

AFL-CIO

**FIGHT
FOR OUR
LIVES:**



**SAFE
JOBS
NOW!**

**2025
WORKERS MEMORIAL DAY
TOOLKIT**

WORKERS MEMORIAL DAY • APRIL 28

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FIGHT FOR OUR LIVES: SAFE JOBS NOW!

Nearly 55 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—our 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 all of that is in serious danger as elected leaders threaten to cut staff, defund or outright eliminate federal job safety agencies.

THE SITUATION IS DIRE. 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. Job safety agency resources already are critically underfunded: It would take the federal Occupational Safety and Health Administration (OSHA) 185 years to inspect every workplace once, and Congress only allows the agency to spend less than \$4 protecting each worker it's responsible for. Cuts to hazard investigations and coal mine inspectors take us back decades and harm workers.

MANY OF OUR HARD-WON WORKPLACE SAFETY AND HEALTH RIGHTS ARE UNDER THREAT. Working people have fought for our rights for decades and still do every day—from the shop floor to the halls of government. But now under the Trump administration, new anti-regulatory attacks—such as executive orders and removal of important information from OSHA's website—threaten the gains we have won, and will prevent OSHA and the Mine Safety and Health Administration (MSHA) from setting needed job safety standards and enforcing the law. Funding and staffing cuts will make oversight

on businesses nearly impossible. When no one is watching, many employers fail to do the right thing.

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 dangerously weak, allowing scores of employers to violate the law without consequence or repercussion. OSHA penalties still are too low to be a deterrent. Employers retaliate against workers who speak out against unsafe working conditions. Workers still cannot freely join a union without retaliation threats from their employers. Black, Latino and immigrant workers are killed on the job at higher rates than others. Heat, workplace violence, infectious diseases and chemical exposures are dangerous and uncontrolled hazards that need to be addressed.

TOGETHER ON THIS WORKERS MEMORIAL DAY, we fight for our lives and confront attacks on safety and health agencies that keep our workplaces safe—and we demand action for independent oversight. We hold employers accountable to keep workers safe. We demand more—not fewer—government resources to do this. We demand dignity at work.

Across the United States, workers will organize for strong health and safety standards from employers and governments to improve working conditions. A seat at the bargaining table can be a matter of life or death in the workplace, securing a better livelihood and safer future for workers and our families.

WE WILL FIGHT FOR OUR LIVES in the halls of government and on the shop floor. We will fight to protect our fundamental right to a safe job. Our nation's strength depends on safe workplaces and workers who can return home to their families at the end of each shift.

ORDER WORKERS MEMORIAL DAY POSTERS AND STICKERS FOR YOUR EVENT

OBSERVE WORKERS MEMORIAL DAY ■ APRIL 28

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**MOURN FOR
THE DEAD**
**FIGHT FOR
THE LIVING**

WORKERS MEMORIAL DAY • APRIL 28

WORKERS MEMORIAL DAY—APRIL 28, 2025

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

- Defend hard-won safety and health protections and workers' rights from attacks.
- Oppose cuts in job safety staff and funding.
- Demand strong enforcement of all job safety laws.
- Hold our elected leaders accountable for any actions that weaken workers' right to a safe job.
- 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.
- Increase efforts to protect Black, Latino and immigrant workers who are disproportionately affected by and especially targeted for speaking up against unsafe working conditions.
- 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.
- 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.

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 to join 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.

FOR ADDITIONAL
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LA LUCHA POR NUESTRAS VIDAS: ¡TRABAJOS SEGUROS YA!

Hace casi 55 años, el 28 de abril, que es el Día de Conmemoración del Trabajador Caído, entró en vigor la Ley de Seguridad y Salud Ocupacional, con la promesa del derecho de todo trabajador a un trabajo a salvo de riesgos: 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 al Gobierno medidas para proteger a las y los trabajadores. Desde entonces, las organizaciones sindicales y nuestros aliados hemos luchado duramente por hacer realidad esa promesa y ganar por ley protecciones que han hecho los empleos más seguros y que han salvado vidas. Pero todo eso está en grave peligro, pues los dirigentes electos amenazan con hacer recortes de personal y desfinanciar a las agencias federales de protecciones laborales o abiertamente eliminarlas.

La situación es grave. CADA DÍA, más de 340 trabajadores mueren y más de 6 mil quedan lesionados y enfermos por situaciones peligrosas de trabajo que se pueden prevenir. Los recursos de protección laboral de las agencias sufren ya una carencia de recursos crucial: se requerirían 185 años para que la OSHA (la Administración de Seguridad y Salud Ocupacional) pudiera inspeccionar todos los sitios de trabajo una vez, y el Congreso sólo le permite a la agencia gastar menos de \$4.00 en la protección de cada trabajador del que se hace cargo. Los recortes a las investigaciones de los peligros y a los inspectores de minas de carbón nos hacen retroceder décadas y perjudican a los trabajadores.

Muchos de nuestros derechos a la seguridad y la salud, duramente ganados, están bajo amenaza. Los trabajadores han luchado durante décadas por nuestros derechos, y aún lo hacen cada día, desde los planteles de trabajo hasta los vestíbulos y salones gubernamentales. Pero ahora, bajo el gobierno de Trump, los nuevos ataques a las regulaciones—tales como las órdenes ejecutivas y la eliminación de información importante del sitio de la OSHA—amenazan los logros que nos hemos ganado. Además, le impedirán a la OSHA y a la MSHA (Administración de Seguridad y Salud de las Minas) establecer las necesarias normas de seguridad laboral y hacer cumplir la ley. Las reducciones a los fondos y al personal hará casi imposible supervisar los negocios. Cuando nadie los está mirando, muchos empleadores no hacen lo correcto.

Nuestro trabajo no ha terminado. Debemos proteger los derechos que nos hemos ganado y seguir luchando por condiciones laborales más seguras. Las leyes sobre seguridad del trabajo de nuestra nación son peligrosamente débiles y permiten que muchos empleadores violen la ley sin que haya consecuencias ni repercusiones. Los castigos son todavía muy bajos como para disuadir. Los empleadores toman represalias contra los trabajadores que alzan la voz ante condiciones de trabajo peligrosas. Los trabajadores todavía no pueden afiliarse libremente a una unión sindical sin amenazas de represalias de sus patrones. Los trabajadores de raza negra, morena e inmigrantes mueren en el empleo en cantidades mayores que otros. El calor, la violencia en el centro de trabajo, las enfermedades infecciosas y las exposiciones químicas constituyen peligros sin control que necesitan ser solucionados.

Juntos, en este Día de Conmemoración del Trabajador Caído, luchamos por nuestras vidas y confrontamos los ataques a las agencias de seguridad y salud que mantienen a salvo nuestros centros de trabajo, y exigimos medidas para que haya una supervisión independiente. Hacemos que los empleadores se responsabilicen de mantener a salvo a los trabajadores. Exigimos más, no menos recursos del Gobierno para hacerlo. Exigimos dignidad en el trabajo.

Por todas partes de Estados Unidos, los trabajadores se organizarán para tener normas sólidas de salud y seguridad de los empleadores y de los gobiernos, a fin de mejorar las condiciones de trabajo. Tener un lugar en la mesa de negociaciones puede ser cuestión de vida o muerte en el trabajo. Puede asegurar una mejor vida y un futuro con menos riesgos para los obreros y nuestras familias.

Lucharemos por nuestras vidas en el salón gubernamental y en el plantel de trabajo. Lucharemos por proteger nuestro derecho fundamental a un trabajo sin riesgos. La fuerza de nuestra nación depende de centros de trabajo a salvo de riesgos, y de que, al final de cada turno, los trabajadores puedan regresar a casa con sus familias.

DÍA DE CONMEMORACIÓN DEL TRABAJADOR CAÍDO

**OBSERVEMOS EL DÍA DE CONMEMORACIÓN DEL TRABAJADOR CAÍDO.
APRIL 28**

DÍA DE CONMEMORACIÓN DEL TRABAJADOR CAÍDO: 28 DE ABRIL DE 2025

Mientras lamentamos a las personas que hemos perdido por las condiciones peligrosas en el lugar de trabajo, debemos luchar para proteger nuestro derecho a un empleo sin riesgos. Debemos lograr lo siguiente:

- Defender las protecciones duramente ganadas para la seguridad y la salud y los derechos de los trabajadores.
- Oponerse a las reducciones de personal y financiamiento para la seguridad ocupacional.
- Exigir un fuerte cumplimiento de todas las leyes de seguridad ocupacional.
- Hacer que nuestros dirigentes electos rindan cuentas por cualquier acción que debilite el derecho del trabajador a un empleo seguro.
- Ganar nuevas protecciones contra las enfermedades por calor, la violencia en el lugar de trabajo, la exposición a la sílice en la minería, las enfermedades infecciosas, la exposición al asbesto y a otras sustancias químicas tóxicas, y demás exposiciones peligrosas que se pueden evitar.
- Aumentar los esfuerzos para proteger a los trabajadores de raza negra, morena e inmigrantes que son afectados desproporcionadamente por alzar la voz contra las condiciones de peligro en el trabajo.
- Garantizar que todos los trabajadores puedan levantar la voz en el trabajo para plantear preocupaciones de seguridad además de tener el derecho de formar libremente una unión o sindicato sin interferencia ni 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 de seguridad en el empleo, y mejores protecciones contra las represalias.

