DIRTY DOZEN

UNSAFE AND RECKLESS EMPLOYERS RISKING THE LIVES OF WORKERS AND COMMUNITIES

WORKERS MEMORIAL WEEK
APRIL 21 TO APRIL 28 2024
# TABLE OF CONTENTS

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executive Summary</td>
<td>3</td>
</tr>
<tr>
<td>Worker Safety Alert</td>
<td>7</td>
</tr>
<tr>
<td>Dirty Dozen 2024</td>
<td>12</td>
</tr>
<tr>
<td>Notes and Sources</td>
<td>25</td>
</tr>
</tbody>
</table>
The National Council for Occupational Safety and Health (National COSH) and the COSH Network are the home of the U.S. worker health and safety activist movement. We are a network of 27 grassroots worker groups across the U.S., focused on supporting worker leaders and organizing for health, safety, and a voice on the job.

No one should be killed by work and work-related injuries, illnesses, and fatalities are preventable. National COSH supports workers in speaking up to protect themselves and their coworkers and in claiming their rightful role as essential partners with employers and with policy and decision makers.

TEAM

Jessica E. Martinez, MPH, Co-Executive Director
Marcy Goldstein-Gelb, MS, Co-Executive Director
Marianela Acuña Arreaza, Special Projects Consultant
Jessica Samara Cruz Pineda, Data Architect and Community Experience Developer
Brittney Jenkins, Worker and Network Organizer, Southern Regional Coordinator
Roger Kerson, Communications Consultant
Susi Nord, Administration Synergist
Katelyn Parady, Development and Capacity Builder
The National Council for Occupational Safety and Health (National COSH) releases this list of Dirty Dozen unsafe employers as part of our observance of Workers’ Memorial Week, which takes place this year from April 21st through April 28th.

These are unsafe and reckless employers, risking the lives of workers and communities by failing to eliminate known, preventable hazards - and in at least one case, actively lobbying against better protections for workers.

The Dirty Dozen are selected by the National COSH team, with nominations from local COSH groups, worker centers, unions, and worker leaders and advocates from across the country.

Criteria include:
• Severity of safety risks to workers
• Repeat and serious violations of safety standards and applicable laws.

• The position of a company within its industry and the economy and its ability to influence broader workplace standards
• Presence of a campaign by workers and/or allies to correct health and safety problems.

The 2024 Dirty Dozen are listed below in alphabetical order. Summary information follows; more detailed descriptions for each company begin on page 12.

• ALABAMA DEPARTMENT OF CORRECTIONS
• ASCENSION
• BLACK IRON/XL CONCRETE
• COSTA FARMS
• FLORENCE HARDWOODS
• MAR-JAC POULTRY AND ONIN STAFFING
• SPACE X AND THE BORING COMPANY
• TYSON FOODS
• VALOR SECURITY AND INVESTIGATIONS
• UBER AND LYFT
• WAFFLE HOUSE
• WALMART
ALABAMA DEPARTMENT OF CORRECTIONS
Forced labor in Alabama prisons disproportionately targets Black men and women, who face hazardous conditions for $2 a day or less. Private companies and state agencies make $450 million a year from forced labor.

ASCENSION
Severe staff cuts create unsafe conditions for patients and workers at the nation’s largest Catholic health care system. Nurses stand up for patients and win safe staffing ratios at an Ascension hospital in Texas.

BLACK IRON/XL CONCRETE
One worker dies from electrocution; another loses a thumb at a company with 29 OSHA violations during the past decade. Workers vote to join the Ironworkers union to improve conditions, but Black Iron has denied the election results, stalling the certification and bargaining process.

COSTA FARMS
In 2021, a worker dies from heat exhaustion at a Costa Farms nursery in Miami. Two years later, company executives lobby against a Miami-Dade heat safety ordinance. In 2024, the Florida legislature bans all local heat protections.

