against harmful exposures and dangerous conditions, improved anti-retaliation protections and so much more. Because enough is enough.

Sincerely,
[NAME]
[ADDRESS]

SAMPLE 2023 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]

[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 2023 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.

“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 workplace violence that is not just ‘part of the job’ to heat illness as we enter warmer weather to so many more,” [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.”

In 2021, [#] workers were killed on the job in [STATE], while many more suffered from occupational illnesses or were injured on the job. Corporations put profits over safety. Too many employers and workers never see OSHA in the workplace. Penalties still are too low to be a deterrent. Workers are not adequately protected from retaliation when speaking out against unsafe working conditions.

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.

###

SAMPLE 2023 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 Latino workers are at greater risk of workplace injuries and death, compared with all workers—with the highest job fatality rate in 15 years.

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]

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

###

MUESTRA PARA 2023 DE BOLETÍN DE EVENTO DE TRABAJADORES LATINOS CONMEMORANDO EL DÍA DEL TRABAJADOR CAÍDO

Boletín de prensa para [FECHA]

Contacto: [NOMBRE, NÚMERO DE TELÉFONO]

Trabajadores hispanos, líderes sindicales y pobladores de las comunidades honrarán a los trabajadores del estado de [ESTADO] que perdieron la vida en el empleo

Las familias asalariadas hispanas de [ESTADO] están levantando la voz y llamando a imponer protecciones cruciales en el lugar de trabajo

[CIUDAD, ESTADO].— El día ____, trabajadoras y trabajadores hispanos, dirigentes sindicales y líderes comunitarios se reunirán en [LUGAR O SITIO EN LÍNEA] para conmemorar el Día del Trabajador Caído, en remembranza por los trabajadores que han muerto o sufrido enfermedades o lesiones en el empleo. [DETALLES SOBRE EL EVENTO VIRTUAL O LA ACCIÓN].

[PARTICIPANTES DEL EVENTO], incluyendo familiares de quienes perdieron la vida en el empleo, contarán sus historias en el [EVENTO O ACCIÓN] y renovarán la lucha por protecciones más fuertes para el trabajador en todas partes del país.

Demasiados trabajadores hispanos enfrentan enfermedades, graves lesiones y muertes mientras trabajan en empleos peligrosos con inadecuadas salvaguardas. Los conjuntos de datos demuestran que los trabajadores hispanos están en mayor riesgo de sufrir lesiones y muertes en el lugar de trabajo, en comparación con todos los trabajadores, y que marcan el índice más alto de mortalidad ocupacional en 15 años.

¿QUÉ? [ACTO EN PERSONA O EVENTO VIRTUAL] para conmemorar el Día del Trabajador Caído con las familias asalariadas hispanas

¿CUÁNDO? [FECHA Y HORA]

¿DÓNDE? [LUGAR/SITIO WEB/REGISTRO/INGRESO VIRTUAL O ACCIÓN]

¿QUIÉN? [LÍDERES SINDICALES/FUNCIONARIOS PÚBLICOS LOCALES/TRABAJADORES HISPANOS]

Hay disponibles oportunidades para entrevistar a los participantes del evento. Para recibir más información y hacer citas, por favor comuníquese con [INFORMACIÓN DE CONTACTO PARA PRENSA].

###

SAMPLE 2023 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.

“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, and we are calling for stronger anti-retaliation protections to be put in place for all workers,” [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.”

In 2021, [#] workers were killed on the job in [STATE], including [#] Latino workers, while thousands more suffered from occupational illnesses or were injured on the job. Corporations put profits over safety. Too many employers and workers never see OSHA in the workplace. Penalties still are too low to be a deterrent. Workers are not adequately protected from retaliation when speaking out against unsafe working conditions.

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 Latino workers are at greater risk of workplace injuries and death, compared with all workers—with the highest job fatality rate in 15 years.

More than two-thirds of Latino workers who die on the job are immigrant workers. Employers and subcontractors have exploited workers’ immigration status, going as far as placing migrant children to work in dangerous conditions on assembly lines and cleaning in meatpacking plants.

