

# FARMWORKER HOUSING AND WORKPLACE HEALTH AND SAFETY PROTECTIONS

DIANA E. MARIN, MICHIGAN IMMIGRANT RIGHTS CENTER

MAY 28, 2021 – CORT MIDWEST FARMWORKER AND IMMIGRANT WORKER LAW TRAINING



<https://michiganimmigrant.org/>

## WHAT WE WILL COVER TODAY.

- Migrant Housing Camp Standards.
- Workplace Health and Safety issues affecting farmworkers.
  - Field Sanitation Standards
  - Pesticides
  - Heat Illness
- Enforcement.

# MIGRANT FARMWORKER HOUSING STANDARDS: BASICS



## Federal Baseline: Temporary Labor Camp (TLC) standards.

- All migrant housing must comply with federal law, either the OSHA standards or ETA standards. 29 C.F.R. §500.132(a)(1); 29 C.F.R. §500.132(a)(2).
- OSHA – after April 3, 1980, 29 C.F.R. § 1910.142(a)-(l)
- ETA – before April 3, 1980, 20 C.F.R. § 654.404-654.417 or OSHA regs

## State Standards: offer more protections than the federal standards.

- Illinois: 210 Ill. Comp. Stat. §§ 110/1 – 110/25 and Ill.Admin. Code Title 77, Part 935
- Indiana: Ind. Code §§ 16-41-26-1 to 16-41-26-14 and 410 Ind.Admin. Code §§ 6-9-1 through 6-9-6
- Iowa Code §§ 138.1 – 138.19 and Iowa Admin. Code 641.81.1 – 641.81.6
- Kansas: none, rely on OSHA and ETA.
- Michigan: Mich. Comp. Laws §§ 333.12401 – 333.12434 and Mich.Admin. Code R. 325.3601 – 325.3699
- Minnesota: Minn. Stat. § 144.12(11), no accompanying rules?
- Missouri: none, rely on OSHA and ETA.
- Nebraska: none, rely on OSHA and ETA.
- North Dakota: none, rely on OSHA and ETA.
- Ohio Rev. Code §§ 3733.41 – 3733.99 and Ohio Admin. Code 3701-33-01 – 3701-33-13
- South Dakota: none, rely on OSHA and ETA.
- Wisconsin: Wis. Stat. §§ 103.90 – 103.97 and Wis.Admin. Code Ch. DWD 301



**Occupational Safety  
and Health Administration**



**U.S. DEPARTMENT OF LABOR**

 **U.S. DEPARTMENT OF LABOR**

**Employment and Training Administration**

# HOUSING STANDARDS: WHO IS COVERED.

OSHA interpretation Field Operations Manual, Chapter 12.

## A. Introduction.

29 CFR 1910.142, the Temporary Labor Camp standard, is applicable to both agricultural and non-agricultural workplaces.

## B. Definitions.

NOTE: §1910.142 does not contain a definition section. The following definitions reflect OSHA's interpretation of the standard.

### 1. Temporary.

The term *temporary* in §1910.142 refers to employees who enter into an employment relationship for a discrete or defined time period. As a result, the term *temporary* refers to the length of employment, and not to the physical structures housing employees.

### 2. Temporary Labor Camp Housing.

Temporary labor camp housing is required employer-provided housing that, due to company policy or practice, necessarily renders such housing a term or condition of employment. See *Frank Diehl Farms v. Secretary of Labor*, 696 F.2d 1325 (11th Cir. 1983).

- State plans/migrant camp regulations vary. For example, Michigan and Ohio need at least 5 occupants in the housing for state protections to kick in.

