

GOOD JOBS. SAFE JOBS.



PROTECT OUR RIGHTS.

WORKERS MEMORIAL DAY • APRIL 28



2024

WORKERS MEMORIAL DAY TOOLKIT

AFL-CIO

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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.

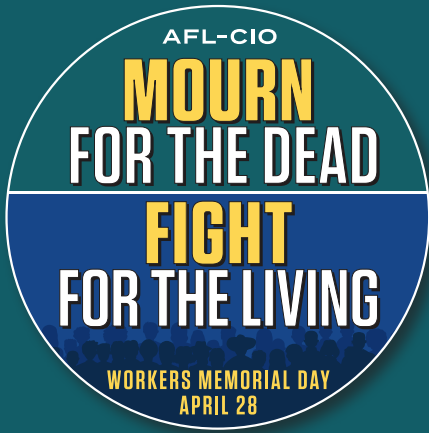
Together on this Workers Memorial Day, we elevate safe jobs and raise our collective voice to protect what we have—confronting attacks on regulations that keep our workplaces safe and demanding action to win stronger protections. We hold employers accountable to keep workers safe. We demand more resources 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



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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.

TRABAJOS BUENOS. TRABAJOS SEGUROS.

PROTEJAMOS NUESTROS DERECHOS.

Hace más de 50 años, el 28 de abril, el Día de Conmemoración de los Obreros Caídos, entró en vigor la Ley de Seguridad y Salud Ocupacional, prometiendo a cada trabajador el derecho fundamental a un trabajo con condiciones seguras.

La ley pasó gracias a los esfuerzos incansables del movimiento laboral, que se organizó para lograr condiciones de trabajo más seguras y demandó acción por parte del gobierno para proteger a los trabajadores. Desde entonces, los sindicatos y sus aliados han luchado arduamente para hacer realidad esa promesa, ganando protecciones bajo la ley que han hecho que los trabajos sean más seguros y han salvado vidas. Pero nuestra labor no ha terminado.

Cada día, mueren más de 340 trabajadores y más de 6.000 sufren lesiones y enfermedades debido a condiciones laborales peligrosas que son prevenibles.

Los trabajadores en todo el país están consiguiendo buenos empleos y empleos seguros a través de contratos sindicales que aseguran un mejor sustento y un futuro más seguro para ellos y sus familias. Un puesto en la mesa de negociación puede significar la vida o la muerte en el lugar de trabajo, garantizando que todos puedan regresar a casa al final de un turno, vivos y sin enfermedades laborales que afectan a muchos trabajadores. En todo Estados Unidos, los trabajadores se están organizando para establecer normas sólidas de salud y seguridad por parte de empleadores y gobiernos para mejorar las condiciones laborales.

Nuestros derechos de seguridad y salud laborales no se nos han dado gratuitamente. Los trabajadores han luchado por ellos durante décadas y aún lo hacen todos los días, desde el taller hasta los pasillos del Congreso. Los ataques contra la regulación han puesto en peligro nuestras condiciones laborales, estas amenazas podrían eliminar protecciones que damos por sentadas.

Los congresistas Republicanos están intentando quitarle financiamiento a la Administración de Seguridad y Salud Ocupacional (OSHA por sus siglas en inglés), eliminar fondos para la aplicación de la ley de seguridad minera y evitar el desarrollo de futuras regulaciones de seguridad y salud para los trabajadores.

Nuestra tarea no ha terminado. Debemos proteger los derechos que hemos ganado y seguir luchando por condiciones laborales más seguras. Las leyes de seguridad laboral de nuestra nación ya son demasiado débiles, dejando a muchos empleadores que violan la ley libre de responsabilidad. Las sanciones de OSHA aún son demasiado bajas para que sean un disuasivo. Los empleadores toman represalias contra los trabajadores que denuncian condiciones de trabajo peligrosas. Los trabajadores afrodescendientes, latinos e inmigrantes mueren de manera desproporcionada en sus labores. El calor, la violencia en el lugar de trabajo, las enfermedades infecciosas y las exposiciones a productos químicos son peligros y riesgos no controlados que deben ser discutidos. Los trabajadores aún no pueden unirse libremente a un sindicato sin recibir represalias por parte de sus empleadores.

Juntos, en este Día de Conmemoración de los Obreros Caídos, promovemos empleos seguros y alzamos nuestra voz colectiva para proteger lo que tenemos, enfrentando los ataques a las regulaciones que mantienen seguros nuestros lugares de trabajo y exigiendo acción para lograr protecciones más fuertes. Exigimos que los empleadores se hagan responsables de mantener seguros a los trabajadores. Demandamos más recursos del Congreso para las agencias de seguridad laboral de nuestra nación. Exigimos dignidad en el trabajo.

Continuaremos luchando por un puesto en la mesa de negociaciones y en los pasillos del gobierno para asegurar que los buenos empleos sean empleos seguros. Lucharemos para proteger nuestro derecho fundamental a un trabajo seguro hasta que esa promesa se cumpla.

ORDENE PÓSTERS Y CALCOMANIAS PARA SU EVENTO DEL DÍA DE CONMEMORACIÓN DE LOS OBREROS CAÍDOS

**CONMEMORE EL DÍA DE CONMEMORACIÓN DE LOS OBREROS CAÍDOS:
28 DE ABRIL DEL 2024**

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HONREMOS A LOS MUERTOS LUCHEMOS POR LOS VIVOS

DÍA DE CONMEMORACIÓN DE
LOS OBREROS CAÍDOS • 28 DE ABRIL

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DÍA DE CONMEMORACIÓN DE LOS OBREROS CAÍDOS: 28 DE ABRIL DEL 2024

Mientras recordamos a los que hemos perdido debido a condiciones laborales inseguras, debemos luchar para proteger nuestro derecho a un trabajo seguro. Debemos:

- Garantizar que todos los trabajadores tengan voz en sus lugares de trabajo para plantear preocupaciones de seguridad y el derecho a formar un sindicato libremente y sin interferencia ni intimidación por parte del empleador.
- Defender el derecho a que todos los trabajadores puedan elegir su propio representante durante una inspección de OSHA.
- Aumentar los esfuerzos para proteger a los trabajadores afrodescendientes, latinos e inmigrantes que se ven desproporcionadamente afectados y especialmente atacados por hablar en contra de condiciones laborales peligrosas.
- Incrementar los presupuestos de las agencias de seguridad laboral y mejorar la aplicación de la seguridad laboral.
- Obtener nuevas protecciones contra enfermedades producidas por el calor, la violencia en el lugar de trabajo, la exposición a la sílice en la minería, las enfermedades infecciosas, la exposición al asbesto y otros productos químicos tóxicos que son prevenibles y peligrosos.
- Aprobar la Ley de Protección de los Trabajadores de América (PAWA por sus siglas en inglés) para proporcionar protección de OSHA a los millones de trabajadores que carecen de ella, imponer sanciones penales y civiles más fuertes a las empresas que violan las leyes de seguridad y salud laborales y mejorar las protecciones en contra de represalias.
- Defender las protecciones de seguridad y salud laborales que han sido ganadas con mucho esfuerzo y combatir los ataques contra los derechos de protección a los trabajadores.

