

OSHA Inspection

U.S. Department of Labor Occupational Safety And Health Administration

CASE FILE

**WORKPLACE
SAFETY INVESTIGATION**

DIRTY DOZEN

WHEN COMPANIES PUT PROFIT FIRST,
WORKERS PAY THE PRICE.



**WORKERS MEMORIAL WEEK
APRIL 22-29, 2026**

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MISSION

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 25 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.



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EXECUTIVE SUMMARY

Dirty Dozen 2026: When Companies Put Profit First, Workers Pay the Price

Every worker deserves to come home safe. Yet across the country, workers continue to face preventable injuries, illnesses, and deaths on the job.

The Dirty Dozen 2026 names twelve companies that put profit first and expose workers to harm. Across industries, these companies reflect a broader pattern: as profits rise, basic protections are ignored.

Workers face extreme heat without water, rest, or shade. They are exposed to dangerous machinery and toxic chemicals. They experience wage theft and retaliation. In some cases, child labor and exploitative supply chains are used to cut costs and avoid responsibility.

These conditions persist because enforcement is too weak to hold employers accountable or protect workers who speak up. Meanwhile, subcontracting, temporary staffing, and complex supply chains let companies shift responsibility while continuing to profit from unsafe conditions.

OSHA has roughly 1,850 inspectors responsible for more than 130 million workers across over 8 million workplaces – about one inspector for every 70,000 workers ([OSHA](#)). At this pace, it would take more than 150 years to inspect every workplace once ([AFL-CIO, Death on the Job](#)). Years of underinvestment, limited inspections, and regulatory rollbacks have created a system where violations too often become a minor cost of doing business rather than a deterrent.

Heat is one of the most urgent threats. From fields to factories to warehouses, workers are pushed to their limits in dangerous conditions. Through the [Fired Up! Workers for Heat Justice](#) campaign, workers are organizing to demand protections before more lives are lost.

Behind every statistic is a worker, a family, and a community. Many of the cases in this report came to light because workers spoke out, often at great risk.

Through our Safety for All approach, we affirm that every worker, regardless of industry, immigration status, or employment arrangement, has the right to safe and healthy working conditions. This requires strong protections, real enforcement, and worker leadership.

The Dirty Dozen is a call to action. Employers must take responsibility. Policymakers must strengthen and enforce protections. All of us must stand with workers fighting for safety, justice, and dignity.

No one should have to risk their life to make a living.

- Alliance Ground International (AGI)
- Cambria Company, LLC
- CommonSpirit Health
- Consolidated Catfish Producers, LLC
- D.R. Horton, Inc.
- Hyundai-Kia U.S. Supply Chain
- Jeny Sod and Nursery
- LSG Sky Chefs
- Maker's Pride LLC (formerly Hearthside Food Solutions LLC)
- Revoli Construction Co., Inc
- Subway IP LLC
- Wellmade Industries MFR. N.A LLC



WHY ARE THESE COMPANIES ON THE DIRTY DOZEN?

ALLIANCE GROUND INTERNATIONAL (AGI)

Among its seven stated “core principles,” AGI claims it “put[s] the safety of our employees above all else.” Ranked second is its commitment to “respect all of our team members equally.” Yet workers have challenged these claims on multiple fronts, raising serious concerns about safety and health conditions, sexual harassment and disability discrimination, anti-union activity, and violations of wage and paid leave laws.

CAMBRIA COMPANY, LLC

Workers across the country are developing deadly lung disease after cutting and grinding engineered stone slabs made with extremely high levels of crystalline silica. Experts warn that products made from these slabs may be impossible to fabricate safely, yet Cambria continues to sell them to small fabrication shops across the country while seeking immunity when workers get sick and die. Safer alternatives are available, but Cambria has thus far declined to adopt them, putting workers' lives at risk.

COMMONSPIRIT HEALTH

CommonSpirit Health is one of the nation's largest health systems. The company says its mission is to “advance social justice for all.” But across a number of its hospitals, nurses report unsafe staffing, workplace violence, wage theft, and aggressive anti-union tactics that undermine both worker safety and patient care.

CONSOLIDATED CATFISH PRODUCERS, LLC

Consolidated Catfish presents itself as “a leader in all areas of the catfish industry.” But repeated workplace safety violations and worker testimony tell a different story. A pattern of serious machine hazards, including amputations and other preventable injuries, along with reports of extreme heat inside its processing plants, raises serious concerns about whether the company is doing enough to protect workers who keep its operations running.

