

DIRTY DOZEN

**DANGEROUS AND RECKLESS EMPLOYERS
RISKING THE LIVES OF WORKERS AND COMMUNITIES**



WORKERS MEMORIAL WEEK
APRIL 23 TO MAY 1 **2025**

01

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NATIONAL COSH MISSION



THE NATIONAL COUNCIL FOR OCCUPATIONAL SAFETY AND HEALTH (NATIONAL COSH) and the **COSH NETWORK** are the forefront of the U.S. worker health, safety, and justice movement. As a network of 25 grassroots worker organizations nationwide, we are dedicated to empowering worker leaders and driving collective action for safer, healthier workplaces and a stronger voice on the job.

Every worker deserves to earn a living and return home with their life, limbs, and well-being intact. National COSH equips workers with the tools and support to speak up, protect themselves and their coworkers, and assert their rightful role as essential partners in workplace safety --alongside employers,

TEAM

Jessica E. Martinez, MPH, Executive Director

Eva Barreda, Finance and Operations Manager

Jessica Samara Cruz Pineda, Data Architect
and Community Experience Developer

Tochtli Garcia, Communications Coordinator

Brittney Jenkins, Worker and Network Organizer,
Southern Regional Coordinator

Susi Nord, Administrative Synergist

Katelyn Parady, Development and Strategic Programs Liaison

Marcy Goldstein-Gelb, MS, Consultant

EXECUTIVE SUMMARY

NATIONAL COSH • DIRTY DOZEN 2025

As part of Workers' Memorial Week—observed this year from April 23rd to May 1st—the National Council for Occupational Safety and Health (National COSH) releases the annual Dirty Dozen list, spotlighting employers that endanger workers and communities.

These companies have failed to eliminate known, preventable hazards – risking lives through negligence, and in at least one case, actively opposing stronger worker protections.

The Dirty Dozen are selected by the National COSH team, with input from our nationwide network of COSH groups, workers, safety activists, union members, health and safety professionals, and academic experts. Selection criteria include:

- Severity of safety risks to workers
- Repeat and serious violations of safety laws and standards
- Influence within their industry, including their power to set broader workplace norms
- Ongoing worker and ally campaigns to address unsafe conditions

The 2025 Dirty Dozen are listed below in alphabetical order. Detailed descriptions of each company begin on page 13.

- **ALPHA FOLIAGE, INC.**
- **BARNES FARMING**
- **99 COST BARGAIN**
- **COOPERATIVE LAUNDRY**
- **EGREEN TRANSPORT CORPORATION**
- **ENVY NAILS**
- **LCMC HEALTH SYSTEM**
- **MAR-JAC POULTRY**
- **MCDONALD'S**
- **MIRACAPO PIZZA COMPANY**
- **STAR GARDEN AND MAGIC TAVERN**
- **THE GEO GROUP**

PENALTY BOX:

- **AMAZON**

04

A CRISIS EVERY 99 MINUTES:

Workers Lives on the Line

Unsafe employers, unacceptable deaths, unnecessary suffering

Too many workers go to their job in the morning and never return home. In 2023, **5,283 workers died from sudden workplace trauma, a horrifying reminder that a worker loses their life every 99 minutes in the United States** ⁽¹⁾. Countless more suffer debilitating injuries and illnesses due to unsafe work conditions.

Beyond these fatal tragedies, the scope of harm is staggering. Over 2.6 million workers experienced nonfatal workplace injuries and illnesses in 2023 ⁽²⁾, while an estimated 120,000 more die each year from long term occupational diseases, illnesses caused by repeated exposure to toxic substances, unsafe air, and exploitative job practices ⁽³⁾. These numbers represent not just statistics, but real people whose suffering often goes unseen and uncared for.

Racial disparities further reveal the injustices at play. While the national workplace fatality rate is 3.5 deaths per 100,000 workers, the rate rises to 3.6 for Black workers and 4.4 for Latino workers ⁽⁴⁾. These higher risks reflect not just job assignments, but deeply rooted inequities in who is most exposed and least protected in the workplace.

As our planet warms, workers face growing risks of illness and death as they labor in extreme heat in both indoor and outdoor settings. They also face increasing risk of infectious diseases, such as COVID and avian flu, which continue to pose serious risks, especially in food production and care industries. Yet instead of investing in enforcement our federal and state safety agencies remain under resourced and under attack, leaving workers to fend for themselves while employers operate with impunity ⁽⁵⁾.