PLANIFICA Y DIFUNDE TU EVENTO DEL DÍA DEL TRABAJADOR CAÍDO

- Utilizando nuestra caja de herramientas digitales, organiza una campaña llamando 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 tu empleador rinda cuentas por mantenerlos a ustedes a salvo.
- Organicen una vigilia con velas o un servicio conmemorativo, o un minuto de silencio en honor a los que han muerto en el trabajo, y destaquen los problemas de seguridad ocupacional en su comunidad.
- Organicen un evento con congresistas en sus distritos. Incluyan la participación de trabajadores lesionados y familiares que puedan hablar de primera mano sobre la necesidad de tener protecciones de seguridad y salud más fuertes, la capacidad 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 donde algún trabajador o trabajadora haya perdido la vida en el empleo.
- Crea y divulga en redes sociales un guión 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 del Trabajador Caído 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 laboral, nosotros honramos a los muertos y luchamos por los vivos el 28 de abril y todos los días del año.

Ordena carteles y calcomanías del Día de Conmemoración del Trabajador Caído para tu evento. Pronto habrá un paquete de herramientas para planificación con perfiles de cada estado de seguridad y salud y ejemplos de materiales de comunicación.

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**HONREMOS
A LOS
MUERTOS**

**LUCHEMOS
POR LOS
VIVOS**

DÍA DE CONMEMORACIÓN DEL
TRABAJADOR CAÍDO • 28 DE ABRIL

PARA OBTENER MÁS
INFORMACIÓN, PÓNGASE
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SAMPLE TALKING POINTS FOR WORKERS MEMORIAL DAY 2025

FIGHT FOR OUR LIVES: 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.)
- The labor movement and its allies won the law in 1970 through relentless advocacy, amplifying work-related deaths, diseases and injuries, organizing for safer working conditions and demanding the government take action.
- For more than 50 years, unions and our allies have fought tirelessly to fulfill that promise — winning workplace protections 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 have higher job fatality rates and disproportionate exposures to job safety and health hazards. Workers of color are often employed in dangerous industries where they are exploited and retaliated against by their employers.
- Immigrant workers are especially vulnerable due to their immigration status.
- Child labor laws are under attack and being weakened as corporations exploit children in dangerous jobs rather than fix the hazards that make workplaces safer for all workers.
- Workers and their families pay the price with their lives and livelihoods as these injuries, illnesses and deaths are preventable!
- Unions fight 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 workers on their rights to keep us from being silenced.
- This year, workers’ rights to a safe job are under enormous threat. Anti-regulatory attacks would remove protections that have been on the books for decades—protections we often take for granted.
- President Trump is slashing government funding, reducing the federal workforce and granting Elon Musk access to workers’ confidential information.
- Federal worker safety inspectors risk being fired, threatening their critical role in holding bad-acting employers accountable.
- Regulations are vital worker protections, yet corporations are attempting to dismantle them. Hard-won safety rules, such as the asbestos ban and the silica rule to protect miners, are under threat from anti-worker corporatists Trump has handpicked to lead the Occupational Safety and Health Administration (OSHA) and the Mine Safety and Health Administration (MSHA).

- As attacks on regulations, enforcement and the government workers who protect us escalate, we are fighting for our very lives.
- Corporations exploit weaknesses in our job safety laws and the lack of oversight resources, putting workers in danger. Employers cut corners and blame workers, yet refuse to address the root causes of unsafe workplaces for the sake of profit.
- Workers have had enough of watching their co-workers injured in the name of corporate greed.
- 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 from retaliation to speak out against unsafe working conditions.
- 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 to hold onto safety agency budgets and resources, to expand their enforcement and standard-setting efforts to protect the safety and health of all workers.
- We must win new protections from heat illness, workplace violence, infectious diseases, 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 fight for our lives and fight for safe jobs now!

AFL-CIO Safety and Health, March 2025

TRUMP ADMINISTRATION'S WORKER SAFETY AND HEALTH RECORD 2017–2021

Rollbacks and Repeals

- Repealed OSHA rule requiring employers to keep accurate injury records (H.J.Res. 83).
- Repealed Fair Pay and Safe Workplaces rule to hold federal contractors accountable for obeying safety and labor laws (H.J.Res. 37).
- Issued Executive Order 13771 requiring that for every new protection, two existing safeguards must be repealed.
- Issued Executive Order 13777 requiring agencies to identify regulations that are burdensome to industry that should be repealed or modified.
- Revoked most of the requirements of the Environmental Protection Agency's (EPA's) rule to prevent chemical accidents, putting workers, the public and first responders in danger, after delaying the original implementation for more than two years.
- Proposed federal budgets that would slash the Department of Labor's budget; cut coal mine enforcement; eliminate worker safety and health training programs; eliminate the Chemical Safety Board; and reduce NIOSH's job safety research under the CDC.
- Eliminated protections against dermal and emergency exposures in OSHA's beryllium standard for shipyard and construction workers, after delaying the effective date and enforcement of the rule in all sectors. This rollback followed a previously unsuccessful attempt to eliminate many protections for these workers while keeping them for others, which ultimately was deemed to be "inconsistent with OSHA's statutory mandate to protect workers."
- Weakened key provisions of MSHA's mine examination rule for metal and nonmetal mines after delaying the rule for months.

Delaying and Abandoning Protections

- Delayed enforcement of OSHA's silica standard in construction for 90 days until Sept. 23, 2017, and full enforcement until Oct. 23, 2017, allowing continued high exposures to deadly silica dust.
- Revoked the requirement for large employers to report detailed injury data to OSHA, after delaying the requirement for all employers to submit summary injury data to the agency.
- Abandoned work on more than a dozen new OSHA rules, including rules on styrene, combustible dust and noise in construction.
- Suspended work on new OSHA standards on infectious diseases, process safety management, workplace violence to protect workers in health care and social assistance, and emergency planning to protect first responders.
- Withdrew OSHA's walkaround policy that gave nonunion workers the right to have a representative participate in OSHA inspections.
- Reviewed MSHA's coal dust standard to determine whether it should be modified to be less burdensome on industry.

- Abandoned work on new MSHA rules for civil penalties and refuge alternatives in coal mines, and suspended work on new standards on proximity detection systems for mobile mining equipment and on the crisis silica-related lung disease among miners.
- Proposed to revoke child labor protections for 16- and 17-year-olds working in health care that restricted the operation of powered patient lifting devices.
- Undermined the federal risk assessment process in order to issue weaker protections for workers against chemicals, despite Congress' bipartisan mandate to treat workers as a vulnerable group that needed enhanced protections.
- Refused to address worker exposures to asbestos, methylene chloride and other hazards in implementing the new toxic chemicals control law.
- Refused to include exposures to “legacy” asbestos in its risk assessment, until directed by a scientific committee to do so.

Limiting Access to Information and Input, and Undermining Workplace Safety Agencies

- Replaced OSHA's inspection weighting system, discouraging complex and serious inspections, such as investigating chronic health exposures to chemicals, ergonomics, heat and workplace violence.
- Stopped posting information on all worker fatalities reported to OSHA.
- Refused to make public employer injury data reported to OSHA, even though similar data has been posted on OSHA's website for years, until a court ordered it to do so.
- Proposed strict data limitations on all scientific studies used to create EPA standards under the guise of transparency.
- Disbanded OSHA's Federal Advisory Council on Occupational Safety and Health Safety and Health and Whistleblower Protection Advisory Committee.
- Issued a final rule on “Promoting Regulatory Openness Through Good Guidance,” which adds internal layers of DOL review and public notice and comment for the release of nonrulemaking information and guidance.
- Failed to fill the top OSHA position and four of five seats on the U.S. Chemical Safety Board.