WHY ARE THESE COMPANIES ON THE DIRTY DOZEN?

D.R. HORTON, INC.

As the largest homebuilder in the United States, D.R. Horton has the power to set the standard for worker safety and dignity. Instead, repeated safety violations and silence in the face of ICE raids have left workers exposed to preventable harm. Where the company could have protected workers and led the industry, it failed to act.

HYUNDAI-KIA U.S. SUPPLY CHAIN

Hyundai and Kia, sister companies under Hyundai Motor Group and among the world's largest automakers, have built a vast U.S. manufacturing network fueled by over \$2.7 billion in public subsidies and rapid electric vehicle expansion in the South. But behind this growth is a supply chain linked to worker deaths, child labor, unsafe conditions, and systemic labor exploitation. Workers bear the burden of a model built on layers of subcontracting and temporary staffing agencies, allowing suppliers to cut labor costs while Hyundai-Kia denies legal responsibility for workplace violations.

JENY SOD AND NURSERY

Jeny Sod and Nursery's website paints a picture of lush landscapes and backyard paradise. But for the workers who make that beauty possible, the reality has been far from it. In 2024, courageous workers came forward and blew the whistle on the company's cheating on wages, exposing workers to extreme heat and pesticide hazards, and substandard housing.

LSG SKY CHEFS

For years, workers have told LSG Sky Chefs that Phoenix's extreme summer heat exposes them to life-threatening risks. Despite these warnings and despite a city ordinance requiring heat protections for employees of city contractors, the company failed to ensure safe working conditions for the drivers who deliver food to aircraft and service planes on the tarmac.

WHY ARE THESE COMPANIES ON THE DIRTY DOZEN?

MAKER'S PRIDE LLC (FORMERLY HEARTHSIDE FOOD SOLUTIONS LLC)

Hearthside Food Solutions, recently renamed Maker's Pride, has a long and troubling history of failing to protect workers from serious hazards, particularly machine dangers that have too often resulted in amputations. That record alone would justify its place on the Dirty Dozen – but there's more. The company failed to control the unlawful placement of migrant children in hazardous factory jobs where they made and packaged popular cereals and snack foods. More recently, Hearthside engaged in illegal efforts to keep workers from voting in a union election at one of its plants. Together, these actions reflect a troubling pattern of disregard for worker safety and rights.

REVOLI CONSTRUCTION CO., INC

For more than two decades, Revoli Construction has accumulated a pattern of willful and serious safety violations tied to deadly trench hazards. Despite repeated warnings and enforcement actions, workers continued to face preventable risks, culminating in a fatal trench collapse in 2025. This history raises urgent concerns about whether meaningful steps have been taken to protect workers' lives.

SUBWAY IP LLC

Subway is one of the most recognizable fast food brands in the world, with more U.S. locations than any other fast food chain. What is less visible is how its franchise model allows the company to distance itself from serious labor abuses occurring in franchised stores. In California and beyond, workers are speaking out about wage theft, unsafe working conditions, retaliation, and abuse – and demanding it stop.

WELLMADE INDUSTRIES MFR. N.A LLC

Wellmade Industries marketed its products as "well made," but its treatment of workers tells a different story. Soon after opening its Georgia facility, the company accumulated serious OSHA violations involving machine hazards and other preventable risks. In March 2025, a federal labor trafficking investigation led to a raid and the arrest of its owner. Months later, the company filed for bankruptcy, leaving behind a record of unsafe conditions and alleged labor exploitation.