05

A CRISIS EVERY 99 MINUTES:

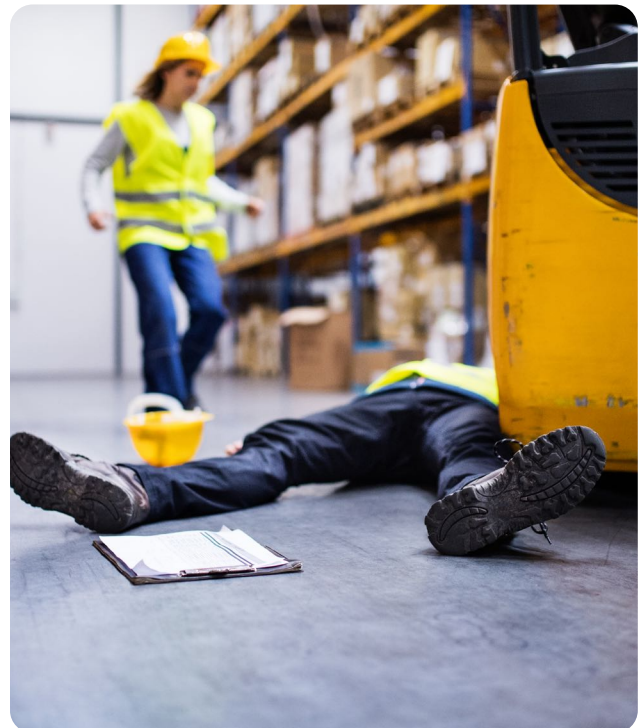
Workers Lives on the Line

Unsafe employers, unacceptable deaths, unnecessary suffering

Workers are the eyes and ears of the workplace, and their ability to speak up about dangers without fear of retaliation is critical. Yet the very people laboring in the most dangerous conditions, immigrants and workers of color, are being silenced by draconian policies, raids and detentions that are designed to instill fear. When the federal government prioritizes immigration enforcement over workplace safety, it not only suppresses reports of hazards, it also sends a signal that employers can exploit labor without consequences ⁽⁶⁾.

But workers and their allies in the labor movement will not be silenced. National COSH has launched two initiatives —[Fired Up! Workers for Heat Justice](#) and [Safety Without Borders](#)—to equip those most impacted by employer abuses with the tools to assert their rights to safe, fair and dignified working conditions - free from extreme heat, systemic exploitation, and anti-immigrant hostility.

No one should die for a paycheck. We can and must do better. Workplace dangers are preventable. With stronger enforcement, worker protections, and collective action, we can build a future where every worker comes home safe at the end of the day.



06

THE GROWING THREAT OF HEAT EXPOSURE:

A Call for Urgent Action

As the climate crisis accelerates, extreme heat is becoming one of the deadliest workplace hazards. In the past three years alone, hundreds of workers have died, and tens of thousands have suffered heat-related illnesses, disproportionately impacting Black, brown, immigrant, and low-wage workers. Between 2011 and 2020, an estimated 33,890 workers experienced heat-related illnesses resulting in lost workdays ⁽⁷⁾ – a figure widely considered to be a vast underestimate ⁽⁸⁾. Many workers toil in high-risk industries without basic protections, such as clean drinking water, shaded rest areas, or paid breaks.

The National COSH Network is organizing to change this reality. Through our **Fired Up! campaign**, we are building worker power and demanding enforceable heat standards, greater accountability, and employer responsibility. Our efforts focus on education, leadership development, and advocacy, amplifying the voices of those most impacted.

Many employers on our 2025 Dirty Dozen list continue to deny basic protections even as temperatures rise, prioritizing profit over lives.

This crisis is more than just a workplace issue. It is a public health emergency, a racial justice crisis, and a fight for climate justice. **Worker safety must be at the center of our climate response.**



IMMIGRANT LABOR, ENDANGERED LIVES:

The High Cost of Exploitation



Immigrant workers, especially Latino immigrants, remain on the frontlines of the most dangerous jobs in the US. From construction sites and agricultural fields to poultry plants and warehouses, they face unsafe conditions, poverty wages, and systemic neglect. In 2023, Latino workers suffered the highest fatality rate of any racial or ethnic group at 4.4 deaths per 100,000 full time workers, well above the national average of 3.5. That same year, 839 of the 1,250 Latino workers who died on the job were foreign born, with private construction alone accounting for nearly 40 percent of those deaths ⁽⁹⁾. These are not accidents; they are the predictable result of unsafe, exploitative labor practices that sacrifice immigrant lives for profit.