FLORENCE HARDWOODS
In June 2023, 16-year old Michael Shuls is crushed to death inside a stalled conveyor at a lumber mill in northern Wisconsin. The company has been previously cited for failure to properly lock out and guard machinery - the same hazards that killed Shuls.
MAR-JAC POULTRY AND ONIN STAFFING:
Duvan Pérez, an immigrant teenager is killed at this poultry firm, which has a troubling history of safety violations. Teenagers are prohibited from working hazardous jobs and Mar-Jac blames Onin Staffing for illegally hiring Pérez. But Onin denies it was Pérez’s employer.

SPACE X AND THE BORING COMPANY
Workers suffer crushed limbs, amputations, chemical burns and a preventable death at companies owned by billionaire Elon Musk. Workers say Musk is obsessed with speed, but disregards safety.

TYSON FOODS
Six workers have died on the job at Tyson since 2019, and over 140 others have suffered injuries from hazardous ammonia leaks. The company is also under investigation for illegally assigning children to dangerous, high-risk jobs.

UBER AND LYFT
Over 80 mobile app workers have been killed on the job since 2017. Internal documents show 24,000 “alleged assaults and threats of assault” against Uber drivers. Workers of color and immigrants bear the brunt of these dangers.

VALOR SECURITY AND INVESTIGATIONS
New York City firm is indicted for selling fake safety certificates, endangering workers who never receive any training. Construction worker Ivan Frias – with a “certificate” from Valor but never trained – falls to his death in 2022.
WAFFLE HOUSE
Restaurants in this 24-hour, 365-days-per-year chain “have developed a reputation as a hotbed for violence.” A worker was shot and killed in 2022; multiple shootings already in 2024. Workers are organizing to win better safety and security.

WALMART
In 2022, Janikka Perry, pressured to avoid taking sick time, dies alone and crying out for help in a Walmart bathroom. Her family and colleagues demand better sick leave policies – and protections from workplace violence. Walmart stores have been the scene of over 1,100 shooting incidents since 2014, resulting in over 300 deaths.
WORKER SAFETY ALERT:
MORE DEATHS, MORE INJURIES, MORE CHILD LABOR – AND MORE RISKS FROM EXTREME HEAT

Across the United States, workers are organizing, striking and rallying to improve their wages and working conditions and to win a seat at the table when important decisions are made.

Workers in entertainment, manufacturing, health care, transportation and other industries won major contract gains in 2023. Across multiple sectors, there is renewed interest in joining unions, participating in workers’ centers and connecting with advocacy campaigns.

Workers who are fighting for something better confront a sad reality: Conditions in U.S. workplaces are getting worse.

Preventable fatalities in U.S. workplaces are increasing. So are preventable illnesses and injuries. More children are working in violation of U.S. labor law, while many state governments are loosening restrictions on child labor. Meanwhile, on an ever-warming planet, workers face greater risks when laboring in extreme heat, whether in indoor or outdoor settings.

All of these hazards are more severe for Black and Latino workers, and those with low incomes.

PREVENTABLE DEATHS
5,486 U.S. workers died from sudden workplace trauma in 2022, a 5.7% increase in preventable deaths from 2021.1
RACE, ETHNICITY AND PREVENTABLE DEATHS

The tragedy of preventable deaths in the workplace affects all workers from every race and ethnicity.

The data is clear, however, that due to past and ongoing discrimination, Black and Latino workers continue to die at a higher rate than other workers. ²

Black workers had a fatal injury rate of 4.2 per 100,000 full-time equivalent (FTE) workers, in 2022, up from 4.0 in 2021.

For Latino workers, the fatal injury rate increased to 4.6 per 100,000 FTE workers in 2022. This is an increase from the rate of 4.5 in 2021.

These fatality rates are significantly higher than the rate for all workers, which was 3.7 per 100,000 FTE workers in 2022.

Workers suffered preventable fatalities at 10 of the 12 employers in this year’s Dirty Dozen. At least seven of these cases – some including more than one fatality – involved Black and Latino workers who lost their lives due to unsafe work practices.

WORKPLACE VIOLENCE

849 workers were killed as a result of violence in the workplace in 2022, an increase of 11.6 percent from 2021.

