

APRIL 2021

DYING FOR WORK

DYING FOR WORK IN MASSACHUSETTS: LOSS OF LIFE & LIMB IN MASSACHUSETTS WORKPLACES

MASSCOSH & MASSACHUSETTS AFL-CIO



TABLE OF CONTENTS

Page 03 *Acknowledgements* 

Page 04 *Executive Summary*

Page 08 *In Memoriam*

Page 12 *Numbers Behind the Faces*

Page 14 *The Devastating Impact of COVID-19
on Massachusetts Workers*

Page 16 *The Hierarchy of Controls:
Workers' Key to Preventing Injuries
& COVID-19 Infections at Work*

Page 18 *Enforcing Workplace COVID-19
Precautions: A Tale of Two Agencies*

Page 19 *OSHA Enforcement Activity
in 2019 & 2020*

Page 20 *OSHA Penalties Issued for
Employers of workers who Died
on the Job in Massachusetts*

Page 21 *Tree Worker Deaths Make
it Clear: We're Not Prepared
for Climate Change*

Page 23 *Workplace Violence Deaths
Persist throughout the Pandemic*

Page 25 *What Needs to Be Done to Fulfill
the Promise of Safe Jobs for Everyone*

ACKNOWLEDGEMENTS

The Massachusetts Coalition for Occupational Safety and Health (MassCOSH) and the Massachusetts AFL-CIO collaborated to produce the “2021 Dying for Work: Loss of Life and Limb in Massachusetts Workplaces” report. The Massachusetts AFL-CIO is the umbrella organization for more than 750 local unions, joint boards and district councils in the state, representing working women and men across the Commonwealth. MassCOSH is a non-profit organization whose members include workers, unions and health and legal professionals. **Their mission is to ensure that all workers earn a fair wage, are treated with respect and dignity and return home to their families alive and well.**

Work continues to kill and maim workers in alarming numbers, and the COVID-19 pandemic has had a devastating impact in 2020 and into 2021. This report has been compiled to recognize the workers and their families and to highlight these tolls. The saddest aspect of the loss of lives and limbs is that work-related injuries and illnesses are preventable.

The authors of this report are most grateful to all who assisted in collecting and reviewing data, writing and editing, conducting interviews, and providing photographs.



This report would not have been possible without assistance from:

- ▶ **EMILY SPARER-FINE, JAMES LAING, KATHLEEN FITZSIMMONS, & ELISE PECHTER**
Occupational Health Surveillance Program,
Massachusetts Department of Public Health
- ▶ **MARK BELL & AMEE BHATT,**
US Occupational Safety and Health Administration
- ▶ The MassCOSH Health Tech Advisory Committee,
including:
 - ▶ **TOLLE GRAHAM**, MassCOSH (retired), USW 9358
 - ▶ **NANCY LESSIN**, MS, Occupational Health Specialist
& Senior Staff, United Steelworkers Tony Mazzocchi
Center (retired)
 - ▶ **ELISE PECHTER**, MPH, CIH, MassCOSH Health-
Technical Committee Co-Chair
 - ▶ **LETITIA DAVIS**, ScD, EdM
- ▶ **CORA ROELOFS**, ScD, Research Affiliate, CPH-NEW,
University of Massachusetts Lowell
- ▶ **RAFAEL MOURE-ERASO**, Ph.D., C.I.H., Professor
Emeritus, University of Massachusetts Lowell
- ▶ **BEN WEILERSTEIN**, MassCOSH Labor-Community
Training Coordinator and Organizer
- ▶ **JODI SUGERMAN-BROZAN**, MassCOSH Exec. Director
- ▶ **AL VEGA**, MassCOSH, Director of Policy & Programs
- ▶ **RICHARD RABIN**
- ▶ Graphic Design: **MAGGY LUY**
- ▶ Cover photo courtesy of **THE NATIONAL COUNCIL
FOR OCCUPATIONAL SAFETY & HEALTH
(NATIONAL COSH)** and **MAGGY LUY**
- ▶ Inside cover photo and above photo courtesy of
LAUREN MILLER

The information gathered for this report was obtained from the following sources:

- ▶ Inspection Records and COVID-19 Complaint Data,
Occupational Safety & Health Administration
- ▶ Massachusetts Department of Public Health,
Occupational Health Surveillance Program
- ▶ Occupational Safety & Health Administration
Region 1 Office, Boston
- ▶ Massachusetts Department of Labor Standards
- ▶ Massachusetts Department of Industrial Accidents
- ▶ American Journal of Industrial Medicine, 2021. COVID-19
deaths by occupation, Massachusetts, March 1–July 31,
2020. Devan Hawkins, ScD, et. al.
- ▶ Articles from newspapers throughout Massachusetts
- ▶ The International Association of Fire Fighters (IAFF)
- ▶ Bureau of Labor Statistics, U.S. Department of Labor
- ▶ Massachusetts Coalition for Occupational
Safety and Health

EXECUTIVE SUMMARY

April 28, 2021 marks the 32nd observance of Workers' Memorial Day, when we remember workers who were killed, made ill, or injured on the job. Every year at this time, we reflect on the tragedies of the past year and renew our commitment to the fight for safe jobs. **However, 2020 was a year like none other.**

April 28, 2021 also marks the 50th anniversary of the Occupational Safety and Health Act. The OSH Act and Mine Safety and Health Act promised workers the right to a safe job. For decades, MassCOSH, the Massachusetts AFL-CIO and our allies have fought hard to make that promise a reality—winning protections that have made jobs safer and saved lives. **But there is much more to be done before the promise to keep all workers safe on the job can be fulfilled.**

With workers still getting sick and dying at alarming rates in Massachusetts, Workers' Memorial Day carries more weight than ever before. **We offer this report as a call to action for allies of the Commonwealth's working families.**

COVID-19 IS AN OCCUPATIONAL DISEASE

Occupational exposure to SARS-CoV-2 has made thousands of workers in Massachusetts sick and likely resulted in hundreds, if not thousands, of fatalities. **Because the Commonwealth has failed to accurately track the occupation of those who have tested positive for COVID-19, we may never know the real impact.**

Sadly, we therefore cannot list the names of those workers who died from work-related COVID-19 in this report. However, on pages 14 and 15 we do our best to demonstrate the devastating impact this deadly virus has had on Massachusetts workers, and especially low-wage workers and workers of color. What data is available clearly shows that those who worked outside of the home got sick and died at higher rates than those who could stay home.

The pandemic brought the unfulfilled promise to keep all workers safe on the job to a new level. Complaints to OSHA went largely unanswered (see page 18), and workers were largely left to fend for themselves. In Massachusetts, Governor Baker focused more on the role of individual behavior in spreading the virus, while neglecting workplace protections that could have saved lives and reduced spread.

The Reopening Advisory Board of CEOs he convened created COVID-19 Workplace Safety Regulations that failed to protect workers from airborne particles, one of the key means of exposure to SARS-CoV-2, and gave little if any additional resources to local public health departments and the Massachusetts Department of Labor Standards which he tasked with enforcement.

Employers were allowed to “self-certify” compliance with minimal masking and social distancing requirements, and workers were instructed to file a complaint to gain protections, even as incidences of retaliation were on the rise. **Outside of an on-line form and hotline number created by the Attorney General Office's Fair Labor Division, all materials were provided in English only, leaving many of the most impacted workers without the information they needed to understand their rights and get their employers to comply with regulations.**

Further, many workers continued to work with symptoms, or lost their jobs if they became sick, had to quarantine or take care of sick family members, as efforts to increase paid sick time and expand access to workers' compensation were stymied at the State House.



Norius Valbrun, who died on April 23rd, 2020, was one of four Boston school bus employees to lose their lives to COVID-19

THE KNOWN TOLL: WORKPLACE DEATHS, INJURIES, AND ILLNESSES IN MASSACHUSETTS

Seventy-two workers in Massachusetts lost their lives on the job in 2019, and 45 in 2020. Fatal injuries at work killed 65 of these workers in 2019 and 33 in 2020. An additional 7 firefighters died from work-related disease in 2019 and 12 in 2020. The number of workplace fatalities resulting from fatal injuries at work was down in 2020 as the State remained largely closed for business. However, the number of fatalities in the first part of 2021 is on the rise with at least 9 people killed in January – March alone.

We are able to include firefighter fatalities from work-related illness here because under Massachusetts' Presumptive Disability Law, certain cancers and heart conditions are recognized as occupational in origin and are eligible for workers' compensation. **Not included in this report are the many other workers who died from non-COVID occupational diseases, which kill an estimated 50,000 workers in the U.S. every year.** The government does not comprehensively track occupational illness, or the workers that are killed from them.

