

Immigrant Worker Policy Coalition: Priorities for Action

1. *Coordinated Enforcement Projects Involving Various Department of Labor Offices*

That OSHA develop and implement coordinated enforcement pilot projects targeting specific industries where high percentages of immigrants work. These efforts would include the involvement of the enforcement arms of the Wage and Hour Division and state Workers' Compensation programs, building on models in states like California, Massachusetts, and New Jersey.

2. *Targeted Hiring of Individuals Who Speak Numerous Languages*

That OSHA increase the number of staff who can serve as qualified interpreters and who are fluent in the most common languages spoken by Limited English Proficiency (LEP) workers.

3. *Workers are Informed About Their Rights During an OSHA Inspection*

That, upon entering the workplace to conduct an inspection, the Compliance Safety and Health Officer (CSHO) distribute written material (such as a business card or brochure) in the languages spoken in the workplace that informs workers that OSHA is conducting an investigation and provides information to workers about their rights and role during this process, including whistleblower protections found under section 11c of the Occupational Safety and Health Act (OSH Act). The written material should also inform workers of their right to speak with the CSHO in a confidential setting, including at a location other than the workplace, in accordance with Section 6, Chapter II, Inspection Procedures, Article (4)e.

4. *Inspection and Citation Information Posted in Languages Understood by Workers*

That OSHA, upon initiating an inspection, post notices of inspection and workers' rights throughout the facility in languages spoken by the workforce. Furthermore, OSHA should require employers to post citation notices in the languages spoken by their employees.

5. *Interpretation by Employer Prohibited During Course of Inspection*

That OSHA implement a policy prohibiting supervisors from interpreting for LEP employees during an inspection.

6. *Whistleblower Protections are Communicated to Workers*

That OSHA recognize that foreign-born LEP workers are especially vulnerable to company retaliation when reporting conditions, and that OSHA make efforts to communicate whistleblower protections to employees and employers.

7. *Policy Established that Protects Immigration Status of Workers*

That OSHA establish a policy ensuring that workers' immigration status shall remain confidential.

8. *Greater Enforcement of Training Standards to LEP Workers*

That OSHA ensure appropriate communication between LEP workers and employers, by citing 1910.1200, the Hazard Communication Standard, as well as other training standards, when workers do not receive health and safety training in a language they can understand or when signage has not been posted in a language they can read.

9. *Remove Directive Instructing OSHA Inspectors to Ask for ID*

That OSHA rescind its directive found in Chapter 3 Section VII of the Field Operations Manual that instructs CSHOs to request that employees provide an identification card during the course of a workplace inspection, as this may impede the employee's willingness to participate in the interview and to speak freely.

10. *Establish Effective OSHA Outreach Campaigns to LEP Communities*

That OSHA conduct targeted outreach to immigrant communities in order to communicate that all workers are protected by Administration regulations regardless of immigration status. This outreach should utilize video sharing and social networking websites as well as recognizable public figures from distinct immigrant communities.

11. Policy Established that Allows Community Groups to File Complaints

That OSHA implement a policy granting community organizations the authority to file complaints in order to ensure that immigrant workers and family members can fully participate in the investigation process.

12. OSHA Participation in an Independent Committee to Monitor Progress

That key OSHA staff participate in an independent committee, composed of worker advocates and community representatives, that will supervise implementation of the Immigrant Worker plan and establish progress benchmarks.