Prepared by the AFL-CIO, January 2021

TRUMP ADMINISTRATION'S WORKER SAFETY AND HEALTH RECORD JANUARY–MARCH 2025

Undermining Workplace Safety Agencies and Inspectors

- Withdrew job offers for 90 mine safety inspector positions across the country, putting the agency's ability to conduct mandatory inspections in serious jeopardy.
- Terminated leases for 29 MSHA field offices that are critical for enforcing mine safety and health regulations.
- Illegally fired Department of Labor probationary employees, who were reinstated by the courts.
- Proposed to slash job safety agency budgets, which would decrease capacity for job safety enforcement, issuing protections and processing worker complaints.
- Issued an executive order stripping the independence from independent federal agencies that serve as workers' safeguards against employers who challenge organizing drives and who retaliate against workers for speaking up about unsafe working conditions.
- Issued an executive order granting the "Department of Government Efficiency" (DOGE) access to workers' personal information, claims and complaints; access to safety investigations of Elon Musk's companies; and access to Musk's competitors' information and confidential business information.
- Nominated corporate executives—often from dangerous industries that have not followed the law—to run government worker safety agencies.

Delaying and Abandoning Protections

- Issued an executive order requiring that whenever an agency promulgates a new rule, regulation or guidance, it must identify at least 10 existing ones to repeal.
- Issued an executive order freezing all final rules that were not yet in effect.
- Announced plans to revise the Environmental Protection Agency's protective framework for evaluating risks to chemicals like asbestos.
- Announced plans to address significant nationwide bird flu outbreaks only through an economic approach, rather than human or animal health.

Limiting Access to Information and Input

- Wrongly removed critical safety information from OSHA's website referring to "diverse" construction industries and "gender" and age considerations for respirator protection.
- Directed federal health agencies to freeze external communications and to stop publishing material in the Federal Register, which prevented critical health information from reaching the public.
- Halted federal advisory committee meetings, the longstanding committees for workers, employers, and safety and health experts to guide the Occupational Safety and Health Administration and the National Institute for Occupational Safety and Health.
- Withdrew the United States from the World Health Organization.

Prepared by the AFL-CIO, March 2025

PREVENT HEAT ILLNESS AND INJURY IN THE WORKPLACE

The summer of 2024 was the hottest ever recorded. As record-shattering temperatures become more commonplace, it remains evident that heat exposure in the workplace will be an ever-increasing issue. Working in excessively hot and humid conditions, whether outdoors or indoors, leaves American workers vulnerable to such heat-related illnesses as heat stress, heat exhaustion, heat cramps, heat rash, heat syncope and heat stroke, which can result in death.

Without preventive measures in place, 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; strong, enforceable standards are needed to protect workers.

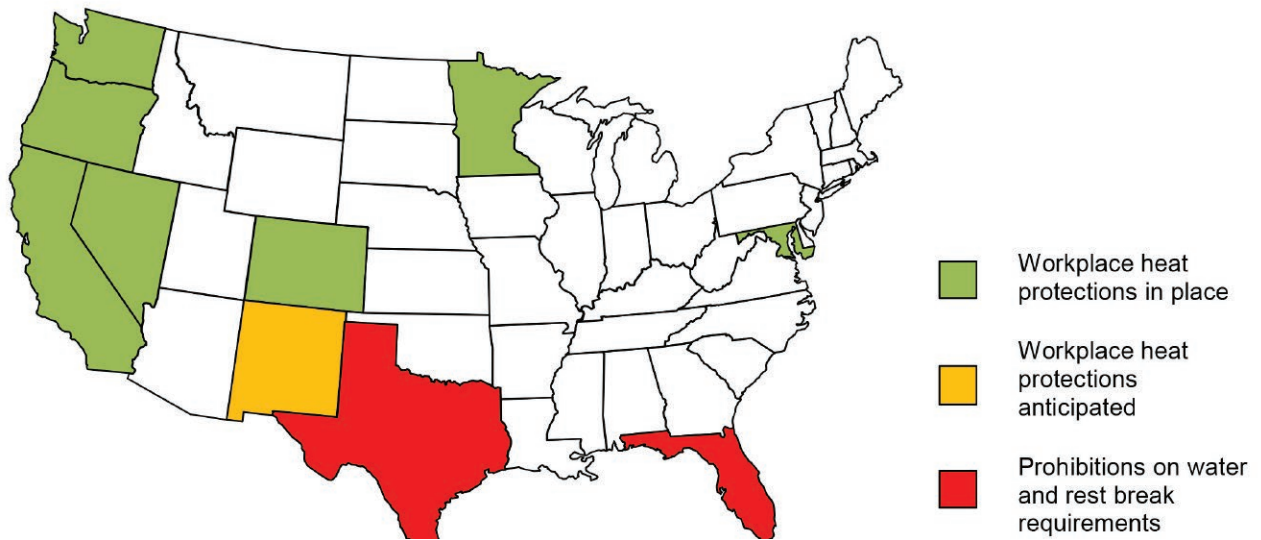
QUICK FACTS:

- Between 1992 and 2022, heat stress killed 986 workers and caused 38,000 serious lost-time injuries and illnesses.
- In 2023, the U.S. Bureau of Labor Statistics reported that 55 workers died from exposure to environmental heat, a 28% increase from the previous year—and that is expected to be an underestimate.
- Workplace injuries and illnesses from heat exposures often are not reported, so the true toll is unknown.
- More than half of occupational heat fatalities occur during a worker's first few days of working in hot conditions.
- 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. Workplace heat illness and injury prevention plans:

- Are tailored to specific workplaces and employee populations.
- Prevent heat exposure through commonsense control measures.
- 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.

¹ U.S. Department of Labor, Bureau of Labor Statistics. *Census of Fatal Occupational Injuries 2023 data; Survey of Occupational Injuries and Illnesses 2023 data.*



In the absence of a federal occupational heat protection standard, several states have issued enforceable standards to protect workers from heat illness, including California (outdoor and indoor), Colorado (in agriculture), Maryland (outdoor and indoor), Minnesota (indoor only), Nevada (indoor and outdoor), Oregon (indoor and outdoor) and Washington (outdoor only, indoor coming soon)—but the majority of workers across the country remain unprotected. New Mexico is expected to issue a final OSHA heat standard by summer 2025. Texas and Florida have issued policies preventing local jurisdictions from requiring water and rest breaks.

Enforceable standards are needed to protect workers from overexposure to hot working conditions.

- **Tell Congress to pass the Asunción Valdivia Heat Illness, Injury, and Fatality Prevention Act to ensure federal OSHA issues a strong final heat rule.**
- **Urge states to implement strong, enforceable heat protections.**
- **Support employers in developing effective heat illness and injury prevention plans.**

AFL-CIO Safety and Health, March 2025

PROTECT WORKERS FROM VIOLENCE ON THE JOB

TELL CONGRESS TO PROTECT WORKERS FROM VIOLENCE ON THE JOB

- Workplace violence is a serious and emerging problem for workers in America.
- Workplace violence is one of the leading causes of death on the job. One out of every seven workplace deaths results from workplace violence—more than from toxic exposures, or fires and explosions.
- Workplace violence is responsible for more than 130,000 serious, lost-time injuries annually and for 740 fatalities in 2023. Homicides accounted for 61.9% of all violent acts and 8.7% of all work-related fatalities in 2023.
- Health care and social service workers are at greatest risk of violence on the job because of direct contact with patients and clients.
- In the last 15 years, the rate of serious workplace violence injuries increased by 57% 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 preventable injuries and deaths.

The **Workplace Violence Prevention for Health Care and Social Service Workers Act** 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 such workplace improvements as emergency response systems, surveillance and monitoring systems, improved lighting, and 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.

- Nearly 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.

¹ U.S. Department of Labor, Bureau of Labor Statistics. *Census of Fatal Occupational Injuries 2023 data; Survey of Occupational Injuries and Illnesses 2021–2022 data. Excludes animal- and insect-related incidents.*

RIGHT TO WORK MAKES WORKPLACES MORE DANGEROUS

“Right to work” laws make it easier for CEOs to weaken health and safety protections for workers, increasing the burdens on working families. Workers in states with these laws have lower wages, reduced access to health insurance and face higher poverty and infant mortality rates. Their children attend lower-funded schools. Without strong unions advocating for safety at the workplace, enforcement of safety and health laws will be weakened, leading workplaces to become more dangerous.