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MUESTRA DE COMUNICADO DE PRENSA DESPUÉS DEL EVENTO EN 2023 de TRABAJADORES LATINOS PARA CONMEMORAR AL TRABAJADOR CAÍDO

Para su inmediata publicación

Contacto: [NOMBRE, NÚMERO DE TELÉFONO]

Las familias asalariadas hispanas del estado de [ESTADO] conmemoran el Día del Trabajador Caído y rinden tributo a los trabajadores que perdieron la vida en el empleo

[VIGILIA/CEREMONIA] reconoce a los [NÚMERO] trabajadores que murieron en el empleo

[CIUDAD, ESTADO, FECHA].— Los trabajadores hispanos de la región, los funcionarios y miembros de las comunidades se reunieron en _____ el [FECHA] para realizar una [VIGILIA/CONMEMORACIÓN] en recuerdo de los trabajadores, especialmente los de nuestras comunidades latinoamericanas que han muerto o que han quedado enfermos, lesionados o heridos haciendo su trabajo.

“Todos tienen el derecho a un lugar de trabajo a salvo de riesgo. Los trabajadores y nuestras familias nos merecemos saber que, al final del día, llegaremos a casa ilesos —manifestó— [NOMBRE, PUESTO O FUNCIÓN]. “Sin embargo, son demasiadas las familias de [ESTADO] que lloran la pérdida de sus seres queridos. Estamos aquí para luchar juntos y fortalecer nuestra voz en el trabajo para dar a los trabajadores una oportunidad justa”.

“Nuestros líderes en el gobierno y en el empresariado deberían proteger las vidas de los trabajadores primero que nada —indicó— [DIFERENTE NOMBRE Y PUESTO]. “Es hora de actuar para proteger a los trabajadores de peligros que ponen en riesgo la vida en el empleo y que han plagado nuestros centros de trabajo, y hacemos un llamado a instalar protecciones más fuertes para todos los trabajadores contra las represalias —expresó—. Todos los trabajadores merecen empleos a salvo de riesgo con los que puedan sostener a sus familias, y no vamos a dejar de luchar hasta que esa promesa se haga realidad”.

En 2021, [NÚMERO] trabajadores murieron en el empleo en [ESTADO], incluyendo a [NÚMERO] trabajadores latinoamericanos, mientras otros miles padecieron enfermedades ocupacionales o quedaron lesionados en el trabajo. Las corporaciones de negocios ponen las ganancias por encima de la seguridad. Son demasiados los empleadores y trabajadores que nunca ven a la OSHA en el sitio de trabajo. Las multas son todavía demasiado bajas como para disuadir. Los trabajadores no están adecuadamente protegidos de las represalias cuando alzan la voz contra las condiciones de trabajo riesgosas.

En el acto se presentaron [DETALLES SOBRE EL EVENTO Y LOS ORADORES], quienes hablaron sobre las condiciones de trabajo a salvo de riesgos como un derecho fundamental, y de la necesidad de que los trabajadores tengan el derecho de organizar en sus centros de trabajo para ganar condiciones de trabajo más seguras y una vida mejor.

Demasiados trabajadores hispanos enfrentan enfermedades, graves lesiones y muertes mientras trabajan en empleos peligrosos con inadecuadas salvaguardas. Los conjuntos de datos demuestran que los trabajadores hispanos están en mayor riesgo de sufrir lesiones y muertes en el lugar de trabajo, en comparación con todos los trabajadores, y que marcan el índice más alto de mortalidad ocupacional en 15 años.

Más de dos terceras partes de trabajadores hispanos que mueren en el trabajo son inmigrantes latinoamericanos. Los empleadores y subcontratistas han explotado la situación migratoria de los trabajadores, yendo tan lejos como poner a niños migrantes a trabajar en condiciones peligrosas en las líneas de ensamble y a limpiar en plantas de empacado de carne.

