

FARMWORKERS' HEAT ILLNESS AND LABOR RIGHTS



LUZ MARIA FRAGOSO BORBON, MPH (C) IN PUBLIC HEALTH AT UIC
KAREN OROZCO, UNDERGRAD BA IN PUBLIC HEALTH AT UIC

FARMWORKER AND LANDSCAPER ADVOCACY PROJECT (FLAP)
GREAT LAKES CENTER FOR FARMWORKER HEALTH AND WELLBEING AT THE UNIV OF IL CHICAGO SCHOOL OF
PUBLIC HEALTH (GLCFHW)

FARMWORKER &
LANDSCAPER
ADVOCACY
PROJECT



PROYECTO
DE AYUDA PARA
TRABAJADORES
DEL CAMPO Y
JARDINEROS



GREAT LAKES CENTER FOR
FARMWORKER
HEALTH AND WELLBEING

OUTLINE



01

BACKGROUND

02

METHODS

03

RESULTS

04

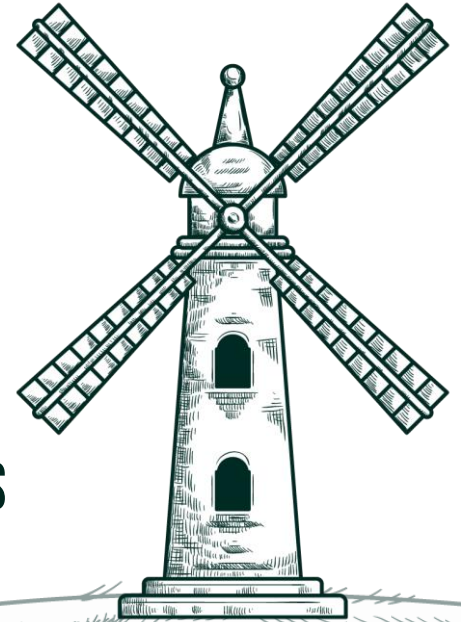
DISCUSSION

05

REFLECTIONS

06

ACKNOWLEDGEMENTS



01

BACKGROUND



MIGRANT WORKERS, REGARDLESS OF STATUS, HAVE BASIC LABOR RIGHTS UNDER U.S. DEPARTMENT OF LABOR (DOL) REGULATIONS:

- **SAFE WORKING CONDITIONS**
- **ACCESS TO HEALTHCARE**
- **TRAINING AND EDUCATION**
- **PROTECTION AGAINST RETALIATION**





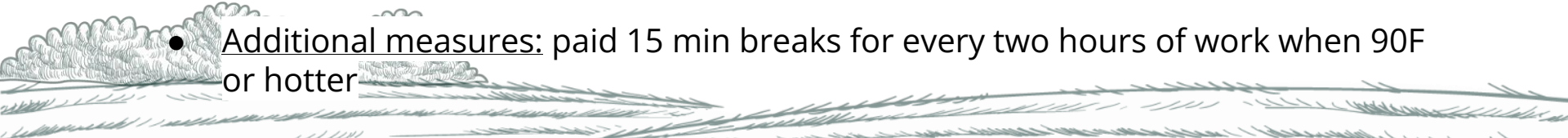
PENDING OSHA HEAT SAFETY RULE

- Temperatures are rising each year
- There are more heat waves, and periods of extreme heat last longer
- Migrants often work jobs that expose them to heat for extended periods (ie construction, manufacturing, and farmwork) and put them at increased risk of heat-related illness (HRI)

→ **Protection from the heat is a workplace health and safety issue**

Proposed OSHA rule: When temperatures are 80°F or more for 15 minutes in any 60 minute period, employers would have to:

- Ensure each employee has access to one qt of cool water per hour, at minimum
- Create break areas that are sufficiently shaded (outdoors) or with AC (indoors)
- Establish procedures for how to respond when an employee experiences signs and symptoms of HRI
- Other measures to keep workers safe

- Additional measures: paid 15 min breaks for every two hours of work when 90F or hotter
- 

PROJECT GOALS



IDENTIFY BARRIERS TO HEAT SAFETY AT WORK

BETTER UNDERSTAND WORKING CONDITIONS AND SOME STRUCTURAL BARRIERS TO IMPLEMENTING HEAT INJURY PREVENTION MEASURES AT WORK

