



Investigation of Occupational Hazards and Impact on Latino Temporary Workers in Manufacturing

Chicago Workers Collaborative (CWC)

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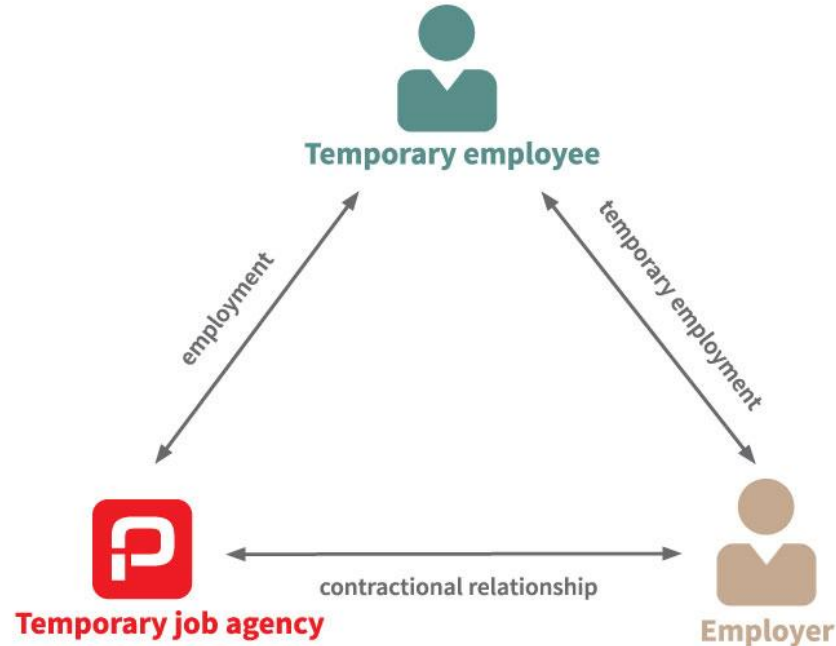
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Background

- The Problem
 - Increase in temporary workforce
 - Triangular employment relationship
- OSHA
 - New Temporary Worker Initiative
 - Dual responsibility for agency and client company



(source: Poweserv Group, n.d.)

Background

- Chicago Workers Collaborative
 - Mission: full employment and equality for the lowest wage-earners
 - 4 Locations: Aurora, Chicago, Rolling Meadows, Waukegan



CWC locations local area map

Background

- OHIP 2014
 - Builds off of past OHIP projects and leadership training
 - Collaborative action



CWC banner

Project Goals

- Work with health promoters to interview temp workers in manufacturing industry
- Identify dangerous companies and health and safety hazards
- Collect information for OSHA complaints
- File OSHA complaints



Daniel Corral of CWC speaking with a temporary worker about occupational hazards

Host Organization and Personal Goals

- CWC
 - Interview 40 temp workers
 - Start 10 OSHA complaints
 - File 4 OSHA complaints
- Interns
 - Create positive change in the industry
 - Learn about occupational health and safety of temp workers and OSHA standards and procedures















Methods

- Background research
- Design interview materials
 - Questionnaire
 - Hazard Inventory
- Pilot and get feedback from health promoters, UIC faculty and CWC

Hazard Inventory

Safety Hazards are those that cause injury to the worker		
Type	Example	Image
<p>Falls</p> <p><u>Ladders</u> Are ladders in good condition and do they have safety feet? Are non-metal ladders used when there is a possibility of electric shock? Have you and/or your coworkers been trained in ladder safety?</p> <p><u>Heights</u> If work is done at heights, are fall protection systems used (such as a lifeline and harness)?</p> <p><u>Stairs</u> Are there handrails on stairs? Are step intact? Are steps slip resistant?</p>	<p>ladders, scaffolds, stairways</p>	 
<p>Falls to Same Level</p> <p><u>Floors</u> Are buckets and mops available to clean up spills so no one will slip? Are non-slip mats used in wet areas to prevent falls? Are furniture and equipment secured? Is there adequate space between machines and equipment? Are aisles kept clear?</p>	<p>cluttered work spaces, slippery surfaces, wet or greasy floors, holes in the floor</p>	 

Hazard Inventory adapted from the Instituto del Progreso Latino Health and Safety Bilingual Manual