# SURVEY #1

- SURVEY #1

# HOUSING STANDARDS DETAILS: MICHIGAN EXAMPLE.

## Camp Responsibilities

- Camp operator inspects once per week
- Units Numbered

## Camp Area

- Well-drained, free from standing water
- No offensive odors, flies, noise, traffic, any other health and safety hazard
- Free from debris; noxious plants such as poison ivy, uncontrolled grass, weeds, and brush
- Recreation space available
- Free from farm implements in the camp area

## Water Supply

- Adequate water supply
- Cold water outlet available within 50 feet of each shelter if water is not available in the shelter
- Adequate drainage facilities for overflow and spillage
- Common drinking cup is prohibited

## Shelter

- Structurally sound, in good repair, sanitary
- Flooring is of rigid material; prevents entrance of ground and surface water; reasonably level
- Double-wall construction; interior permanent-type ceiling
- For sleeping purposes, at least 50 sq ft of floor space per person; except that a double-deck beds setting must have at least 40 sq ft per person
- Combined cooking, eating, and sleeping purposes: at least 100 sq ft per person
- Partitioned sleeping area if family has at least one child who is at least 6 yrs old
- Separate sleeping area for each sex or family
- Clothing storage  Beds w/ mattresses
- 7-ft Ceiling

## Fire & Pesticide Safety

- 2 exits per sleeping room
- Fire extinguishers no more than 100 ft away
- Flammable materials not stored in/near the shelter
- Pesticides not stored in the shelter
- Working smoke detectors in each shelter

## Ventilation/Lighting/Electricity

- Adequate ventilation and natural lighting
- Window screens  Screen door closes
- Adequate electrical service  Adequate outside lights

## Heating (if used between Sept. 1 - May 31)

- No less than 65 degrees Fahrenheit
- Portable, non-electric heater is prohibited

## Cooking & Eating

### In an individual shelter:

- 4-burner stove (2 burners if less than 5-person capacity)
- Sink
- Hot & cold water in sink if shelter is new or substantially remodeled
- Shelves (6 sq ft minimum)  Tables & Chairs
- Food prep. area (2.5 sq ft min.)  Refrigerator (max 45°)

### In a common facility:

- 1 stove for each 5 individuals in a food preparation shift
- 2-compartment sink connected to hot and cold water
- Shelves, min. 1 sq ft per person  Tables and chairs
- Food prep. area, min. 5 sq ft  Refrigerator (max 45°)

## Bathing/Handwashing/Laundry

### Bathing

- Hot water available under pressure  Floor drain
- Facility within 200 ft of the shelter
- 1 showerhead per 10 people, not less than 3 ft apart, not less than 9 sq ft per unit, separated by a partition
- Dry, private dressing area  1 facility per sex or

## family

- Private entrances for single-sex showers

## Handwashing

- Hot water available
- 1 per single-family shelter, or 1 per 15 people
- Laundry Facilities - required unless a shelter is provided with a sink with hot and cold running water
- Double laundry tubs with hot and cold water
- 1 unit per 30 people
- Water heater capable of adequate hot water during reasonable use
- Waste water properly disposed of

## Toilet Facilities

- 1 per 15 people
- Urinals: max. of 1/3 of required toilets
- 1 per sex or family  Within 200 ft of the shelter
- Outhouse no closer than 50 ft from a shelter or food-preparation facility
- Portable toilets pumped at least once per week

## Sewage/Garbage/Vermin

### Sewage Disposal

- Municipal system if available  Not on ground

### Garbage & Refuse

- Adequate number of containers
- Collected at least once per week

### Insects, Rodents, Vermin

- Shelters and common facilities free of insects, rodents, vermin

## Winter Occupancy (between 11/15 - 4/1)

### Each shelter has:

- Kitchen sink with hot/cold water and wastewater disposal system
- Bathing facility with hot/cold water
- Flush toilet connected to wastewater disposal system
- Double floors, double walls (concrete slab floors acceptable)