Four of the employers in this year’s Dirty Dozen have failed to provide adequate safety and security to prevent harm from workplace violence.
WORKPLACE DEATHS FROM LONG-TERM HAZARDS

In addition to deaths from sudden trauma, a much larger number – estimated at 95,000 workers – die each year from long-term exposure to hazards such as silica, asbestos and other toxic substances and conditions.³

In a significant first step for workers in firefighting, construction, manufacturing and other industries, the U.S. Environmental Protection Administration announced in March a ban and phase out on all uses and imports of chrysotile asbestos.⁴

In addition, a new rule from the U.S. Mine Safety and Health Administration, released in April, will limit exposure to silicad dust, a deadly substance that puts miners at risk of chronic illness.

PREVENTABLE INJURIES AND ILLNESSES

- An estimated 2.8 million U.S. workers suffered workplace injuries and illnesses in 2022, according to the Bureau of Labor Statistics (BLS). This is a 7.5% increase from 2021.⁵
- This data is self-reported by employers. The U.S. Congress, the Government Accountability Office (GAO) and academic experts agree that the BLS survey significantly underestimates the real toll of pain and suffering.⁶
- The GAO, for example, found that fewer than half of employers fully report injuries and illnesses as required by federal law.⁷

- Workers who become sick or injured on the job are often failed by a badly-broken state-by-state Workers’ Compensation system.⁸
- Payment for workplace injuries is anything but swift or guaranteed. Injured workers are frequently stigmatized, their injuries denied or minimized by company-paid doctors, and their earned benefits delayed – or never delivered.
5,792 children were found working in violation of U.S. labor law in 2023, according to the Wages and Hour Division of the U.S. Department of Labor (DOL). This is an 88 percent increase since 2019.\textsuperscript{9}

\$8 MILLION IN FINES AGAINST EMPLOYERS

DOL has prioritized enforcing child labor standards, levying more than \$8 million in fines in 2023, an 83% increase over 2022.

Increased enforcement is showing results. DOL found 502 children working in hazardous jobs in 2023, down 27% from 2022.

MINORS EMPLOYED IN VIOLATION OF U.S. LAW, 2013 TO 2023

A DOZEN STATES WEAKEN CHILD LABOR LAWS

While federal enforcement is increasing, many state governments are loosening restrictions on child labor. 12 states have enacted laws loosening restrictions on child labor since 2021. An additional 18 states are considering such legislation.\textsuperscript{10}

Two employers in this year’s Dirty Dozen – Mar-Jac Poultry/Onin Staffing and Florence Hardwoods, employed teenagers who were killed on the job. A third, Tyson Foods, is under investigation for allowing children to work hazardous assignments.
EXTREME HEAT

2023 was the hottest year since record keeping began in 1850. As temperatures rise, workers in both indoor and outdoor settings face higher risk of heat illness and heat exhaustion.

Exposure to extreme heat accounts for as many as 2,000 fatalities and 170,000 injuries and illnesses each year in U.S. workplaces.

Due to past and current discrimination in hiring, job assignments, housing and access to health care, Black and Brown workers are most at risk.

- Latino workers in all occupations are three times as likely to die on the job from extreme heat as non-Latinos.
- In construction, where workers are frequently exposed to extreme heat, Black construction workers are 51% more likely to die from heat exposure than all industry workers. Latino construction workers are 21% more likely to die.

Practical, common-sense measures such as rest, shade and easy access to potable water can protect workers and significantly reduce the risk of heat illness.

U.S. OSHA is developing a heat standard to protect workers, but the regulatory process will take years to complete. Just five U.S. states – California, Colorado, Minnesota, Oregon and Washington – have specific standards to protect workers from extreme heat. Florida and Texas have banned local jurisdictions from enacting heat safety ordinances to protect workers.

The City of Phoenix has passed a landmark heat safety ordinance, with protections for city contractors, including airport workers, who work in the hottest area of a very hot city.
Alabama Department of Corrections
Ascension
Black Iron/XL Concrete
Costa Farms
Florence Hardwoods
Mar-Jac Poultry and Onin Staffing
Space X and The Boring Company
Tyson Foods
Valor Security and Investigations
Uber and Lyft
Waffle House
Walmart
ALABAMA DEPARTMENT OF CORRECTIONS

FORCED LABOR IN ALABAMA PRISONS DISPROPORTIONATELY TARGETS BLACK MEN AND WOMEN

- In October 2017, Frank D. Ellington, 33, who was incarcerated at a work release center, was tragically pulled into a machine he was cleaning at a Koch Foods chicken processing plant in Ashland, Alabama. His skull was crushed, and he died instantly.