Many of the employers featured in this year's Dirty Dozen list profit from the labor of immigrant workers while contributing to this growing crisis. In sectors like poultry and dairy, where most workers are immigrants, dangerous exposures go unreported out of fear of retaliation. Recent data shows 81 percent of poultry workers face high risks for debilitating musculoskeletal disorders, and dozens of workers have been exposed to deadly bird flu outbreaks ⁽¹⁰⁾ ⁽¹¹⁾. When fear silences workers, safety hazards fester, leading to more injuries, illnesses, and deaths that could have been prevented.

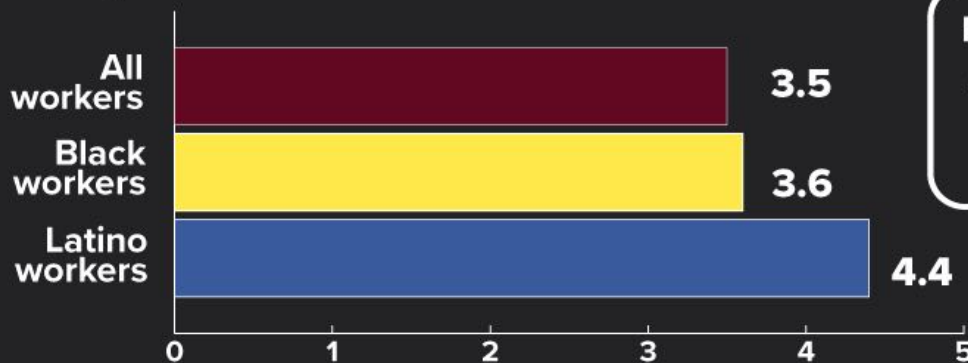
National COSH's Safety Without Borders initiative was launched to confront these injustices. This campaign uplifts the voices of immigrant workers and exposes the deadly consequences of exploitation. We are building a network of solidarity that breaks through fear and demands real change. Every worker deserves the right to a safe workplace, regardless of immigration status.



A Worker
Dies Every
99
Minutes

In 2023,
5,283 workers
lost their lives
to sudden
workplace trauma

Black and Latino Workers at Higher Risk



Fatality rates per
100,000
workers



BROKEN BODIES, BROKEN SYSTEMS: THE HIDDEN TOLL OF UNSAFE JOBS

2.6 million nonfatal workplace
injuries & illnesses in **2023**

EMPLOYERS REPORTED TO OSHA:



8,943
Severe Injuries



2,424
Amputations



7,336
Hospitalizations

THE GROWING THREAT OF WORKPLACE HEAT

An estimated **33,890 workers** suffered heat-related illnesses leading to lost workdays (2011-2020)
— a vast underestimate.

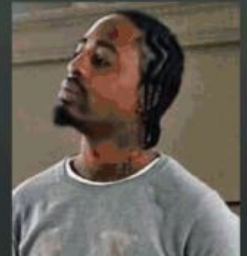
REMEMBER THEIR NAMES HONOR THEIR LIVES



OSCAR PIMENTEL, 43
Farmworker,
Oxnard, CA,
September 7, 2024



WEDNESDAY "WENDY" JOHNSON
U.S. Postal Service worker
Fayetteville, NC,
June 6, 2024



RONALD SILVER II
Sanitation worker
Baltimore, MD,
August 2, 2024

We are **Fired Up!**

Join our movement to demand worker heat justice!

www.nationalcosh.org



**DIRTY
DOZEN
2025**

Child abuse at work

THOUSANDS OF CHILDREN EXPLOITED

In 2024 alone:

736 child labor violations affecting **4,030 children**



Employers fined **\$15.1 million** for **illegal child labor**

REMEMBER:
KAMEL SEVEION SEWELL, 17
December 17, 2024

Killed while working at
an amusement park.
No child should die on the job.



www.nationalcosh.org



**DIRTY
DOZEN
2025**

IMMIGRANT LABOR, ENDANGERED LIVES: THE HIGH COST OF EXPLOITATION

Poultry and dairy work injure and
sicken workers

81% surveyed poultry workers were
at high risk for musculoskeletal disorder

65 documented cases of bird flu:



