

AFL-CIO

GOOD JOBS. SAFE JOBS. PROTECT OUR RIGHTS.

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 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 day, more than 340 workers are killed and more than 6,000 suffer injury and illness because of dangerous working conditions that are preventable.

Workers are winning good jobs and safe jobs through union contracts across the country to secure a better livelihood and safer future for themselves and their families. A seat at the bargaining table can be a matter of life or death in the workplace, ensuring everyone can go home at the end of a work shift, alive and without work-related illnesses that plague many workers. Across the United States, workers are organizing for strong health and safety standards from employers and governments to improve working conditions.

Our workplace safety and health rights are not freely given. Working people have fought for them for decades and still do every day—from the shop floor to the halls of Congress. Anti-regulatory attacks have put our working conditions in danger—threats that would remove protections we take for granted. Congressional

Republicans are attempting to defund the Occupational Safety and Health Administration (OSHA), remove funding for mine safety law enforcement, and prevent future worker safety and health regulations from being developed.

Our job is not finished. We must protect the rights we have won and keep fighting for safer working conditions. Our nation's job safety laws are too weak already, leaving many employers who violate the law unaccountable. OSHA penalties are still too low to be a deterrent. Employers retaliate against workers who speak out against unsafe working conditions. Black, Latino and immigrant workers are disproportionately killed on the job. Heat, workplace violence, infectious disease and chemical exposures are dangerous and uncontrolled hazards that need to be addressed. Workers still cannot freely join a union without retaliation from their employers.

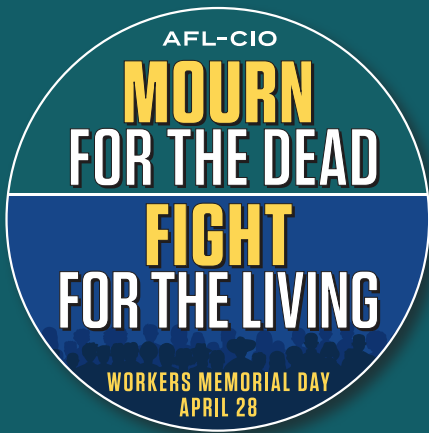
Together on this Workers Memorial Day, we elevate safe jobs and raise our collective voice to protect what we have—confronting attacks on regulations that keep our workplaces safe and demanding action to win stronger protections. We hold employers accountable to keep workers safe. We demand more resources from Congress for our nation's job safety agencies. We demand dignity at work.

We will continue to fight for a seat at the bargaining table and in the halls of government to ensure good jobs are safe jobs. We will fight to protect our fundamental right 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



FOR ADDITIONAL
INFORMATION,
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#1USAFETY

#WORKERSMEMORIALDAY

#IWMD2024

WORKERS MEMORIAL DAY APRIL 28, 2024

As we grieve those we have lost from unsafe working conditions, we must fight to protect our right to a safe job. We must:

- Guarantee all workers have a voice on the job to raise safety concerns and the right to freely form a union without employer interference or intimidation.
- Defend the right that all workers can choose 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 agency 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 and health 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 events 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 a 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.

Order Workers Memorial Day posters and stickers for your event.

An event planning toolkit is coming soon, including state safety and health profiles and sample communication materials.