<p style="text-align: center;">Falling Objects</p> <p>Are you and/or your coworkers are at risk of falling objects when work is being done above? Are you and/or your workers at risk of falling objects when materials are not stacked properly?</p>	<p>working underneath cranes or scaffolds, objects on high shelves</p>	 
<p style="text-align: center;">Electricity</p> <p>Have you and/or your coworkers been told how to recognize when a machine has been locked out? Are electrical cords in good condition? Are there enough outlets so extension cords don't have to be used? Are cords kept out of areas where someone could trip over them, or where they could be damaged? Are power tools in good condition? Are all tools properly grounded? Have you and/or your workers had training in electrical safety?</p>	<p>electric equipment, electrical wires, lightning, batteries</p>	 
<p style="text-align: center;">Sharp Objects</p> <p>Are sharp objects properly stored so they don't represent a hazard? Do you and/or your coworkers get cut while using these objects?</p>	<p>knife, saw, meat cutter, box cutter</p>	
<p style="text-align: center;">Machines</p> <p>Are machines in good condition? Are machines securely attached to the floor? Do machines have guards on them to protect workers from being injured, and have workers been told to report missing machine guards? Is machinery completely turned off and locked during cleaning? Have you and/or your workers been properly trained on</p>	<p>machines with moving parts</p>	

Methods

- Held meetings with CWC organizers and promoters at each location to strategize and plan
- Identified known dangerous companies and workers there



July 2nd Planning meeting with Waukegan health promoters to discuss plan of action.

Methods

- Worked with CWC organizers and health promoters to schedule interviews
- Investigated companies' OSHA histories
- Consider where complaints should be filed



Maria conducting interview with temporary worker Rosa

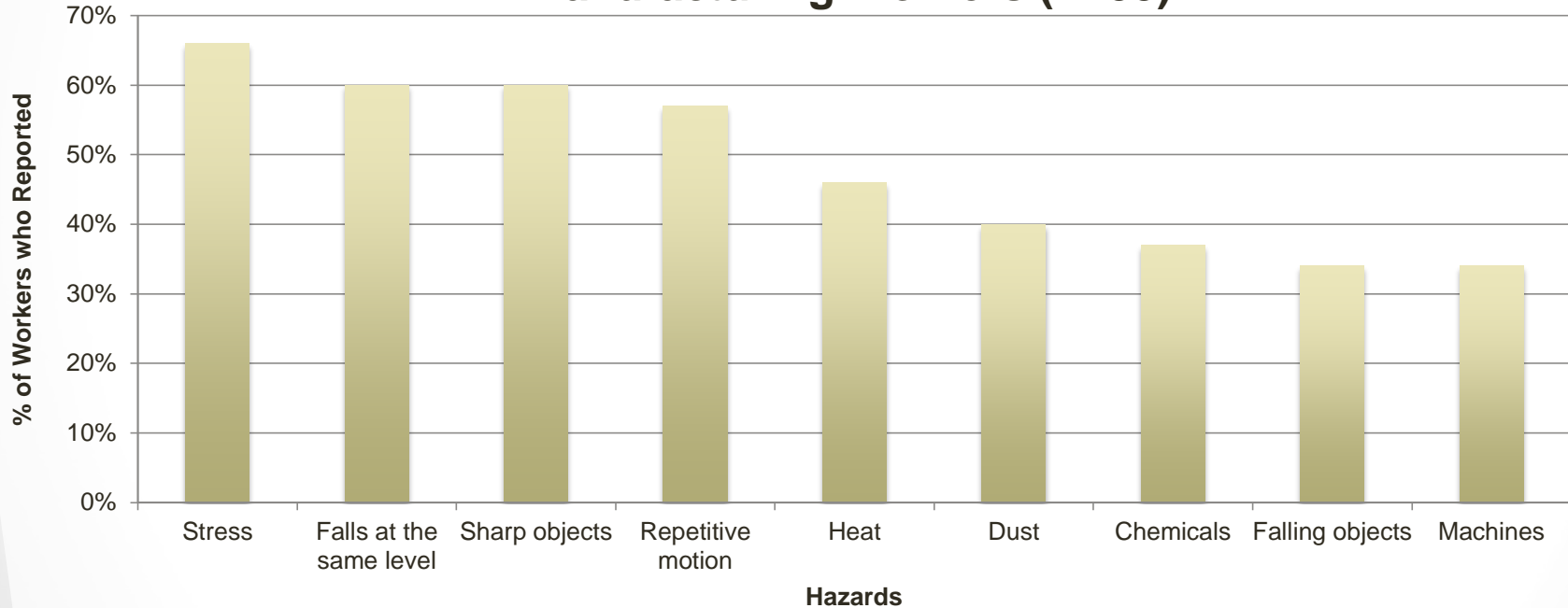


Results

- Semi-structured interviews with **33** workers
- Identified health and safety hazards at **30** companies
 - Type of companies
 - Metal Foundries
 - Feather Distributors
 - Frozen Pizza Manufacturers
- Interviews averaged one hour