LEARN FROM FARMWORKERS

LISTEN TO MIGRANT WORKERS' EXPERIENCES
AROUND LABOR RIGHTS BROADLY AND HEAT ILLNESS
SPECIFICALLY

PROMOTE AWARENESS

UNDERSTAND MIGRANTS' CURRENT AWARENESS OF HRI
SYMPTOMS

INCREASE WORKERS' KNOWLEDGE OF HRI SYMPTOMS AND
HOW TO PREVENT ILLNESS



HOST ORGANIZATIONS

FARMWORKER &
LANDSCAPER
ADVOCACY
PROJECT



PROYECTO
DE AYUDA PARA
TRABAJADORES
DEL CAMPO Y
JARDINEROS

**FLAPS MISSION: TO IMPROVE WORKING
CONDITIONS AND OPPORTUNITIES FOR LOW-
INCOME WORKERS AND THEIR FAMILIES IN
VARIOUS FOOD, LANDSCAPING, SNOW PLOWING
AND AGRICULTURE SECTORS**



GREAT LAKES CENTER FOR
FARMWORKER
HEALTH AND WELLBEING

**NIOSH- FUNDED RESEARCH AND HEALTH
AND SAFETY TRAINING CENTER FOR
FARMWORKERS**



DATA COLLECTION TOOLS

SURVEYS

- 18-QUESTION SURVEY IN SPANISH
- PAPER COPIES AND QR CODES WERE GIVEN OUT

STORIES AS CASE STUDIES

- PROVIDED PRESENTATIONS AND FLYERS ABOUT MIGRANT LABOR RIGHTS
- AFTERWARDS ANSWERED QUESTIONS AND ENGAGED IN DIALOGUE WITH WORKERS TO LEARN ABOUT THEIR EXPERIENCES



RECRUITMENT SITES

MEXICAN CONSULATE



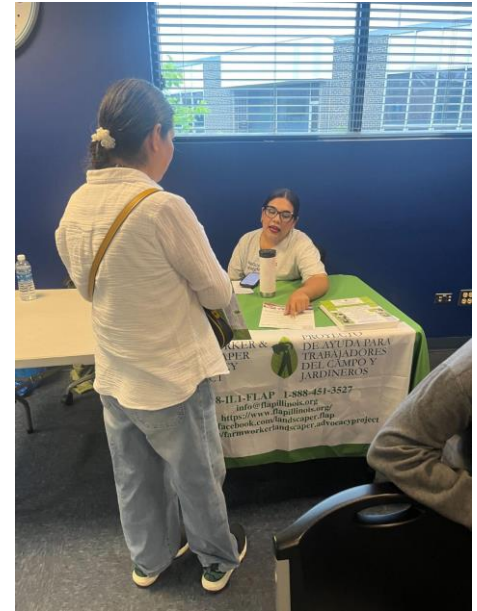
Majority Mexican population

BEARDSTOWN, IL



4 hours south of Chicago
Majority Dominican, Puerto Rican, and Mexican and agricultural workers