In the most recent year for which data sets are available, 2019, there were more than 64,700 recordable incidents



of non-fatal occupational injuries and illnesses in Massachusetts. Of these cases, 37,900 led to workers having to take days away from work, transfer jobs, or experience job restrictions.

In Massachusetts, there are 33 OSHA inspectors, roughly one inspector for every 87,796 workers. At the rate that OSHA conducted inspections before the pandemic started, it would take 180 years for OSHA to pay a single visit to each workplace in the state.



WHO IS DYING FROM WORK?

In 2020, worker deaths in Massachusetts in the **agriculture, forestry, fishing and hunting industry represented 21% of those killed on the job**, largely as a result of the tragic loss of one fishing vessel in which four fishermen were killed. After that, fatalities were concentrated in the construction industry, with **construction deaths accounting for 18% of workers fatally injured on the job**. The next highest concentrations of deaths were in the **administrative and support and waste management and remediation services, manufacturing, retail trade, and transportation**

and warehousing sectors (three workers killed on the job in each).

In 2019, worker deaths in Massachusetts were also concentrated in the construction industry, with construction deaths accounting for **29% of workers fatally injured on the job**. The next highest concentrations of deaths came in the **transportation and warehousing sector (15%, 10 workers killed on the job)** and the **administrative and support and waste management and remediation services sector**

(12%, 8 workers). The complete breakdown of worker deaths by sector and industry for 2020 and 2019 can be found on pages 12 and 13.

In 2019 and 2020, 91 men and 7 women experienced fatal occupational injuries. Their average age was 51 years. The youngest worker killed was just 14 years old; the oldest was 83 years old.



Thirteen workers were immigrants, hailing from Brazil (three workers), Guatemala, China, Bangladesh, Cape Verde, Ireland, Haiti, Vietnam, Uganda, Portugal, Nigeria, and Lebanon (1 worker each). Their deaths accounted for 13% of all occupational fatalities from injury in 2019 and 2020.

Finally, twelve firefighters died from occupational illnesses in 2020 and 7 in 2019, including from various cancers, asphyxiation, heart attacks, and heart disease.

WHAT IS KILLING THEM?

Transportation incidents, which include motor vehicle crashes and workers struck by vehicles or equipment, were the leading cause of death from injuries in Massachusetts in 2020, contributing to **48% of all worker deaths from injuries**. Workers also died from falls, slips, and trips (6 workers), and contact with objects or equipment (5 workers). Violence or injury by another person and being attacked by an animal resulted in the deaths of four workers in 2020.

Falls, slips and trips were the leading cause of death in 2019, contributing to **29% of all worker deaths from injuries**. Workers also died from transportation incidents (16 workers), contact with objects or equipment (15 workers), and exposure to harmful substances or environments (8 workers). Violence or injury by another person and being attacked by an animal resulted in the deaths of four workers in 2019.





THE HIERARCHY OF CONTROLS PROTECTS WORKERS FROM COVID-19 AND OTHER WORKPLACE HAZARDS

Sadly, unsafe work conditions are not new. As previous Dying for Work reports have demonstrated, far too many workers in Massachusetts die from preventable injuries each year. However, the COVID-19 pandemic has shone a light on the **risks workers face every day, how dangerous -- and deadly -- a lack of appropriate protections can be, and how often employers willfully fail to provide these protections.** Now, more than ever, workers need a voice at work. Worker safety and worker voice go hand in hand. And we must return to life-saving basics and re-emphasize the principles of protection at work, starting with the Hierarchy of Controls. We must strive to change the workplace, not the worker.

CLIMATE CHANGE: MAKING WORK MORE DANGEROUS

Climate change has led to the increasing frequency, duration, and severity of extreme weather events. On December 10, 2019, **Vidal Bravo Cifuentes, a 34-year-old day laborer**, was killed during a tree removal operation at a house in Wakefield. He had been hired for a basic clean-out of the house, but was called out of the house to hold a guide rope. When the tree the rope was connected to snapped, he was thrown against a rock and killed. The landscaping company was hired by the homeowner to remove several

trees. **However, this company did not have lift trucks or trained tree removal workers, only ladders and ropes and laborers who had not received proper training. Another tree worker was killed in 2019.**

Two tree workers were also killed in 2020, including **Kevin Pimental, who died after being struck by a falling tree branch on 1/31/2020.** Increasing temperatures from Climate change also pose a grave risk, especially for those that work outdoors or in hot indoor environments.



FATAL VIOLENCE IN THE WORKPLACE

Violence in the workplace is the 3rd leading cause of workplace deaths, based on 2018 national data. In both 2019 and 2020, four Massachusetts workers died from workplace violence. Deaths caused by firearms accounts for 75% of those. From 2011 to 2019, 39 workers died from gunfire while at work. Across the country, 2021 has already seen an alarming number of mass shootings in

workplaces like offices, supermarkets, massage parlors and mailing facilities. These shooters were disgruntled former employees or angry customers, in certain cases, refusing to abide by store/facility COVID-19 policies and protocols meant to ensure worker and customer health and safety. **These tragedies make clear that as businesses continue to reopen, more must be done to protect workers.**

IN MEMORIAM

Listed below are the dozens of people who died from work-related causes in 2019, 2020 and in the first three months of 2021. Firefighters who died from documented work-related illness are included in this list. For the hundreds more men and women in other sectors who likely died this year from occupational diseases and all workers who died from workplace exposure to SARS-CoV-2, we have no names. No government agency collects comprehensive data about these individuals and no database contains their information. We don't know who these fallen workers were, or under what conditions they died. We honor them all.



2019

- ▶ **TRUONG PHAM**, 63 - Peabody
Electronic Technician, 1/5/2019
- ▶ **WILLIAM COUTO**, 63 - New Bedford
Machine Repair Worker, 1/6/2019
- ▶ **LUCY MACLENNAN**, 58 - Harvard
Horse Trainer, 1/23/2019
- ▶ **RONALD COREY**, 58 - Somerset
Property Maintenance Worker, 1/23/2019
- ▶ **CHRISTOPHER FREEMAN**, 59 - Barnstable
Shellfish Fisher, 1/28/2019
- ▶ **RICHARD HILL**, 69 - Medford
1/31/2019
- ▶ **ROBERT MATZ**, 64 - Medfield
Plumber, 1/31/2019
- ▶ **JOSEPH FARIA**, 48 - Wareham
Carpenter, 2/4/2019
- ▶ **DANIEL McEVOY**, 30 - Salem
Concrete Construction Worker, 2/15/2019
- ▶ **DAVID MARCELINE**, 46 - Harwich
Truck Driver, 2/16/2019
- ▶ **ROBERT EPPS**, 41 - Blandford
Truck Driver, 2/21/2019
- ▶ **SYDNEY MITI**, 32 - Mansfield
Flight Instructor, 2/23/2019
- ▶ **ANTHONY COSTA**, 41 - Cambridge
Construction Foreman, 2/28/2019
- ▶ **STEPHEN PINA**, 64 - Medford
Firefighter, 3/1/2019
- ▶ **CHRISTOPHER CORNETTA** - North Attleboro
Firefighter, 3/4/2019
- ▶ **RUSSELL MACPHERSON**, 71 - Barnstable
Plumber, 3/11/2019
- ▶ **GAIL DEARELLANO**, 71 - Westfield
Accounting Clerk, 3/24/2019
- ▶ **ANTONIO FERNANDEZ**, 65 - Springfield
Carpenter, 4/28/2019