Results

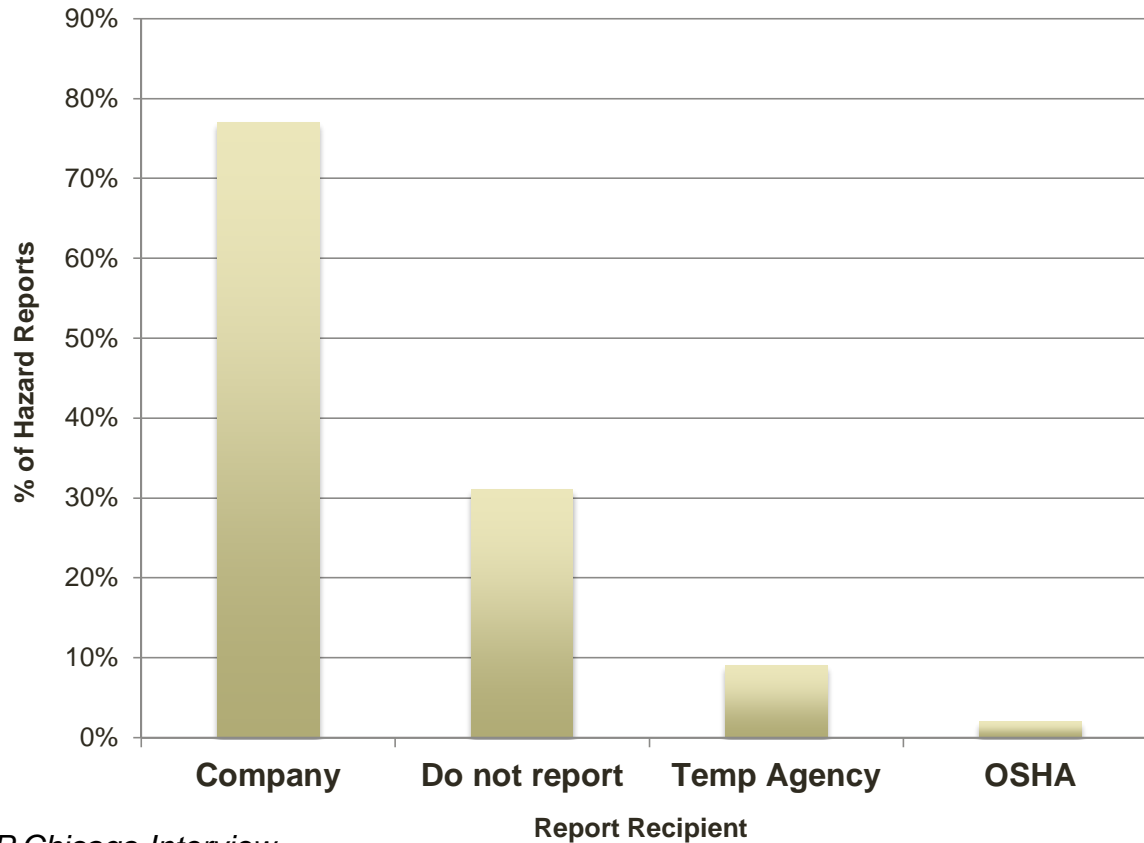
Occupational Health & Safety Hazards for Temporary Manufacturing Workers (n=33)