PLANIFIQUE Y COMPARTA SU EVENTO DEL DÍA DE CONMEMORACIÓN DE LOS OBREROS CAÍDOS

- Organice una campaña para exigir protecciones más fuertes de seguridad y salud utilizando nuestras herramientas digitales. Exija que los funcionarios electos pongan el bienestar de los trabajadores por encima de los intereses corporativos.
- Organice un evento en su lugar de trabajo para unirse y proteger el derecho fundamental a un trabajo seguro para todos los trabajadores y para hacer responsable a su empleador por su seguridad.
- Realice una vigilia con velas, un servicio conmemorativo o un minuto de silencio para recordar a aquellos que han muerto en el trabajo y para discutir los problemas de seguridad laboral en su comunidad.
- Organice eventos con miembros del Congreso en sus distritos. Involucre a trabajadores lesionados y familiares que puedan hablar de primera mano sobre la necesidad de protecciones sólidas de seguridad y salud, la capacidad de hablar en contra de condiciones de trabajo peligrosas y unirse en sindicatos para mantener los lugares de trabajo seguros. Invite a participar del evento a líderes religiosos y comunitarios locales y a otros aliados.
- Realice talleres para capacitar y empoderar a los trabajadores para que informen sobre peligros laborales y ejerzan sus derechos en el lugar de trabajo. Invite a participar a miembros de sindicatos, trabajadores no sindicalizados y aliados comunitarios.
- Cree un nuevo sitio conmemorativo en un lugar de trabajo o en una comunidad donde los trabajadores hayan fallecido en el trabajo.
- Cree y comparta una campaña fotográfica y de historias en redes sociales para recordar a los trabajadores que han muerto en el trabajo.
- Invite a la prensa a sus eventos del Día de Conmemoración de los Obrero Caídos para aumentar la conciencia pública sobre los peligros que enfrentan los trabajadores en el trabajo.
- Continúe responsabilizando a nuestros líderes y empleadores para proporcionar condiciones laborales seguras. Como movimiento laboral, lamentamos a los fallecidos y luchamos por los vivos el 28 de abril y todos los días del año.

[Ordene pósters y calcomanías del Día de Conmemoración de los Obreros Caídos para su evento.](#)

Próximamente estará disponible un manual de herramientas para la planificación de eventos, que incluirá perfiles estatales de seguridad y salud, así como materiales de comunicación de muestra.

SAMPLE TALKING POINTS FOR WORKERS MEMORIAL DAY 2024

GOOD JOBS. SAFE JOBS. PROTECT OUR RIGHTS.

- On April 28, 1971, the Occupational Safety and Health Act went into effect, promising every worker the fundamental right to a safe job. (In 1989, the AFL-CIO chose this date to observe Workers Memorial Day.)
- That law was won in 1970 because of the tireless efforts of the labor movement and allies, who drew major attention to work-related deaths, disease and injuries, organized for safer working conditions and demanded action from their government.
- For more than 50 years, unions and our allies have fought hard to make that promise a reality—winning protections in workplaces, and federal and state regulations that have made jobs safer and saved lives. But there is much more work to be done moving forward.
- This election year, worker rights to a safe job are seriously threatened. Congressional Republicans are attempting to defund the Occupational Safety and Health Administration (OSHA) and remove job safety enforcement funding. Anti-regulatory attacks have put our working conditions in danger—threats that would remove protections on the books we take for granted.
- President Biden has strengthened job safety enforcement numbers to hold bad-acting employers accountable and has issued worker safety rules, such as the asbestos ban and the rule to protect workers and communities from explosions at chemical facilities.
- 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 are facing extraordinary job fatality rates and disproportionate exposures to many job safety and health hazards. These workers often work in dangerous industries and experience exploitation and retaliation by their employers.
- Immigrant workers are particularly vulnerable due to their immigration status. And subcontractors have exploited this, going as far as placing migrant children to work in dangerous conditions on assembly lines and cleaning in meatpacking plants.
- Child labor laws are under attack and being weakened, exploiting children for dangerous work instead of fixing the hazards to make workplaces safer for all workers.
- The impact of workplace hazards is extensive: Workers and their families pay with their lives and livelihoods. Workplace injuries and illnesses shift costs from employers to workers, and can limit working people’s opportunities and quality of life for decades.
- But workplace injuries, illnesses and deaths are preventable.
- Unions are fighting for safe jobs for everyone—regardless of race, gender, employment relationship or background. We fight for strong standards and employer practices to save lives. We educate working people on their rights to keep our most vulnerable from being silenced.

- Because of this, workers are coming together across all industries demanding job safety protections. [Talk about how workers in your area/workplace are working together to demand safer working conditions.] Some examples include:
 - Hotel workers organizing after their co-workers were severely injured when required to operate equipment without the necessary staff.
 - Health care workers organizing after being exposed to infectious diseases without protections.
 - Manufacturing and warehouse workers organizing as they see subcontracting practices lower safety standards in their workplaces.
 - Workers in digital technology organizing because they are burned out and face unbearable production pressures.
- Workers have had enough of watching their co-workers injured in the name of corporate greed—we are demanding dignity at work!
- We are tired of Republican attacks on safety agency budgets that make our workplaces more dangerous.
- As we grow our movement, we must use our voices to advocate for a strong, inclusive workplace safety agenda to ensure all people have the opportunity for a better life.
- Too many employers and workers never see OSHA in the workplace. Penalties still are too low to be a deterrent. Workers are not adequately protected without retaliation to speak out against unsafe working conditions.
- Corporations exploit weakness in our job safety laws and the lack of oversight resources, putting workers in danger. Employers cut corners and blame workers, but refuse to address the root causes of unsafe workplaces for the sake of profit.
- We need employers to be held accountable through stronger criminal and civil penalties for companies that seriously violate job safety laws.
- Workers must be able to choose their own representation during an OSHA inspection to provide health and safety expertise on their behalf.
- We are fighting for an increase in safety agency budgets and resources to expand their enforcement and standard-setting efforts to protect the safety and health of all workers.
- We are calling for stronger anti-retaliation protections to be put in place for all workers, but especially Black, Latino and immigrant workers, who are disproportionately killed and injured on the job and especially targeted for speaking up against unsafe working conditions.
- We must win new protections from workplace violence, heat illness, 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 organize to protect our rights and fight for safe jobs now!