Right to Work Would Increase Job Fatalities and Injuries

In 2023, a total of 5,283 workers died on the job and millions of workers were seriously injured.^{1,2} Health care workers in hospitals and nursing homes who care for patients and the elderly suffer high rates of injury, as do warehouse workers and public employees like police and firefighters.³

*Workers in right to work states are in greater danger than other workers in the United States. Workers in states with right to work laws have a 56% greater risk of dying on the job than workers in states without these laws.*⁴

Right to Work Would Weaken Enforcement of Critical Safety and Health Protections

Unions ensure enforcement of safety standards that reduce workplace deaths and injuries, but right to work will weaken unions’ ability to see that employers follow job safety laws. Unions bargain for safety standards and rights that are stronger than those of the Occupational Safety and Health Administration (OSHA), and enforce these protections through their collective bargaining agreements. Union contracts protect workers from retaliation for raising job safety concerns, and give workers the right to refuse unsafe work that poses a danger to them and their co-workers. Unions provide training and education to workers about safety and health hazards. And through workplace safety and health committees, union members help to identify hazardous conditions and work to get them corrected. It is well documented that union workplaces have much stronger enforcement of job safety laws than nonunion workplaces.^{5,6}

¹ Bureau of Labor Statistics (BLS). National Census of Fatal Occupational Injuries in 2023. [BLS.gov/news.release/pdf/cfoi.pdf](https://www.bls.gov/news.release/pdf/cfoi.pdf).

² Bureau of Labor Statistics. Table 2. Numbers of nonfatal occupational injuries and illnesses by industry and case types, 2022–23. [BLS.gov/news.release/osh.t02.htm](https://www.bls.gov/news.release/osh.t02.htm).

³ Bureau of Labor Statistics. Table 2. Incidence rates of nonfatal occupational injuries and illnesses by case types, 2022–23. [BLS.gov/news.release/osh.t02.htm](https://www.bls.gov/news.release/osh.t02.htm).

⁴ Bureau of Labor Statistics (BLS). National Census of Fatal Occupational Injuries in 2023. [BLS.gov/news.release/pdf/cfoi.pdf](https://www.bls.gov/news.release/pdf/cfoi.pdf).

⁵ Weil, David. 1991. “Enforcing OSHA: The Role of Labor Unions.” *Industrial Relations*, Vol. 30, No. 1 (Winter), pp. 20–36. Available at fissuredworkplace.net/assets/Weil.Enforcing-OSHA-Role-of-Unions.IR.1991.pdf.

⁶ Weil, David. 1996. “Regulating the Workplace: The Vexing Problem of Implementation.” *Advances in Industrial and Labor Relations*, Vol. 7, pp. 247–286.

Union workplaces are safer than nonunion workplaces. States with high union density are among the safest: Fourteen states rank in the top 20 in both union density and lowest rates of workplace fatalities.^{7,8} States with higher union densities have significantly lower rates of construction fatalities.⁹ In the mining industry, unionized mines have made much greater progress in reducing serious injuries and fatalities than nonunion mines, and have lower rates of traumatic injuries and fatalities. An in-depth study of mine safety data found that the presence of a union was responsible for a 14% to 32% drop in traumatic injuries and a 29% to 84% drop in fatalities from 1993–2010.¹⁰

Unions ensure safe and healthy working conditions for public employees. More than 8.1 million state and local public employees in 23 states in the United States are afforded no safety and health coverage under current OSHA law. This makes unions even more vital to ensure health and safety protections for police, firefighters, teachers, health care workers and many other workers.

Government enforcement of job safety laws is already too weak. There were only 1,802 inspectors to inspect more than 11.8 million workplaces in the United States in 2024. This leaves one inspector for every 85,000 workers, and OSHA the ability to only inspect workplaces, on average, once every 166 years.¹¹

Penalties for job safety and health violations are low. In FY 2024, the average state penalty for a serious safety violation was only \$2,581. The median state OSHA penalty for killing a worker was only \$8,435, too low to deter future violations and prevent injuries and deaths.¹²

Right to work weakens safety enforcement and makes workplaces more dangerous.

⁷ Bureau of Labor Statistics. *National Census of Fatal Occupational Injuries in 2023*. [BLS.gov/news.release/pdf/cfoi.pdf](https://www.bls.gov/news.release/pdf/cfoi.pdf)

⁸ Bureau of Labor Statistics. *Union affiliation of employed wage and salary workers by state, 2023*. [BLS.gov/news.release/union2.t05.htm](https://www.bls.gov/news.release/union2.t05.htm).

⁹ Zullo, Roland. 2011. "Right-to-Work Laws and Fatalities in Construction." *Institute for Research on Labor, Employment and the Economy, University of Michigan*, March 2011. Available at https://brill.com/view/journals/wusa/14/2/article-p225_8.xml

¹⁰ Morantz, Alison. 2013. "Coal Mine Safety: Do Unions Make a Difference?" *Industrial & Labor Relations Review*, Vol. 66, 1: pp. 88–116, January 2013. Available at web.stanford.edu/group/amorantz/papers/union_coal_mine_safety.pdf.

¹¹ AFL-CIO *Death on the Job Report*. [AFLCIO.org/dotj](https://aflcio.org/dotj).

¹² U.S. Department of Labor, *Occupational Safety and Health Administration. OIS Inspection Reports, FY 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.

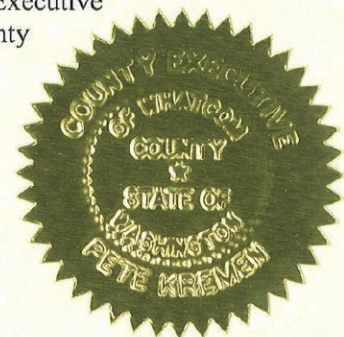
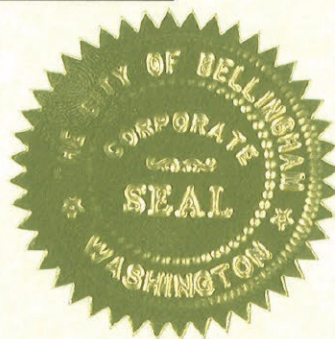
Signed this 19th day of April, 2011.

Handwritten signature of Dan Pike in blue ink.

Dan Pike, Mayor
City of Bellingham

Handwritten signature of Pete Kremen in blue ink.

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, Kocley, 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 2025 WORKERS MEMORIAL DAY LETTERS TO THE EDITOR

TITLE: Mourn for the Dead, Fight for the Living

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, more than 360 people across the United States die from work-related injuries and chronic illnesses, impacting their families' lives and livelihoods on top of insurmountable loss. These tragedies are entirely preventable through commonsense measures—and it's our elected leaders' duty to take responsibility and take action to strengthen worker protections.

On this Workers Memorial Day, April 28, working people in our community will gather to commemorate those loved ones who have died, become injured or made ill because of their job. We urge federal, state and local policymakers to provide worker protection agencies with the resources and authority they need to establish strong standards and to enforce them against dangerous conditions.

[STATE] working families and their unions are speaking out for our fundamental right to a safe job. We must fight to defend our job safety rights from rollbacks and political attacks while renewing the demand for stronger protections and safer working conditions.

Sincerely,
[NAME]
[HOMETOWN]

TITLE: Workers are Dying on the Job in [CITY/TOWN]. The Trump Administration's Actions are Putting Even More of Us at Risk.

Today is Workers Memorial Day, when workers, unions and our community remember each worker who lost their life, or has been injured or made sick by their jobs—and come together to organize for a safer future for all workers.

Workers organized, fought and died for the workplace protections we have now. But last year, more than 132,000 workers in the United States died, and millions more suffered injury or chronic illness because of their jobs.

That number will only go up with new anti-worker attacks by the Trump administration. Efforts to fire federal workers mean we will have fewer job safety inspectors to ensure corporations follow the law. Efforts to undermine independent federal agencies erode workers' only safeguard against employers who endanger them or retaliate for reporting unsafe working conditions. Efforts to give private corporations like Elon Musk's "Department of Government Efficiency" (DOGE) greater

influence over government health and safety protections have given them access to confidential worker data and allowed them to restrict critical safety information that both workers and employers need.

It is unacceptable that corporations are raking in record profits while workers continue to suffer injuries, illnesses or even death on the job—without sufficient government protections. This is the time to increase, not cut, the resources we need to protect workers on the job.

I'm calling on [SENATOR], [SENATOR] and [REPRESENTATIVE] to demand the Trump administration preserve the workplace protections we've fought so hard for. I hope you'll join me, in honor of our fallen co-workers, family members and friends.

Sincerely,
[NAME]
[HOMETOWN]

TITLE: Musk and His “DOGE” are Putting Workers’ Lives at Risk

Today is Workers Memorial Day—a time for workers, unions and communities to remember those who have lost their lives, been injured or fallen ill due to their jobs. This is a time for us to organize for a safer future for all workers. The workplace protections we have today exist because workers organized, fought and died for them. Yet each day in the United States, 360 workers lose their lives due to their job—14 a day from injury alone—and millions more suffer from work-related injuries or illnesses.