- ▶ **STERLING HULETT**, 49 - Boston
Truck Driver, 4/29/2019
- ▶ **RICHARD PIERCY**, 70 - North Andover
Electrician, 5/4/2019
- ▶ **ELVIS DE ALMEIDA RIBEIRO**, 49 - Barnstable
Laborer, 5/7/2019
- ▶ **RYAN HAZEL**, 14 - Dighton
Kennel Helper, 5/9/2019
- ▶ **JOAO RAMOS**, 57 - Sharon
Landscaper, 5/10/2019
- ▶ **THOMAS KURBS**, 72 - Berlin
Car Mechanic, 5/15/2019
- ▶ **EDWARD HOWARD**, 65 - Beverly
Machine Technician, 5/24/2019
- ▶ **ROBERT ROBILLARD**, 69 - Harwich
Shuttle Driver, 5/30/2019
- ▶ **FERNANDO BRASIL**, 58 - Mansfield
Warehouse Supervisor, 6/2/2019
- ▶ **LUCKINSON ORUMA**, 60 - Boston
Taxi Driver, 6/4/2019
- ▶ **THOMAS KENNEY**, 65 - Hyannis
Firefighter, 6/5/2019
- ▶ **MICHAEL ROBIDOUX**, 54 - Auburn
Towing Company Owner, 6/6/2019
- ▶ **RICHARD FUGERE**, 48 - Ludlow
HVAC Technician, 6/7/2019
- ▶ **MARK ANTONE**, 41 - Carver
Concrete Casting Worker, 6/10/2019
- ▶ **EMILE GADOUA**, 51 - Holyoke
Forklift Operator, 6/30/2019
- ▶ **LEROI RODRIGUEZ**, 52 - Boston
Firefighter, 7/16/2019
- ▶ **THOMAS SZPILA**, 64 - Easthampton
Firefighter, 7/16/2019
- ▶ **BRADLEY GRILL**, 58 - Cambridge
Landscaper, 7/18/2019
- ▶ **NEIL DALY**, 51 - Boston
Plumber, 7/20/2019
- ▶ **THOMAS KENNEDY**, 46 - Worcester
Firefighter, 7/20/2019
- ▶ **MAJID HAMADE**, 64 - Weymouth
Gas Station Attendant, 7/22/2019
- ▶ **AHMED ELGEZIRY**, 25 - North Reading
Painter, 7/24/2019
- ▶ **LISA DOMNARSKI**, 50 - Palmer
Stable Operator, 7/24/2019
- ▶ **PAUL GERMANO**, 50 - Spencer
Utility Technician, 8/12/2019
- ▶ **DANIEL NACIN**, 59 - Longmeadow
Postal Worker, 8/22/2019
- ▶ **ROBERT GRUSHESKI**, 52 - Salem
Boat Mechanic, 8/23/2019
- ▶ **GROSVIN MARIONA**, 46 - Boston
Painter, 8/26/2019
- ▶ **JAMES FRENCH**, 51 - Westfield
Sawmill Manager, 8/28/2019
- ▶ **JAMES JACOBS**, 52 - Needham
Elevator Installer, 9/3/2019
- ▶ **ROBERT MOSCHETTI**, 55 - Wenham
Siding Installer, 9/6/2019
- ▶ **MICHAEL FONTAINE**, 38 - Auburn
Freight Laborer, 9/9/2019
- ▶ **RICKY CLEMENT**, 59 - Merrimac
Roofer, 9/17/2019
- ▶ **TAYLOR BOWEN**, 28 - Swansea
Tree Trimmer, 9/19/2019
- ▶ **MILTON CANTOR NUÑEZ**, 31 - New Bedford
Roofer, 9/24/2019
- ▶ **MARC GAUTREAU**, 51 - Marlborough
Truck Driver, 10/3/2019
- ▶ **LOIS ANN JOHNSON**, 62 - Orange
Truck Driver, 10/11/2019
- ▶ **HENRY STUKULS**, 83 - Halifax
Landlord, 10/15/2019
- ▶ **KEVIN WELZ**, 64 - Springfield
Firefighter, 10/17/2019
- ▶ **MICHAEL SELLERS** - Boston
Tree Trimmer, 11/2/2019
- ▶ **RONALD STANOVITCH**, 64 - Mansfield
Car Mechanic, 11/6/2019
- ▶ **DENNIS DEMERS**, 52 - Chicopee
Painter, 11/5/2019
- ▶ **RYAN BALDERA**, 32 - Burlington
Restaurant Manager, 11/7/2019

- ▶ **JASON MENARD**, 39 - Worcester
Firefighter, 11/13/2019
- ▶ **JULIO DA SILVA COSTA**, 45 - Braintree
Cleaner, 11/14/2019
- ▶ **KEVIN O'ROURKE**, 66 - West Bridgewater
Driver, 11/15/2019
- ▶ **GARY GAUDETTE**, 39 - Chicopee
Arborist, 11/21/2019
- ▶ **MARK CORMIER**, 35 - Martha's Vineyard
Fisher, 11/24/2019
- ▶ **GERALD BRETAL**, 51 - Martha's Vineyard
Fisher, 11/24/2019
- ▶ **XAVIER VEGA**, 29 - Martha's Vineyard
Fisher, 11/24/2019
- ▶ **DENNIS ROBERTSON**, 44 - Haverhill
Construction Worker, 11/27/2019
- ▶ **VIDAL BRAVO CIFUENTES**, 34 - Wakefield
Construction Worker, 12/10/2019
- ▶ **IOANNIS ASARIDIS**, 57 - Stoughton
Gas Station Operator, 12/12/2019
- ▶ **SEGUNDO AGUISA**, 28 - Wakefield
Roofers, 12/28/2019
- ▶ **BRANDON MCSWEENEY**, 34 - Boston
Rigger, 12/28/2019

2020

- ▶ **MICHAEL FURTADO**, 50 - Taunton
Exterminator, 1/3/2020
- ▶ **LYNN HENRY**, 61 - Springfield
Clinical Dietician, 1/7/2020
- ▶ **GEORGE LANGEVIN**, 67 - Andover
Storekeeper, 1/15/2020
- ▶ **MARCOS "TONY" ANTONIO RUIZ**, (below)"
52 - Lawrence
Motor Equipment Operator, 1/15/2020



- ▶ **PAUL SAYWARD**, 36 - Nantucket
Fisher, 1/21/2020
- ▶ **CHRISTOPHER STILL**, 51 - Weymouth
Firefighter, 1/22/2020
- ▶ **RUSSELL HORN**, 55 - New Bedford
Firefighter, 1/27/2020
- ▶ **KEVIN PIMENTAL**, 38 - Falmouth
Tree Worker, 1/31/2020
- ▶ **SCOTT CASSON**, 55 - Gardner
Plant Manager, 1/31/2020
- ▶ **FRANK TROMBETTA**, 63 - Saugus
Auto Mechanic, 2/7/2020
- ▶ **ROGER TETREAULT**, 73 - Stockbridge
Logger, 2/9/2020
- ▶ **SANYI HARRIS**, 45 - Quincy
Bus Driver, 2/9/2020
- ▶ **WILLIAM MONTANA**, 68 - Springfield
Taxi Driver, 2/28/2020
- ▶ **ANTHONY THOMPSON**, 57 - Boston
Firefighter, 3/10/2020
- ▶ **BRADFORD SMITH**, 55 - Framingham
Firefighter Deputy Chief, 4/1/2020
- ▶ **MARVIN SALAZAR FUENTES**, 42 - Framingham
Roofers, 4/11/2020
- ▶ **NICOLO VITALE**, 49 - Gloucester
Fisher, 4/19/2020
- ▶ **ARMIN BURDICK**, 27 - Millis
Landscape Architect, 4/29/2020
- ▶ **SUI-TAK CHAN**, 60 - Lowell
Auto Mechanic, 5/4/2020
- ▶ **WILLIAM CAHILL**, 64 - Somerville
Firefighter/EMT, 5/16/2020
- ▶ **JEANNE ROSS**, 76 - Stoughton
Home Health Aide, 6/4/2020
- ▶ **MICHAEL McLAUGHLIN**, 39 - Mansfield
Firefighter/Paramedic, 6/13/2020
- ▶ **DAJEE SANTOS**, 28 - New Bedford
Chef, 6/30/2020
- ▶ **LEO "SKIP" CHILDS III**, 69 - Provincetown
Groundskeeper, 8/7/2020
- ▶ **EDWARD SUAREZ**, 47 - Fitchburg
Firefighter Lieutenant, 8/9/2020

- ▶ **BRIAN DOHERTY**, 62 - Boston
Firefighter Lieutenant, 8/14/2020
- ▶ **TANJIM SIAM**, 24 - Boston
Retail Clerk, 8/22/2020
- ▶ **BARRY CURRAN**, 59 - Boston
Construction Laborer, 9/2/2020
- ▶ **DWIGHT ROBERTSON**, 63 - Weston
Firefighter Captain, 9/2/2020
- ▶ **THOMAS DEVLIN**, 58 - Billerica
Trooper, 9/3/2020
- ▶ **JOHN MCGRATH**, 61 - Marlborough
Firefighter Deputy Chief, 9/20/2020
- ▶ **BERNARDIN ETIENNE**, 62 - Boston
Bus Operator, 9/21/2020
- ▶ **JOEY MARANO**, 53 - Somerville
Firefighter, 10/2/2020
- ▶ **THOMAS SULLIVAN**, 71 - Sheffield
Golf Pro, 10/7/2020
- ▶ **JOSE VAZ MENDES GOMES**, 54 - Brockton
Carpenter, 10/14/2020
- ▶ **EDWARD TIGHE**, 54 - Boston
Heavy Machinery Mechanic, 10/29/2020