Source: 2014 OHIP Chicago Interview

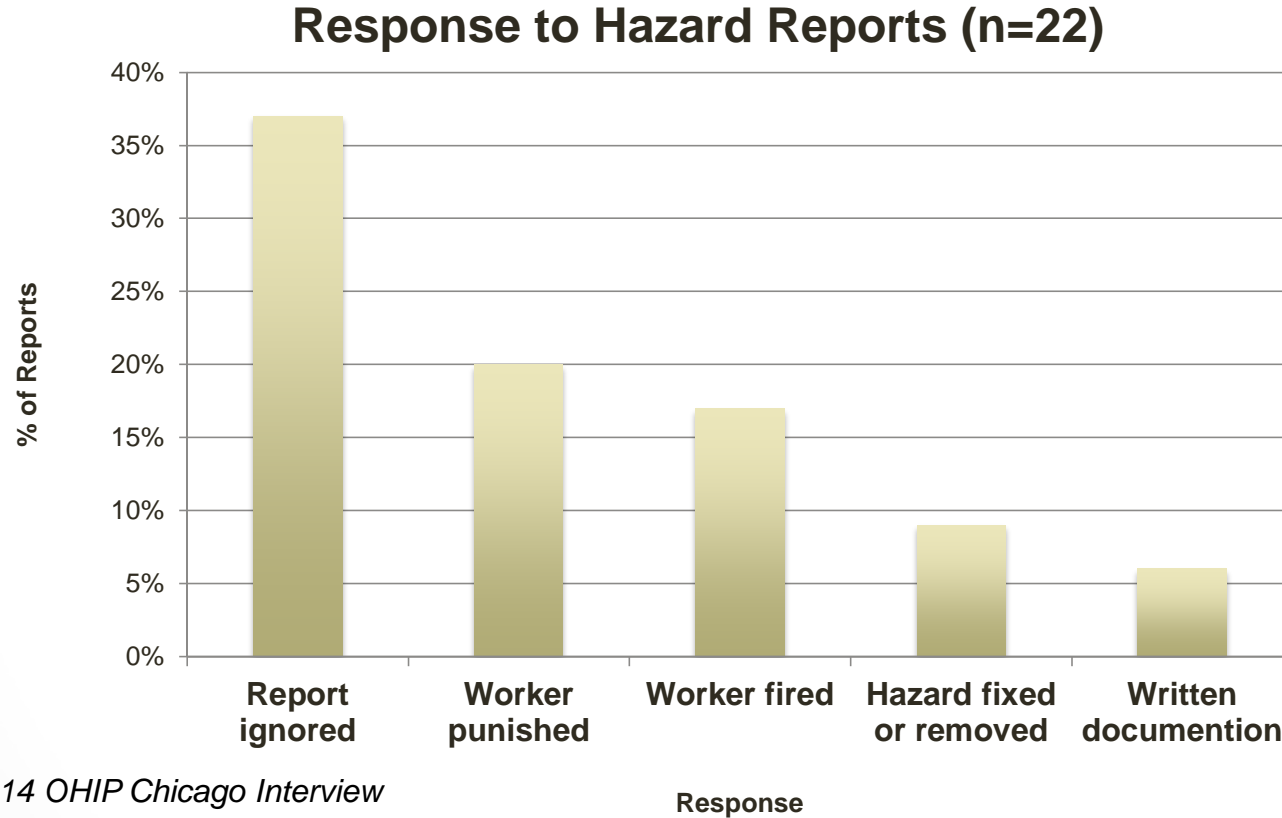
Results

Where Workers Report Hazards (n=33)



Source: 2014 OHIP Chicago Interview

Results



Source: 2014 OHIP Chicago Interview



Results

Final products for CWC

- Interview materials
 - Questionnaire
 - Hazard Inventory Sheet
- Company profiles that include
 - Description of factory, workforce, type of work, hazards present, temp agencies, injuries and illnesses, reporting procedures, and OSHA history
- Spreadsheets with information about all the workers, companies, and hazards
- Press release



Challenges

- Project
 - Time
 - Goals
- OSHA
 - Time
 - OSHA requirements and concerns
 - Differences with worker priorities and concerns
- Worker Population
 - Fear
 - Terminology/Language

Successes

- Portfolio of 30 companies
- Foundation for OSHA complaints
- Built relationships
 - New workers
 - OSHA
 - Health promoters
- Interview materials
- Helped file 2 OSHA complaints





Workers filing an OSHA complaint with CWC organizers, OHIP intern, and OSHA Area Directors at the Aurora OSHA office



Temporary workers meet with OSHA area director to discuss health and safety issues in their workplace



Recommendations

- CWC
 - Maintain relationships
 - Continue training and empowering health promoters
 - Maintain and add to company profiles
- OSHA
 - Continue to expand Temporary Worker Initiative to increase protections for temporary workers
 - Enforce laws and regulations through Temporary Worker Initiative
 - Revise standards

Updates Since OHIP

- CWC/OSHA
 - One additional complaint filed
 - High priority, ongoing OSHA investigations at all three companies
- Interns
 - Continuing occupational health and safety work and studies
 - Plans for additional data analysis and publication

Personal Reflections

- Life changing learning experience
- Challenges and successes
- Connection with workers and their stories
- Motivation to continue “en la lucha”



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