Job safety agencies play a critical role in protecting workers from unsafe working conditions, and agencies such as the Occupational Safety and Health Administration (OSHA) have open, active investigations against Elon Musk's companies. Yet, the Trump administration is granting Musk, through the so-called, “Department of Government Efficiency” (DOGE), access to workers' confidential data from safety investigations, workers' compensation claims and other filings. This is an outrageous breach of privacy that puts many workers at risk of retaliation and discourages workers from wanting to come forward about unsafe working conditions. Additionally, it is unfair to businesses, as it gives Musk unfettered access to confidential business information about his competitors.

The government's role is to protect workers from unsafe workplaces that inevitably lead to serious injury, illness or even death on the job. But now, our entire worker protection structure is under threat. I'm calling on [SENATOR], [SENATOR] and [REPRESENTATIVE] to demand that the Trump administration uphold the workplace protections we've fought so hard to secure. I hope you'll stand with me to defend and restore the protections we need to survive.

Sincerely,
[NAME]
[HOMETOWN]

TITLE: An Injury to One is an Injury to All

[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 these preventable deaths of our brothers and sisters.

Last year, more than 132,000 workers in the United States died and millions more suffered injury or chronic illness because of their jobs. Black, Latino and immigrant workers were disproportionately killed and injured on the job. Immigration status and lack of union representation make workers especially vulnerable to unsafe working conditions.

Immigrant workers are the backbone of America. They build our bridges and homes, grow our food and maintain our schools. They deserve safe workplaces without the fear of deportation. On a jobsite, we're all in this together—and when one worker is at risk, everyone's safety is in jeopardy.

Far too many workers die from preventable safety hazards. Safety at work is a fundamental right, and the law requires employers to provide hazard-free workplaces for everyone. Unions are fighting to protect workers' lives and ensure safe jobs for everyone. We will defend against anti-immigrant attacks and continue to fight in the halls of government for stronger standards and for safer practices on the shop floor.

We won't stop until every worker has the right to speak up against unsafe working conditions, without retaliation and deportation for calling out a bad-acting employer who puts everyone at risk. Because enough is enough.

Sincerely,
[NAME]
[HOMETOWN]

SAMPLE 2025 WORKERS MEMORIAL DAY MEDIA ADVISORY TEMPLATE

For Planning Purposes: DATE, 2025

Contact: [NAME, EMAIL, PHONE]

MEDIA ADVISORY: Union Members, Leaders and Community Members to Remember [STATE] Workers Who Lost Their Lives on the Job and Demand Job Safety Protections

DAY, DATE, 2025

(CITY, STATE)—On [DAY], local workers, union officials and community leaders will gather at [LOCATION/ONLINE] to commemorate Workers Memorial Day, to remember those who have died and suffered illnesses or injuries on the job.

[EVENT PARTICIPANTS—WORKERS/FAMILY MEMBERS] will share their stories at the [EVENT/ACTION] in remembrance of their co-workers, family members and friends. They will highlight the ways in which the current administration’s weakening of job safety agencies like the Occupational Safety and Health Administration undermines safety standards and enforcement, putting workers in even greater danger. Additionally, they will call for fundamental job safety protections and the freedom to join unions to ensure every worker can return home safely at the end of their shift.

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

WHEN: [DATE AND TIME]

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

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

To schedule an interview with event speakers, please contact [NAME] at [PRESS CONTACT INFO].

###

SAMPLE 2025 WORKERS MEMORIAL DAY EVENT PRESS RELEASE TEMPLATE

For Immediate Release [DATE]
Contact: [NAME, PHONE NUMBER]

[STATE] Workers Commemorate Workers Memorial Day, Remember Workers Who Lost Their Lives on the Job and Demand Job Safety Protections

[EVENT] Recognizes [#] [STATE] Workers Killed on the Job

(CITY, STATE)—Union members, labor leaders, elected officials and allies gathered today at [LOCATION] for a[n] [EVENT] for Workers Memorial Day, to remember those who have died and suffered illnesses or injuries on the job—including [RESIDENTS OF STATE]—in the past year.

The event featured [PROVIDE DETAILS ON EVENT/SPEAKERS], who spoke about how workers and the labor movement won safety protections over time by demanding the government hold corporations accountable to protect workers on the job and organizing for safer working conditions. Workers warned that their hard-won progress is at serious risk as President Trump threatens to cut staff, defund or outright eliminate federal job safety agencies, which would have critical effects on [STATE's] funding and our working people.

SAMPLE WORKER QUOTE, PLEASE FEEL FREE TO EDIT: “Safety on the job is our basic right. Without oversight, many companies don’t just do the right thing; they’ll cut corners that put us in danger. Every one of us should be able to go home safely to our families at the end of the day,” said [WORKER SPEAKER], [TITLE]. “Workers have fought for the protections we have now with our blood and sweat, but corporate billionaires are putting all that at risk.”

The latest data show that in one year, [#] workers were killed on the job in [STATE], while thousands more suffered from preventable occupational illnesses and job injuries. Under the Trump administration, new anti-worker attacks threaten to increase those numbers. Efforts to fire federal workers means we will have fewer job safety inspectors to ensure corporations follow the law. Efforts to undermine independent federal agencies erode workers’ only safeguard against employers who endanger them or retaliate for reporting unsafe working conditions. Efforts to give private corporations like Elon Musk’s greater influence over government health and safety protections have given them access to confidential worker data and allowed them to restrict critical safety information that both workers and employers need.

SAMPLE LABOR LEADER QUOTE, PLEASE FEEL FREE TO EDIT: “Workplace safety inspectors are on the front lines of the fight for worker health and safety, being independent eyes and holding corporations accountable when they break the law. Federal actions are moving in the wrong direction on worker safety protections, which need to be strengthened, not weakened,” said [LABOR LEADER SPEAKER], [TITLE] of [LOCAL UNION]. “Unions push for laws and enforcement that keep workers safe, from the shop floor to the halls of government. We will not be satisfied until the number of worker deaths on the job is zero.”

###

SAMPLE 2025 LATINO WORKERS MEMORIAL DAY MEDIA ADVISORY TEMPLATE

For Planning Purposes: DATE, 2025

Contact: [NAME, EMAIL, PHONE]

MEDIA ADVISORY: Union Members, Leaders and Community Members to Remember [STATE] Latino Workers Who Lost Their Lives on the Job and Demand Job Safety Protections

DAY, DATE, 2025

(CITY, STATE)—On [DAY], local workers, union officials and community leaders will gather at [LOCATION/ONLINE] to commemorate Workers Memorial Day, to remember Latino workers who have died and suffered illnesses or injuries on the job.

[EVENT PARTICIPANTS—WORKERS/FAMILY MEMBERS] will share their stories at the [EVENT/ACTION] in remembrance of their co-workers, family members and friends. They will highlight the increased safety risks Latino workers face on the job, and the ways that attacks on Latino and immigrant communities and weaker job safety enforcement make workplaces more dangerous for everyone. Additionally, they will call for fundamental job safety protections and the freedom to join unions to ensure every worker can return home safely at the end of their shift.

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

WHEN: [DATE AND TIME]

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

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

To schedule an interview with event speakers, please contact [NAME] at [PRESS CONTACT INFO].

###

PLANTILLA DE BOLETÍN INFORMATIVO ENFOCADO EN TRABAJADORES HISPANOS

Para [propósitos de planificación]: FECHA, 2025

Contacto: [NOMBRE, DIRECCIÓN ELECTRÓNICA, TELÉFONO]

BOLETÍN INFORMATIVO: Afiliados sindicales, líderes y pobladores de las comunidades van a conmemorar a los trabajadores hispanos del estado de _____ que perdieron sus vidas en el empleo, y a exigir protecciones en el trabajo

DÍA, FECHA, 2025

(CIUDAD, Estado).— El día [FECHA], trabajadores locales, funcionarios sindicales y líderes comunitarios se congregarán en [LUGAR FÍSICO O SITIO EN LÍNEA] para conmemorar el Día de Conmemoración del Trabajador Caído, en recuerdo de los trabajadores hispanos que han muerto y padecido enfermedades, accidentes o lesiones en el trabajo.