AFL-CIO Safety and Health, March 2024

BIDEN ADMINISTRATION'S WORKER SAFETY AND HEALTH RECORD

Finalized Worker Protection Rules That Save Lives

- Banned and phased out all current uses and imports of chrysotile asbestos.
- Reinstated a risk management rule to prevent and reduce the impact of hazardous chemical releases from facilities that use, manufacture and store chemicals.
- Reinstated a final injury tracking rule that requires large employers to electronically submit workplace injury data to the Occupational Safety and Health Administration (OSHA) so that hazards can be identified, and injuries and illnesses prevented.
- Issued emergency temporary rules to protect health care workers from COVID-19.
- Issued hazard alerts on workplace heat exposures and severe injuries in food processing.

New Protections Are Coming Soon

- Proposed to protect emergency responders through a modernization of OSHA's emergency response.
- In the final stages of issuing a rule to clarify workers' right to choose their own representative during OSHA inspections.
- In the final stages of issuing a rule that would provide miners the same level of protection from deadly silica dust as other workers, as advanced technology increases hazardous dust levels in mines, resulting in increased silica-related disease.
- In the final stages of issuing a rule to ban methylene chloride (used in paint strippers and other uses) in commercial settings and require a worker chemical protection program.
- In the final stages of issuing a rule to require all construction workers, including women, to be provided with personal protective equipment that fits them. This would give the same protections to construction workers that other workers already have.
- Plans to propose risk evaluation to address the risks of "legacy" asbestos still present in our old buildings and infrastructure, by the end of 2024.
- Prioritized proposed rules to protect workers from heat, workplace violence and infectious disease exposures.

Strengthened Enforcement Resources for Job Safety Agencies to Protect Workers

- Issued national emphasis programs to protect indoor and outdoor workers from heat exposure and to reduce and prevent workplace hazards in warehouses and distribution centers.
- Strengthened the silica national emphasis program to protect countertop workers from silica exposure and silicosis.
- Expanded OSHA's Severe Violators Enforcement Program (SVEP) to more employers with repeat violations and more hazards.

- Expanded the use of corporatewide settlements to seek the correction of recurring violations and hazards at all of the corporation's facilities.
- Issued a new policy to ensure OSHA can issue the maximum penalties possible to bad-acting employers through instance-by-instance citations.
- Increased OSHA enforcement by increasing the number of inspectors, significant inspections, and issuance of willful and repeat violations.
- Proposed increases in funding for job safety agencies: OSHA and the Mine Safety and Health Administration (MSHA).
- Enhanced child labor enforcement to ensure employers maintain safe workplaces instead of exploiting vulnerable workers and children in dangerous work settings.

Increasing Access to Information and Input, and Protecting the Most Vulnerable Workers

- Modernized the regulatory review process to improve public participation, transparency, efficiency and inclusivity in developing our regulations.
- Instituted equity considerations in the cost-benefit analysis when developing a regulation to ensure that women and vulnerable workers are treated equally.
- Instituted status protections for immigrant workers who are victims of workplace health and safety violations or crimes through prosecutorial discretion and certification of U/T visas.
- Signed an agreement between the Department of Labor and National Labor Relations Board to strengthen whistleblower protections.
- Issued a policy on artificial intelligence to ensure it does not undermine rights, worsen job quality, encourage undue worker surveillance, lessen market competition, introduce new health and safety risks, or cause harmful labor force disruptions.

Prepared by the AFL-CIO, March 2024

TRUMP ADMINISTRATION'S WORKER SAFETY AND HEALTH RECORD

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) RMP 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 the National Institute for Occupational Safety and Health's job safety research under the Centers for Disease Control and Prevention.
- 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 all non-PEL 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 head OSHA position and four of five seats on the U.S. Chemical Safety Board.

Prepared by the AFL-CIO, September 2020

OSHA WALKAROUND REPRESENTATION DESIGNATION PROCESS

Workers have the option to choose their own representation during Occupational Safety and Health Administration (OSHA) inspections. A final rule expected soon would clarify and codify this right.*

This rule would:

- Formalize the right for all workers to designate a representative (union representative, worker advocate, other trusted person) to walk around with OSHA on the worksite during an inspection.
- Apply to union and nonunion workers and workplaces.
- Apply to union and nonunion representation.
- Keep workers' rights during OSHA inspections consistent with workers' rights under the Mine Safety and Health Act (MSHA).
- Clearly permit union and other experts to aid workers to identify safety issues, ensure worker trust in the investigation process and make workplaces safer.

This rule would level the playing field for workers since employers already may choose their own external representation during OSHA inspections. Employers already have representation rights during OSHA investigations, and their rights would not change because of this rule.

Worker representation during OSHA investigations is not a new idea or a new right. Participation rights have always existed under OSHA, but have been eroded in practice. Workers need to know their rights and need to be protected by this regulation so they can exercise their rights. Workers' representation rights should not be up to the employer or an OSHA inspection officer to determine who is necessary to be their representative.

Worker representation throughout OSHA investigations:

- Has significantly helped OSHA investigations and led to hazard remedies that make workplaces safer.
- Brings important expertise and knowledge to the investigative process, even when the representative does not work for the employer and even when they are not a safety professional.

OSHA's authority to issue this rule is clear. We need a final rule now.

* OSHA issued a proposed rule in September 2023 and is expected to finalize these protections soon.