- The machine was still running when the incident occurred. OSHA investigators found that Ellington had never been trained on how to shut it down properly. As a result, the company was fined $19,500.

- In December 2023, 10 current and formerly incarcerated individuals with two labor unions, sued the Alabama Department of Corrections and local McDonald’s, KFC, Wendy’s and Burger King franchises, which profit from prison labor. The lawsuit states that forced labor is “a modern-day form of slavery,” violating the U.S. and Alabama constitutions.

$2 / day
WHAT INCARCERATED WOMEN AND MEN EARN WORKING UNDER DEADLY, HAZARDOUS CONDITIONS.

$450M / year
WHAT STATE AGENCIES AND PRIVATE COMPANIES PROFIT FROM FORCED LABOR.
ASCENSION
SEVERE STAFF CUTS CREATE UNSAFE CONDITIONS FOR PATIENTS AND WORKERS.

2013
Staff cutbacks begin, creating unsafe conditions.

NOVEMBER 2022
Gunshots fired inside pediatric unit in Wichita, endangering staff and patients.

JUNE 2023
Rape and sexual assault of three patients at Ascension hospital in Wichita, KS.

JUNE AND DECEMBER 2023
Nurses at Ascension hospitals in Wichita, KS; Austin TX, members of National Nurses United, go on one-day strikes to advocate for patient and worker safety.

MARCH 2024
Nurses win first contract, with safe staffing ratios, at Ascension hospital in Austin, TX.

Ascension, the nation’s largest Catholic healthcare system, operates 140 hospitals and by 2022 had cash reserves of $18 BILLION
In the same year, CEO Joseph Impicciche was paid $13 MILLION

“There should be locked units... security measures at the front door. There should be a policy, when people get to the hospital that they cannot just walk in.”
– Lisa Watson, RN, Ascension Via Christi St. Francis, Wichita, KS.

Notes and Sources
BLACK IRON / XL CONCRETE

DOESN’T PROTECT WORKERS, PREVENTS THEM FROM ORGANIZING FOR MUTUAL PROTECTION

2014 - 2023:
29 safety violations at XL Concrete, parent company of Black Iron Reinforcing.

MAY 2019:
An XL Concrete worker dies from electrocution while repairing a road in Farmington, NM. Company fined $3,500.

SEPT 2022:
Workers at Black Iron in Las Vegas vote to join the Ironworkers Union to improve working conditions. Black Iron objects to election results, delaying the certification and bargaining process for 19 months and counting.

SEPT 2023:
Marco Resendez loses his thumb after severe injury at Black Iron. The preventable incident happened while Resendez was assigned to “light duty” due to a previous injury.

Notes and Sources

Workers report lack of training, no protection from extreme heat, and retaliation – including threats of deportation – for reporting safety concerns.
COSTA FARMS
AFTER A DEATH FROM HEAT EXHAUSTION, FIRM LOBBIES AGAINST SAFETY RULES

2017
A worker dies due to management failure to install and deploy safe scaffolding and forklift equipment.

MAY 2021
An employee working outdoors at a Costa Farms nursery in Miami dies from heat exhaustion.

SEP 2022
Florida workers, members of We Count / Que Calor, advocate for a heat safety ordinance in Miami Dade County.

PRESENT
Costa Farms workers report ongoing unsafe conditions, including a lack of safe drinking water and exposure to toxic chemicals during fumigation.

JUN 2023
Costa Farms executives actively lobby against ordinance requiring rest, shade and water during extreme heat.
CEO José “Joche” Smith signs an op-ed claiming construction and agriculture companies “already care for their workers.”

THE PROPOSED REGULATION IS DELAYED DUE TO INDUSTRY LOBBYING.
AND IN MARCH 2024, THE FLORIDA LEGISLATURE BANNED ANY LOCAL HEAT PROTECTIONS.