GUATEMALAN CONSULATE

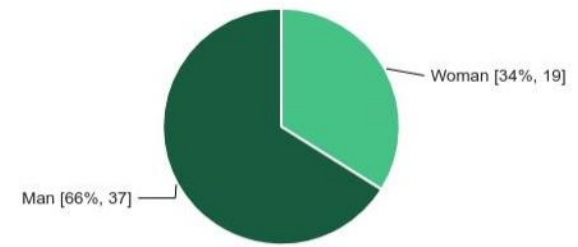


Majority Guatemalan population

***Note: Did not conduct surveys here**

3

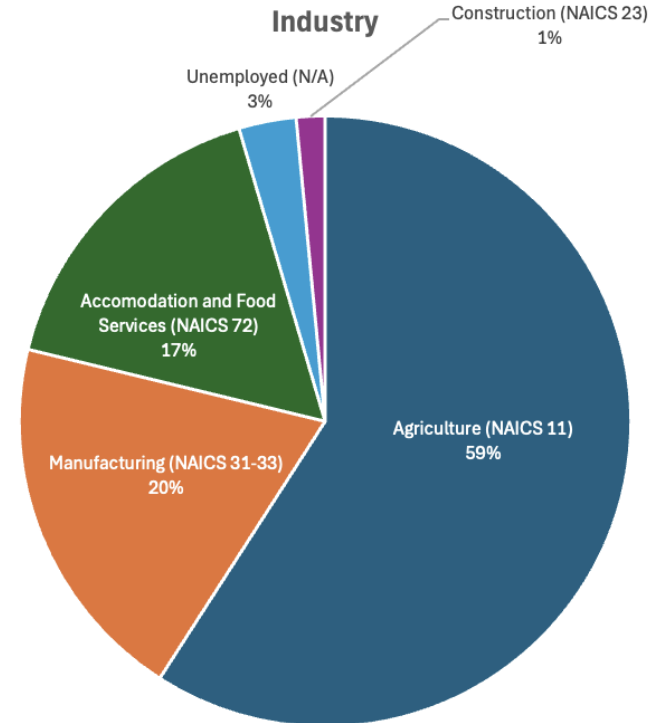
SURVEY RESULTS



SURVEY PARTICIPANTS (N=66)

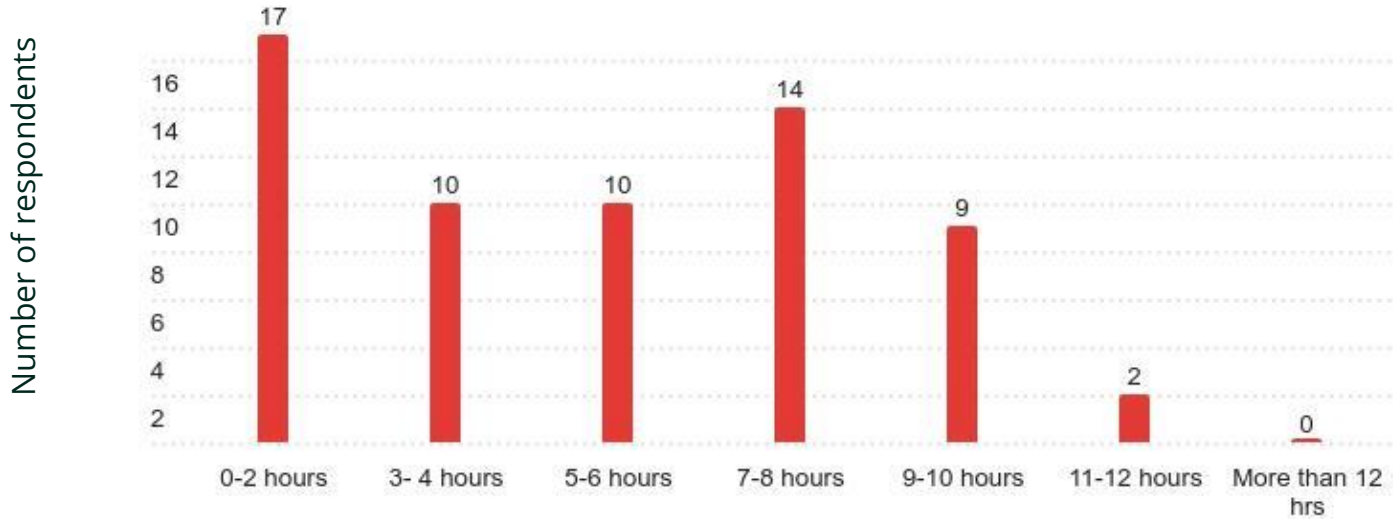
- APPROXIMATELY $\frac{2}{3}$ WERE MEN AND $\frac{1}{3}$ WERE WOMEN
- AGES RANGED FROM EARLY 20'S TO LATE 60'S
- MOST COMMON INDUSTRIES WERE
 - AGRICULTURE (59%)
 - MANUFACTURING (20%)
 - FOOD SERVICES (17%)
- APPROXIMATELY 80% WERE FROM MEXICO
BUT WE HAD A WIDE VARIETY OF PEOPLE FROM
BURMA, PUERTO RICO, EL SALVADOR, HONDURAS,
DOMINICAN REPUBLIC AND SECTIONS OF AFRICA

MAJORITY FARM WORKERS BUT WE WORKED WITH MIGRANT
WORKERS IN ALL OCCUPATIONS



HEAT EXPOSURE

In your current job, how much time per shift do you spend working in high temperatures (ie more than 80F)?