AFL-CIO Safety and Health, March 2024

PREVENT HEAT ILLNESS AND INJURY IN THE WORKPLACE

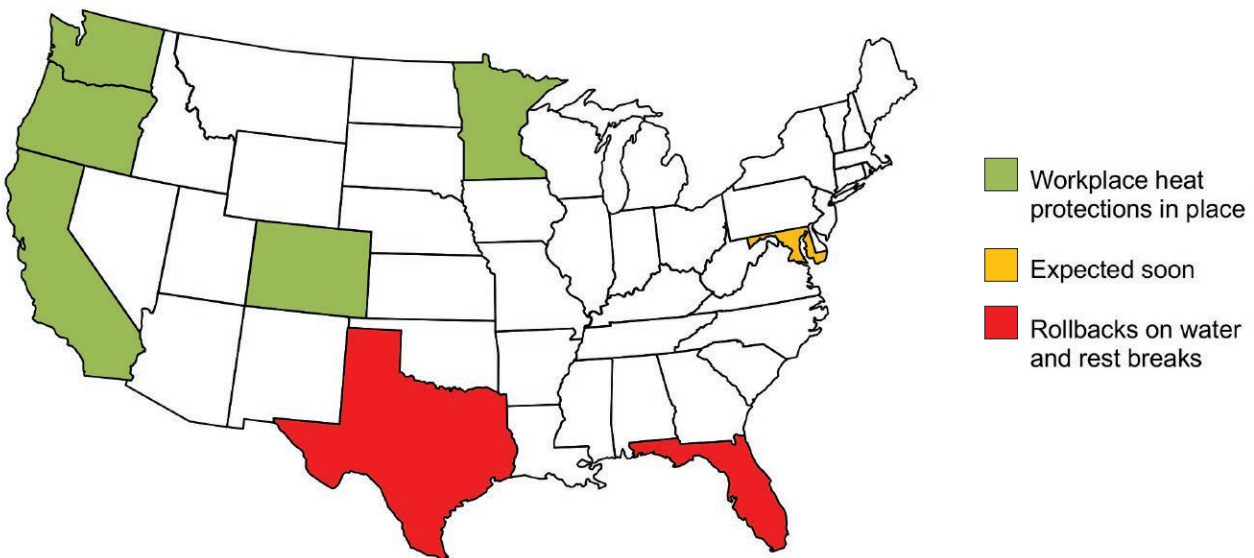
Working in hot and humid conditions, outdoors and indoors, puts workers at risk of heat stress, heat exhaustion, cramps, heat rash and heat stroke, which can result in death. Each year, dozens of workers die and thousands more become ill from heat exposure. The risk from occupational heat exposures is increasing as the global temperature is rising, and there are no enforceable standards to protect workers.

QUICK FACTS:

- Between 1992 and 2020, heat stress killed 963 workers and caused nearly 33,000 serious lost-time injuries and illnesses.
- In 2022, the U.S. Bureau of Labor Statistics reported that 43 workers died from exposure to environmental heat, a 19% increase from the previous year, 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.

Several states have issued enforceable standards to protect workers from heat illness in the absence of federal OSHA—including California (outdoor only, indoor coming soon), Colorado (in agriculture), Minnesota (indoor only), Oregon (indoor and outdoor) and Washington (outdoor only, indoor coming soon), and Maryland will soon (indoor and outdoor)—but the majority of workers across the country remain unprotected. Texas and Florida have issued policies preventing local jurisdictions from requiring water and rest breaks.



The Biden administration has taken steps to protect workers from heat illness and injury, including establishing a Heat Injury and Illness Prevention Work Group of the National Advisory Committee on Occupational Safety and Health, and OSHA is expected to issue a proposed rule for public comment.

Tell Congress to pass the Asunción Valdivia Heat Illness, Injury and Fatality Prevention Act (H.R. 4897, S. 2501) to ensure federal OSHA issues a final rule.

Heat illness and injury prevention plans:

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

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

Source: U.S. Department of Labor, Bureau of Labor Statistics. Census of Fatal Occupational Injuries 2022 data; Survey of Occupational Injuries and Illnesses 2022 data.

AFL-CIO Safety and Health, March 2024

PROTECT WORKERS FROM VIOLENCE ON THE JOB

QUICK FACTS:

- Workplace violence is a serious and growing problem for workers in America.
- Workplace violence is a leading cause of death on the job. One of every seven workplace deaths results from workplace violence—more than from toxic exposures or fires and explosions.
- Workplace violence led to more than 130,000 serious, lost-time injuries for workers between 2021 and 2022.¹
- Health care and social service workers are at greatest risk of violence on the job because of their direct contact with patients and clients.
- In the last 15 years, the rate of serious workplace violence injuries increased by 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

(H.R. 2663, S. 1176) would require the Occupational Safety and Health Administration (OSHA) to issue a workplace violence prevention standard, requiring employers in the health care and social service sectors to develop and implement a plan to protect their employees from workplace violence. The legislation has passed the U.S. House of Representatives in previous congressional sessions with bipartisan support. **Congress must act on this legislation now.**

WORKPLACE VIOLENCE PREVENTION PLANS:

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

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

- 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 Source: U.S. Department of Labor, Bureau of Labor Statistics. Census of Fatal Occupational Injuries 2022 data; Survey of Occupational Injuries and Illnesses 2022 data. Excludes animal- and insect-related incidents.

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.

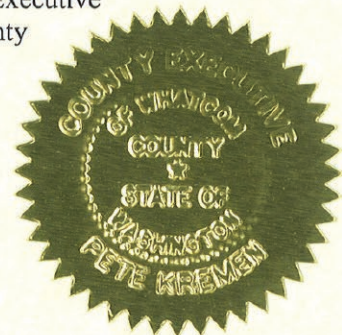
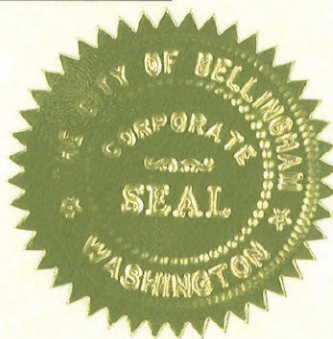
Signed this 19th day of April, 2011.

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 2024 WORKERS MEMORIAL DAY LETTERS TO THE EDITOR

Dear Editor,

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

Each day, more than 340 people across the United States die from on-the-job injuries and illnesses, impacting their families' lives and livelihoods on top of insurmountable loss. These losses are preventable through commonsense measures—and our elected leaders have the power to fix this significant problem.

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 are calling on federal, state and local policymakers to provide worker protection agencies with the resources they need to issue strong standards to enforce dangerous conditions.

[STATE] working families and their unions are speaking out for our fundamental right to a safe job. We must fight to protect our job safety rights from rollbacks and political attacks, and renew the call for safer working conditions.

Sincerely,
[NAME]
[HOMETOWN]

Dear Editor,

April 28 is Workers Memorial Day, a day where we mourn for those who lost their lives on the job and fight for all workers to have the freedom to work safely. Our workplace safety and health protections are not freely given. Elections matter. Anti-regulatory attacks have put our working conditions in danger—threats that would remove protections on the books we take for granted. Congressional Republicans are attempting to defund the Occupational Safety and Health Administration (OSHA) and remove job safety enforcement funding. Our job safety laws already are too weak and our job safety agencies are under-resourced. Penalties still are too low to be a deterrent for bad-acting employers.