# HOUSING STANDARDS: HOUSING SITE AND STRUCTURE

29 CFR § 1910.142(A), 20 CFR § 654.404(A)-(D); 29 CFR § 1910.142(B)(1)-(12); 20 CFR § 654.407 (A)-(H).





# HOUSING STANDARDS: HOUSING SITE AND STRUCTURE BEDROOMS





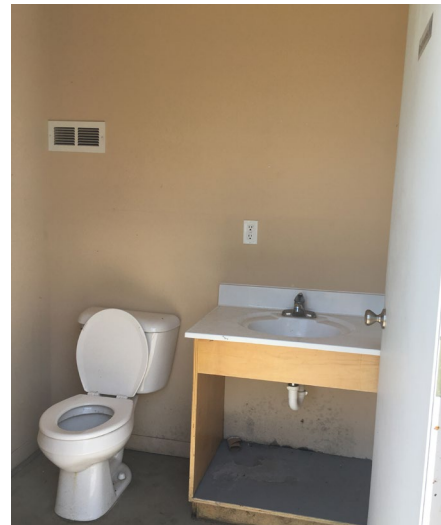
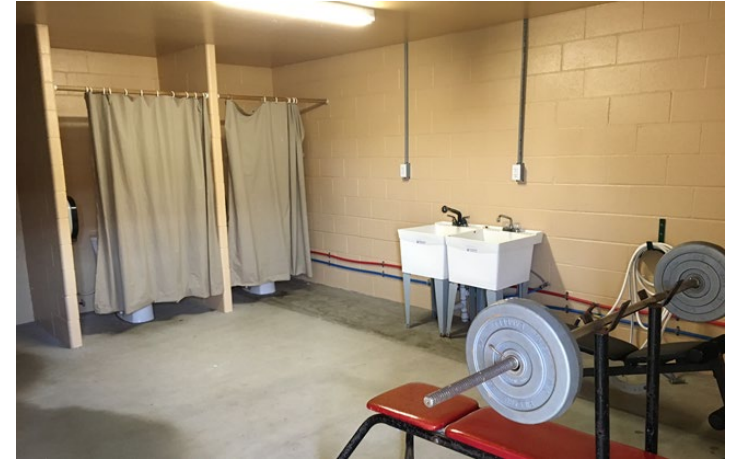
# HOUSING STANDARDS: FOOD FACILITIES

29 CFR § 1910.142(i)



# HOUSING STANDARDS: TOILET FACILITIES

29 CFR § 1910.142(D)(1)-(10)  
20 CFR § 654.411(A)-(i)





# HOUSING STANDARDS: LAUNDRY, HANDWASHING, BATHING FACILITIES.

29 CFR § 1910.142(F)(1)-(6), 20 CFR § 654.412.





# HOUSING STANDARDS: SEWAGE AND GARBAGE

29 CFR § 1910.142(E), 20 CFR § 654.406; 29 CFR § 1910.142(h), 20 CFR § 654.414.





# HOUSING STANDARDS: FIRST AID AND REPORTING

COMMUNICABLE DISEASES. 29 CFR § 1910.142(k), 20 CFR § 654.41; 29 CFR § 1910.142(l).