24 poultry farm workers



41 dairy farm workers
exposed to sick animals

**FEAR = SILENCE =
DEADLY RISKS**

With most workers being
immigrants, dangerous
conditions often go unreported

WE MUST PROTECT ALL WORKERS. END EXPLOITATION

Join our movement **Safety Without Borders**, National COSH's
campaign to expose dangerous conditions and demand safer
workplaces for immigrant workers.

www.nationalcosh.org



**DIRTY
DOZEN
2025**

DIRTY DOZEN 2025

1. **Alpha Foliage, Inc.:** This Florida plant nursery employs around 200 workers who report grueling heat, back-breaking labor, and exposure to pesticides—often without rest breaks and access to clean water. Workers toil long hours lifting heavy plants, performing back-breaking weeding, and spraying toxic pesticides. With the support of WeCount!, a worker-lodged OSHA complaint resulted in citations for multiple serious violations from August 2024 to February 2025, for failing to provide OSHA 300A accident logs and providing tractors without seatbelts ⁽¹⁾. An OSHA health hazard assessment flagged high risks for ergonomic injuries ⁽²⁾. A Wage and Hour Division (WHD) investigation for lack of access to water and bathrooms remains ongoing. ⁽³⁾ Workers are standing firm, speaking up and fighting for justice and safety.
2. **Barnes Farming:** This North Carolina company claims to be the largest sweet potato producer in the world ⁽¹⁾, yet its migrant farmworkers report poverty wages and hazardous conditions. In 2023, José Arturo González Mendoza tragically died just two weeks into the job, laboring under a scorching heat index with temperatures in the 90s ⁽²⁾. North Carolina's state OSHA issued serious citations for willful violations: no shade, inadequate breaks, and no access to water ⁽³⁾. Despite grave risks, workers have bravely spoken out against their conditions—and faced retaliation.
3. **99 Cent Store:** This California discount store may boast about its bargain prices, but it should be ashamed of how it treats its workers. Workers report wage theft and sexual harassment are rampant. After workers form a committee and ask for improvements, they find their schedules cut. Undeterred, workers lodge complaints to address safety, wage theft and retaliation. Cal OSHA, the state safety agency, issues serious citations for safety violations ⁽¹⁾, while other labor agencies investigate ongoing wage theft and retaliation claims. Workers continue to fight until their conditions are addressed and justice is served.

DIRTY DOZEN 2025

- **4. Cooperative Laundry:** Cooperative Laundry workers clean clothes for luxury hotels, but the predominantly immigrant workforce is treated as disposable, according to numerous worker reports. The New Jersey company reported two serious incidents on OSHA's severe injury reports—workers hospitalized for brain and skull injuries in 2022 and 2023 ⁽¹⁾—but the dangers persist. According to workers, in 2024, a 200-pound bag fell on a worker's head, causing injury that required therapy, yet no compensation was provided; and in January 2025, a worker was trapped in a running dryer for 5 minutes, suffering third-degree burns and coma. As OSHA proceeds with an investigation, employees continue to speak out, demand a union, and resist threats and retaliation.
- **5. Egreen Transport Corporation:** Chinese workers toil 12-hour days, 7 days a week, facing stolen wages and overcrowded housing ⁽¹⁾. Labor agencies slam the company for abusive conditions, including paying less than minimum wage, no overtime and no accurate records of hours worked and wages ⁽²⁾. Company is charged by federal agencies with threatening to report workers to law enforcement agencies and fire those who assert their rights to unpaid wages ⁽³⁾ ⁽⁴⁾. Yet workers continue to rise up through strikes and labor complaints, winning over \$580,000 in back wages and penalties.
- **6. Envy Nails:** Workers are demanding an end to abuse and poor conditions. They call out the company for ongoing workplace violence, its failure to provide personal protective equipment, and for forcing employees to serve clients with contagious conditions ⁽¹⁾ ⁽²⁾. They also report that the company dodges responsibility by closing down locations and re-opening under a different business name and license. Many workers report being dismissed without pay, required to work without breaks, and charged for using equipment necessary for their jobs. The New York Attorney General's Office fined the company \$300,000 for failing to pay minimum wage and overtime, as well as misclassifying workers as independent contractors between 2015 and 2021 ⁽³⁾. Despite years of lawsuits and fines for wage theft, workers continue to speak out against persistent mistreatment.