There are many issues we should consider when making choices on our ballots this fall. But let's not forget about worker safety. From the presidency on down to our local elected leaders, the health and safety of working people is on the ballot in November. I urge the editorial board of [NEWS OUTLET NAME] to ask tough questions on worker safety of any candidate running for office. I also hope constituents will make sure candidates tell us what their positions on these issues are. No one should have to go to work wondering whether they'll return home safely after their shift.

Sincerely,
[NAME]
[HOMETOWN]

Dear Editor,

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

Last year, more than 125,000 workers in the United States were killed and millions more suffered injury or 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.

Far too many workers die from preventable safety hazards. Being safe at work is a fundamental right—and under the law, employers must provide workplaces free from hazards.

Unions are fighting for good and safe jobs for everyone. Winning strong standards in the halls of government raises the standards of practice on the shop floor. We are committed to protecting and making real our fundamental right to a safe job. We won't stop until Congress increases funding for job safety agencies like the Occupational Safety and Health Administration (OSHA), until we have stronger standards to protect against harmful exposures and dangerous conditions, and until we improve anti-retaliation protections so that workers can raise safety concerns on the job. Because enough is enough.

Sincerely,
[NAME]
[HOMETOWN]

SAMPLE 2024 WORKERS MEMORIAL DAY EVENT ADVISORY

Media Advisory for [DATE]

Contact: [NAME, PHONE NUMBER]

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

[STATE] Working Families are Speaking Up and Calling for Critical Workplace Protections

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

[EVENT PARTICIPANTS—SICK WORKERS/FAMILY MEMBERS] will share their stories at the [EVENT/ACTION], reflect on those they have lost and renew the call to policymakers for stronger worker protections and job safety resources. Workers will call for protections as a fundamental right and highlight the need for workers to have the right to organize in their workplaces to win safer working conditions and a better life.

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

WHEN: [DATE AND TIME]

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

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

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

###

SAMPLE 2024 WORKERS MEMORIAL DAY POST-EVENT RELEASE

For Immediate Release

Contact: [NAME, PHONE NUMBER]

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

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

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

“Everyone has the right to a safe workplace. Working people and our families deserve to know we will make it home at the end of the day unharmed,” said [NAME, TITLE]. “Yet, too many [STATE] families are mourning their loved ones. We’re here to fight together and protect our job safety rights from rollbacks and attacks.”

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

“It’s time for action to protect workers from life-threatening job hazards that have plagued our workplaces, from workplace violence that is not just ‘part of the job,’ from heat illness as we enter warmer weather and so many more,” [HE/SHE/THEY] said. “All working people deserve safe and family-sustaining jobs, and we’re not going to stop fighting until that promise becomes a reality.”

In 2022, [#] workers were killed on the job in [STATE], while many more suffered from occupational illnesses or were injured on the job. Corporations put profits over safety. Too many employers and workers never see OSHA in the workplace. Penalties still are too low to be a deterrent. Workers are not adequately protected from retaliation when speaking out against unsafe working conditions. Congressional Republicans are trying to cut job safety agency budgets so they cannot enforce the law in dangerous workplaces.

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

###

SAMPLE 2024 LATINO WORKERS MEMORIAL DAY EVENT ADVISORY

Media Advisory for [DATE]

Contact: [NAME, PHONE NUMBER]

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

*[STATE] Latino Working Families are Speaking Up and Calling
for Critical Workplace Protections*

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

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

Too many Latino workers face disease, major injury and death while laboring in dangerous jobs with inadequate safeguards. Data show that Latino workers are at greater risk of workplace injuries and death, compared with all workers—with the highest job fatality rate in 15 years.

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

WHEN: [DATE AND TIME]

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

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

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

###

MUESTRA PARA 2024 DE BOLETÍN DE EVENTO DE TRABAJADORES LATINOS CONMEMORANDO EL DÍA DEL TRABAJADOR CAÍDO

Boletín de prensa para [FECHA]

Contacto: [NOMBRE, NÚMERO DE TELÉFONO]

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

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

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

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

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

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

¿CUÁNDO? [FECHA Y HORA]

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

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

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

###

SAMPLE 2024 LATINO WORKERS MEMORIAL DAY POST-EVENT RELEASE

For Immediate Release

Contact: [NAME, PHONE NUMBER]

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

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

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

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

“Our leaders in government and business should be protecting working people’s lives above all else,” said [DIFFERENT NAME, TITLE]. “It’s time for action to protect workers from life-threatening job hazards that have plagued our workplaces, and we are calling for stronger anti-retaliation protections to be put in place for all workers,” [HE/SHE/THEY] said. “All working people deserve safe and family-sustaining jobs, and we’re not going to stop fighting until that promise becomes a reality.”

In 2022, [#] workers were killed on the job in [STATE], including [#] Latino workers, while thousands more suffered from occupational illnesses or were injured on the job. Corporations put profits over safety. Too many employers and workers never see OSHA in the workplace. Penalties still are too low to be a deterrent. Workers are not adequately protected from retaliation when speaking out against unsafe working conditions.

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

Too many Latino workers face disease, major injury and death while laboring in dangerous jobs with inadequate safeguards. Data show that Latino workers are at greater risk of workplace injuries and death compared with all workers—with the highest job fatality rate in 15 years.

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

###

MUESTRA DE COMUNICADO DE PRENSA DESPUÉS DEL EVENTO EN 2024 de TRABAJADORES LATINOS PARA CONMEMORAR AL TRABAJADOR CAÍDO

Para su inmediata publicación

Contacto: [NOMBRE, NÚMERO DE TELÉFONO]

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

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

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

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

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

En 2022, [NÚMERO] trabajadores murieron en el empleo en [ESTADO], incluyendo a [NÚMERO] trabajadores latinoamericanos, mientras otros miles padecieron enfermedades ocupacionales o quedaron lesionados en el trabajo. Las corporaciones de negocios ponen las ganancias por encima de la seguridad. Son demasiados los empleadores y trabajadores que nunca ven a la OSHA en el sitio de trabajo. Las multas son todavía demasiado bajas como para disuadir. Los trabajadores no están adecuadamente protegidos de las represalias cuando alzan la voz contra las condiciones de trabajo riesgosas.