# HOUSING STANDARDS: H-2A REGULATIONS AND RENTAL/PUBLIC ACCOMMODATIONS.

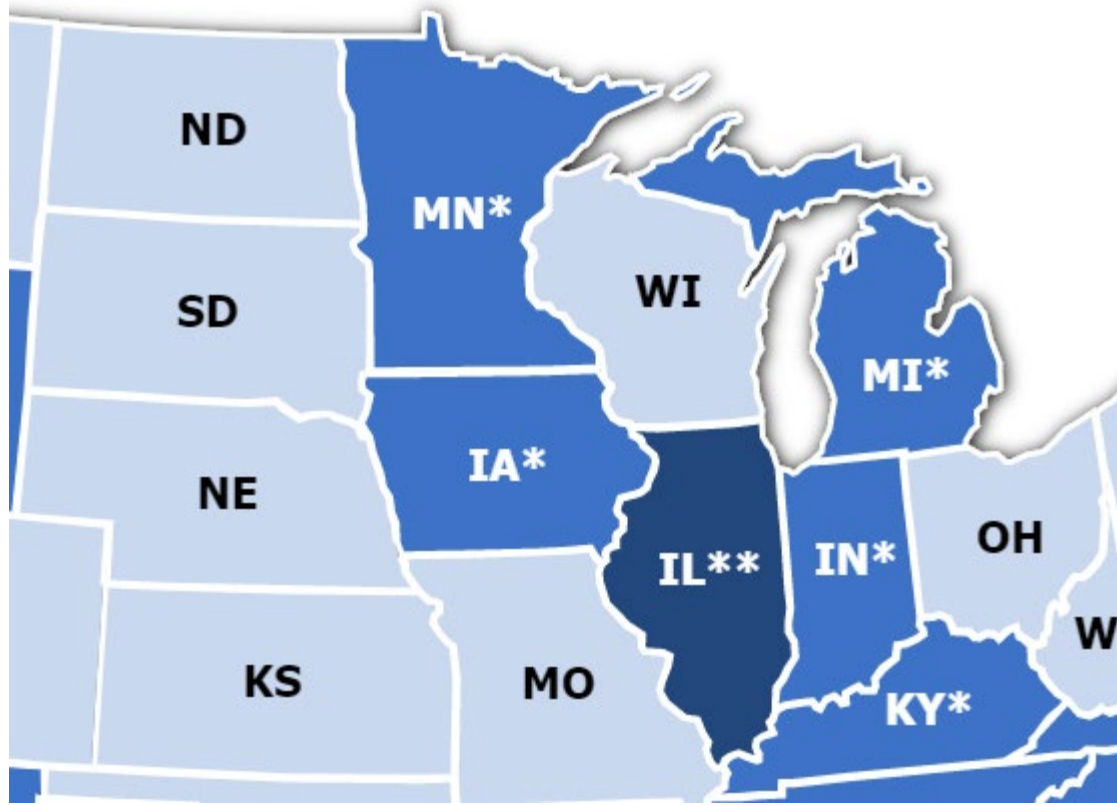


- H-2A regulations require that the employer provide “housing at no cost to the worker, except for those U.S. workers who are reasonably able to return to their permanent residence at the end of the work day.” 20 CFR § 655.1304(d)(1).
- Housing can be either employer-provided housing that meets the TLC standards OR rental and/or public accommodations. 20 CFR § 655.1304(d)(1)(i)-(ii).
- Rental/Public Accommodations must meet local, state, or OSHA standards and any charges for rental housing must be paid directly by the employer to the owner/operator of the housing.

# HOUSING STANDARDS: ENFORCEMENT

- OSHA complaint if you are in a state that has no state agency that regulates migrant housing.
- For H-2A Housing, an ETA complaint through your state SWA. 20 CFR § 654.400 (b):“recruitment services must be denied unless the employer has signed an assurance that if the workers are to be housed, a preoccupancy inspection has been conducted, and the ES staff has ascertained that, with respect to intrastate or interstate clearance orders, the employer's housing meets the full set of standards set forth at 29 CFR 1910.142” or ETA regulations.
- State agency complaint.
  - These state plans enforce TLC: Arizona, California, Hawaii, Maryland, **Michigan**, Nevada, New Mexico, North Carolina, Oregon, Puerto Rico, Tennessee, Vermont, Virginia, and Washington.
  - Eight states with OSHA approved plans that don't enforce TLC standard: Alaska, **Indiana, Iowa, Kentucky, Minnesota**, South Carolina, Utah, and Wyoming. \*\* except with respect to egg, poultry, red meat production, post-harvesting processing of agricultural and horticultural commodities, and non-agricultural TLCs.
- If have AWPA coverage, AWPA violations under 29 U.S.C. 1823. If H-2A worker or corresponding employment, breach of contract claims.
  - Demand Letter
  - Lawsuit

# WORKPLACE HEALTH AND SAFETY: OSHA VS. STATE PLANS.



\* This state's OSHA-approved State Plan covers private and state/local government workplaces.

\*\* This state's OSHA-approved State Plan covers state/local government workers only.

This state (with no asterisk \*) is a federal OSHA state.



# WORKPLACE HEALTH AND SAFETY: AGRICULTURAL INDUSTRY EXEMPTIONS. 29 C.F.R. 1928.21 (B)

“Except to the extent specified in paragraph (a) of this section, the standards contained in Subparts B through T and Subpart Z of part 1910 of this title do not apply to agricultural operations.” This includes regulations on:

- E - Exit Routes and Emergency Planning
- G - Occupational Health and Environmental Control (ventilation and noise)
- H - Hazardous Materials
- I - Personal Protective Equipment
- K - Medical and First Aid
- L - Fire Protection
- M - Compressed Gas and Compressed Air Equipment
- O - Machinery and Machine Guarding
- N - Materials Handling and Storage
- P - Hand and Portable Powered Tools and Other Hand-Held Equipment
- S - Electrical
- T - Commercial Diving Operations