Notes and Sources
FLORENCE HARDWOODS
16-YEAR-OLD KILLED AT SAWMILL WHERE TEENS HAVE BEEN INJURED AT WORK

**JUNE 29, 2023**
16-year old Michael Shuls, a “selfless, hardworking” high school athlete, is crushed inside a stalled conveyor at Florence Hardwoods, a lumber mill in northern Wisconsin.

**JULY 1, 2023**
Shuls dies from “traumatic asphyxiation.” “That’s caused by entanglement in a machine,” says coroner Jeff Rixaby.

**DECEMBER 2023**
US OSHA fines Florence Hardwoods nearly $1.4 million for 40 safety violations, including “repeat” and “willful” citations, for a total of 53 sanctions since 2019. Previous violations include failures to properly lock out and guard machinery, the same hazards that killed Michael Shuls.

**SEPTEMBER 2023**
US Department of Labor finds Florence Hardwoods has illegally employed nine teenagers in hazardous jobs. Three suffered injuries prior to Shuls’ tragic, preventable death.

Florence Hardwoods contests OSHA violations, but dismisses all teen-aged employees. Per consent decree with DOL, agrees to post a sign outside its facilities stating:

“STOP! YOU MUST BE AT LEAST 18 YEARS OF AGE TO ENTER THIS BUILDING.”

**Notes and Sources**
Duvan Pérez, a 16-year-old Mayan immigrant from Guatemala, is crushed to death while cleaning a deboning machine at Mar-Jac Poultry in Hattiesburg, MS.

Teenagers are prohibited by U.S. law from working hazardous jobs. Mar-Jac blames Onin Staffing for illegally hiring Pérez – but Onin denies it was Pérez’s employer.

OSHA has cited Mar-Jac 35 times for safety violations in the past decade. Since 2020, two other workers have died at Hattiesburg. Others suffered lacerations, broken limbs and an amputation at Mar-Jac facilities.

Company inaction "directly led to this terrible tragedy, which has left so many to mourn this child's preventable death”

– Kurt Petermeyer, OSHA regional administrator, Atlanta
Workers at both firms say Musk is obsessed with speed but disregards safety, emphasizing profit over the well-being of workers.

- A Reuters investigation finds hundreds of “previously unreported workplace injuries at Space X,” Elon Musk’s rocket firm.

- Harm suffered by workers includes: “Crushed limbs, amputations, electrocutions, head and eye wounds and one death.”

- At the Boring Company, Musk’s tunnel venture, an intern is nearly crushed to death and underground workers suffer chemical burns from contaminated water.

- Nevada OSHA finds 8 serious violations, recommends $112,000 in fines. The Boring Company contests all penalties and the need for abatement.

- SpaceX is arguing that National Labor Relations Board (NLRB) procedures are unconstitutional. This comes after the Board cited the company for firing workers who wrote a letter criticizing Musk.

- The NLRB upholds U.S. laws ensuring workers’ rights to unite for the improvement of their working conditions.
TYSON FOODS
DEATHS, INJURIES, AND CHILDREN AT RISK

6 WORKERS DIED AT TYSON PLANTS SINCE 2019.

Preventable deaths include workers burned to death by hot fluids, crushed to death, suffocated due to unguarded machinery, and other incidents.

140+ INJURIES FROM HAZARDOUS AMMONIA LEAKS

A CNN investigation uncovers toxic leaks at 47 Tyson facilities, with more injuries than any other similar company. One worker endures multiple surgeries on her throat and corneas and suffers from persistent coughing fits.

300 CITATIONS FROM OSHA FOR VIOLATIONS OF U.S. SAFETY LAWS IN THE LAST DECADE.

OPEN INVESTIGATION by the US Department of Labor, based on reports that Tyson has employed children in illegal and hazardous roles within slaughterhouses.

October 2023: Immigrant workers and their allies, including members of Venceremos and the Food Chain Alliance, march on Tyson headquarters in Springdale, Arkansas. They are demanding improved working conditions for company employees.

Notes and Sources
Drivers say Uber and Lyft policies pressure them to accept unsafe riders or risk “deactivation” – getting fired from the app and left with no income.

Cuts to driver income lead to long hours and additional health risks: Sleep deprivation, fatigue, stress, urinary disorders and musculoskeletal injuries.

