

### Background

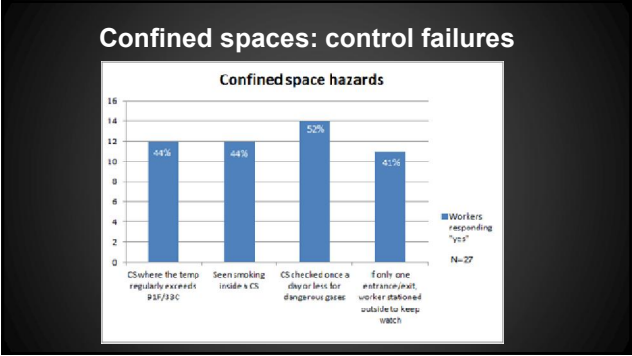
- Nationally Latino immigrants have highest rates of workplace deaths
- Employer discrimination, intimidation & retaliation undermine workers' health & safety
- Union membership in 2014 in Louisiana is only 5.2% vs. 11.1% nationally; no LA shipyard is unionized
- The National Guestworker Alliance advocates for the transformation of workers' conditions

### Research topics and objectives relevant to Latino immigrant shipyard workers

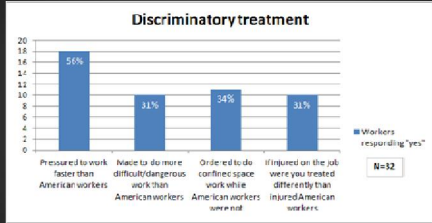
- Document workplace-related experiences of retaliation, intimidation, and discrimination
- Identify the most prevalent OSHA-reportable shipyard exposures
- Describe workers' history of work-related injuries & illness and experiences with accessing medical care and Worker's Compensation for treatment
- Identify work-related stressors
- Assess workers' practical knowledge and use of OSHA to address workplace inequities
- Assess workers' workplace training experiences

### Study Methods & Design

- Eligibility criteria
  - 18 years of age
  - Employed in a Louisiana shipyard (13) since June 2014
  - Latino immigrant
- Workers recruited through various methods at familiar sites in Southeast Louisiana
- Cross-sectional descriptive study
  - 32 quantitative surveys: employer in the past year
  - 12 qualitative interviews: any shipyard employers

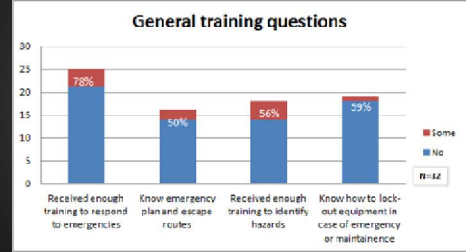


### Experiences of discrimination (n=19)



"Night shift was almost all immigrants and day shift was all Americans. Day shift had safety practices and enforcement, but the night shift didn't." -Esteban

### Worker training



### Effects of retaliation and intimidation on refusal of dangerous work & reporting of workplace injuries

Working in extremely hot confined spaces (tanks). This worker almost had a heatstroke and quit this shipyard due to these experiences.  
 "Even though I knew my life was at risk I would have to do it or be fired."  
 Juan (welder)

"There is a joke among the workers that we can't injure ourselves on the weekend shifts, or we are on our own--since there's no safety man on duty. When I punctured my finger with the paint gun, it was on a weekend. I waited to go to the ED because I didn't think it was serious and it didn't hurt until later that night. I went to the ED the next day by myself and paid for everything. On Monday, the foreman never asked me what happened or told me about worker's compensation. Also I was undocumented and didn't want to take any risks."  
 Eduardo (sandblaster & painter)

### Heat exhaustion/stress

- 17 workers (53%) reported feeling nauseated, lightheaded or dizzy due to working in the sun or hot enclosed spaces
  - 14 of these men (82%) also experienced muscle cramps and generalized weakness
    - 2 required medical attention
  - 6 of these men (35%) reported that their foreman prohibited them from taking a break to cool off
- 11 workers (32%) reported seeing a co-worker faint from heat stress

### Stress levels and causes



"My stress levels are high when I go home and it can cause fights with my wife and children because stress is so high from work. That's just how it is. All the causes of stress are related to each other." -Miguel (welder)

### Worker give back products

- Interactive Presentation of findings at NGA's meeting with shipyard workers
  - Research findings
  - Feelings in reaction to findings
  - Worker's suggested next steps given findings
- Hand-out for Workers
  - Summary of priority findings with graphics
  - Encourage workers to come together & seek NGA support for contacting OSHA

## Challenges

- Distance from workers
- Accommodating workers changing schedules & availability
- Volatility of the shipyard job market
- Survey development & translation



Shipyard workers gather at the July National Guestworker Alliance meeting

## Successes

- Met with OSHA-Baton Rouge Office (covers private sector workers in LA) to discuss findings
- Made recommendations to expand targeted industry enforcement and staff training



Interns and shipyard worker leaders presenting for OSHA-Baton Rouge Office

## Additional successes



- First OHIP project in the Southeastern US
- First study done specifically with Latino immigrant shipyard workers
- Built trust and will have ongoing projects with shipyard workers

## Recommendations

- NGA, the OSHA-Baton Rouge office and the LA Office of Public Health continued collaboration to develop and LEP for shipbuilding and repair in Louisiana
- Next year's New Orleans OHIP interns can build on these findings and address research gaps
- Consider forming a COSH group in Louisiana/the South
- Partner with universities to further the research on immigrant working conditions in shipyards

## Personal Reflections

•Adam- conscious of the importance of immigrant labor in LA; consideration of occupation in the health status of individuals

•Dawn-integration of NP practice with workers' centers; applying a human rights perspective to workers' lives & workplace conditions; appreciated the interdisciplinary team work



Left to right: Dawn, Michelle, Daniel, Adam, Jocelyn, Daniela (New Orleans OHIP team)

## Acknowledgements

- The workers of the SE Louisiana shipyards
- National Guestworker Alliance
- New Orleans Workers' Center for Racial Justice
- Louisiana Office of Public Health
- Association of Occupational & Environmental Clinics (AOEC)
- National Institute of Occupational Safety & Health (NIOSH)
- Council of State and Territorial Epidemiologists (CTSE)
- UCSF School of Nursing Occupational & Environmental Health faculty
- Tulane University School of Public Health faculty