**FIELD SANITATION STANDARDS:  
OSHA 29 CFR § 1928.110**

## FIELD SANITATION STANDARDS: WHO IS COVERED.

- OSHA field sanitation standard applies to “any agricultural establishment where eleven (11) or more employees are engaged on any given day in hand-labor operations in the field.” 29 C.F.R. 1928.110(a).
- “Hand-labor operations” defined as which includes work done by hand or with hand-tools during cultivation, weeding, planting, and harvesting of vegetables, nuts, fruits, seedlings, or other crops, and the packing of produce in the field into containers. It does not apply to logging operations, livestock, or permanent structures (for example, canneries or packing houses).
- Packing house workers covered by 29 C.F.R. 1926.51 (potable water) and 1910.141 (sanitation).

# SURVEY #2

- SURVEY #2



# FIELD SANITATION STANDARDS: POTABLE DRINKING WATER.

29 C.F.R.1928.110(C)(1)



- Must be suitably cool and in sufficient amounts, taking into account the temperature, humidity, and nature of the work.
- Must be accessible to workers and dispensed in single-use cups or by fountain. Dippers, common cups, and reusable cups are not permitted.
- “The employer shall notify each employee of the location of the sanitation facilities and water and shall allow each employee reasonable opportunities during the workday to use them.”

# FIELD SANITATION STANDARDS: TOILETS AND HANDWASHING FACILITIES. 29 C.F.R.1928.110(C)(2)



- One toilet and one hand-washing facility are required for every twenty (20) workers.
- Toilets must be adequately ventilated and constructed to ensure privacy, with doors that can be closed and locked from inside.
- Hand washing facilities should include potable water, soap and single-use towels to dry hands.
- Toilets and hand washing facilities must be located in close proximity to each other and within 1/4 mile of each worker. If this is not possible, they must be located at the point of closest vehicle access.
- Not required for employees who perform field work for a period of three (3) hours or less (including transportation time to and from the field) during the day.

# FIELD SANITATION STANDARDS: MAINTENANCE AND REASONABLE USE. 29 C.F.R.1928.110(C)(3)-(4)

- Potable drinking water and toilet and handwashing facilities shall be maintained in accordance with appropriate public health sanitation practices.
  - (i) Drinking water containers shall be constructed of materials that maintain water quality, shall be refilled daily or more often as necessary, shall be kept covered and shall be regularly cleaned.
  - (ii) Toilet facilities shall be operational and maintained in clean and sanitary condition.
  - (iii) Handwashing facilities shall be refilled with potable water as necessary to ensure an adequate supply and shall be maintained in a clean and sanitary condition; and
  - (iv) Disposal of wastes from facilities shall not cause unsanitary conditions.
- The employer shall notify each employee of the location of the sanitation facilities and water and shall allow each employee reasonable opportunities during the workday to use them.
- The employer also shall inform each employee of the importance of following good hygiene practices to minimize exposure to the hazards in the field of heat, communicable diseases, retention of urine and agrichemical residues:
  - (i) Use the water and facilities provided for drinking, handwashing and elimination;
  - (ii) Drink water frequently and especially on hot days;
  - (iii) Urinate as frequently as necessary;
  - (iv) Wash hands both before and after using the toilet; and
  - (v) Wash hands before eating and smoking.

# FIELD SANITATION: ENFORCEMENT

- OSHA complaint. On February 3, 1997, the Wage and Hour Division assumed authority to enforce these field sanitation standards nationwide, except for Puerto Rico and the following OSHA State-Plan states:
  - Arizona, California, Hawaii, Maryland, **Michigan**, New Mexico, Nevada, North Carolina, Oregon, Tennessee, Virginia, Vermont and Washington.
- No private right of action under OSHA.
- If have AWPA coverage, AWPA violations under 29 U.S.C. §1822(c) or 29 U.S. Code § 1832 (c) (violation of terms of working arrangement.).
  - Demand Letter
  - Lawsuit



# PESTICIDES: FEDERAL INSECTICIDE, FUNGICIDE AND RODENTICIDE ACT (FIFRA) 7 USC § 136 ET SEQ.

- Requires all pesticides sold or distributed in the US to be registered with the Environmental Protection Agency (EPA)
- EPA uses a cost (risk)-benefit (economic) approach to decide whether to register a pesticide (“will not cause unreasonable adverse effects”)
- Each pesticide must bear an EPA-approved label
- It is illegal to use a pesticide in any way except that which is expressly provided on the label