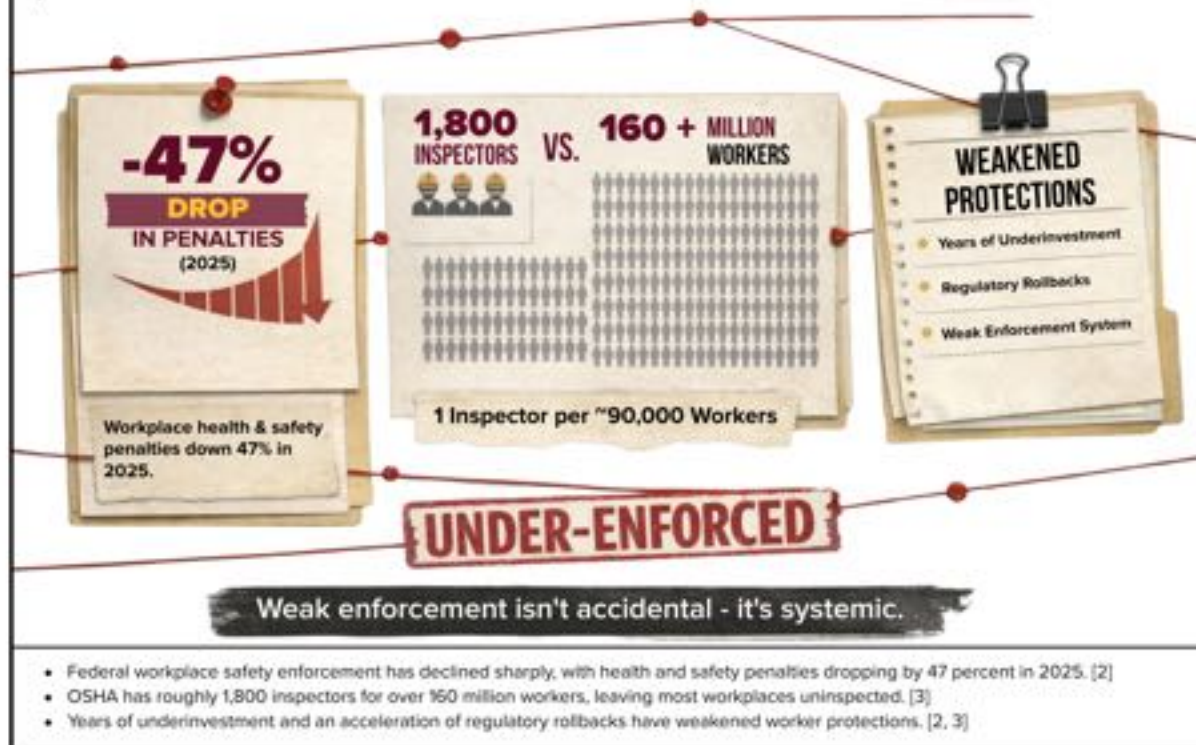
THE LANDSCAPE: A Snapshot of Worker Health and Safety in the U.S.

The companies named in this report are not outliers. They reflect a broader reality: across the United States, workers are facing increasing risks on the job while protections and enforcement continue to fall short.

In 2024, 5,070 workers were killed on the job, one every 104 minutes.^[1] Behind each of these deaths is a preventable failure of companies to protect workers and of systems to hold them accountable. The true scale of harm is even greater. Injuries, illnesses, and unsafe conditions are widely undercounted, especially in workplaces where workers fear retaliation or job loss for speaking up.

A system where violations become the cost of doing business

As noted in the executive summary, enforcement is too weak to deter unsafe practices. The broader data reinforce this:



The result is a system where too many employers can cut corners without consequence, treating worker safety as optional rather than essential.

Workers are facing a convergence of hazards that are growing in scale and severity. Nearly 1,000 workers have died from heat exposure in recent decades,^[4] with risk

increasing as temperatures rise. At the same time, about 28,000 workplace injuries each year are linked to hot weather, including in indoor settings.^[4] Workers are pushed to meet production demands at the expense of safety, while exposure to dangerous machinery and toxic chemicals remains widespread.

These risks are not isolated. They are systemic and often preventable.

Who is most impacted

Unsafe work continues to fall hardest on those with the least protection:

Least Protection = Highest Risk

- HISPANIC & LATINO WORKERS**
1,200+ DEATHS IN 2024
Hispanic and Latino workers face the highest fatality rates, many are immigrant workers.
- BLACK WORKERS**
DISPROPORTIONATELY HIGH FATALITIES
- LOW-WAGE WORKERS**
HIGHER RISK OF INJURY & EXPOSURE
- IMMIGRANT WORKERS**
CONCENTRATED IN THE MOST DANGEROUS JOBS
Face barriers to speaking up.

The most vulnerable workers face the greatest risks.