Drivers are fighting back with rallies, strikes and calls for safety legislation in Chicago, Denver, Minneapolis, Los Angeles, San Francisco and other cities.
SEPTEMBER 2017
New York Committee on Occupational Safety and Health (NYCOSH), NY labor unions and workers’ centers successfully advocate for an ordinance that requires safety training for city construction workers.

NOVEMBER 2022
Ivan Frias, 36, an immigrant from Mexico, falls to his death on a building site in Manhattan. Valor Security and Investigations claimed Frias had received training on fall protection – but the training never happened.

FEBRUARY 2024
Valor and its top executives are indicted for allegedly selling false training certificates to some 20,000 workers who never received training. Charges include reckless endangerment for their role in the preventable death of Ivan Frias.

Valor President Alexander Shaporov received $1 million “in small amounts consistent with the cost of the safety courses.”

Shaporov’s instructions to Valor employees: if workers don’t have OSHA certification, “Make one up.”

Notes and Sources
WAFFLE HOUSE
INADEQUATE SECURITY TO PROTECT WORKERS AND CUSTOMERS

- Waffle House is open 24 hours, 365 days a year – even during natural disasters.
- According to Business Insider, the chain’s restaurants “have developed a reputation as a hotbed for violence.”

**NOV 2022:**
Waffle House cook Kaleel Goss is shot to death outside a restaurant in DeKalb County, GA.

**JAN AND FEB 2024:**
Four shootings reported at Waffle House locations.

Supported by the Union of Southern Service Workers (USSW), Waffle House workers organize rallies and strikes, urging the company to implement “24/7 security and real input on creating a Safety Plan.”

“A guy went outside to his car and got his gun…. I was just like, ‘Wow, he was really about to possibly end my life over hashbrowns.’

“Waffle House refuses to spend money on better security. But I shouldn’t have to go into work and think I’m about to die.”

– Naomi Harris, Waffle House employee, Columbia, SC

Notes and Sources
WALMART
CO-WORKERS FIGHT FOR PROTECTIONS
AFTER LOSING ONE OF THEIR OWN

January 16, 2022: Walmart Associate Jannika Perry dies from a heart attack – “alone and calling out for help” – after collapsing at her store in North Little Rock, Arkansas.

Walmart’s strict attendance policies and poor wages led Perry to stay at work despite feeling sick, says her mother, Wanda Fay Moseby:

“She was afraid of losing a paycheck, or even her job.”

Walmart did not report Perry’s death to U.S. OSHA – among “several injuries and illnesses” that went unreported, according to The New Republic.

Perry’s family and co-workers from United for Respect are calling for better sick leave and attendance policies – and for protection against workplace violence.

Since 2014: More than 1,100 shooting incidents and 300 deaths at Walmart stores.

May 2023: Walmart Associate Cynthia Murray files shareholder proposal to review gun safety practices; it was defeated.

She plans to file again in 2024.
NOTES AND SOURCES

WORKER SAFETY ALERT, PAGES 8-12

3. U.S. Environmental Protection Administration, Biden-Harris Administration finalizes ban on ongoing uses of asbestos to protect people from cancer, March 18, 2024
6. National COSH, Millions injured, ill at work in 2022, November 8, 2023
9. U.S. Department of Labor, Wage and Hour Division, Child Labor Enforcement: Keeping Young Workers Safe, accessed March 18, 2024
11. National Oceanic and Atmospheric Administration, 2023 was the world’s warmest year on record, by far, January 12, 2024
13. Ibid.
16. The Guardian, Florida passes ‘cruel’ bill curbing water and shade protections for workers, March 8, 2024
17. FOX 10 Phoenix Phoenix Sky Harbor to implement heat protections, March 27, 2024
NOTES AND SOURCES
DIRTY DOZEN COMPANIES, PAGES 13-15

ALABAMA DEPARTMENT OF CORRECTIONS
- Council et. al vs. Ivey et. al., class action federal lawsuit, filed Dec. 12, 2023
- Complaint here, Docket and filings here. Robert Earl Council is an inmate at Alabama’s Limestone Correctional Facility; Kay Ivey is governor of Alabama
- Associated Press, Prisoners in the US are part of a hidden workforce linked to hundreds of popular food brands, January 20, 2024
- Southern Poverty Law Center, The Kill Line, July 26, 2018
- Note: Koch Foods is owned by Joseph Grendys and is not affiliated with Koch Industries.