1. Company name and address → **Produced for:**  
**ARYSTA LIFESCIENCE NORTH AMERICA, LLC**  
15401 Weston Parkway, Suite 150  
Cary, NC 27513

2. EPA registration number → **EPA Reg. No. 66330-367**  
**EPA Est. No. 51036-GA-001**

3. EPA establishment number → **AD121008**  
**102332**

**NET WEIGHT: 40 LBS**

**PRECAUTIONARY STATEMENTS**  
HAZARDS TO HUMANS AND DOMESTIC ANIMALS

**CAUTION**  
Harmful if absorbed through skin or if inhaled. Causes moderate eye irritation. Avoid contact with skin, eyes or clothing. Avoid breathing spray. Remove contaminated clothing and washclothing before reuse. Wash thoroughly with soap and water after handling.

**USER SAFETY RECOMMENDATIONS**  
Users should wash hands before eating, drinking, chewing gum, using tobacco or using the toilet. Remove clothing immediately if pesticide gets inside. Then wash thoroughly and put on clean clothing.

**ENVIRONMENTAL HAZARDS**  
This product is toxic to fish and aquatic invertebrates. Do not apply directly to water, or to areas where surface water is present or to inter-tidal areas below the mean high water mark. Do not contaminate water when cleaning equipment or disposing of equipment wash waters.

**PHYSICAL OR CHEMICAL HAZARDS**  
Combustible. Do not use or store near heat or open flame.

**Agriculture, Horticulture, & Greenhouse use**  
**Agroneem Plus**

**Emulsifiable Concentrate**

<b>ACTIVE INGREDIENT:</b>	
Azadirachtin	0.15%
<b>NEEM EXTRACT:</b>	15.00%
<b>SYNERGIST:</b>	20.00%
<b>OTHER INGREDIENTS:</b>	64.85%
<b>TOTAL:</b>	100.00%

(4.8 GRAMS/GALLON ACTIVE INGREDIENT)

**Plant Origin**  
**Antifeedant**  
**Insect Repellent**  
**Insecticide**  
**Nematicide**

**DIRECTIONS FOR USE**  
It is a violation of Federal Law to use this product in a manner inconsistent with its labeling. Do not apply this product in a way that will contact workers or other persons, either directly or through drift. Only protected handlers may be in the area during application. For any requirement specific to your State and Tribe, consult the agency responsible for pesticide regulation. Refer to the attached booklet for the listing of crops and pests treated, dilution directions and application rates.

**AGRICULTURAL USE REQUIREMENTS**  
Use this product only in accordance with its labeling and with the Worker Protection Standard 40 CFR part 170. This standard contains requirements for the protection of agricultural workers on farms, forests, nurseries, and greenhouses and handlers of agricultural pesticides. It contains requirements for training, decontamination, notification and emergency assistance. It also contains specific instructions and exceptions pertaining to the statements on this label about personnel protective equipment (PPE), notification to workers, and restricted entry interval. The requirements in this box apply to uses of this product that are covered by the Worker Protection Standard.  
Do not enter or allow worker entry into treated areas during the restricted entry interval (REI) of 4 hours. PPE required for early entry into treated areas that is permitted under the Worker Protection Standard and that involves contact with anything that has been treated such as plants, soil or water is:  
- Coveralls  
- Chemical resistant gloves, such as barrier laminates or butyl rubber or nitrile rubber or PVC.  
- Shoes and socks

# PESTICIDES: WORKER PROTECTION STANDARD (WPS)

## 40 CFR § PART 170

Issued under FIFRA, WPS requires agricultural employers to:

- Ensure that farmworkers have received basic pesticide safety training in the last 5 years before entering pesticide treated areas
- Provide accessible decontamination supplies located together within  $\frac{1}{4}$  mile of workers including:
  - Water for washing, eye-flushing, and drinking
  - Soap and single-use towels
  - A clean overall
- Tell workers (in a manner they can understand) the location of the area to be treated prior to pesticide application
- Not allow workers to enter a treated area during any REI (4-48 hours depending on toxicity of pesticide)
- Orally warn workers about treated areas and post warnings concerning treated areas if the label requires





## Entering a Restricted Area

Do not enter without permission - only employees can enter. No Trespassing! No Solicitation! No Children!