DIRTY DOZEN 2025

- 7. **LCMC Health:** LCMC nurses are demanding an end to widespread workplace violence. They report multiple instances of loaded weapons entering the hospital, bypassing security due to a lack of metal detectors ⁽¹⁾ ⁽²⁾. They speak of being kicked and punched, including an attempted sexual assault the month this report is released. They document sewage leaks in the neonatal room that soak the carpet for hours in areas near patient rooms where nurses have to work and endure the smell. The nurses describe severe cutbacks in staffing that have resulted in trash overflow and, as a result, pest infestations. “It’s not OK to feel unsafe at work,” workers say, taking action with strikes and protests ⁽³⁾.
- 8. **Mar-Jac Poultry - REPEAT OFFENDER:** This Georgia-based poultry producer appears on the Dirty Dozen list for the second time due to continued disregard of worker safety and labor laws. Since 2020, three workers have been killed on the job - including 16 year old Duvan Perez in 2023 ⁽¹⁾. Duvan was illegally hired in violation of federal laws prohibiting minors under 18 from working in meat processing. He died while cleaning equipment that lacked basic safety protections. Following his death, OSHA levied \$200,000 in penalties for multiple safety failures, including the failure to protect workers from hazards such as entanglement in machinery, electrocution, and falls. ⁽²⁾ ⁽³⁾ ⁽⁴⁾. Yet child labor abuse and deadly conditions persist: In 2024, the U.S. Department of Labor uncovered “oppressive child labor” at Mar-Jac, finding six children working on the kill floor, deboning poultry and cutting carcasses. The agency responded by seeking a “hot goods” injunction to halt the sale of the product ⁽⁵⁾.

DIRTY DOZEN 2025

- 9. **McDonalds:** Workers have a big beef with their bad boss and refuse to take it. Workers are calling out wage theft, sexual harassment, rat infestations, and being forced to work through illnesses. In 2020, the world's largest food chain was hit with a \$26 million penalty for violating California's wage and hour laws, including failure to pay overtime, provide meal and rest breaks, and pay for uniforms ⁽¹⁾. Then in 2023, federal agencies fined the company \$2 million for sexual harassment violations ⁽²⁾. Yet workers say poor conditions persist. Workers are protesting, striking and vowing to keep speaking out until justice is served ⁽³⁾⁽⁴⁾.
- 10. **Miracapo Pizza Company:** Leily López Hernández, 31, was killed while working at the Illinois pizza company: Hernandez was told to clean a fast-moving conveyor, without it being shut off properly. The conveyor caught Hernandez's hair, trapping her head and decapitating her ⁽¹⁾. Two temp workers had lost limbs in similar incidents just months earlier ⁽²⁾. Yet instead of addressing the dangers, workers say, the company demanded that they keep their mouths shut and not speak with investigators. But the workers refused. As a result, OSHA hit Miracapo with 16 willful, egregious violations and \$2.8 million in fines for failures including not protecting workers from being caught in machinery, electrocution, falls, eye injuries, and not providing training in a language understood by the workers ⁽²⁾. Workers will continue to speak out and take action until all workers are safe.