- Hispanic and Latino workers face the highest fatality rates, with over 1,200 deaths in 2024, many among immigrant workers; [1]
- Black workers also face disproportionately high workplace fatalities; [1]
- Low wage workers face higher rates of injury and exposure to hazardous conditions; [3] and
- Immigrant workers are concentrated in the most dangerous jobs and face barriers to speaking up. [3,5]

At the same time, attacks on immigrant communities are making workplace dangers harder to track. When workers fear retaliation, detention, or deportation, they are less likely to report unsafe conditions, making the true scale of harm significantly underreported.^[3,5]

Instead of strengthening protections, the U.S. is moving backward. Child labor violations have increased fivefold in the past decade,^[5] while enforcement resources continue to decline and workplace risks grow.^[2]

The conditions outlined here are the same ones reflected in the companies named in this report: workers exposed to extreme heat without protection, hazardous chemicals and unsafe equipment without basic safeguards, and retaliation when they speak up or assert their rights. The Dirty Dozen makes visible what too often remains hidden and reveals a system where profits are prioritized over human safety and dignity, and where workers are left to bear the cost.

ALLIANCE GROUND INTERNATIONAL (AGI)

Company Profile

AGI is a fast-growing aviation ground handling company recently acquired by the investment firm Lone Star Funds.^[1] The company employs more than 12,000 workers at over 60 U.S. and Canadian airports.^[2] As it expands, concerns about its treatment of workers have grown.

OSHA has cited AGI for repeat and willful safety violations. These include failures to regularly inspect powered industrial trucks and remove defective equipment from service;^[3,4,5] willful failure to securely mount liquid petroleum fuel containers on forklifts;^[5] and serious failure to guard conveyor belts (contested).^[6] AGI has also been cited for failing to properly report workplace incidents causing serious physical harm.^[7,8]

In 2025, Maryland's Occupational Safety and Health program cited AGI for violations including failing to implement a written heat-related illness prevention and management plan.^[9,10]

Worker concerns extend beyond safety. The Equal Employment Opportunity Commission (EEOC) sued AGI in 2018, charging that the company failed to address complaints from women sexually harassed by a male supervisor and fired another employee in retaliation for his complaints on behalf of the women.^[11] The case settled when AGI agreed to pay the workers \$135,000 and implement more preventive policies.^[12]

The EEOC also charged AGI with refusing to hire a qualified deaf applicant. The company settled and paid the applicant \$70,000.^[13] Workers have filed additional lawsuits alleging sexual harassment, retaliation, and race and disability discrimination; several cases remain pending.^[14,15,16]

AGI has also faced unfair labor practice charges. Allegations include that the company told workers they weren't allowed to join a union;^[17] ordered workers to remove union paraphernalia and prohibited them from bringing union literature to the workplace,^[18] and retaliated by suspending a baggage handler who, along with coworkers, requested water during extreme heat.^[19,20]

In 2025, workers at AGI's Newark Liberty International Airport cargo operation filed a complaint with the New Jersey Department of Labor with support from SEIU Local 32BJ. They alleged that AGI failed to provide workers with paid time off, holidays, and hourly health and welfare supplements. The union estimates that workers may be owed nearly \$2 million in back-benefit payments.^[21]

DIRTY DOZEN 2026

ALLIANCE GROUND INTERNATIONAL (AGI)



UNSAFE EQUIPMENT, SERIOUS RISK



Repeat and willful violations for failing to remove unsafe forklifts, exposing workers to serious injury and death risks. ^[3,4,5]

MULTIPLE SERIOUS INJURIES NOT REPORTED ON TIME



Cited for failing to report workplace injuries leading to in-patient hospitalization within 24 hours. ^[7,8]

LEGAL & LABOR VIOLATIONS

Workers allege up to \$2 million in unpaid wages and benefits

Claim unpaid wages and benefits under New Jersey law. ^[21]

Sued for harassment and discrimination

Paid \$135,000 settlement. Additional complaints allege race and disability discrimination. ^[12,14,15,16]



AGI Ground and AGI Cargo workers from both LGA and JFK Airport rallying at LaGuardia on 8/20/2025



AGI Cargo workers rallying at EWR Airport on 8/20/2025

WORKERS SPEAK OUT

Suspended after asking for water during extreme heat.

“My coworkers had been asking for water for weeks. A few of us went into the manager’s office to ask for water, and he said he was upset... He suspended me for two days.”