Contact Main Office at: \_\_\_\_\_

**No entre sin permiso - solo empleados pueden entrar. Prohibido el paso! Prohibida la venta! No se permiten niños! Póngase en contacto con la oficina principal.**

<p><b>No children allowed in field.</b> No se permiten niños en el campo.</p>	<p><b>No animals allowed in field.</b> No se permiten animales en el campo.</p>
<p>No brittle plastic, glass bottles, or other such containers permitted in field.</p>	<p>No tobacco use. No food, drink, or gum. No jewelry in growing area.</p>
<p><b>No traerán botellas de cristal, envases de plástico quebradizo u otros envases similares al campo.</b></p>	<p><b>Prohibido usar tabaco. Prohibido comer, tomar, chicle, y joyas en areas de producción.</b></p>
<p>Danger! Pesticides! Keep Out! PHI: _____ REL: _____</p>	<p>Emergency Numbers _____ _____</p>
<p><b>Peligro! Pesticidas! No Entre!</b></p>	<p><b>Números de Emergencia</b></p>

This farm practices GAPc

Danger! Pesticides!

PHI: \_\_\_\_\_

REL: \_\_\_\_\_

Peligro! Pesticidas!

Farm Safety and Security  
Our Farms Proudly Implement Good Agriculture Practices  
Seguridad Y Protección Para La Granja  
Nuestras Granjas Orgullosamente Implementan Buenas Prácticas de Agricultura

<p>RESTRICTED AREA No Trespassing! No Solicitation! DO NOT ENTER WITHOUT PERMISSION! Contact Main Office at: (616) 842-3916 info@firstpickfarms.com</p>	<p>AREA RESTRINGIDA ¡Prohibido el paso! ¡Solicitando no se permite! NO ENTRE SIN PERMISO! Llame La Oficina Principal A: (616) 842-3916 info@firstpickfarms.com</p>
DANGER! PESTICIDES! KEEP OUT!	¡PELIGRO! PLAGUICIDAS! MANTENER FUERA!
<p>ALL EMPLOYEES AND VISITORS MUST ABIDE BY FARM RULES AND HYGIENE REQUIREMENTS</p>	<p>TODOS LOS EMPLEADOS Y LOS VISITANTES DEBEN SEGUIR LAS NORMAS DE GRANJA Y HIGIENE REQUISITOS</p>
<p>NO PETS OR LIVESTOCK ARE ALLOWED IN THE FIELD</p>	<p>NO SE ADMITEN ANIMALES O GANADO EN EL CAMPO</p>
<p>NO CHILDREN ARE ALLOWED IN THE FIELD</p>	<p>NO SE PERMITEN NIÑOS EN EL CAMPO</p>
<p>NO SMOKING OR USE OF TOBACCO PRODUCTS IS ALLOWED IN THE FIELD</p>	<p>NO SE PERMITE FUMAR O USAR PRODUCTOS DE TABACO EN EL CAMPO</p>
<p>EMPLOYEES MUST REMOVE THEIR JEWELRY BEFORE THEY BEGIN</p>	<p>EMPLEADOS DEBEN QUITARSE SU JOYERÍA ANTES DE COMENZAR A TRABAJAR</p>
<p>NO EATING, DRINKING, CHEWING GUM OR GLASS ITEMS ARE ALLOWED IN THE FIELD EXCEPT FOR DESIGNATED AREAS</p>	<p>NO SE PERMITE A COMER, BEBER, MASTICAR CHICLE O TENER ARTÍCULOS DE VIDRIO EN EL CAMPO CON EXCEPCIÓN DE ÁREA DESIGNADA</p>
<p>PLACE ALL TRASH IN THE RECEPTACLES PROVIDED</p>	<p>COLOQUE TODO LA BASURA EN LOS RECIPIENTES PROPORCIONADO</p>