[LOS TRABAJADORES/FAMILIARES QUE PARTICIPAN EN EL EVENTO] compartirán sus historias en [EL EVENTO/LA ACCIÓN] en recuerdo de sus compañeros trabajadores, familiares y amigos. Ellos explicarán especialmente los riesgos cada vez mayores que enfrentan en sus empleos los trabajadores hispanos, y de qué manera los ataques a las comunidades latinas y de inmigrantes —junto con un débil cumplimiento de la seguridad en el trabajo— hacen que los sitios de trabajo sean más peligrosos para ellos. Además, harán un llamado a tener protecciones fundamentales de seguridad en el empleo y la libertad de afiliarse a organizaciones laborales, a fin de asegurar que todo trabajador pueda regresar seguro a casa al final de su turno.

¿QUÉ ES? [EVENTO O ACCIÓN PRESENCIAL/VIRTUAL] para conmemorar el Día del Trabajador Caído.

¿CUÁNDO? [FECHA Y HORA]

¿QUIÉNES? [LÍDERES DEL MOVIMIENTO LABORAL/FUNCIONARIOS ELECTOS LOCALES/ TRABAJADORES]

¿DÓNDE? [LUGAR / SITIO ELECTRÓNICO PARA REGISTRARSE O ENTRAR o ACCIÓN]

Para programar una entrevista con los oradores del evento, sírvase comunicarse con [NOMBRE] a [INFORMACIÓN DEL CONTACTO DE PRENSA].

###

SAMPLE 2025 LATINO WORKERS MEMORIAL DAY EVENT PRESS RELEASE TEMPLATE

For Immediate Release

[Date]

Contact: [NAME, PHONE NUMBER]

[STATE]’s Latino Workers Commemorate Workers Memorial Day, Remember Latino Workers Who Lost Their Lives on the Job and Demand Job Safety Protections

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

(CITY, STATE)—Local Latino workers, officials and community members gathered at [LOCATION] today for a Workers Memorial Day ceremony remembering those who have died and suffered illnesses or injuries while on the job.

The event featured [PROVIDE DETAILS ON EVENT/SPEAKERS], who spoke about every worker’s right in this country to a safe job, and the right to return home safely at the end of their shift. Workers warned that their hard-won progress is at serious risk as President Trump has launched attacks on Latino and immigrant workers and our communities. They said that making good on threats to cut staff, defund and outright eliminate job safety agencies would mean weaker job safety enforcement and make workplaces more dangerous for everyone.

“Safety on the job is our basic right. Without oversight, many companies don’t just do the right thing; they’ll look for shortcuts that put us in danger. But every one of us should be able to return safely to our families at the end of the day,” said [WORKER SPEAKER], [TITLE]. “Workers have fought for the protections we have now with our blood and sweat, but corporate billionaires are putting all that at risk. We will not be satisfied until the number of worker deaths on the job is zero.”

Data show that Latino workers are at greater risk of workplace injuries and death compared with all workers. In one year, [#] Latino workers were killed on the job in [STATE], while thousands more were injured or suffered from occupational illnesses. Immigrant workers are at increased risk of dying on the job, making up two-thirds of all Latino worker fatalities. Corporations exploit workers’ fears of speaking out about unsafe working conditions due to their immigration status, and exploit migrant children in dangerous conditions on assembly lines and in meatpacking plants.

“Our leaders should be protecting working people’s lives above all else,” said [LATINO LEADER/WORKER], [TITLE]. “Under U.S. labor laws, every worker is entitled to safe working conditions and a voice on the job—regardless of the color of their skin or their immigration status. We’re not going to let greedy corporations exploit members of our community with impunity.”

###

MUESTRA PARA 2025 DE BOLETÍN DE EVENTO DE TRABAJADORES LATINOS CONMEMORANDO EL DÍA DEL TRABAJADOR CAÍDO

PARA SU INMEDIATA PUBLICACIÓN:

[FECHA]

Contacto: [NOMBRE, NÚM. DE TELÉFONO]

Los trabajadores hispanos del estado de _____ conmemoran el Día de Conmemoración del Trabajador Caído en recuerdo de los trabajadores latinos que perdieron la vida en el trabajo, y exigen que haya protecciones laborales

La [VIGILIA / CEREMONIA] reconoce a ___ [NÚMERO] trabajadores hispanos que han muerto en su empleo

(CIUDAD, ESTADO).— Los trabajadores hispanos locales, los funcionarios y los pobladores de las comunidades se reunieron hoy en [LUGAR] para conmemorar el Día de Conmemoración del Trabajador Caído y recordar a quienes han muerto o han caído enfermos o lesionados mientras hacían su trabajo.

En el evento se presentaron [DETALLES DEL EVENTO Y ORADORES], quienes hablaron sobre el derecho de todos los trabajadores en este país a tener un trabajo sin riesgos, y el derecho de regresar a casa sanos y salvos al final de su turno. Los trabajadores advirtieron que el progreso que hasta ahora han logrado con tanto esfuerzo está en grave riesgo, ya que el presidente Trump ha lanzado ataques contra los trabajadores latinoamericanos e inmigrantes y en contra de nuestras comunidades. Dijeron que, si cumplen las amenazas de recortar personal, desfinanciar y eliminar por completo las agencias de seguridades laborales, eso significaría debilitar el cumplimiento de protecciones en el empleo y haría que los centros de trabajo sean más peligrosos para todos.

“La seguridad en el trabajo es nuestro derecho fundamental. Sin supervisión, muchas empresas no sólo no hacen lo correcto, sino que buscan caminos cortos y fáciles que nos ponen en peligro. Pero, al final del día, todos deberíamos poder regresar sanos y salvos a nuestras familias —dijo [NOMBRE DEL TRABAJADOR ORADOR, PUESTO DE TRABAJO, LUGAR]—. Los trabajadores hemos luchado con nuestro sudor y sangre por las protecciones que ahora tenemos, pero los multimillonarios de los negocios corporativos están poniendo en riesgo todo eso. No estaremos satisfechos hasta que el número de muertes ocupacionales de los trabajadores sea cero”.

Tal como demuestran los datos, los trabajadores hispanos corren un riesgo mayor de lesionarse y morir en el trabajo, en comparación con todos los demás trabajadores. En un año, en el estado de _____, murieron en su empleo ___ [#] trabajadores hispanos, mientras otros miles quedaron lesionados o padecieron enfermedades ocupacionales. Los trabajadores inmigrantes corren un mayor riesgo de morir en el trabajo; sus muertes conforman dos tercios las muertes de todos los trabajadores hispanos. Las corporaciones explotan el miedo de los trabajadores a denunciar las condiciones de trabajo inseguras debido a su situación migratoria y explotan a los niños migrantes en condiciones peligrosas en las líneas de ensamblado y en las plantas empacadoras de carne.

“Nuestros directivos deberían estar protegiendo las vidas de los trabajadores por encima de todo lo demás —manifestó [EL LÍDER LATINO/TRABAJADOR/PUESTO DE TRABAJO O TÍTULO]—. Según las leyes laborales de Estados Unidos, todos los trabajadores tienen derecho a condiciones de trabajo seguras y a tener voz en el trabajo, independientemente del color de su piel o de su situación migratoria. No vamos a permitir que las codiciosas corporaciones de negocios exploten impunemente a miembros de nuestra comunidad”.

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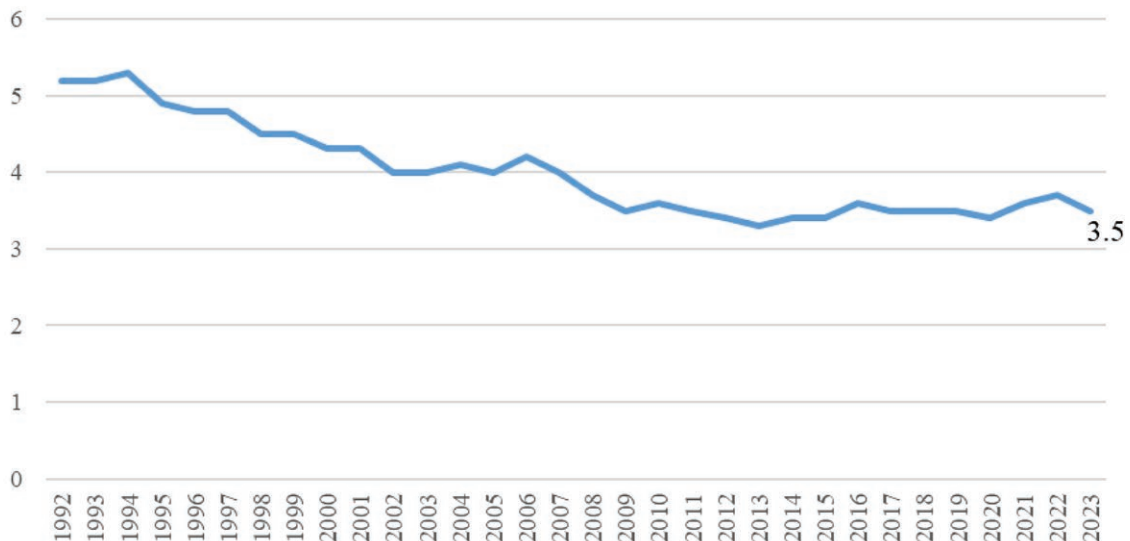
SAFETY AND HEALTH FACTS, 2025

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

- More than 712,000 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 2023—the most recent year of reported data—5,283 workers lost their lives from job-related traumatic injuries, and an estimated 127,000 died from occupational diseases (not including COVID-19).
- In 2023, employers reported 2.6 million injuries and illnesses in private sector workplaces, and 631,100 injuries and illnesses in state and local public sector workplaces.