- ▶ **SEAN McDONALD**
(right) 54 - Boston
Electrician, 11/10/2020
- ▶ **ROBERT BLETHEN**
41 - Provincetown
Captain, 11/23/2020
- ▶ **JEFF MATTHEWS**
55 - Provincetown
Fisher, 11/23/2020
- ▶ **MICHAEL PORPER**
38 - Provincetown
Fisher, 11/23/2020
- ▶ **ETHAN WARD**, 23 - Provincetown
Fisher, 11/23/2020
- ▶ **ROLLER JIMENEZ SERMENO**, 28 - Sudbury
Tree Worker, 11/25/2020
- ▶ **STEVEN COLLARI**, 59 - Uxbridge
Truck Driver, 12/2/2020
- ▶ **RAYMOND JOHNSON**, 61 - Boston
Firefighter, 12/6/2020
- ▶ **GILBERTO SANTIAGO DE PAULA**, 41 - Newton
Construction Laborer, 12/17/2020



2021

- ▶ **LUIS FERNANDO CADAVID VALENCIA** - Chelsea
Handyman, 1/3/2021
- ▶ **MARCOS ANTONIO SOSA**, 42 - Marlborough
Truck Driver, 2/8/2021
- ▶ **KENNETH KAMYK**, 58 - Westfield
2/22/2021
- ▶ **JUAN CARLOS FIGUEROA GUTIERREZ**, 33 - Boston
Construction Worker, 2/24/2021
- ▶ **JORDAN ROMERO**, 28 - Boston
Construction Worker, 2/24/2021
- ▶ **FABUSTINO SOTO-AGUILERA**, 44 - Belmont
Truck Driver, 3/4/2021

WE ALSO HONOR THE MEMORY
OF ALL THOSE WORKERS LOST
TO THE COVID-19 PANDEMIC



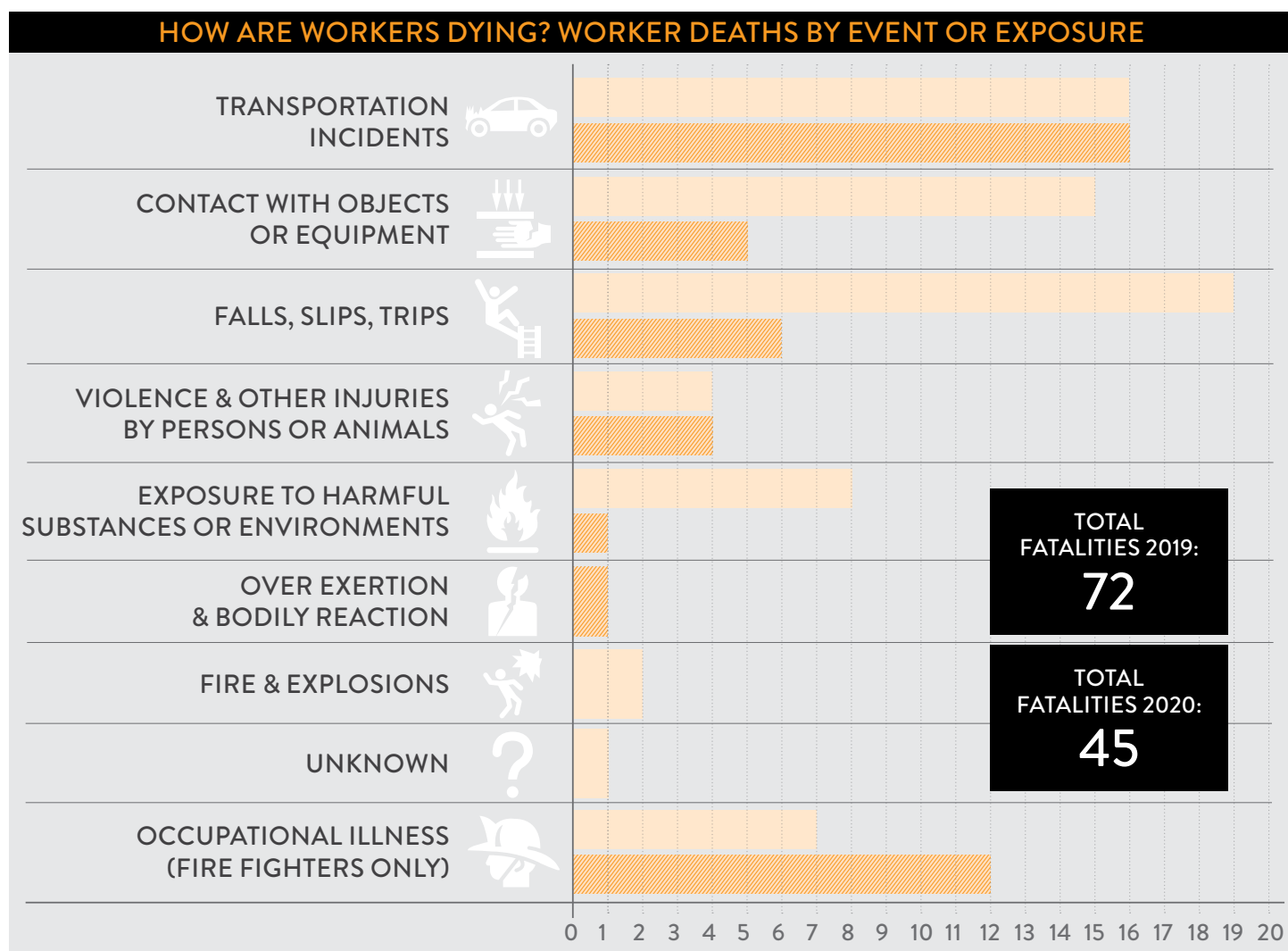
NUMBERS BEHIND THE FACES

Forty-five workers lost their lives to work-related injury or documented occupational illnesses in Massachusetts in 2020. The total number and rate of work-related deaths decreased in 2020 due to the pandemic's impact on the economy. However, this rate does not reflect the true number of workers' lives lost to COVID-19, a toll we may never truly know. The COVID-19 section of this report describes the impact of the pandemic on workers.

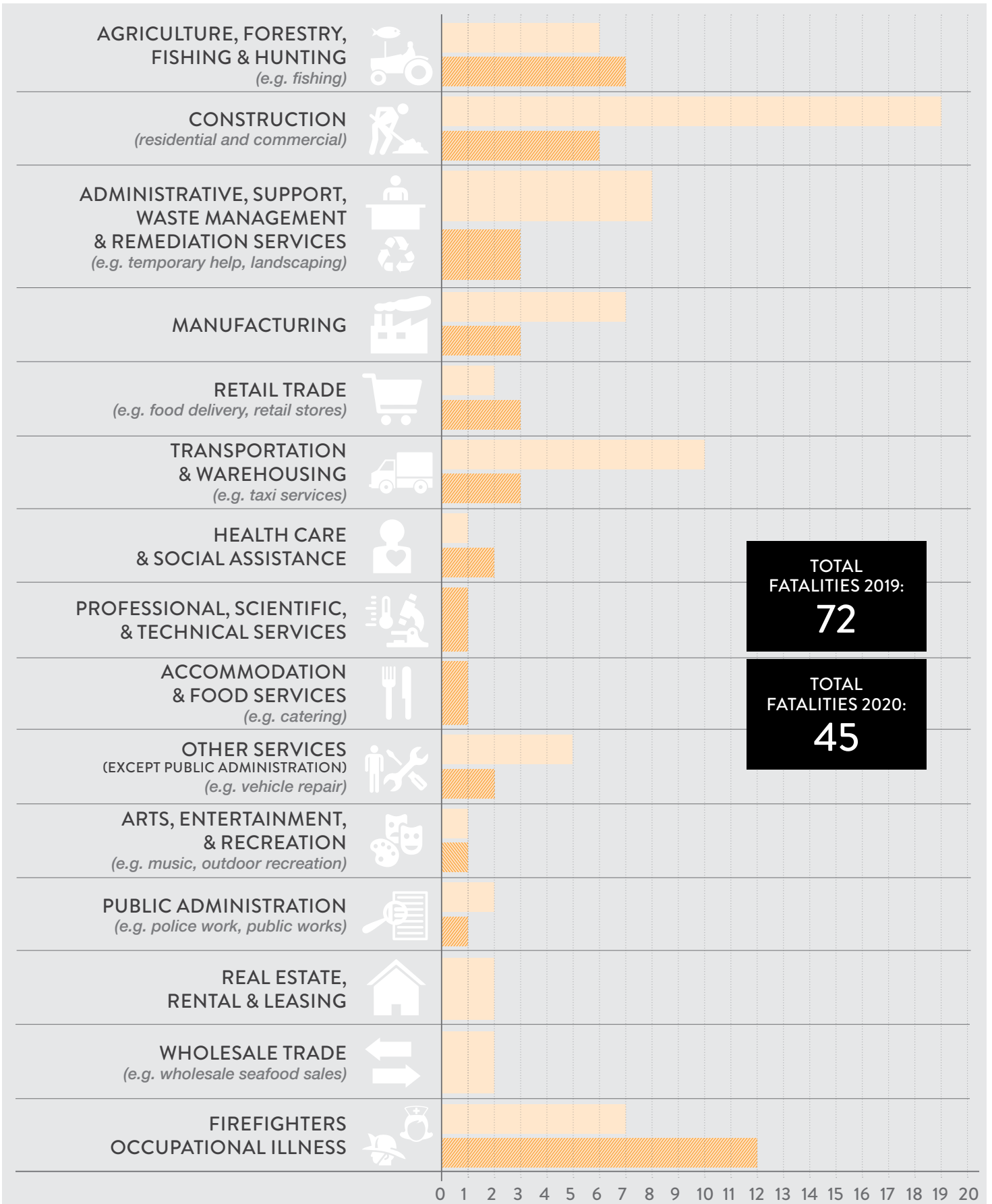
In addition to the 33 men and women who lost their lives from fatal injuries, twelve firefighters died from occupational illness in 2020. Other workers who died from occupational illnesses (other than COVID-19) are unaccounted for in this report. Even before the pandemic, work-related illnesses have been estimated to kill 50,000 people in the United States every year. Despite the magnitude of that number, there is no comprehensive documentation of these workers or the illnesses that kill them. Fatal overdoses and suicides on the job claimed 20 lives in 2019.