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

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

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

###

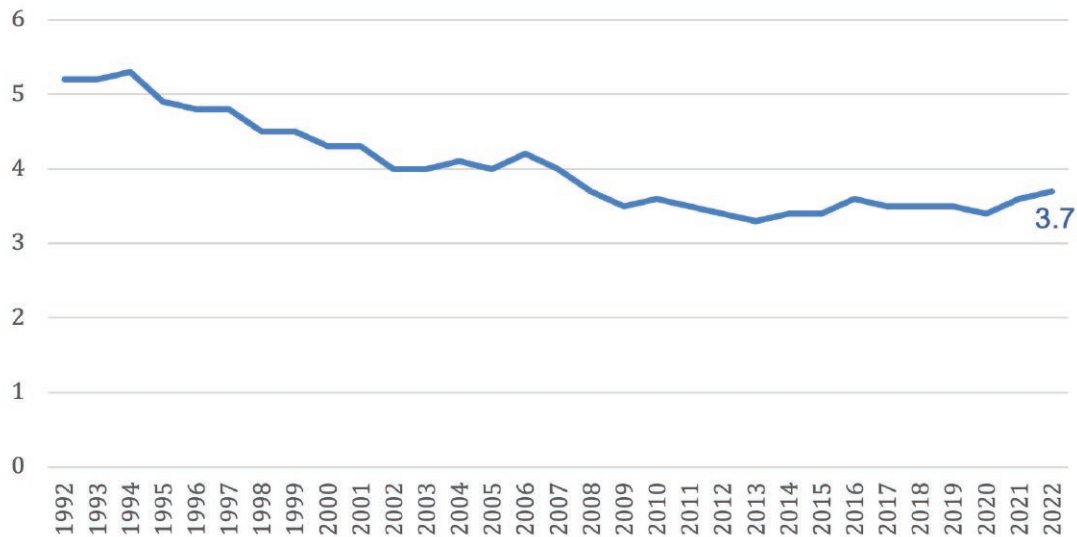
SAFETY AND HEALTH FACTS, 2024

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

- Nearly 690,000 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 2022—the most recent year of reported data—5,486 workers lost their lives from job-related traumatic injuries, and an estimated 120,000 died from occupational diseases (not including COVID-19).
- In 2022, employers reported 2.8 million injuries and illnesses in private sector workplaces, and 700,400 injuries and illnesses in state and local public sector workplaces.¹

On average, more than 340 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 increased in 2022, with private industry employers reporting 45.2 cases per 10,000 workers compared with 37.7 cases in 2021. The increase was driven by a rise in the respiratory illness rate, which rose from 27.8 cases per 10,000 workers in 2021 to 35.8 cases in 2022. Many illnesses, including COVID-19, remain underreported.
- A significant number of serious workplace injuries are musculoskeletal disorders, caused by repetitive motions, bending and twisting while handling material, vibration and prolonged positions. For more than 30 years, MSDs have been the largest type of job injury and have accounted for more than 20% of serious workplace injuries and illnesses.
- Private sector employers reported injuries at a rate of 2.7 per 100 workers.

¹ In 2020, the Bureau of Labor Statistics published new procedures that alter the reporting of nonfatal workplace injuries and illnesses. Instead of publishing detailed data on serious injuries that involve days away from work, job transfer or job restriction annually, it is now published biennially. This decreases the frequency of reported data on significant hazards, including ergonomics and workplace violence; 2021 and 2022 data were published together in 2023.

The Bureau of Labor Statistics 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. The true toll of COVID-19 illnesses is expected to be exponentially higher than the numbers reported to BLS and other agencies.

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

WORKERS NEED STRONGER SAFETY AND HEALTH PROTECTIONS

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

Industry Sector	Fatality Rate* 1992	Fatality Rate* 2022
All Industries	5.2	3.7
Agriculture, Forestry, Fishing and Hunting	24.0	18.6
Mining, Quarrying, and Oil and Gas Extraction	27.0	16.6
Transportation and Warehousing	13.0	14.1
Construction	14.0	9.6

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

- Fatality rates in the mining industry have decreased significantly over time, but mining still is very dangerous. In 2023, there were 40 mining safety fatalities—nine in coal and 31 in metal and nonmetal mines. Additionally, lung disease from occupational silica exposure remains a significant issue for miners.
- Black workers are at an increased risk of work-related deaths, with a job fatality rate of 4.2 per 100,000 workers, a sharp increase from recent years. In 2022, 734 Black workers died from traumatic injury (not including COVID-19 and chronic illnesses), the highest number in more than two decades.
- Latino workers are at increased risk of work-related deaths, with a fatality rate of 4.6 per 100,000 workers. The fatality rate for Latino workers declined significantly from its peak fatality rate of 6.0 in 2001, but has increased 24% since 2018 and is the highest rate since 2007. In 2022, there were 1,248 Latino worker deaths from traumatic injury (i.e., not including COVID-19 and chronic illnesses), compared with 1,130 Latino worker deaths in 2021.
- In 2022, 55% of Latino workers who died on the job were immigrant workers. Immigrant workers have a disproportionate rate of injuries, illnesses and fatalities in the workplace largely because they work in dangerous industries, may be particularly vulnerable due to their immigration status and are more likely to be subject to employer exploitation.

- Workers 65 and older have 2.4 times the risk of dying on the job than all workers, with a fatality rate of 8.8 per 100,000 workers in 2022. Workers ages 55–64 also are at increased risk, with a fatality rate of 4.6 per 100,000 workers. In 2022, 35% of all fatalities (1,936 deaths) occurred in workers ages 55 years and older, with 761 of these deaths occurring in workers ages 65 years and older.
- Workplace violence continues to be a significant cause of serious nonfatal injuries. Women workers in health care and social assistance face the greatest risk of injury, and workers in other public-facing jobs also are at increased risk of workplace violence injuries. There currently is no federal workplace violence standard, with only a few states addressing the problem on their own. In 2022, there were 524 workplace homicides, a 9% increase from the year before, and 267 workplace suicides, a 13% increase from the year before.
- 7.9 million state and local public employees still lack Occupational Safety and Health Administration (OSHA) protection. The injury and illness rate for state and local public employees was 4.9 per 100 workers—81% higher than the injury and illness rate for the private sector workforce (2.7 per 100 workers).
- Employers' increased use of temporary workers, independent contractors and misclassification of employees as contractors to reduce costs and shift responsibility deprives workers of protections and has made it more difficult to hold employers accountable for meeting their responsibilities. Temporary and other contract workers often work in dangerous jobs with no safety and health protections or training, including migrant children, while child labor laws are being weakened.
- Most workplace chemical hazards are unregulated. Since its creation, OSHA has issued comprehensive standards for only 32 toxic chemicals. Industry groups have attacked OSHA's ability to issue protections from chemicals, increasing the burden for the agency to issue standards. OSHA's permissible exposure limits for chemical hazards remain outdated, and many other chemicals lack regulation altogether, leaving millions of workers sick and dying from workplace chemical exposures.
- Other major safety and health concerns facing workers today include issues of work organization, such as increased hours of work, intensification of work due to downsizing, increased pace of work and inadequate staffing. These issues have been exacerbated by the pandemic.