###

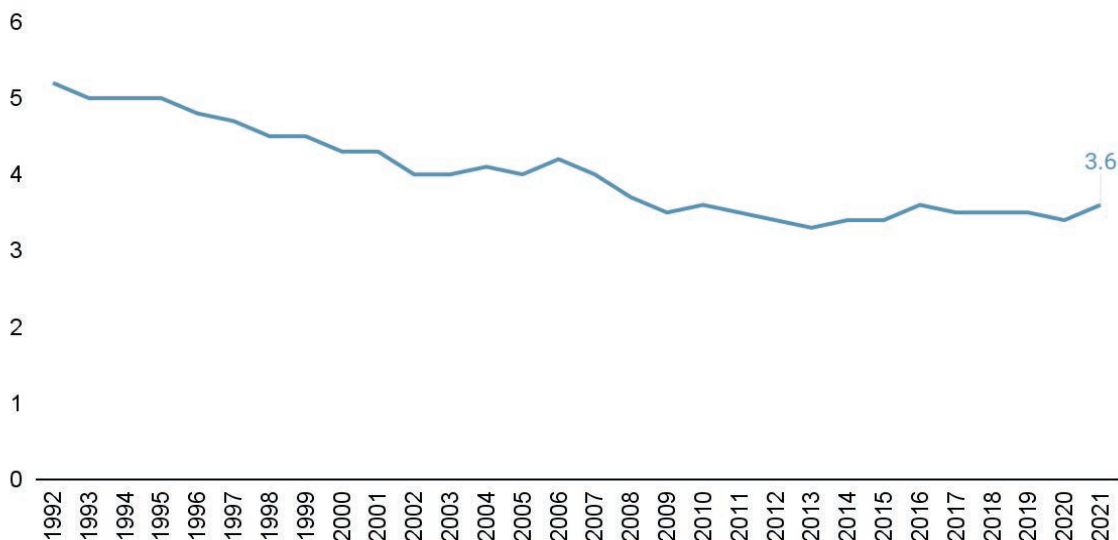
SAFETY AND HEALTH FACTS, 2023

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

- More than 668,000 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 2021—the most recent year of reported data—5,190 workers lost their lives from job-related traumatic injuries, and an estimated 120,000 died from occupational diseases (not including COVID-19).

On average,
343 workers
died each day
from job-related
injuries and
illnesses.

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



- In 2021, employers reported 2.6 million injuries and illnesses in private sector workplaces, and 642,800 injuries and illnesses in state and local public sector workplaces.¹
- Total reported illnesses, including COVID-19, decreased to 365,200 in 2021 from 544,600 in 2020. Many illnesses, including COVID-19, remain underreported.
- A significant number of serious workplace injuries are musculoskeletal disorders, caused by repetitive motions, bending and twisting while handling material, vibration and prolonged positions. For more than 30 years, MSDs have been the largest type of job injury and have accounted for more than 20% of serious workplace injuries and illnesses.
- Private sector employers reported injuries at a rate of 2.7 per 100 workers.

¹ In 2022, the Bureau of Labor Statistics decided to alter the timing of reporting of nonfatal workplace injuries and illnesses. Instead of publishing detailed data on serious injuries that involve days away from work, job transfer or job restriction annually, it now will be published biennially. This decreases the amount of reported data every year on significant hazards, including ergonomics and workplace violence.

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 and other agencies.

Each day, nearly 9,000 workers were made ill or injured because of unsafe working conditions.

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* 1992	Fatality Rate* 2021
All Industries	9.0	3.6
Agriculture, Forestry, Fishing and Hunting	24.0	19.5
Mining, Quarrying, and Oil and Gas Extraction	27.0	14.2
Transportation and Warehousing	13.0	14.5
Construction	14.0	9.4