DIRTY DOZEN 2025

- 11. **Strip Club Industry: Star Garden and Magic Tavern:** The strip club industry is notoriously dangerous for workers. Dancers at these abusive companies have led the way in demanding safety and respect. For years, California-based Star Garden dancers are forced to endure biting, licking, groping and slapping by customers ⁽¹⁾. At Portland's Magic Tavern, dancers report putting smelly liquids on their bodies to stop customers from putting their mouths on them. They also cite harassment, lack of security cameras, an unstable pole, unmarked and uneven stage flooring and the scent of gas, among the safety concerns on a petition that garnered over 2,000 signatures ⁽²⁾. Dancers at both clubs accuse management of ignoring their concerns. Star Garden's owner institutes a rule that dancers could no longer seek help from security guards ⁽¹⁾. Workers at the two strip clubs take action, striking and organizing for a union. The NLRB slaps both companies for refusing to bargain and retaliating against workers, ordering Star Garden to stay open and bargain with the dancers ⁽³⁾, and Magic Tavern to bargain with workers in 2024 and rehire an illegally fired stripper on March 21, 2025 ⁽⁴⁾.
- 12. **The GEO Group:** The nation's largest prison operator, valued at \$4 billion, forces detained workers to wash laundry, scrub toilets, landscape, and perform maintenance for just \$1 per day ⁽¹⁾. Though labeled "voluntary," facility handbooks show refusal can lead to punishment—loss of privileges or solitary confinement in Pennsylvania, and in New Mexico, refusal is treated as "escape with force," punishable by up to 365 days in solitary ⁽²⁾. Workers face dangerous conditions. GEO has a history of sexual harassment violations, including a \$550,000 settlement in 2018 ⁽³⁾ and a new complaint filed in 2024 ⁽⁴⁾. In 2022, Cal/OSHA fined the company \$104,000 for serious safety failures—no access to eyewash stations, poor communication on hazardous materials, and failure to protect staff from aerosol transmissible diseases ⁽⁵⁾⁽⁶⁾. In 2021, Washington State ordered \$17 million in back wages and \$6 million for unjust enrichment ⁽⁷⁾. Despite retaliation—solitary confinement, disciplinary write-ups—incarcerated workers continue organizing petitions, work stoppages, and hunger strikes to protest unsafe and exploitative conditions ⁽⁸⁾.

DIRTY DOZEN 2025

PENALTY BOX

- **Amazon:** Amazon lands in the penalty box as a repeat Dirty Dozen offender due to its massive size, resources, and influence; dangerous working conditions that trap employees in cycles of injury and poverty; and a workforce that refuses to accept the status quo. The largest warehouse employer and second-largest private-sector employer in the U.S., Amazon relies heavily on African American and Latin American workers for its low-paying roles ⁽¹⁾. Injury rates at Amazon are 71% higher than in non-Amazon warehouses with over 1,000 employees ⁽²⁾. Some injured Amazon workers have been forced to use GoFundMe to pay bills ⁽³⁾. Unwilling to be stopped by this mega-employer, workers have organized for unions and protested, including an estimated 600 Amazon workers who joined in a strike or picket in December, 2024 ⁽⁴⁾.



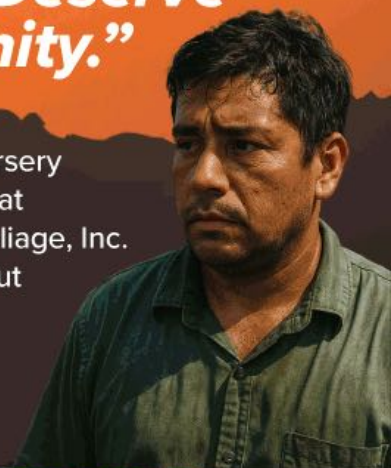
ALPHA FOLIAGE, INC.

NO BREAKS. NO SHADE. NO JUSTICE.

***“We Work
in the Heat.
We Deserve
Dignity.”***

At Alpha Foliage, Inc. in South Florida, over 200 plant nursery workers face brutal heat, back-breaking labor, and unsafe conditions — every single day.

Plant Nursery
Workers at
Alpha Foliage, Inc.
Speak Out



NO BASIC PROTECTIONS

- Filthy or no restrooms
- No water or soap to wash hands
- No PPE like gloves or raincoats

HEAVY DEMANDS, ZERO SUPPORT

- Move up to 7,000 plants/day, lifting 15-gallon containers
- Only one unpaid 30-min lunch — no breaks
- Pushed to meet high quotas in extreme heat

HEAT DANGERS RISING

- Restrooms are filthy or unavailable
- No running water or soap to wash hands
- Workers denied PPE like gloves or raincoats

WORKERS ARE FIGHTING BACK

Despite retaliation risks, workers have filed multiple OSHA complaints, demanding safety, respect, and real change.

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DIRTY DOZEN 2025



BARNES FARMING CORP

Deadly Heat: A Call for Justice

Workers Speak Out Against Exploitation at the World's Largest Sweet Potato Producer. **At Barnes Farming Corp migrant farmworkers face poverty wages and hazardous conditions**



Despite these grave risks, workers have bravely spoken out and faced retaliation for demanding their rights.

www.nationalcosh.org



TRAGEDY STRIKES:

In 2023, José Arturo González Mendoza died just two weeks into the job, laboring in extreme heat with temperatures exceeding 90°F.