	2020	2019	2018	2017	2016
WORKPLACE FATALITIES*	45	72	77	80	70
RATES (DEATHS PER 100,000 EMPLOYEES)**	1.0	1.8	1.9	2.0	1.9
WORKPLACE SUICIDE FATALITIES		6	10	9	18
WORKPLACE OVERDOSE FATALITIES		14	23	29	25

*Workers killed by fatal injuries as well as firefighters who died from non-COVID occupational illness. **Includes only fatal workplace injuries, not occupational illnesses.



FATAL INJURIES BY SECTOR/INDUSTRY

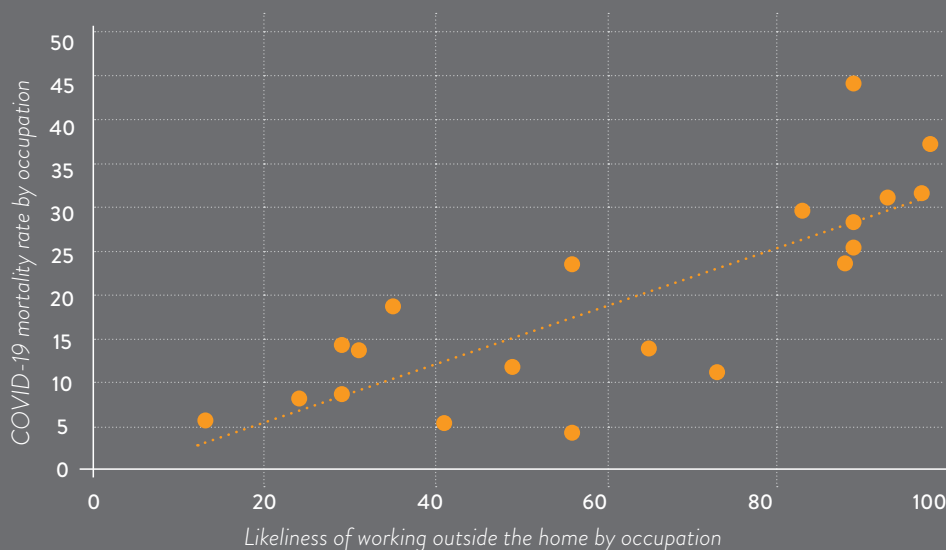


THE DEVASTATING IMPACT OF COVID-19 ON MASSACHUSETTS WORKERS

Occupational exposure to SARS-CoV-2 has made **thousands of workers in Massachusetts sick and likely resulted in hundreds of fatalities**. Because the Commonwealth has failed to comprehensively track the occupation of those who test positive for COVID-19, we may never know the real impact. **However, a recently published study on COVID-19 deaths by occupation in Massachusetts from March 1 to July 31, 2020 demonstrated that those working in jobs that cannot be done from home, and therefore have elevated risk of exposure, died from COVID-19 at higher rates than other workers.**

The study also confirmed well-documented racial disparities in COVID-19 deaths. Hispanic and Black workers had mortality rates nearly five times those of white workers. The study found this true even within the same occupation group. **For instance, Hispanic food preparation and serving workers had a mortality rate 8 times that of white workers in the same occupation.** According to the Department of Public Health's COVID-19 Community Impact Survey, a survey of over 35,000 Massachusetts residents, over half of those who could not socially distance listed work-related factors as a primary reason for their inability to properly distance themselves from others. **Adults who worked outside the home were more than two times as likely to report testing positive compared to those who worked from home.**

PEOPLE WORKING OUTSIDE THE HOME WERE MORE LIKELY TO DIE OF COVID-19



There is a strong correlation between the likeliness of working outside the home during the pandemic and the COVID-19 mortality rate, by major occupation category. In other words, the numbers back up what workers and advocates have been saying since the beginning of the pandemic: “essential,” in-person workers are being exposed to a deadly virus with little to no life-saving protections.

2x

Massachusetts residents working outside the home during the pandemic in 2020 were more than twice as likely to report testing positive for COVID-19, compared to those working from home.

11,243

From March 2020 to March 2021, 11,243 workers' compensation reports were filed of workers missing five or more days of work due to what the worker believed was a work-related case of COVID-19.

5x

COVID-19 mortality rates for Hispanic and Black workers were nearly 5 times that of white workers in Massachusetts. Within food service, Hispanic workers died at more than 8 times the rate of white workers

Workers in the following 10 occupations died of COVID-19 at a higher rate than the average working population. The eight occupation groups with the highest mortality rates were more likely to work outside the home than the average worker and less likely to work in settings with social distancing. Workers in eight of the top 10 deadliest occupations were less likely to be provided, or know how to access, paid sick leave during the pandemic.

10 OCCUPATION GROUPS HAD ABOVE-AVERAGE MORTALITY RATES FROM COVID-19

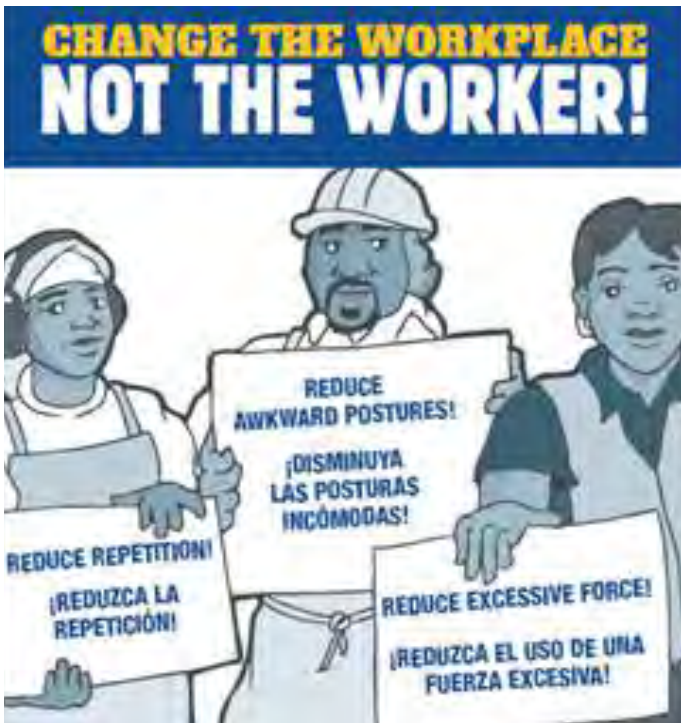
	COVID-19 Mortality rate* per 100,000 MA workers, Mar-Jul 2020	Working outside home**	Social distancing was not implemented at work**	Not provided or did not know about paid sick leave**
HEALTHCARE SUPPORT WORKERS	44.1	89%	43%	26%
TRANSPORTATION & MATERIAL MOVING WORKERS	37.2	98%	49%	35%
FOOD PREPARATION & SERVING RELATED WORKERS	31.6	97%	45%	48%
BUILDING, GROUNDS CLEANING & MAINTENANCE WORKERS	31.1	93%	66%	51%
PRODUCTION WORKERS	29.6	83%	40%	32%
CONSTRUCTION & EXTRACTION WORKERS	28.3	89%	42%	35%
PROTECTIVE SERVICE WORKERS	25.4	89%	39%	11%
PERSONAL CARE & SERVICE WORKERS	23.6	88%	54%	39%
ARTS, DESIGN, ENTERTAINMENT, SPORTS, & MEDIA WORKERS	23.5	56%	36%	35%
COMMUNITY & SOCIAL SERVICE	18.7	35%	26%	14%
AVERAGE FOR ALL WORKERS	16.4 deaths per 100,000	53%	33%	20%

* American Journal of Industrial Medicine, 2021. COVID-19 deaths by occupation, Massachusetts, March 1–July 31, 2020. Devan Hawkins, ScD, et. al.