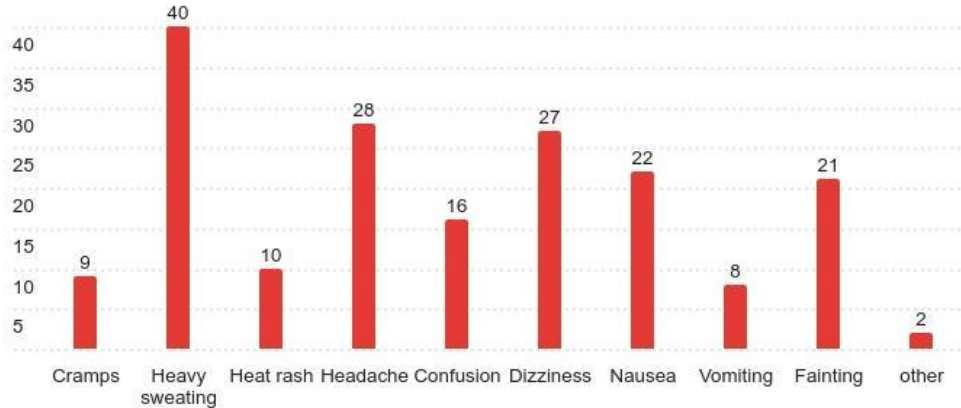


Hours working in high heat (above 80F)

AWARENESS OF HRI SYMPTOMS

Name the symptoms of heat-related illness.

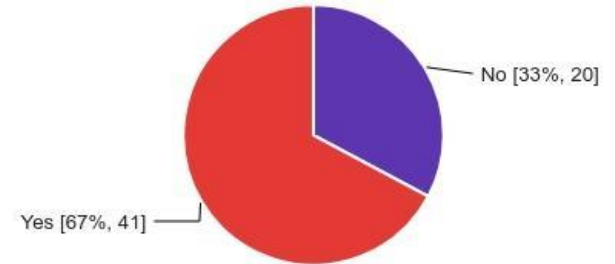
Interviewers select all the ones named.



Most commonly recognized symptoms (total n=66):

- Sweating (n=40)
- Headache (n=28)
- Dizziness (n=27)

Has your manager or employer ever talked to you about heat-related illness and how to prevent it?



WATER AND BATHROOMS

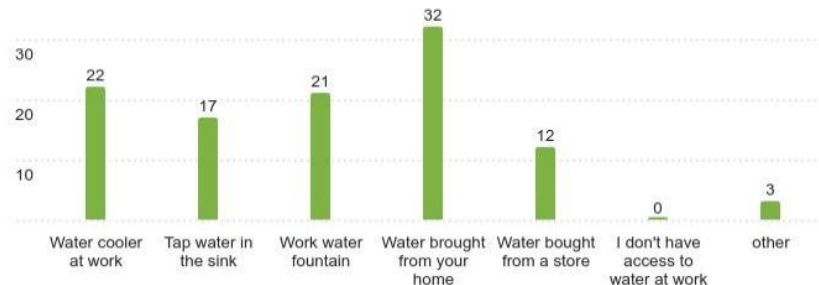
Water

- Most common sources
 - Bottle from home (n=32)
 - Work water cooler (n=22)
 - Work water fountain (n=21)

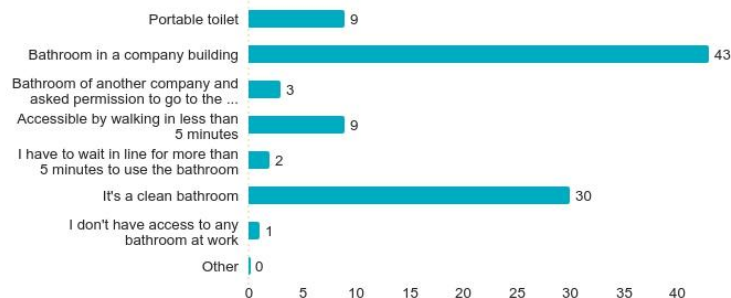
Bathroom*

- Most have a permanent bathroom at work (n=43)
 - The remainder use a portable bathroom at the worksite (n=9) or a bathroom from another business (n=3)
- Only 9 people reported that they can walk to the bathroom in 5 minutes or less