- Garvey Barrett, baggage handler, LaGuardia Airport^[19]



AGI Ground workers rallying at BWI Airport on 9/18/2025

CAMBRIA COMPANY, LLC

Company Profile

A family-owned company based in Minnesota, Cambria is the largest domestic manufacturer of artificial stone slabs commonly seen in kitchens across the country. ^[1] These countertops may look durable and beautiful, but they come into our homes at a devastating cost to the workers who cut, grind, and polish them in thousands of small fabrication shops nationwide. ^[2,3]

Cambria's engineered stone slabs contain extremely high concentrations of crystalline silica, a substance that can scar the lungs beyond repair. Workers who inhale silica dust face silicosis, a devastating and often fatal disease with no effective treatment or cure. Many struggle to breathe, face the possibility of million-dollar lung transplants, or die long before their time. ^[1,2,3] As cases of silicosis surge, Cambria has attempted to shift responsibility onto the small fabricators that buy and process its product. Yet experts warn that even if fabrication shops used modern dust controls, cutting, grinding, and polishing artificial stone releases respirable silica at levels that overwhelm existing protections. ^[1,3,6]

In the face of this growing silicosis epidemic, Cambria's response has been to push for new federal legislation that would limit workers' and their families' ability to seek recompense through the courts. ^[4] At a moment when workers are becoming sick and dying, its efforts to block accountability only deepen the crisis.

Cambria can and must choose a different path. Australia has banned their product. Safer substitute materials already exist that are comparable in use and cost. ^[2,5,6] Continuing to profit from selling a product that endangers the workers who process it is unacceptable. So are efforts to dodge accountability. The workers who cut and polish our sinks and countertops deserve to return to their families healthy at the end of the day.

DIRTY DOZEN 2026

CAMBRIA COMPANY, LLC

EXTREME SILICA EXPOSURE!

🔧 Cambria produces engineered stone slabs with extremely high levels of crystalline silica, a substance linked to deadly lung disease. ^[1,2,5]

🔧 Experts warn these slabs may be impossible to safely cut, grind, and polish: yet Cambria continues to sell them to small fabricators across the country.

Ignored Warnings

SILICOSIS CASES — RISING



“
I am 27 years old. [...] I'm breathing by having a tube connected to an oxygen tank.



- Leobardo Segura Meza, 27, Stonecutter with Silicosis ^[10]

WORKERS ARE DYING YOUNG!

🔧 Workers in their 30s are already dying or facing lung transplants after cutting artificial stone ^[2,7,8]

BANNED AS INHERENTLY DANGEROUS

🔧 In 2024, Australia banned the manufacture, supply, and use of engineered stone due to serious health risks. ^[2,5,6]

A GROWING CRISIS

🔧 Silicosis cases are rising rapidly, with over 1,300 fabrication shops in California alone. ^[3,9,10]



COMMONSPIRIT HEALTH

Company Profile

CommonSpirit Health reported more than \$1 billion in profits in 2025 and paid its former and current CEOs a combined \$36.6 million in 2024. [2,3,4] The company operates more than 2,200 care sites, including 138 hospitals, across 24 states under brand names including Dignity Health, Virginia Mason Franciscan Health, St. Joseph's Health, St. Luke's Health, Trinity Health System, and CHI. [1,2,3]

Despite its avowed "social justice" mission, the company faces concerns related to workplace violence, unsafe staffing levels, chemical and biological hazards, wage violations, and resistance to union organizing.

Workplace violence concerns have been raised from Texas to California to Washington. [5,6,7] OSHA records show a pattern of safety failures at affiliated facilities, including dozens of violations in California and Nevada, respiratory protection and formaldehyde exposure hazards cited at a Houston hospital, and failures to protect workers from chemical and other hazards in Seattle. [8,9,10] In Texas, nurses petitioned management to address inadequate security and persistent pest infestations. [11] The company also faces wage-related claims in Oregon, [12] and settled others for \$800,000 in Nebraska and \$5.5 million in Washington. [13,14]

CommonSpirit's record on workers' right to organize also raises concern. In Washington, nurses bargaining for stronger security protections and safer staffing had, as of October 2025, gone through 19 negotiating sessions without a contract. [7] At St. Joseph's Health, Brazos Valley, nurses organizing with the National Nurses Organizing Committee claimed surveillance, captive-audience meetings, and intimidation during their union drive. Despite these tactics, more than 700 registered nurses voted to unionize in December 2025. [15,16]

In its mission statement, CommonSpirit Health pledges "to listen and be transformed by the voices we hear." For many nurses across its facilities, that promise remains unmet.