ASCENSION
- IRS Form 990, Ascension Health Alliance, FY ended 6.30.2022 (via ProPublica)
- Wichita Eagle, Cancer patient, 82, sexually assaulted at downtown Wichita hospital files lawsuit, July 13, 2023
- Wichita Eagle, Wichita man who sexually assaulted Via Christi patients this summer is sentenced, November 9, 2023
- Milwaukee Magazine, How Staff Shortages Are Undermining Care at Columbia St. Mary’s Hospital, December 27, 2022
- New York Times, Profits Over Patients: How a Sprawling Hospital Chain Ignited Its Own Staffing Crisis, December 15, 2022
- KSN TV, Firearm discharged inside Ascension via Christi, November 9, 2022
- Austin Chronicle, Seton Nurses Finally Win Contract With Ascension, March 5, 2024,

BLACK IRON/XL CONCRETE
- U.S. OSHA, Establishment Search, “XL Concrete”, accessed March 14, 2024
- U.S. OSHA, Investigation Summary, case opened May 17, 2019
- U.S. National Labor Relations Board, Black Iron Reinforcing, Case Number: 28-RC-290472, Tally Issued Date:September 12, 2022
- Nevada Current, Las Vegas workers facing labor abuse get renewed federal protections from deportation, January 17, 2024
- Testimony of Victor Lopez, International Ironworkers District Representative Organizer
NOTES AND SOURCES
DIRTY DOZEN COMPANIES, PAGES 16-18

COSTA FARMS
- U.S. Occupational Safety and Health Administration, Inspection: 1529935.015 - Costa Farms, Llc. Date opened May 6, 2021
- U.S. Occupational Safety and Health Administration, Inspection: 1205339.015 - Costa Farms, Llc. Date Opened: January 25, 2017
- Miami Herald, Miami-Dade’s worker heat protection bill was a milestone. Lobbyists are watering it down, September 6, 2023
- Miami Herald, Heat regulations would cripple construction, agriculture, which already care for their workers, October 12, 2023
- Costa Farms workers, testimony to National COSH, February 2023

FLORENCE HARDWOODS
- Jacobs Funeral Home and Crematory, Obituary for Michael Shuls, accessed March 20, 2024
- Associated Press, Wisconsin boy killed in sawmill accident was doing work allowed by state law, records suggest, July 1, 2023
- U.S. Department of Labor, Sawmill operator agrees to compliance with federal child labor laws after Wisconsin teen suffers fatal injuries operating dangerous machinery, September 7, 2023
- U.S OSHA, Department of Labor fines Wisconsin sawmill nearly $1.4M after allowing teens to operate dangerous machinery, December 19, 2023
- U.S. OSHA, Establishment Search, Florence Hardwoods, accessed March 19, 2024
- Su v. Florence Hardwoods, LLC, Order and Consent Decree, filed September 6, 2023

MAR-JAC POULTRY AND ONIN STAFFING
- U.S. OSHA, US Department of Labor cites Hattiesburg poultry facility after 16-year-old worker pulled into machine, suffers fatal injuries, January 16, 2024
- OSHA Establishment Search, Mar-Jac Poultry, February 27, 2014 to February 27, 2024
- Mar-Jack Poultry MS LLC, Press Release, July 19, 2023
- WDAM-TV, Pérez family attorney hopes lawsuit will ‘force change’ at Hattiesburg Mar-Jac plant, February 1, 2024
- USA Today, Mother of 16-year-old who died at Mississippi poultry plant files lawsuit, February 6, 2024
NOTES AND SOURCES
DIRTY DOZEN COMPANIES, PAGES 19-21