Water resources



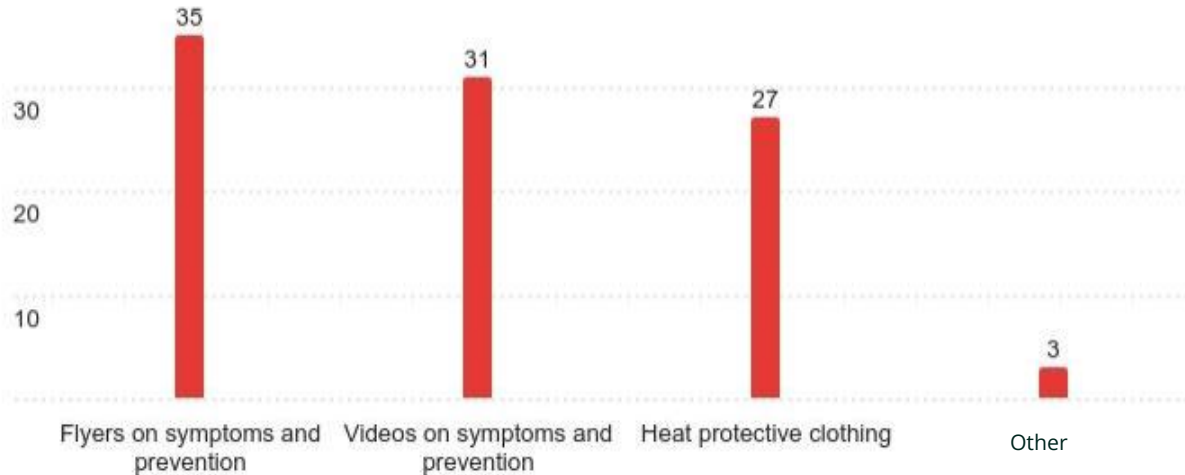
Bathroom resources



*Bathroom access is not in the proposed OSHA heat safety rule but is relevant for hydration among workers. Workers who have dirty or less accessible bathrooms may be less likely to hydrate.

WORKER FEEDBACK

What resources do you think would help you to protect yourself from heat related illnesses?
Select all that apply.



The most commonly desired resource from farmworkers is **flyers on HRI symptoms and prevention**

CASE STUDIES FROM CONSULATE REVEALED BROADER CHALLENGES MIGRANTS FACE



SOCIAL ISSUES

- LANGUAGE BARRIERS
- LIMITED ACCESS TO INFORMATION ABOUT LABOR RIGHTS



LEGAL ISSUES

- INADEQUATE ENFORCEMENT OF LABOR LAWS
- FEAR OF DEPORTATION
- ECONOMIC EXPLOITATION
- FLSA DOES NOT REQUIRE OVERTIME PAY FOR AGRICULTURAL WORKERS



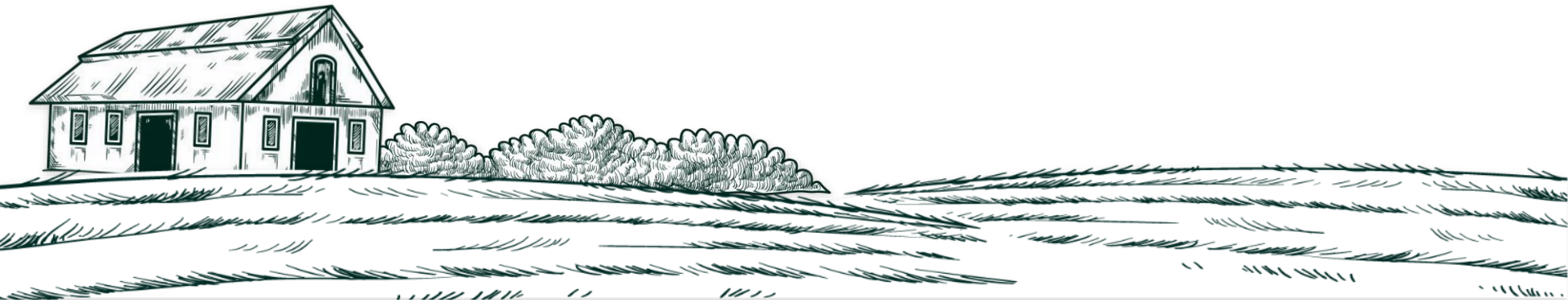
HEALTH ISSUES

- LACK OF HEALTHCARE ACCESS
- CHRONIC DISEASES



04

DISCUSSION



KEY FINDINGS

The pending 2024 OSHA Heat Standard could help develop important infrastructure for keeping workers safe at work through employer requirements including:

- Training and resources that teach about all the symptoms of HRI
 - These workers recognized a few HRI symptoms but not all
 - Ability to monitor and respond to heat illnesses
- More water sources in the workplace
 - Many workers currently bring water from home

Considerations

Bathrooms are not mentioned in the OSHA rule but are relevant to hydration.