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

- Fatality rates in the mining industry have decreased significantly over time, but mining still is very dangerous. In 2022, there were 29 mining safety fatalities—10 in coal and 19 in metal and nonmetal mines. Additionally, lung disease from occupational silica exposure remains a significant issue for miners.
- Black workers are at an increased risk of work-related deaths, with a job fatality rate of 4.0 per 100,000 workers, a sharp increase from recent years. In 2021, 653 Black workers died from traumatic injury (not including COVID-19 and chronic illnesses), the highest number in more than two decades.
- 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% since 2018 and is the highest rate since 2006. In 2021, there were 1,130 Latino worker deaths from traumatic injury (i.e., not including COVID-19 and chronic illnesses), compared with 1,072 Latino worker deaths in 2020.
- In 2021, more than 20% of workers who died on the job were immigrant workers. The majority (64%) of Latino workers who died on the job in 2021 were immigrant 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 2.3 times the risk of dying on the job than all workers, with a fatality rate of 8.4 per 100,000 workers in 2021. Workers ages 55–64 also are at increased risk, with a fatality rate of 4.6 per 100,000 workers. In 2021, 35% of all fatalities (1,842 deaths) occurred in workers ages 55 years and older, with 702 of these deaths occurring in workers ages 65 years and older.
- Workplace violence continues to be a significant cause of serious nonfatal injuries. Women workers in health care and social assistance face the greatest risk of injury, and workers in other public-facing jobs also are at increased risk of workplace violence injuries. There currently is no federal workplace violence standard, with only a few states addressing the problem on their own. In 2021, there were 481 workplace homicides, a 22% increase from the year before, and 236 workplace suicides.
- Workers, their families and communities continue to be impacted by workplace COVID-19 exposures, with workers of color disproportionately impacted. Workers have been exposed to the virus in their workplace because they did not have appropriate protections from airborne exposures. Health care workers had temporary OSHA COVID-19 protections from June through December 2021; however, they are still waiting on a permanent standard as they treat COVID-19 patients.
- 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 4.5 per 100 workers—67% 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, including migrant children, while child labor laws are being weakened.
- 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 971 inspectors and federal OSHA has 900 safety and health inspectors—145 additional federal inspectors than in FY 2021.

Based on OSHA's inspection activity, it would take federal OSHA 190 years to inspect all covered workplaces once.

OSHA's current budget (FY 2022) of \$632 million amounts to \$3.99 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
77,334
workers.

Penalty for a Serious Violation of the OSH Act

In FY 2022, the average penalty for a serious violation of the OSH Act was only \$4,354 for federal OSHA and \$2,221 for OSHA state plans combined.

Penalty for Killing a Worker: A Slap on the Wrist

In FY 2022, the median total penalty in fatality cases after being investigated by federal OSHA was only \$14,502, and then was reduced to \$11,623 after settlements.

MUCH WORK REMAINS TO BE DONE

- The Occupational Safety and Health Act is more than 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 correctional facilities, and workers in other essential government services in 23 states, still do not have any OSHA protections.
- 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.
- 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 2023

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 \$15,625, and the maximum penalty for a willful or repeat violation is \$156,259.

Profile of Workplace Safety and Health in the United States

State	Fatalities 2021 ¹			Injuries/Illnesses 2021 ²		Penalties FY 2022 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	111	5.5	43	32,600	2.4	4,501	19	27	0	152	Federal
Alaska	20	6.2	45	6,200	3.3	3,421	36	2	8	53	State
Arizona	67	2.1	3	57,100	2.8	1,181	48	3	12	428	State
Arkansas	74	5.8	44	21,100	2.4	5,539	2	10	0	416	Federal
California	462	2.8	7	349,100	3.2	8,423	1	8	185	247	State
Colorado	96	3.4	24	N/A	N/A	4,067	23	30	0	201	Federal
Connecticut	23	1.4	2	32,700	3.0	4,240	21	14	5	174	Federal ⁵
Delaware	13	2.8	7	6,900	2.2	5,432	4	5	0	137	Federal
Florida	315	3.4	24	N/A	N/A	4,775	11	68	0	389	Federal
Georgia	187	4.0	31	N/A	N/A	4,680	15	48	0	236	Federal
Hawaii	15	2.2	5	11,000	3.3	3,084	38	4	10	83	State
Idaho	30	3.3	18	N/A	N/A	3,661	32	7	0	222	Federal
Illinois	176	3.1	15	102,000	2.6	4,634	16	72	11	153	Federal ⁵
Indiana	157	5.2	39	65,400	3.1	1,418	45	1	36	201	State
Iowa	49	3.3	18	34,900	3.3	5,156	6	0	24	162	State
Kansas	63	4.6	35	24,700	2.7	3,910	26	16	0	143	Federal