** Massachusetts Department of Public Health, COVID-19 Community Impact Survey. Preliminary Results, April 28, 2021. <https://www.mass.gov/info-details/covid-19-community-impact-survey>

THE HIERARCHY OF CONTROLS: WORKERS' KEY TO PREVENTING INJURIES & COVID-19 INFECTIONS AT WORK

During the COVID-19 pandemic, front line workers, such as healthcare providers, bus drivers and grocery store employees, have faced a deadly infectious disease every day on the job. **This hazard, like any workplace hazard, can be reduced or eliminated with practical controls.** Workers and their unions and organizations can help bring about these protections. An important tool for making sure that workers aren't maimed, killed or made sick is the "Hierarchy of Controls".



This approach, supported by OSHA and the CDC's National Institute for Occupational Safety and Health, **identifies the most effective ways of eliminating and reducing workplace hazards.** The Hierarchy of Controls shows that the most effective prevention steps address hazards related to the work, not the worker. This model can be applied to safety, chemical and infectious disease hazards.

The upside-down triangle focuses on five steps that matter most: **elimination substitution, engineering controls, administrative controls and personal protective equipment.**

Elimination may mean changing a process to end the use of a toxic substance, and it could mean allowing work from home to prevent COVID contagion. **Substitution** means replacing a dangerous process with a safer one — like drive-thru services — or replacing a bad chemical with a safer one, such as switching from bleach to alcohol sanitizers. **Engineering controls** means using ventilation to pull dangerous dusts like silica or lead away from the person doing the work, and adding ventilation and filtration to remove virus in the air.

Any one control is often insufficient on its own. This is especially true when dealing with a highly infectious disease. Each control method should be layered with others that cover the limitations. **Administrative controls** are an essential step in the Hierarchy. These are workplace policies such as limiting time spent doing a dangerous task, staggering break times to limit the number of people in a room, and implementing a timely, sensitive contact tracing system combined with paid sick leave so sick workers do not infect others. Another important administrative control is a vaccination program with sufficient paid time off for vaccine appointments and to recover from any side effects. **While PPE is the least effective defense, it can be crucial to protecting workers' health. For COVID-19, having the correct respirators is necessary.**

By issuing an Emergency Temporary Standard to protect workers from COVID-19, OSHA can strengthen workplace protections and enforcement, and help workers win the protections on the job that will prevent disease transmission.

THE COVID-19 PANDEMIC NEEDS THE SAME APPROACH

MOST
EFFECTIVE

ELIMINATION

PHYSICALLY REMOVE THE HAZARD

Work from home

SUBSTITUTION

REPLACE THE HAZARD

Drive thru-service.
Take-out food

ENGINEERING CONTROLS

ISOLATE PEOPLE FROM THE HAZARD

Improve ventilation, add portable air cleaners
with HEPA filters, use barriers for workers
who are in close contact with multiple customers

ADMINISTRATIVE CONTROLS

CHANGE THE WAY THE PEOPLE WORK

Paid sick leave, time off for vaccination, fewer
people in a space, more breaks for handwashing,
monitor customers for face coverings

PPE

PROTECT THE WORKER WITH
PERSONAL PROTECTIVE EQUIPMENT

Supply proper respirators (N95s), face coverings

LEAST EFFECTIVE

ENFORCING WORKPLACE COVID-19 PRECAUTIONS: A TALE OF TWO AGENCIES

In Massachusetts, two agencies were primarily responsible for enforcing workplace health and safety during the pandemic: the federal Occupational Safety and Health Administration (OSHA) and the state Department of Labor Standards (DLS). Both agencies received hundreds of complaints from workers concerned about being exposed to COVID-19 on the job.



2.4% of the 956 complaints that workers made to OSHA in 2020, only 23, led to workplace inspections. OSHA handled the remaining complaints as inquiries, directly contacting employers to ask for the issue to be addressed, rather than make unannounced inspections.

31 of OSHA's 54 COVID-19 inspections in Massachusetts in 2020, or 44%, found a violation. Seven of those inspections were spurred by worker complaints, while 24 were in response to 17 worker deaths.

Average final penalty for closed COVID-19 inspections:

- ▶ in response to a complaint was **\$3,003**. This was a 58% decrease from the average proposed penalty of \$7,169.
- ▶ in response to a fatality was **\$10,330**. This was a 34% decrease from the average proposed penalty of \$15,733.

45% (658 out of 1463) of DLS COVID-19 cases in 2020 found a violation.

56 cease-and-desist orders were issued in 2020 by DLS to stop unsafe working conditions. 4% of inspections led to a cease-and-desist, the most powerful enforcement tool the agency has used to enforce COVID-19 safety regulations.

WORKERS CALL OUT DANGEROUS CONDITIONS DURING THE PANDEMIC (2020)

FEBRUARY 1

First COVID-19 case in MA

MARCH 2 - DECEMBER 31

956 complaints made to OSHA

MARCH 26 - MAY 14

707 complaints made to MA DLS during "essential business" phase

APRIL 20

Worst day of first wave: 2,685 new cases

MAY 18

Reopening Phase 1 starts

MAY 18 - DECEMBER 31

1,463 complaints made to MA DLS during Reopening

MAY 19 - AUGUST 28

2,954 complaints made to the MA Attorney General

JUNE 22

Reopening Phase 2

DECEMBER 7

Worst day of second wave: 6,211 new cases

OSHA ENFORCEMENT ACTIVITY IN 2019 & 2020

JANUARY 1ST TO DECEMBER 31ST, 2019

1,314



OF CLOSED CASES
OUT OF 1,571 INSPECTIONS
CONDUCTED IN 2019



\$10,094

AVERAGE
PROPOSED PENALTY
(CLOSED CASES)



\$5,041

AVERAGE
FINAL PENALTY
(CLOSED CASES)



50%

REDUCTION
IN PENALTIES



JANUARY 1ST TO DECEMBER 31ST, 2020

532



OF CLOSED CASES
OUT OF 881 INSPECTIONS
CONDUCTED IN 2020



\$12,401

AVERAGE
PROPOSED PENALTY
(CLOSED CASES)



\$6,209

AVERAGE
FINAL PENALTY
(CLOSED CASES)



50%

REDUCTION
IN PENALTIES

OSHA PENALTIES ISSUED FOR EMPLOYERS OF WORKERS WHO DIED ON THE JOB IN MASSACHUSETTS



JANUARY 1ST TO DECEMBER 31ST, 2020



41

INSPECTIONS OPENED
IN RESPONSE TO
41 WORKER DEATHS



25

CLOSED INSPECTIONS,
AND 16 ONGOING
& OPEN INSPECTIONS



14

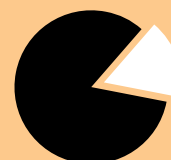
CLOSED INSPECTIONS
LED TO SOME PENALTY
FOR THE EMPLOYER



AVERAGE
PROPOSED
PENALTY



AVERAGE
FINAL
PENALTY



15%
REDUCTION
IN PENALTIES

JANUARY 1ST TO DECEMBER 31ST, 2019



35

INSPECTIONS OPENED
IN RESPONSE TO
30 WORKER DEATHS



25

CLOSED INSPECTIONS,
AND 10 ONGOING
& OPEN INSPECTIONS



23

CLOSED INSPECTIONS
LED TO SOME PENALTY
FOR THE EMPLOYER



AVERAGE
PROPOSED
PENALTY



AVERAGE
FINAL
PENALTY



20%
REDUCTION
IN PENALTIES

TREE WORKER DEATHS MAKE IT CLEAR: WE'RE NOT PREPARED FOR CLIMATE CHANGE

Like many places around the country, climate change has led to the increasing frequency, duration, and severity of extreme weather events in Massachusetts. During storm recovery, clean-up workers comprise a key workforce of “second responders” who take on demanding – and often dangerous – work helping residents and business owners with the removal of debris, the demolition of damaged structures, and rebuilding. Storm and flood cleanup activities can be hazardous. From 2018-2020, 4 workers died shoveling snow during severe snow storms and eleven more were killed while performing tree work.