SERIOUS VIOLATIONS CITED:

The North Carolina safety agency issued citations for:

- No shade
- Inadequate breaks
- No access to water

DIRTY DOZEN 2025



99 COST BARGAIN, INC.

WORKERS DESERVE BETTER!

Deep discounts, deeper dangers

This California discount store may flaunt its bargain prices, but it should be ashamed of how it treats its workers.



UNSAFE WORKING CONDITIONS:

State safety agency cites the company for serious safety violations.

WAGE THEFT & HARASSMENT:

- Reports of rampant wage theft and sexual harassment.
- Workers face retaliation for speaking out.



Workers vow to fight until their conditions are addressed and justice is served!

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DIRTY DOZEN 2025

2025 DIRTY
DOZEN

COOPERATIVE LAUNDRY

Dirty Laundry, Dangerous Labor

SERIOUS INJURIES:

- Hospitalizations for skull & brain injuries (2022–2023)
- 200-lb bag hit worker's head — no compensation (Dec 2024)
- Worker trapped in dryer for 5 mins — 3rd-degree burns, coma (Jan 2025)

RETALIATION AND ABUSE:

- Threats, firings, and isolation for speaking out
- Union efforts met with intimidation, hours slashed
- ICE threats used to silence complaints

WORKERS DEMAND

- Safe equipment
- Paid sick days
- No retaliation
- Right to organize

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EGREEN TRANSPORT CORPORATION

A Bad Employer!

EGREGIOUS EXPLOITATION OF WORKERS

Chinese workers labor 13 hours daily, 7 days a week — facing wage theft, overcrowded housing, and threats for speaking out.



Workers Rise Up: Through strikes and labor complaints, they won over **\$580,000** in back wages and penalties!

KEY VIOLATIONS:

- **Underpaid:** Less than \$7.25/hr
- **No Overtime Pay:** No 1.5x for 40+ hours/week
- **Record-Keeping Failures:** No accurate work or wage logs
- **Retaliation:** Threats & firings for speaking out
- **Obstruction:** Blocked investigations, silenced workers
- **Wage Theft:** \$580K owed in back pay & emotional damages

ENVY NAILS

**NO GLOSSING OVER
THEIR ABUSE OF WORKERS!**

**Envy Nails salons systematically underpaid workers,
violating New York state labor laws.**

Envy workers demand an end to:

- Workplace violence
- Retaliation
- Unpaid dismissals

UNFAIR TREATMENT:

- Retaliation for sick/family leave
- Fired after unpaid weeks/months
- Below minimum wage, no breaks

WAGE THEFT & MISCLASSIFICATION:

- 100+ immigrant and BIPOC Workers denied minimum wage
- Misclassified as contractors — no wage or overtime protections

KEY ABUSES:

LACK OF PROTECTIONS:

- No PPE
- Forced to serve contagious clients
- Workplace violence with no safeguards

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DIRTY DOZEN 2025



LCMC HEALTH SYSTEM

NURSES IN THE CROSSFIRE!

Nurses face threats from guns, knives, and assaults by patients and families.

“IT’S NOT OK TO FEEL UNSAFE AT WORK.”

WIDESPREAD VIOLENCE & HAZARDS AT WORK:

- Physical Assaults:** Nurses kicked and punched—management downplays it
- Unsafe Conditions:** No protection in Behavioral Health ER
- Health Hazards:** Dried blood, vomit, and filth ignored
- Security Failures:** Loaded weapons bypass security—no metal detectors

**Workers are striking and protesting.
Stand with LCMC nurses for safety!**



DIRTY DOZEN 2025

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MAR-JAC POULTRY

DIRTY DOZEN 2025

A LEGACY OF ABUSE AND NEGLIGENCE!



TRAGIC DEATHS:

3 workers killed since 2020, including 16-year-old Duvan Pérez (2023).



CHILD LABOR VIOLATIONS:

Duvan was illegally hired, violating federal laws prohibiting minors under 18 from working in meat processing. He died cleaning unsafe equipment.



In 2024, federal labor agencies **cited the \$300M** poultry giant for 'oppressive child labor' and major safety violations.

NEGLIGENCE & SAFETY VIOLATIONS:

- 14+ serious OSHA violations; **\$200K in proposed fines**
- Poor training, no supervision, unsafe conditions
- Sewage leaks, health risks, ignored safety protocols
- Ongoing health and accident risks

Advocates demand safe conditions and accountability from Mar-Jac and its staffing agencies.