Profile of Workplace Safety and Health in the United States

State	Fatalities 2021 ¹			Injuries/Illnesses 2021 ²		Penalties FY 2022 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	97	5.2	39	38,600	3.1	3,841	29	0	25	124	State
Louisiana	141	7.7	47	23,700	1.9	4,713	13	10	0	230	Federal
Maine	19	2.9	11	18,500	4.7	4,328	20	9	2	196	Federal ⁵
Maryland	80	2.8	7	45,800	2.7	865	49	6	38	132	State
Massachusetts	97	2.9	11	57,900	2.4	4,049	24	46	0	184	Federal
Michigan	140	3.3	18	86,700	3.0	1,227	47	2	61	75	State
Minnesota	80	2.8	7	63,800	3.3	1,407	46	0	42	135	State
Mississippi	41	3.5	29	N/A	N/A	4,937	9	9	0	197	Federal
Missouri	147	5.4	42	50,600	2.6	4,735	12	26	0	235	Federal
Montana	40	8.0	48	10,400	3.4	2,001	40	7	0	211	Federal
Nebraska	39	4.1	32	19,600	3.0	3,553	34	11	0	157	Federal
Nevada	43	3.3	18	29,800	3.3	4,221	22	2	39	100	State
New Hampshire	21	3.2	16	N/A	N/A	3,628	33	11	0	156	Federal
New Jersey	110	2.7	6	70,500	2.6	5,155	7	44	12	134	Federal ⁵
New Mexico	53	6.2	45	13,500	2.8	3,997	25	0	11	315	State
New York	247	2.9	11	125,500	2.2	4,547	18	66	27	210	Federal ⁵

Profile of Workplace Safety and Health in the United States

State	Fatalities 2021 ¹			Injuries/Illnesses 2021 ²		Penalties FY 2022 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	179	3.9	30	67,700	2.2	1,956	41	2	77	152	State
North Dakota	34	9.0	49	N/A	N/A	5,438	3	7	0	150	Federal
Ohio	171	3.4	24	78,000	2.2	4,835	10	61	0	132	Federal
Oklahoma	86	5.1	38	30,200	2.8	3,836	30	14	0	186	Federal
Oregon	66	3.3	18	47,800	3.8	631	50	5	67	85	State
Pennsylvania	162	2.9	11	117,100	2.9	4,972	8	68	0	162	Federal
Rhode Island	5	1.0	1	N/A	N/A	4,616	17	10	0	154	Federal
South Carolina	107	5.0	37	30,300	2.2	2,008	39	1	17	442	State
South Dakota	20	4.7	36	N/A	N/A	3,877	27	6	0	167	Federal
Tennessee	132	4.4	34	53,400	2.5	1,900	42	3	36	121	State
Texas	533	4.2	33	178,900	2.1	3,742	31	103	0	185	Federal
Utah	52	3.4	24	27,800	2.6	1,462	44	0	15	137	State
Vermont	10	3.3	18	7,200	3.8	3,496	35	0	6	182	State
Virginia	125	3.2	16	54,400	2.1	3,112	37	3	44	149	State
Washington	73	2.1	3	77,600	3.5	1,870	43	3	121	58	State
West Virginia	36	5.2	39	12,600	2.9	5,327	5	6	0	166	Federal

Profile of Workplace Safety and Health in the United States

State	Fatalities 2021 ¹		Injuries/Illnesses 2021 ²		Penalties FY 2022 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	105	3.4	61,200	3.2	4,709	14	38	0	128	Federal
Wyoming	27	10.4	4,700	2.9	3,872	28	0	7	157	State
Total or National Average:	5,190	3.6	2.6 Million	2.7	3,225⁹		1,871¹⁰		167¹¹	

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

²Bureau 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.

³U.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.

⁴Includes 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.

⁵Under 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.

⁶Years 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.

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

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

⁹National average is the per citation average for federal OSHA serious penalties and state OSHA plan states' serious penalties combined. Federal serious penalties average \$4,354 per citation; state plan OSHA states average \$2,221 per citation.

¹⁰Total number of inspectors includes 900 federal OSHA inspectors and 971 state OSHA inspectors, including two inspectors in the Virgin Islands and 31 in Puerto Rico.

¹¹Frequency of all covered establishments for all states combined. Average inspection frequency of covered establishments for federal OSHA states is once every 190 years; inspection frequency of covered establishments for state OSHA plan states is once every 144 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.