SPACEx AND BORING COMPANY
- Reuters, At SpaceX, worker injuries soar in Elon Musk’s rush to Mars, October 10, 2023
- Bloomberg, Elon Musk’s Vegas Tunnel Project Has Been Racking Up Safety Violations, February 26, 2024
- Nevada OSHA, Inspection: 1677194.015 - Tbc The Boring Company, case opened June 15, 2023
- Ars Technica, SpaceX sues US labor board, claims agency structure is unconstitutional, January 5, 2024

TYSON FOODS
- U.S. Occupational Safety and Health Administration, Tyson OSHA violations re: fatalities, 2019 through 2024. Accessed via Establishment search, February 28, 2024
- U.S. Occupational Safety and Health Administration, Establishment search for “Tyson”, accessed February 28, 2024
- CNN, Dangerous chemical leaks have injured workers at one of America’s largest meat processors, May 4, 2023
- Arkansas Advocate, Protestors urge Arkansas’ Tyson to commit to child labor, worker safety protections, October 17, 2023

UBER AND LYFT
- Gig Workers Rising/Acre/ Power Switch Action, MURDERED BEHIND THE WHEEL: An Escalating Crisis for App Drivers, Spring 2023
- Gig Workers Rising, DEATH AND CORPORATE IRRESPONSIBILITY IN THE GIG ECONOMY: AN URGENT SAFETY CRISIS, April 2022
- National COSH, Analysis of Gig Worker data, March 2024
- The Markup, More Than 350 Gig Workers Carjacked, 28 Killed, Over the Last Five Years, July 28, 2022
- Strategic Organizing Center, DRIVING DANGER How Uber and Lyft create a safety crisis for their drivers, April 2023
- Journal of Transport and Health, Stressful by design: Exploring health risks of ride-share work, Volume 14, September 2019
- Chicago Sun Times, Drivers for ride-hailing apps demand city ordinance improving safety, pay, December 21, 2023

28
NOTES AND SOURCES
DIRTY DOZEN COMPANIES, PAGES 22-24

VALOR SECURITY AND INVESTIGATIONS
- New York Committee for Occupational Safety and Health, Statement from NYCOSH on the Passing of Construction Safety Bill, September 27, 2017
- Manhattan District Attorney Alvin Bragg, Indictment Of Valor Security For Operating Sham Safety Training School With Approx. 20k “Students”, February 28, 2024

WAFFLE HOUSE
- Business Insider, Waffle House violence is so common it has become a meme. Now, fed-up workers are unionizing and demanding the company improve security, July 20, 2023
- Rolling Stone, The Internet Loves Waffle House Fights. They Make Life for These Workers Hell, July 18, 2023
- The Grio, Waffle House workers are the latest group to strike, requesting $25 per hour, October 2, 2023
- Fox 5 Atlanta, Waffle House cook shot to death outside restaurant was not confrontational, family says, November 11, 2022
- WAVE TV 3, Louisville, Relatives of Waffle House shooting victim speak out, January 4, 2024
- WSB TV2, Atlanta, Waffle House employee shot by customer during argument, Stockbridge police say, January 1, 2024
- WXIA TV 11, Atlanta, 1 hurt after dispute leads to shooting outside DeKalb Waffle House, police say, February 19, 2024
- ABC News, 1 dead, 5 injured in mass shooting at Indianapolis Waffle House, police say, February 19, 2024

WALMART
- Arkansas Times, ‘No more Walmart associates should be left to die’ — North Little Rock family battles for worker rights one year after loss, January 16, 2023
- New Republic, A Death at Walmart, January 16, 2024
- USA Today, I work at Walmart. Surviving gun violence shouldn't be part of my job, April 6, 2023
- Reuters, Walmart beats all nine proposals at shareholder meeting, May 21, 2023
- Gun Violence Archive Shooting incidents at Walmart, 2014-2024
Thank you!

For more information about the National Council for Occupational Safety and Health, please visit www.nationalcosh.org.

A directory of our 27 local affiliates can be found at: nationalcosh.org/Take-Action/find-cosh-group-near-you

Follow us:

- @NationalCOSH on Facebook
- @NationalCOSH on X
- @NationalCOSH on Instagram
- @National COSH - National Council for Occupational Safety and Health on LinkedIn.

CONTACT NATIONAL COSH AND THE COSH NETWORK