**On average,
more than
360 workers died
each day from
job-related injuries
and illnesses.**

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



- The job illness rate decreased in 2023, with private industry employers reporting 19.0 cases per 10,000 workers, compared with 45.2 cases in 2022, due to a reduction in COVID-19 reporting.
- A significant number of serious workplace injuries are musculoskeletal disorders (MSDs), 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 2.4 per 100 workers.

The Bureau of Labor Statistics (BLS) survey, which reports these 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.

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 elevated risk.

Industry Sector	Fatality Rate* 1992	Fatality Rate* 2023
All Industries	5.2	3.5
Agriculture, Forestry, Fishing and Hunting	24.0	20.3
Mining, Quarrying, and Oil and Gas Extraction	27.0	16.9
Transportation and Warehousing	13.0	12.9
Construction	14.0	9.6

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

- While fatality rates in the mining industry have decreased significantly over time, it remains very dangerous. In 2024, there were 28 mining safety fatalities—10 in coal and 18 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 3.6 per 100,000 workers, a sharp increase from recent years. In 2023, 659 Black workers died from traumatic injury, the second-highest number in more than two decades.
- Latino workers are at increased risk of work-related deaths, with a fatality rate of 4.4 per 100,000 workers. In 2023, there were 1,250 Latino worker deaths from traumatic injury, the highest number of deaths in more than 20 years.
- In 2023, 67% of Latino workers who died on the job were immigrant workers (839 of 1,250). 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 8.7 per 100,000 workers in 2023. Workers ages 55–64 also are at increased risk, with a fatality rate of 4.3 per 100,000 workers. In 2023, 35% of all fatalities (1,846 deaths) occurred in workers ages 55 years and older, with 757 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 a significant risk, with a serious injury rate nearly three times that for all workers. 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 2023, there were 458 workplace homicides, a 12.6% decrease from the year before, and 281 workplace suicides, a 5.24% increase from the year before. Women accounted for 8.5% of all fatalities, but accounted for 18.3% of homicides in 2023.
- 8.1 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 4.3 per 100 workers—79.2% higher than the injury and illness rate for the private sector workforce (2.4 per 100 workers).
- Employers' growing reliance on temporary workers, independent contractors and intentionally misclassifying employees as contractors to cut costs and shift responsibility has deprived workers of vital protections, making it more difficult to hold employers accountable. Temporary and contract workers often work in dangerous jobs without proper safety and health protections or training. Migrant children are exploited in dangerous jobs as child labor laws are 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. The pandemic exacerbated these issues.

OSHA IS UNDERFUNDED AND UNDERSTAFFED; PENALTIES ARE TOO LOW

State OSHA plans have a combined 1,034 inspectors and federal OSHA has 768 safety and health inspectors

Based on OSHA's inspection activity, it would take federal OSHA 166 years to inspect all covered workplaces once. OSHA is still operating under a continuing resolution budget, similar to the FY 2023 budget of \$632 million, amounting to \$3.92 per worker.

There is
one OSHA
inspector
for every
85,000
workers.

OSHA penalties are now adjusted for inflation, but still are too low to be a deterrent.¹

Penalty for a Violation of the OSH Act

In FY 2024, the average penalty for a serious violation of the OSH Act was only \$4,083 for federal OSHA and \$2,580 for state OSHA plans combined.

In FY 2024, the median penalty for killing a worker is \$16,131 for federal OSHA and \$7,031 for state OSHA plans.

MUCH WORK REMAINS TO BE DONE

- The Occupational Safety and Health Act is more than 50 years old, and is outdated. Millions of workers remain uncovered, penalties are insufficient, and workers' and unions' rights are severely restricted. In 23 states, workers in state and local government hospitals, correctional facilities, schools, public service and other essential government services still lack OSHA protections.
- Thousands of workers continue to face retaliation from employers for raising job safety concerns or reporting injuries. The OSH Act's whistleblower and anti-retaliation provisions are insufficient, failing to offer adequate protection to workers for exercising 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, March 2025

¹ 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 \$16,550, and the maximum penalty for a willful or repeat violation is \$165,514.

Profile of Workplace Safety and Health in the United States

State	Fatalities 2023 ¹		Injuries/Illnesses 2023 ²		Penalties FY 2023 ³		Inspectors ^{4,5}		Years to Inspect Each Workplace Once ⁶	State or Federal Program
	Number	Rate	Number	Rate	Average (\$)	Rank ⁸	Federal	State		
Alabama	75	3.6	29,400	2.0	3,316	36	19	0	187	Federal
Alaska	29	7.4	6,400	3.1	4,812	12	1	8	56	State
Arizona	103	3.1	55,900	2.4	5,476	8	1	20	326	State
Arkansas	92	7.5	19,000	1.9	6,361	2	6	0	316	Federal
California	439	2.5	363,900	3.0	8,291	1	7	162	267	State
Colorado	83	2.8	52,700	2.7	3,586	31	23	0	236	Federal
Connecticut	33	2.0	31,000	2.6	3,119	37	12	6	177	Federal ⁵
Delaware	11	2.5	7,200	2.2	4,868	11	6	0	211	Federal
Florida	306	3.1	N/A	N/A	4,384	19	63	0	293	Federal
Georgia	192	4.0	N/A	N/A	4,161	23	43	0	223	Federal
Hawaii	16	2.6	12,400	3.1	3,858	24	3	14	128	State
Idaho	48	5.4	N/A	N/A	2,820	40	8	0	264	Federal
Illinois	145	2.5	101,400	2.4	3,760	25	63	11	129	Federal ⁵
Indiana	157	5.1	54,600	2.5	1,863	44	1	37	203	State
Iowa	91	5.9	32,500	3.1	4,595	16	1	22	186	State
Kansas	53	3.8	24,200	2.5	4,714	13	12	0	152	Federal

Profile of Workplace Safety and Health in the United States

State	Fatalities 2023 ¹			Injuries/Illnesses 2023 ²		Penalties FY 2023 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	91	4.6	35	39,200	2.8	3,744	27	0	26	194	State
Louisiana	104	5.6	42	19,400	1.4	5,650	6	8	0	484	Federal
Maine	27	4.2	31	17,300	4.2	3,590	30	5	4	184	Federal ⁵
Maryland	69	2.4	4	41,600	2.3	894	50	4	45	164	State
Massachusetts	111	3.3	20	55,400	2.2	3,438	34	41	9	152	Federal ⁵
Michigan	166	3.6	21	78,900	2.6	1,336	49	1	67	85	State
Minnesota	70	2.5	5	56,000	2.8	2,208	42	0	45	181	State
Mississippi	72	6.3	44	N/A	N/A	4,635	15	7	0	243	Federal
Missouri	114	4.1	28	52,000	2.6	4,518	18	20	0	248	Federal
Montana	38	7.1	46	11,500	3.4	2,916	39	5	0	261	Federal
Nebraska	46	4.8	36	17,100	2.5	5,050	9	9	0	173	Federal
Nevada	57	4.0	26	36,600	3.3	5,488	7	1	41	80	State
New Hampshire	21	3.1	16	N/A	N/A	2,238	41	7	0	207	Federal
New Jersey	81	1.8	2	66,800	2.3	4,950	10	39	12	139	Federal ⁵
New Mexico	38	4.5	34	N/A	N/A	6,184	3	0	10	474	State
New York	246	2.8	12	136,200	2.1	3,650	29	59	33	209	Federal ⁵