OSHA IS UNDERFUNDED AND UNDERSTAFFED; PENALTIES ARE TOO LOW

State OSHA plans have a combined 1,022 inspectors and federal OSHA has 853 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 2022 budget of \$632 million, amounting to \$3.99 per worker.

There is
one OSHA
inspector
for every
79,800
workers.

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

Penalty for a Serious Violation of the OSH Act

In FY 2022, the average penalty for a serious violation of the OSH Act was only \$4,597 for federal OSHA and \$2,406 for OSHA state plans combined.

MUCH WORK REMAINS TO BE DONE

- The Occupational Safety and Health Act is more than 50 years old and is out of date. Millions of workers lack coverage, penalties are weak, and worker and union rights are very limited. Health care workers in state and local government hospitals and correctional facilities, and workers in other essential government services in 23 states still do not have any OSHA protections.
- Thousands of workers still face retaliation by their employers for raising job safety concerns and for reporting injuries. The OSH Act's whistleblower and anti-retaliation provisions are too weak to provide adequate protection to workers who try to exercise their legal rights.
- Congress must make a strong commitment to ensure that workplace safety agencies are able to fulfill their duty to protect all workers. This must include an increased budget for the development and enforcement of protections, and the expansion of the statute to ensure all workers are afforded the protections of the OSH Act and that employers are held responsible for keeping their workplaces safe from all current and emerging hazards.
- The labor movement must organize for safe jobs, so that every worker can return home at the end of the day, unharmed.

² Under the OSH Act, the maximum penalty for a serious violation of the law had been only \$7,000. In 2015, Congress passed a law that adjusted OSHA penalties for inflation. The maximum penalty for a serious violation is now \$16,131, and the maximum penalty for a willful or repeat violation is \$161,323.

AFL-CIO Safety and Health, March 2024

Profile of Workplace Safety and Health in the United States

State	Fatalities 2022 ¹			Injuries/Illnesses 2022 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		
Alabama	74	3.6	21	33,500	2.3	4,057	39	24	0	161	Federal
Alaska	20	5.1	39	6,500	3.3	3,814	41	2	9	58	State
Arizona	103	3.2	17	69,500	3.1	3,446	43	3	25	309	State
Arkansas	75	6.1	43	23,200	2.5	7,210	2	9	0	278	Federal
California	504	2.9	9	419,300	3.6	8,660	1	9	182	241	State
Colorado	89	3.1	14	54,800	2.8	5,029	15	26	0	223	Federal
Connecticut	34	2.0	2	35,700	3.2	4,277	34	14	6	199	Federal ⁵
Delaware	17	3.7	25	8,300	2.6	5,550	9	5	0	178	Federal
Florida	307	3.1	14	N/A	N/A	4,934	18	69	0	336	Federal
Georgia	209	4.3	30	N/A	N/A	4,403	28	45	0	253	Federal
Hawaii	25	3.5	20	15,000	3.2	3,389	44	4	10	106	State
Idaho	39	4.4	34	N/A	N/A	4,633	22	1	0	250	Federal
Illinois	177	3.0	12	112,500	2.7	4,341	32	66	9	133	Federal ⁵
Indiana	156	5.0	38	62,400	2.9	1,601	49	1	38	181	State
Iowa	56	3.6	21	35,500	3.3	5,476	10	1	24	197	State
Kansas	52	3.8	26	27,800	2.9	4,193	37	15	0	142	Federal

Profile of Workplace Safety and Health in the United States

State	Fatalities 2022 ¹			Injuries/Illnesses 2022 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	71	3.9	28	40,600	3.0	6,335	3	0	22	158	State
Louisiana	120	6.4	45	21,400	1.6	5,565	8	8	0	338	Federal
Maine	23	3.8	26	19,900	5.0	4,390	30	6	2	157	Federal ⁵
Maryland	80	2.8	5	42,600	2.4	6,124	6	4	40	151	State
Massachusetts	81	2.4	3	67,400	2.7	4,600	24	42	8	164	Federal ⁵
Michigan	139	3.2	17	83,600	2.8	1,340	50	2	67	87	State
Minnesota	81	2.8	5	73,100	3.7	6,261	4	6	38	150	State
Mississippi	78	6.9	48	N/A	N/A	4,224	35	9	0	204	Federal
Missouri	121	4.4	34	55,900	2.8	5,216	13	22	0	221	Federal
Montana	25	4.8	37	11,800	3.6	3,126	46	6	0	187	Federal
Nebraska	57	5.8	42	20,200	3.1	5,309	12	10	0	174	Federal
Nevada	60	4.3	30	34,600	3.4	4,407	27	3	39	108	State
New Hampshire	19	2.8	5	N/A	N/A	4,219	36	10	0	132	Federal
New Jersey	116	2.7	4	69,200	2.4	4,944	17	44	10	144	Federal ⁵
New Mexico	57	6.8	46	12,400	2.3	4,393	29	0	11	297	State
New York	251	2.9	9	138,900	2.3	4,614	23	61	30	202	Federal ⁵

Profile of Workplace Safety and Health in the United States

State	Fatalities 2022 ¹			Injuries/Illnesses 2022 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	217	4.6	36	74,300	2.2	3,611	42	2	82	186	State
North Dakota	37	9.8	49	N/A	N/A	5,652	7	7	0	119	Federal
Ohio	153	3.0	12	88,600	2.3	5,077	14	55	0	133	Federal
Oklahoma	70	4.0	29	30,500	2.8	4,134	38	13	0	227	Federal
Oregon	55	2.8	5	50,600	3.9	5,026	16	3	79	65	State
Pennsylvania	183	3.1	14	123,400	2.9	5,383	11	64	0	151	Federal
Rhode Island	7	1.4	1	N/A	N/A	4,388	31	10	0	124	Federal
South Carolina	132	6.1	43	34,100	2.3	1,849	47	1	21	521	State
South Dakota	27	5.6	40	N/A	N/A	4,524	25	7	0	134	Federal
Tennessee	173	5.7	41	55,400	2.4	4,456	26	3	31	127	State
Texas	578	4.3	30	178,800	1.9	4,341	32	99	0	191	Federal
Utah	57	3.6	21	27,500	2.5	1,729	48	0	15	193	State
Vermont	11	3.6	21	7,400	3.9	3,930	40	0	7	187	State
Virginia	144	3.4	19	61,200	2.3	3,327	45	2	40	179	State
Washington	104	2.9	9	89,600	3.9	4,662	21	3	133	47	State
West Virginia	48	6.8	46	14,800	3.3	6,173	5	7	0	183	Federal