Latino Worker Fatalities by State, 2021¹

Fatalities			Fatalities			Fatalities		
State	Total	Latino ²	State	Total	Latino ²	State	Total	Latino ²
Alabama	111	—	Louisiana	141	13	Ohio	171	11
Alaska	20	—	Maine	19	—	Oklahoma	86	14
Arizona	67	28	Maryland	80	12	Oregon	66	13
Arkansas	74	—	Massachusetts	97	18	Pennsylvania	162	21
California	462	234	Michigan	140	5	Rhode Island	5	—
Colorado	96	30	Minnesota	80	3	South Carolina	107	19
Connecticut	23	6	Mississippi	41	3	South Dakota	20	—
Delaware	13	3	Missouri	147	—	Tennessee	132	14
Florida	315	96	Montana	40	—	Texas	533	231
Georgia	187	27	Nebraska	39	9	Utah	52	7
Hawaii	15	—	Nevada	43	14	Vermont	10	—
Idaho	30	4	New Hampshire	21	—	Virginia	125	18
Illinois	176	17	New Jersey	110	37	Washington	73	16
Indiana	157	15	New Mexico	53	18	West Virginia	36	—
Iowa	49	6	New York	247	63	Wisconsin	105	4
Kansas	63	11	North Carolina	179	33	Wyoming	27	3
Kentucky	97	—	North Dakota	34	—	Total ⁴	5,190	1,130

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

¹ Latino includes both foreign-born and native-born.

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

³ In 2020, the Bureau of Labor Statistics updated its disclosure methodology resulting in significantly fewer publishable data, including all foreign-born worker fatality data. See [BLS.gov/iif/qa/qa_2020/20200901.html](https://www.bls.gov/iif/qa/qa_2020/20200901.html).

⁴ Total includes fatalities that may have occurred in the District of Columbia, Guam, Puerto Rico and the Virgin Islands.

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 and Bricklayers 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 in L.A., 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

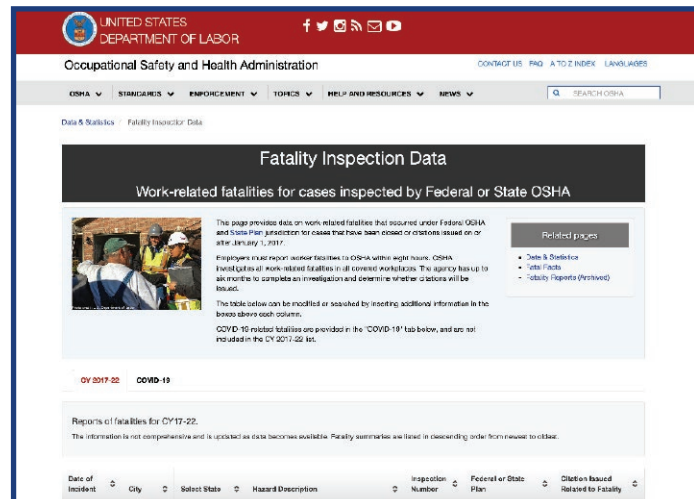
WORKERS MEMORIAL DAY FATALITY DATA GUIDE: HOW TO IDENTIFY WORK-RELATED FATALITIES IN YOUR AREA

OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION

Landing page:

[OSHA.gov/dep/fatcat/dep_fatcat.html](https://www.osha-slc.gov/dep/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. (The Trump administration removed the workers' names from this list.) 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 2022 includes fatalities from Oct. 1, 2021, through Sept. 30, 2022. 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:

www.bls.gov/iif/state-data.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 2017, BLS released fatality data for calendar year 2016. 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.



CENTER FOR CONSTRUCTION RESEARCH AND TRAINING

Landing page:

[CPWR.com/research/data-center/data-dashboards/construction-fatality-map-dashboard/](https://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](https://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.

Killed at Work: U.S. Worker Memorial Database

The Killed at Work: U.S. Worker Memorial Database is a volunteer effort to document and map the annual toll of workers who die on the job. The Database includes over 3,900 fatalities with names and detail where available, from 2014 through 2021.

This is a subset of the total U.S. deaths from workplace trauma identified by the Bureau of Labor Statistics, which shows 5,250 fatalities in 2018.

You can search the **Killed at Work: U.S. Worker Memorial Database** and view data from every year, as well as search by state, industry, worker name and keyword. Below, you can browse or search the data by year. At this site, you may also see interactive maps of the data, report a fatality, and find out more information about the **Killed at Work: U.S. Worker Memorial Database**. We will add data for 2022 as it becomes available.

AFL-CIO

AMERICA'S UNIONS

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Secretary-Treasurer