Profile of Workplace Safety and Health in the United States

State	Fatalities 2023 ¹		Injuries/Illnesses 2023 ²		Penalties FY 2023 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	177	3.7	23	68,600	2.0	3,546	32	2	86	212	State
North Dakota	26	6.9	45	N/A	N/A	4,673	14	7	0	117	Federal
Ohio	164	3.1	16	84,800	2.2	4,370	20	50	0	136	Federal
Oklahoma	76	4.3	32	28,100	2.4	4,354	21	13	0	203	Federal
Oregon	54	2.8	12	45,500	3.4	1,561	48	2	84	58	State
Pennsylvania	169	2.9	15	115,200	2.6	4,212	22	63	0	146	Federal
Rhode Island	6	1.2	1	N/A	N/A	3,012	38	10	0	109	Federal
South Carolina	112	5.0	37	30,100	1.9	1,753	46	0	21	376	State
South Dakota	20	4.3	32	N/A	N/A	3,391	35	8	0	131	Federal
Tennessee	164	5.4	40	53,300	2.2	1,682	47	2	32	150	State
Texas	564	4.1	28	175,900	1.8	4,544	17	88	0	187	Federal
Utah	69	4.1	28	28,800	2.5	1,910	43	0	16	170	State
Vermont	16	5.0	37	7,900	4.0	3,454	33	0	7	151	State
Virginia	117	2.7	10	58,300	2.1	3,760	25	1	47	164	State
Washington	97	2.7	10	81,600	3.4	1,781	45	1	126	38	State
West Virginia	58	8.3	49	12,300	2.6	6,056	4	6	0	180	Federal

Profile of Workplace Safety and Health in the United States

State	Fatalities 2023 ¹		Injuries/Illnesses 2023 ²		Penalties FY 2023 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
Wisconsin	112	3.9	25	56,200	2.8	3,707	28	35	0	107	Federal
Wyoming	45	16.0	50	4,600	2.7	5,660	5	0	6	307	State
Total or National Average:	5,283	3.5		2.6 Million	2.4	3,381⁹		1,802¹⁰		166¹¹	

¹The state fatality rates are calculated by BLS as deaths per 100,000 workers. The total number includes 12 fatalities in the District of Columbia.

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 2024. 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, Massachusetts, 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 2024. State plan CSHOs provided by OSHA's Directorate of Cooperative and State Programs and includes "on board" safety and health CSHOs from the FY 2024 State Plan Grant Applications as of July 1, 2024. 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, Massachusetts, 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 2023 and the number of OSHA inspections in FY 2024. 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.

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 \$4,083 per citation; state plan OSHA states average \$2,580 per citation.

¹⁰Total number of nonsupervisory CSHO inspectors includes 768 federal OSHA inspectors and 1,034 state OSHA inspectors, including one inspector in the Virgin Islands and 36 in Puerto Rico.

¹¹Frequency of all covered establishments for all states combined. Average inspection frequency for federal OSHA states is once every 185 years; inspection frequency of covered establishments for state OSHA plan states is once every 147 years. States with their own OSHA program for public employees only (Connecticut, Illinois, Maine, Massachusetts, 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.

U.S.- and Foreign-Born Latino Worker Fatalities by State, 2023^{1,2}

Fatalities				Fatalities				Fatalities			
State	All Workers	Total Latino	Foreign-Born Latino	State	All Workers	Total Latino	Foreign-Born Latino	State	All Workers	Total Latino	Foreign-Born Latino
AL	75	—	—	LA	104	12	12	OH	164	13	9
AK	29	—	—	ME	27	—	—	OK	76	10	—
AZ	103	48	25	MD	69	16	—	OR	54	—	—
AR	92	23	13	MA	111	19	10	PA	169	25	12
CA	439	210	133	MI	166	11	5	RI	6	—	—
CO	83	22	—	MN	70	3	—	SC	112	16	12
CT	33	8	4	MS	72	5	—	SD	20	—	—
DE	11	—	—	MO	114	—	—	TN	165	34	30
FL	306	130	109	MT	38	3	—	TX	564	285	171
GA	192	25	22	NE	46	—	—	UT	69	12	—
HI	16	—	—	NV	57	20	12	VT	16	—	—
ID	48	10	—	NH	21	4	—	VA	117	12	8
IL	145	27	17	NJ	81	20	14	WA	97	17	—
IN	157	12	6	NM	38	13	—	WV	58	—	—
IA	91	—	—	NY	246	64	27	WI	112	7	4
KS	53	8	—	NC	177	41	32	WY	45	6	—
KY	91	8	—	ND	26	—	—	Total³	5,283	1,250	839

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

¹ Dashes indicate no data reported or data that do not meet BLS publication criteria for Latino fatalities.

² In 2020, the Bureau of Labor Statistics updated its disclosure methodology resulting in significantly fewer publishable detailed data. These data are now only published on a biennial basis. See [BLS.gov/iif/questions-and-answers.htm#accessingourdata](https://www.bls.gov/iif/questions-and-answers.htm#accessingourdata).

³ 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 a New York City Hall event on Workers Memorial Day, the New York City Central Labor Council, RWDSU- UFCW, IATSE and others helped remember those who lost their lives on the job, including a 50-year-old warehouse worker, name unknown.



Below: Ohio AFL-CIO President Tim Burga and IUBAC 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/fatalities](https://www.osha.gov/fatalities)

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 first Trump administration removed workers' names from this list.) This list only includes workplace deaths that OSHA has investigated, which is approximately 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/ords/imis/inspectionNr.html](https://www.osha.gov/ords/imis/inspectionNr.html).

Date of Incident	City	Select State	Hazard Description	Inspection Number	Federal or State Plan	Citation Issued Related to Fatality
30/21/2024	SAVANNAH	GA	Ian Merendino (20) fatally struck by yacht tender.	1783381	Federal	No
30/14/2024	PLYMOUTH	MA	Daniel Chacuri Merocho (33) died in fall through	1781687	Federal	Yes

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.

State Occupational Injuries, Illnesses, and Fatalities

Overview of State data available

State data presenting the number and frequency of work-related injuries, illnesses, and total injuries are available from two BLS programs: the BLS Survey of Occupational Injuries and Illnesses (SOII) and the BLS Census of Fatal Occupational Injuries (CFOI). SOII provides estimates for nonfatal cases of work-related injuries and illnesses from participating States and Territories that are recorded by employers under Occupational Safety and Health Administration (OSHA) recordkeeping guidelines. CFOI publishes data on total cases of work-related injuries for all States, District of Columbia, New York City, and the U.S. territories of Puerto Rico, Virgin Islands, and Guam.

Notes: The number of States for which SOII data are available varies from year to year due primarily to changes in State participation in the SOII. Among participating States for which State-level estimates are available, the sample sizes often are not sufficient to generate estimates at the same level of detail as are available from the national estimates. The industries for which data are available also vary among States, primarily due to the differences in industry concentration and sample size from one State to the next. An asterisk (*) indicates that State estimates are available for both public and private industry.

Select a State below, or find your State on the map:

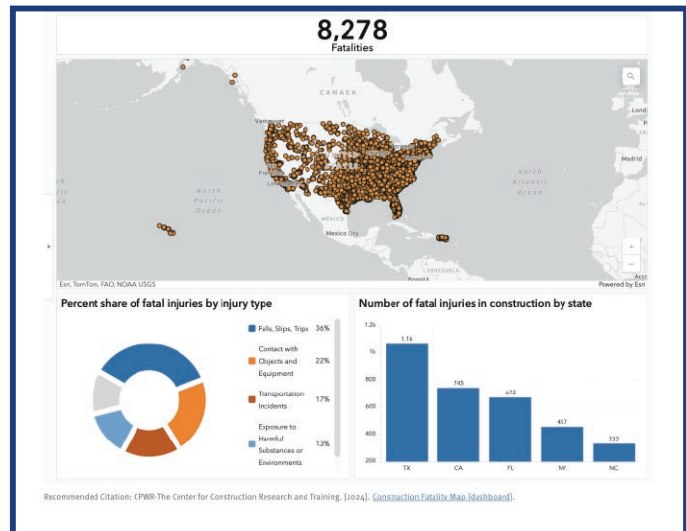
Select a State: Go

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 resource maps individual worker deaths in the construction industry. Each dot on the first map represents a construction worker fatality from any cause, and the map can be filtered to show fatalities caused by the four major causes of fatalities in construction: fall to a lower level, electrocution, struck by and caught-in/between. Click on the dot 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 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, using government data and such public sources 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 2022.

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**

- ABOUT THE DATABASE
- 2022 DATA
- HEAT DATA 2021-2022
- INTERACTIVE MAPS
- REPORT A WORKER FATALITY

AFL-CIO

AMERICA'S UNIONS

ELIZABETH H. SHULER
President

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