# SURVEY # 3

SURVEY # 3

# HEAT ILLNESS: UNREGULATED DANGER.

Heat Illness	Symptoms	Proper Treatment
Heat Rash	Red, blotchy skin rash	Treat with corn starch; rest in a cool place
Heat Syncope	Fainting	Move victim to a cool place; lie down and elevate feet
Heat Cramps	Pain in stomach and legs	Drink lots of water; massage affected muscles.
Heat Exhaustion	Cool, pale, clammy skin; dizziness; headache; cramps; nausea or vomiting; weakness; confusion or unconsciousness	If conscious, give plenty of cool fluids; call for assistance
Heat Stroke	Hot, dry skin; 105°F or higher body temperature; confusion; anger; chills; nausea; dizziness; unconsciousness; convulsions; and delirium	Call for assistance immediately; remove outer clothing; immerse or sponge body with cold water



# HEAT ILLNESS: ESTABLISHING FEDERAL PROTECTIONS



On July 24, 2004, **Asunción Valdivia** died of heat stroke after a 10-hour workday picking grapes in the 105 degree sun.

**ASUNCIÓN VALDIVIA HEAT ILLNESS AND FATALITY PREVENTION ACT**

116TH CONGRESS  
2D SESSION

**S. 4781**

To direct the Occupational Safety and Health Administration to issue an occupational safety and health standard to protect workers from heat-related injuries and illnesses.

IN THE SENATE OF THE UNITED STATES

OCTOBER 1, 2020

Ms. Baldwin, for herself, Mr. BROWN, Ms. BALDWIN, Ms. [redacted] introduced the following bill; which was read twice and committed to the Committee on Health, Education, Labor, and Pensions.



**BILL**

To direct the Occupational Safety and Health Administration to issue an occupational safety and health standard to protect workers from heat-related injuries and illnesses.

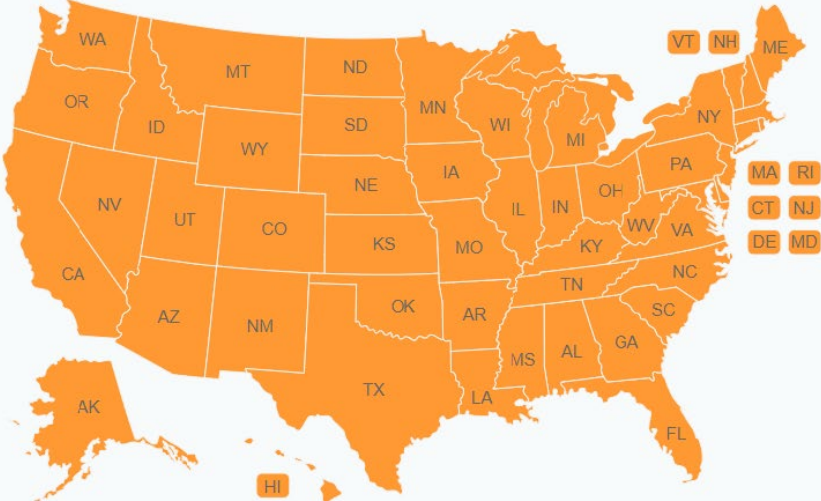


# ADDITIONAL RESOURCE: FARMWORKER JUSTICE'S INTERACTIVE MAP

## Farmworkers' Rights Under State Employment Laws: An Interactive Map

Farmworkers today continue to fight for equal protection under employment and labor laws. This interactive map and database of state laws reveal the discriminatory denial of labor protections in many state laws which contributes to unsafe working conditions, lower wages, and high rates of poverty among farmworkers.

Click on a state and then scroll down to see a summary of state laws affecting farmworkers in that state. Please note that this information does not constitute legal advice – local legal services organizations are listed at the bottom of each state summary if you would like more detailed information or legal guidance. Click on a topic below to see maps of state laws on Workers Compensation, Overtime and Minimum Wages.



Last updated: 6/5/2020

- Workers' Compensation Map
- Overtime map
- Wages Map

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# THANK YOU!

MAY 27, 2021 – CORT MIDWEST FARMWORKER AND IMMIGRANT WORKER LAW TRAINING

QUESTIONS: [DMARIN@MICHIGANIMMIGRANT.ORG](mailto:DMARIN@MICHIGANIMMIGRANT.ORG)



<https://michiganimmigrant.org/>