On December 10, 2019, **Vidal Bravo Cifuentes**, a 34-year-old day laborer, was killed during a tree removal operation at a house in Wakefield. He had been hired for a basic clean-out of the house, but was called out of the house to hold a guide rope. When the tree the rope was connected to snapped, he was thrown against a rock and killed. The landscaping company was hired by the homeowner to remove several trees.

However, this company did not have lift trucks or trained tree removal workers, only ladders and ropes and laborers who had not received proper training. Another three tree workers were killed in 2019. Two tree workers were also killed in 2020, including **Kevin Pimental** (picture above), who died after being struck by a falling tree branch on 1/31/2020.

THE PROBLEM

While tree work is inherently dangerous and injuries are common, safety protections can be extremely effective at preventing injuries. When serious injuries occur, generally we find that well-known protective actions didn't happen: **proper equipment wasn't used, training didn't happen, safer ways of doing the work were set aside in favor of shortcuts.** Steps like clearing brush, staying well-away from energized power lines, using bucket trucks instead of ladders are all basic safety strategies. **Professional arborists and certified tree management companies are more likely to follow the ANSI and OSHA standards and best practices to protect employees.**

Yet many companies and individuals perform tree work without the experience, skills, knowledge, and equipment needed to do it safely, with deadly consequences. Increasing demand for tree work creates an opportunity for less experienced contractors to get in on the work. To save money, contractors and homeowners may hire companies or contractors referred to as “**buzzies**” or “**storm-chasers**”.

These crews, often composed of immigrant day laborers, are handed a chainsaw and sent off with little to no training or protective gear.

The 4th National Climate Assessment points out that “**Changing climate threatens the health and well-being of people in the Northeast through more extreme weather, warmer temperatures... expected to lead to health-related impacts and costs, including additional deaths...**”





This will undoubtedly include deaths of tree workers. Of the seven work-related fatalities in New Jersey directly related to Hurricane Sandy, three were tree care workers.

Even municipalities might opt for a low bid from a company ready to start work. **Few cities are ready to pre-qualify tree care contractors who have demonstrated experience clearing storm-downed trees or protecting their employees from a range of other climate hazards like heat and insects.** Tree care workers in the Massachusetts public sector are now covered by OSHA protections, but they still face budget and time pressures that can compromise safety.



WHAT'S BEING DONE

Several states have passed regulations that encourage the hiring of qualified and safety-trained companies. **Connecticut has one of the strongest.** The CT Arborist Law requires that, in order to “advertise, solicit or contract” to do arboriculture, an individual must be a Connecticut Licensed Arborist.

Tree workers must pass a test which covers safety procedures in order to be licensed. Massachusetts legislators are currently considering sponsoring a bill to require arborist licensing in the Commonwealth. Temporary workers receive some protections under Massachusetts law, but **this regulation needs to be expanded to cover day laborers and to better assure accountability for health and safety protections.**

As a professional arborist, it's my job to recognize and manage risk. Through training and by following proper work practices, we can minimize that risk.

- Trumbull Barrett
Barrett Tree Service East

WORKPLACE VIOLENCE DEATHS PERSIST THROUGHOUT THE PANDEMIC

THE PROBLEM: COVID-19 INTENSIFIES WORKPLACE VIOLENCE FOR ALREADY AT-RISK WORKERS

Violence in the workplace is the 3rd leading cause of workplace deaths based on 2018 national data.

In both 2019 and 2020, four Massachusetts workers died from workplace violence. Deaths caused by firearms accounts for 75% of those. From 2011 to 2019, 39 workers died from gunfire while at work.

Across the country, 2021 has already seen an alarming number of mass shootings in workplaces like offices, supermarkets, massage parlors and mailing facilities. These shooters were disgruntled former employees or angry customers, in certain cases, refusing to abide by store/facility COVID-19 policies and protocols meant to ensure worker and customer health and safety.

These shootings make clear that as businesses continue to reopen, more must be done to protect workers.



WHAT NEEDS TO BE DONE

Currently, there is no federal OSHA standard to protect workers from workplace violence. However, in 2019 and 2021, the US House of Representatives approved **Workplace Violence Prevention for HealthCare & Social Service Workers Act** bill HR 1309 (now HR 1195) which requires OSHA to promulgate a new standard, investigate acts of violence in the workplace, provide training and education and prohibits discrimination and retaliation for workers reporting concerns. As of today, the bill is in the Senate and has been referred to the Committee on Health, Education, Labor, and Pensions for next steps.

OSHA released unenforceable guidelines to prevent workplace violence in 1996. Those guidelines were updated in 2014. In 2019, the U.S. House of Representatives passed a law requiring OSHA to create a workplace violence standard for healthcare and social service workers, but the Trump administration prevented it from being passed. The latest iteration of that bill, HR 1195 may be the best chance for this much-needed standard to become reality.

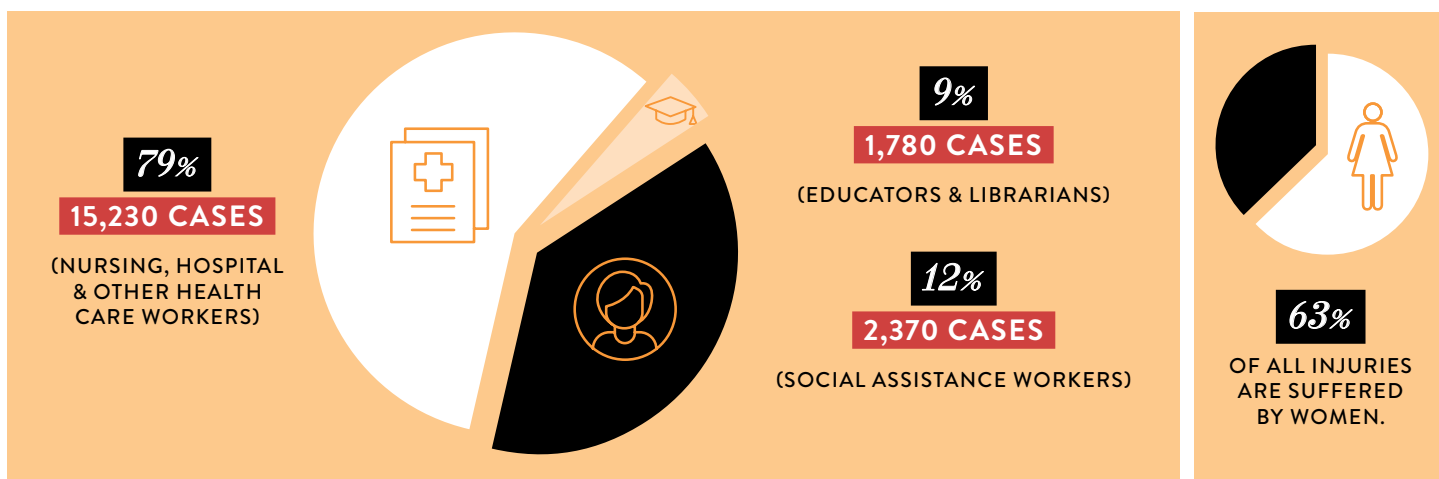
The Massachusetts Nurses Association introduced an **Act Requiring Health Care Employers to Develop and Implement Programs to Prevent Workplace Violence** which would require health care facilities to adopt a prevention program including, but not limited to, training, reporting and creation of worksite teams to prevent early stage escalation and respond to violent situations.