- Clean bathrooms that are easily accessible to workers could motivate workers to better hydrate (willing to over-hydrate if a bathroom is available)

Migrant workers face broader challenges like limited access to health insurance and limited work mobility which could make it even harder for this group to get needed care or speak up when rights are not observed.

GIVE BACK PRODUCT- BROCHURE



Enfermedades por Calor



-Golpe de Calor



-Agotamiento por Calor.



-Calambres.

Síntomas de enfermedad por Calor.



Calambres



Vomitara



Sarpullido



Confusión



Exceso sudor



Dolor de cabeza

Recomendaciones por jornada laboral

 80°F	 Debes beber un cuarto de litro de agua fría por hora
 90°F	Otorgar mínimo 15 minutos de descanso cada dos horas
 90°F o mas	Tener áreas de descanso con sombra o A/C



PREVENCIÓN



2 formas de prevención son el agua potable y los descansos rutinarios

PRIMEROS AUXILIOS PARA EL GOLPE DE CALOR:



+ Using project funds to buy HRI materials

CHALLENGES



DELAYS IN TIMELINE

- **FIELDWORK DELAYED BY TWO WEEKS DUE TO HOSTS' ONBOARDING PROTOCOL**
- **STARTED DATA COLLECTION LATER THAN PLANNED (NEEDED CEO APPROVAL TO DISTRIBUTE AT CONSULATE)**

TECHNOLOGICAL RESTRICTIONS

- **INTERNAL RULES ON TECHNOLOGY (TABLETS) FOR DATA COLLECTION IN THE CONSULATE**

SURVEY COMPLETION

- **IN THE CONSULATE IN PARTICULAR, THERE WAS LESS INTEREST IN SURVEY PARTICIPATION**
- **SOME WHO PARTICIPATED LEFT QUESTIONS UNANSWERED**



SUCCESSES



Data collected

- 66 TOTAL SURVEYS COMPLETED
- A NUMBER OF FARMWORKERS SHARED THEIR STORIES WITH US
- PROVIDED INSIGHTS FOR OUR GIVE-BACK PROJECT



Training

- WE IMPLEMENTED FLAP'S TRAINING ON LABOR RIGHTS IN THE CONSULATES
- LEARNED HOW TO USE QUALTRICS FOR DATA COLLECTION
- LEARNED HOW TO CODE INDUSTRY AND OCCUPATION USING STANDARDIZED CODES



Final products

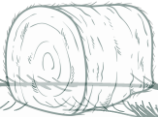
- WILL DESIGN A FLYER TO EDUCATE WORKERS ON HEAT ILLNESS, SYMPTOMS, AND PREVENTION ACCORDING TO PENDING OSHA HEAT RULE
- PURCHASING HRI CLOTHING OR MATERIALS FOR WORKERS

PERSONAL REFLECTIONS



KAREN OROZCO

THIS SUMMER WAS A HANDS ON EXPERIENCE IN THE FIELD THAT GAVE ME A CHANCE TO COLLABORATE WITH PEOPLE IN THE COMMUNITY ON A DEEPER LEVEL. HEARING THESE STORIES LEFT AN IMPRESSION ON ME



LUZ MARIA FRAGOSO BORBON

THIS SUMMER WITH OHIP WAS SIGNIFICANT FOR ME AS A MIGRANT FOCUSED ON IMPROVING LABOR CONDITIONS, PARTICULARLY IN PREVENTING HEAT ILLNESS AMONG WORKERS.



A SPECIAL THANK-YOU TO ALL WHO SUPPORTED US

SASHA REYES - BILINGUAL ADVOCACY AND INTAKE SPECIALIST

MAGGIE ACOSTA - SENIOR RESEARCH SPECIALIST

FLAP, UIC, AND OHIP FOR PROVIDING THIS LEARNING OPPORTUNITY

**AND TO THE WORKERS WHO SHARED THEIR EXPERIENCES AND
CHALLENGES WITH US**



Occupational Health
Internship Program