DIRTY DOZEN 2026

COMMONSPIRIT HEALTH



PATIENT AND WORKER SAFETY

- Nurses at St. Joseph's Health, Brazos Valley in Texas reported inadequate security and pest infestations so severe that fruit flies were landing on tracheostomy patients.^[11]
- OSHA citations at CommonSpirit hospitals for failures to protect workers from respiratory hazards, formaldehyde exposure, and chemical and other risks.^[9, 10]



Mercy San Juan Medical Center Survey of Nurses' Experience of Workplace Violence: Types of Workplace Violence ^[6]

Type of Workplace Violence	Percentage of Respondents
Verbally threatened	83.5%
Pinched or scratched	61.2%
Objects thrown at you	57.7%
Spat on or exposed to other bodily fluid	52.9%
Physically threatened	51.8%
Slapped, punched, or kicked	50.6%
Verbally harassed based on your sex or appearance	48.2%
Groped or touched inappropriately	22.4%
I have not experienced workplace violence	9.4%

ANTI-UNION ACTIVITY

- Nurses at St. Joseph's Health, Brazos Valley claimed surveillance, intimidation, and captive-audience meetings during their union drive.^[15, 16]

WAGE THEFT

- CommonSpirit affiliates have paid millions in settlements for wage theft, including \$5.5 million in Washington and \$800,000 in Nebraska.^[13, 14]



“We have patients all the time threatening to hit, kick, punch or shoot us.”

— RN, Medical Coronary ICU, Dignity Mercy San Juan Hospital ^[6]



CONSOLIDATED CATFISH PRODUCERS, LLC

Company Profile

Consolidated Catfish Producers, LLC, formed through the 2008 merger of Delta Pride Catfish and Country Select Catfish, operates two fish processing plants in Isola, Mississippi, and Eutaw, Alabama, marketing products under the Country Select and Delta Pride Catfish brands.^[1] While the company promotes itself as “the freshest name in fish,” federal safety inspections show recurring failures to control hazards inside its facilities.

Over the past several years, OSHA inspections have documented serious machine safety failures tied to severe worker injuries. In 2017, a worker suffered an amputation after electrical power to a processing line and fish skinner was unexpectedly activated during servicing.^[2] In 2020, another worker lost his fingertip and was hospitalized while servicing a chain and sprocket system that had not been properly de-energized.^[3] In 2022, a worker seriously injured a finger while trying to remove clogged fish guts from a fillet machine.^[4] In late 2024, OSHA again cited the company after finding that a fish fillet machine lacked proper guarding, exposing a worker to laceration hazards.^[5]

Recent testimony from a long-time employee at the Isola processing plant also highlights concerns about unsafe working conditions. During informal hearings on OSHA’s proposed heat standard in June 2025, the worker described temperatures inside the facility as “extreme, extreme, extreme,” underscoring the daily strain workers face in already difficult conditions that may worsen as temperatures rise.^[6]

Taken together, the company’s repeated citations and worker testimony suggest that longstanding hazards have persisted for years and that workers continue to face preventable risks on the job.

DIRTY DOZEN 2026

CONSOLIDATED CATFISH PRODUCERS, LLC

VIOLATION!

YEARS OF INJURY, NOT ENOUGH CHANGE:

- 2017** Worker amputation after unexpected machine restart. ^[2]
- 2020** Worker hospitalized after equipment failed to de-energize. ^[3]
- 2022** Worker's fingertip amputated while clearing machine. ^[4]
- 2025** OSHA cites company again for unsafe machinery. ^[5]



"It takes a toll on your body. And we are being affected by this every single day."

- Consolidated Catfish Worker



In response to workers speaking out:

"You stood up to the bosses by calling in OSHA. That is the type of action we need... you are an inspiration!"

- Jaribu Hill,
Executive Director,
Mississippi Workers'
Center for Human Rights

WORKERS DEMAND HEAT PROTECTIONS!

- After decades on the job, a Consolidated Catfish worker testified about "extreme, extreme, extreme" heat and no changes – highlighting the urgent need for a federal heat standard. ^[6]



D.R. HORTON, INC.