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McDONALD'S

A BAD BOSS, NOT JUST BAD FOOD



WORKERS IN CALIFORNIA AND BEYOND ARE SPEAKING OUT:

- ✗ Wage theft & unpaid overtime
- ✗ Sexual harassment & retaliation
- ✗ Rat infestations & unsafe conditions
- ✗ Child labor violations
- ✗ COVID-19 neglect that led to death



Even after a **\$26M settlement for stolen wages**, McDonald's keeps breaking the law—and putting workers at risk

Workers are organizing. They're demanding dignity, safety, and respect from the world's biggest fast-food giant



www.nationalcosh.org



DIRTY DOZEN 2025

MIRACAPO PIZZA COMPANY

DEADLY. PREVENTABLE. IGNORED.

PIZZA

- 💔 Leily López Hernández, 31, was decapitated while cleaning a running machine.
- 💔 Two temp workers lost limbs in similar incidents months earlier.

OSHA fined Miracapo **\$2.8M for 16 willful violations**, including:

- Machines left running during cleaning
- Electrical hazards
- Lack of PPE
- Unsafe ovens
- Missing machine guards
- No eye protection
- Fall risks
- Untrained workers, language barriers ignored

Temp and immigrant workers were treated as disposable.
Now they're organizing for safety and justice.

www.nationalcosh.org



DIRTY DOZEN 2025

STRIP CLUB INDUSTRY:

THE DANGEROUS REALITY BEHIND THE CLUB LIGHTS

The strip club industry is notorious for unsafe, exploitative, and dehumanizing working conditions. Workers face harassment and stage hazards while employers ignore their responsibilities.

Star Garden – North Hollywood, CA

Dancers voted 16-0 to join Actors' Equity Association, for safety, dignity, and respect.

The club defied an NLRB order and shut down in 2024.

WORKERS REPORTED:

- Bed bugs, broken glass, rusty nails on stage.
- Inadequate security and customer harassment.
- On strike for a licensed security guard.
- Owners refused to negotiate and silenced union talk — violating labor law.

Magic Tavern – Portland, OR

Ordered by the NLRB in 2024 to bargain after illegally firing a dancer for organizing.

WORKERS DEMAND:

- Safer conditions
- Protection from retaliation
- Respect and a voice on the job
- ⚠ Management retaliated against organizing efforts, violating workers' rights and refusing to meet legal obligations.

DIRTY DOZEN 2025

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2025 DIRTY
DOZEN



**\$1/day for
hazardous work**



THE GEO GROUP

**CAPTIVE LABOR.
PERILOUS CONDITIONS.**

**Detained workers protest with
hunger strikes, petitions, and
walkouts to end:**

- Forced labor
- Unsafe tasks without protection or training
- Retaliation for speaking out



VIOLATIONS & ABUSE:

- Fined \$104K by Cal/OSHA for willful safety failures
- Workers punished with solitary for organizing
- Federal complaints allege sexual abuse & harassment by staff

Detention isn't just torture, it's exploitation

www.nationalcosh.org



AMAZON

A **Prime** Example of Abuse

DANGEROUS CONDITIONS:



Amazon injury rates are
**71% higher than at
similar warehouses**

Cited by OSHA for exposing workers to:

- High risk of injury from brutal pace
- Heavy lifting
- Poor safety practices

\$6M in Fines (CA 2024)
for illegal quotas that push
workers past their limits.



WORKER RESISTANCE IS GROWING:



Amazon
broke
federal
labor laws,
refused to bargain
with union drivers,
and used AI to track
organizing efforts.

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DIRTY DOZEN 2025

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ADDITIONAL NOTES AND SOURCES:

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Recent regulations promulgated under the Biden Administration—such as bans on TCE and PCE—have been delayed and are at risk of being dismantled, putting lives at even greater risk (1) (2).

Simple protections—rest, shade, water— saves lives. Yet progress on a federal heat standard has stalled, while Texas ⁽³⁾ and Florida ⁽⁴⁾ have banned local heat safety laws altogether, stripping protections from vulnerable workers.

Advocacy by workers and labor organizations has resulted in heat protections in several states – California, Oregon, Minnesota, Colorado, and, most recently, Maryland ⁽⁵⁾. Workers are joining the [FiredUp! Workers for Heat Justice campaign](#), demanding real protections nation-wide.

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