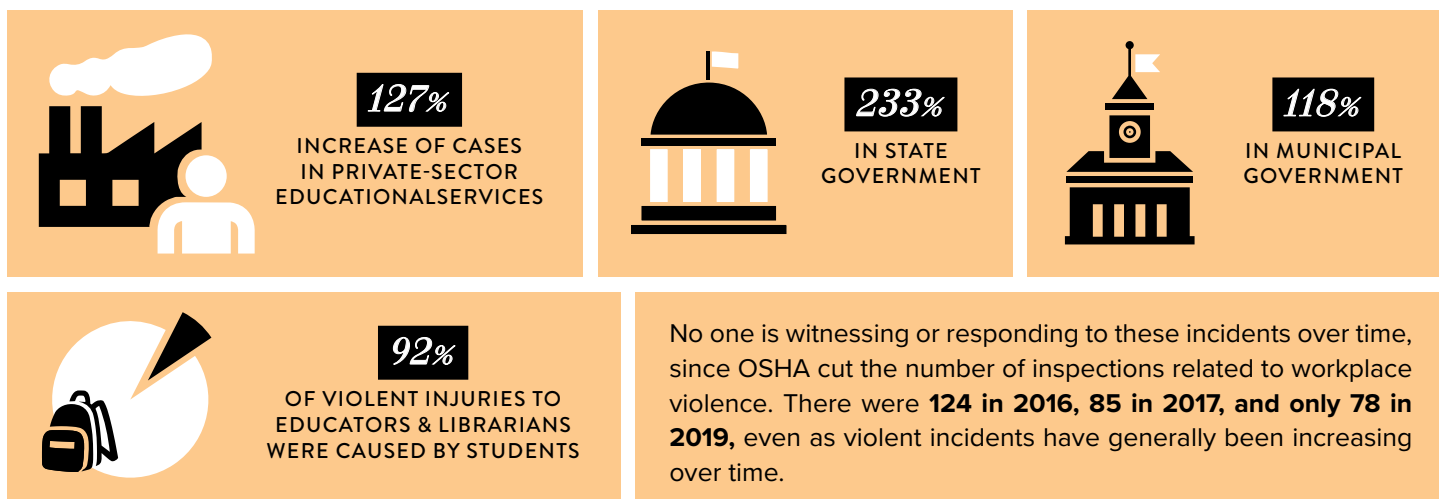
VIOLENCE IN THE HEALTH CARE & EDUCATION SECTOR

Since 2008, the rate of workplace violence injuries in the human services sector has increased.

IN 2017 THERE WERE **19,388** REPORTED CASES:



SINCE 2008, THE RATE OF VIOLENT INCIDENTS HAS INCREASED FOR **SOCIAL SERVICE WORKERS**:



Workplace violence is now the third leading cause of job deaths, and results in more than 30,000 serious lost-time injuries each year. Nurses, medical assistants, emergency responders and social workers face some of the greatest threats, suffering more than 70% of all workplace assaults. Women workers particularly are at risk, suffering two out of every three serious workplace violence injuries.

- William Samuels
Director of Government Affairs-AFL-CIO

WHAT NEEDS TO BE DONE

TO FULFILL THE PROMISE OF SAFE JOBS FOR EVERYONE

Each year on Worker Memorial Day we rededicate ourselves to the fight for safe jobs and healthy communities to ensure that all workers can go to work, earn a fair wage, be treated with respect and dignity, and return home to their families alive and well.

WE NEED A COVID-19 EMERGENCY TEMPORARY STANDARD!

On January 21, 2021 President Joe Biden issued an Executive Order on Protecting Worker Health and Safety, recognizing that frontline essential workers are in grave danger due to the enhanced workplace risks posed by the COVID-19 pandemic. The Executive Order directed OSHA to assess the need for and, if necessary, issue an Emergency Temporary Standard (ETS) by March 15, 2021. This deadline passed over six weeks ago, and essential frontline workers continue to work in conditions that put them, as well as their families and communities, at grave risk of this dangerous disease.

The COVID-19 pandemic is not over. Since last month's deadline for the ETS determination, the national rates of new cases and hospitalizations are going up; all while recommended safety guidelines are being relaxed by governors in multiple states. Although vaccination rates are increasing, the vast majority of those who have been vaccinated are not essential workers, and we are not yet close to reaching herd immunity levels. The spread of new variants of the coronavirus will continue to put the lives of workers in danger. In order to save workers' lives now, and prevent further community spread of COVID-19 and variants, OSHA must immediately issue and enforce the Emergency Temporary Standard workers and their advocates have demanded, for far too long.

TAKE ACTION AT THE STATE HOUSE

CREATE WORKER-CENTERED PROTOCOLS TO TRACK, PREVENT & PROTECT AGAINST COVID-19 AND ITS IMPACT

- ▶ **Workers' Compensation Occupational Presumption:** Workers who get sick from the highly contagious SARS-CoV-2 from exposure at work must receive the workers' compensation benefits they are due to ensure they don't have to use their own paid time off or sick time to quarantine, treat or recover from COVID-19.
- ▶ **Resources to Enforce COVID-19 Worker Health & Safety Protections:** Enforcement of the COVID-19 Workplace Safety Regulations is given to Local Boards of Health (LBOH) and the Department of Labor Standards (DLS). Neither of these has the staff or resources to enforce these protections on the scale necessary.
- ▶ **Emergency Paid Sick Time:** To ensure that all those who feel sick or may have been exposed to COVID-19 stay home and avoid exposing others to the virus, all workers must have the ability to miss work to care for themselves or their family, without losing the pay they need to make ends meet.
- ▶ **Hazard Pay for Workers:** This pandemic has laid bare how intertwined public health and the economy are – and how absolutely vital working people are to keeping every family safe, secure, healthy, and fed. There are currently tens of thousands of Massachusetts workers reporting to the job outside of their homes, putting their health and the health of their families on the line each day. These workers we all depend on are on the front lines of exposure to this virus, in too many cases without the adequate personal protective equipment they so desperately need, and many are still struggling to pay their bills.
- ▶ **Vaccine Access and Equity:** We must take action to overcome disparities in COVID-19 vaccination rates rooted in historical and current racism; biases based on ethnicity, income, primary language, immigration status, or disability; geography; or transportation access, language access, or internet access.

STRENGTHEN & ENFORCE WORKER SAFETY LAWS & REGULATIONS

- ▶ **Employers that Fail to Protect Workers should not get Public Contracts or Permits:** Require that contractors that do business with the Commonwealth of Massachusetts and/or are involved in excavation work and will require companies seeking to do business with the Commonwealth, or seeking a trenching permit to report their record of safety violations.
- ▶ **Expand funding for Enforcement of the Massachusetts Public Sector OSHA Law:** Expand the budget for the Department of Labor Standards by increasing the State budget line item and by approval of our OSHA Public Sector State Plan to bring in federal dollars.
- ▶ **Healthy, Safe Schools:** Establishes new state ventilation requirements that current and future public school facilities must meet under both normal and pandemic conditions, mandate that school districts conduct assessments of school ventilation systems to ensure compliance, and create a mechanism for state funding to support needed repairs and upgrades to school ventilation systems.
- ▶ **Protect Workers from Workplace Bullying:** Workplace bullying is the most serious form of employee mistreatment left largely unaddressed by current law. Most targets of severe workplace bullying have little or no recourse under Massachusetts law.

DON'T LET EMPLOYERS SILENCE WORKERS

- ▶ **Protect Injured Workers from Retaliation:** Strengthens anti-retaliation law to provide for an administrative complaint and investigation mechanism for enforcement, and otherwise addresses employer misconduct that prevents workers from receiving timely medical care and benefits. The law to protect report or seek care for a work-related injury or report or seek care for any COVID-19-related illness or report any exposure to COVID-19 and take appropriate measures as a result, including self-quarantining.

GUARANTEE FAIR & JUST COMPENSATION FOR WORKERS

- ▶ **Stop Wage Theft:** Clarify responsibility for upholding labor standards and provide the Attorney General and workers with additional tools for holding violators accountable and recovering money wrongfully taken from workers and the Commonwealth.
- ▶ **Provide One Fair Wage:** In the pandemic, service workers have become more vulnerable than ever. Tips are down by 50%, and workers are at the frontlines of enforcing public safety measures. We need to eliminate the tipped subminimum wage and raise ALL workers' minimum wage to \$15 an hour plus.

SAFE WORKPLACES FOR ALL, REGARDLESS OF IMMIGRATION STATUS

- ▶ **Provide Drivers' Licenses Regardless of Immigration Status:** Enable all qualified state residents to apply for a standard Massachusetts driver's license regardless of immigrant status while keeping out Commonwealth in full compliance with REAL ID requirements.

CONFRONT THE WORKPLACE EFFECTS OF CLIMATE CHANGE

- ▶ **Protect workers from heat stress and the impact of rising temperatures both indoors and outdoors, especially in schools.** Increasing temperatures from climate change also pose a grave risk, especially for those that work outdoors or in hot indoor environments.

WORKERS MEMORIAL DAY • APRIL 28

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

AFL-CIO



MassCOSH

MassCOSH bring together workers, unions, community groups, and health, safety and environmental activists to organize and advocate for safe, healthful jobs

masscosh.org - (617) 825-7233



Massachusetts AFL-CIO

The Massachusetts AFL-CIO empowers and supports workers in their effort to promote justice, educate the public about the value of unions, and improve the economic stability and security of working families and communities throughout the Commonwealth.

massaflcio.org - (781) 324-8230