Profile of Workplace Safety and Health in the United States

State	Fatalities 2022 ¹		Injuries/Illnesses 2022 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	125	4.3	30	58,900	3.0	4,721	20	41	0	119	Federal
Wyoming	34	12.7	50	5,100	3.0	4,861	19	0	6	190	State
Total or National Average:	5,486	3.7		2.8 Million	2.7	3,502⁹		1,875¹⁰		166¹¹	

¹The state fatality rates are calculated by BLS as deaths per 100,000 workers. The total number includes 15 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 2023. 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 2023. State plan CSHOs provided by OSHA's Directorate of Cooperative and State Programs and includes "on board" safety and health CSHOs from the FY 2023 State Plan Grant Applications as of July 1, 2023. 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-two 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 2022 and the number of OSHA inspections in FY 2023. 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 \$4,597 per citation; state plan OSHA states average \$2,406 per citation.

¹⁰Total number of nonsupervisory CSHO inspectors includes 853 federal OSHA inspectors and 1,022 state OSHA inspectors, including four inspectors in the Virgin Islands and 40 in Puerto Rico.

¹¹Frequency of all covered establishments for all states combined. Average inspection frequency for federal OSHA states is once every 186 years; inspection frequency of covered establishments for state OSHA plan states is once every 146 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, 2022^{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	74	—	—	LA	120	17	13	OH	153	8	—
AK	20	—	—	ME	23	—	—	OK	70	9	—
AZ	103	34	15	MD	80	11	—	OR	55	7	3
AR	75	9	—	MA	81	8	4	PA	183	16	5
CA	504	252	161	MI	139	7	3	RI	7	—	—
CO	89	31	14	MN	81	6	3	SC	132	13	6
CT	34	8	—	MS	78	4	—	SD	27	—	—
DE	17	—	—	MO	121	17	—	TN	173	21	17
FL	307	104	80	MT	25	—	—	TX	578	269	166
GA	209	36	28	NE	57	4	4	UT	57	12	8
HI	25	—	—	NV	60	16	10	VT	11	—	—
ID	39	—	—	NH	19	—	—	VA	144	27	19
IL	177	25	19	NJ	116	33	22	WA	104	24	15
IN	156	12	7	NM	57	30	6	WV	48	—	—
IA	56	—	—	NY	251	64	48	WI	125	13	10
KS	52	5	5	NC	217	44	27	WY	34	—	—
KY	71	10	7	ND	37	4	—	Total³	5,486	1,210	725

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 data, including all foreignborn worker fatality 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, IATSE and others helped remember those who lost their lives on the job, including a 50-year-old warehouse worker whose name was unknown.



Below: Ohio AFL-CIO President Tim Burga and 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.



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



Below: The Los Angeles Labor Federation, 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.



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

OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION

Landing page:

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

This OSHA resource provides detailed information on worker fatalities and catastrophes reported to OSHA, such as the date, workplace name/city/state, description of the event, associated inspection number and whether OSHA issued any citations. (The Trump administration removed the workers' names from this list.) This list only includes workplace deaths that OSHA has investigated, which is approximately only one-third of workplace deaths each year. OSHA lists these fatalities by fiscal year (FY); for example, FY 2022 includes fatalities from Oct. 1, 2021, through Sept. 30, 2022. You can use the inspection number to look up more detailed information about the inspection and any related citations here: [OSHA.gov/pls/imis/inspectionNr.html](https://www.osha-slc.gov/pls/imis/inspectionNr.html).

Date	City	State	Industry	Inspection Number	Fatal or State Item	Citation Issued/Related Fatality
2017/2018	Heber City	UT	Sales	172305	State	No

BUREAU OF LABOR STATISTICS

Landing page:

www.bls.gov/iif/state-data.htm

This BLS resource will not provide detailed information about each worker death, but will help you find the total number of work-related fatalities in your state (including deaths not investigated by OSHA). BLS issues data every December from the previous calendar year; for example, in December 2017, BLS released fatality data for calendar year 2016. Click on a state or scroll down the page to find your state and click on the “CFOI” file for fatality counts and fatality rate for each year. This resource produces a table that describes worker deaths by employee status, gender, age, race, source, industry, occupation, location, activity, etc.

State Occupational Injuries, Illnesses, and Fatalities

Overview of State data available

Note: 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 SOII data are available, the sample sizes often are not sufficient to generate estimates of 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:

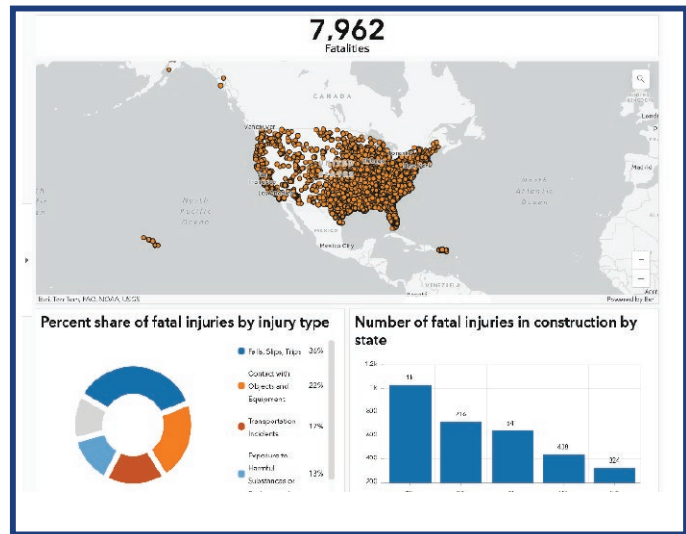
Send a state: Go

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 major four 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

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 MAP 2021-2022

INTERACTIVE MAPS

REPORT A WORKER FATALITY

AFL-CIO

AMERICA'S UNIONS

ELIZABETH H. SHULER
President

FREDRICK D. REDMOND
Secretary-Treasurer