Company Profile

D.R. Horton, Inc., the largest homebuilding company in the United States, constructs and sells homes in 126 markets across 36 states.^[1] With an annual revenue exceeding \$34 billion and a place on the Fortune 500, the company holds enormous influence over working conditions in the residential construction industry, influence that comes with a responsibility to protect workers.^[2]

As an industry leader, D.R. Horton had a clear opportunity to set the standard this year, but it failed to meet the test. Immigration and Customs Enforcement (ICE) has targeted multiple D.R. Horton worksites, including raiding and harassing workers three times at a D.R. Horton site in Shakopee, Minnesota, in January of 2026.^[3,4] Workers and their advocates urged national and local company leaders to require ICE to present a valid judicial warrant – which the company has a legal right to do – before allowing agents to enter its worksites. Those requests have fallen on deaf ears.

Though it claims that “the safety and well-being of our employees is our first priority,” enforcement records show that D.R. Horton has repeatedly failed to be the safety and health leader it can and should be. In recent years, regulators have cited the company across multiple states, including Washington, Missouri, North Carolina, Tennessee, and Florida, most often for failing to protect workers and subcontracted crews from fall hazards and other preventable risks.^[7,8,9,10,11]

With its size and influence, D.R. Horton could set a higher standard for worker safety. Instead, repeated safety violations and silence in the face of raids have left workers exposed to harm. Where D.R. Horton could have protected workers and set an example for the industry, it has failed.

DIRTY DOZEN 2026

D.R. HORTON, INC.



CORPORATE POWER

- 🏠 D.R. Horton is the largest homebuilder in the U.S., with the power to set industry standards for worker safety and dignity. ^[1,2]



PATTERN OF RAIDS

- 🏠 ICE agents have repeatedly raided D.R. Horton construction sites, including at least three raids at one Minnesota site in a single month. ^[2,3,4]



Courtesy, CTUL

WORKER HARM!

- 🏠 Workers were trapped on a roof for hours in subzero temperatures during an ICE raid; one required medical attention. ^[5]

ACCOUNTABILITY FAILURE!

- 🏠 Advocates say D.R. Horton has not required ICE to present judicial warrants before entering worksites, despite worker concerns. ^[3]

"They have the power and influence to stand up and demand an end to the raids."

*-Merle Payne,
CTUL Executive Director ^[4]*



Courtesy, CTUL

HYUNDAI-KIA U.S. SUPPLY CHAIN

Company Profile

Hyundai and Kia are distinct companies and brands under the Hyundai Motor Group umbrella whose manufacturing supply chains in the U.S. significantly overlap. Hyundai and Kia assembly plants, and their suppliers, are heavily concentrated in Alabama and Georgia, where their collective safety and labor record raises serious concerns.

Between 2015 and 2025, twelve workers died in incidents at companies that are part of Hyundai-Kia's U.S. supply chain.^[2] From 2015 through September 2025, OSHA cited companies in this same supply chain for 854 violations with \$6.2 million in penalties.^[2,3] Seventy percent of these violations were categorized as willful, repeat or serious. Strikingly, employers in the supply chain self-reported more than 1,000 workplace injuries and illnesses in 2024.^[2]

Between 2020 and 2022, at least nine facilities in Alabama that supplied parts to Hyundai-Kia were found to have illegally employed children.^[2,4,5] In March 2024, the U.S. Department of Labor filed a civil suit naming Hyundai Motor Manufacturing Alabama as a joint employer of a 13-year-old who allegedly worked up to 60 hours per week at a metal-stamping company under its operational control.^[6,7]

Workers in the Hyundai-Kia supply chain in Alabama report earning 10-15% less than other auto supply chain workers in the state. A November 2025 study links this to the use of incarcerated labor, which allows employers to suppress wages and working conditions across the broader workforce.^[8]

In September 2025, federal agents raided the Hyundai-LG Energy Solution battery plant under construction in Ellabell, Georgia, detaining over 470 subcontracted workers.^[9] The raid took place at one site in Hyundai-Kia's massive Metaplant complex, which is still under construction and already known for its record of worker deaths and maimings.^[10,11]

Hyundai Motor Company points to its Supplier Code of Conduct, which prohibits violations of child labor, wage, and workplace health and safety laws, but a code of conduct is not enough.^[12] Hyundai-Kia must take responsibility for the conditions faced by workers who power its operations across Alabama, Georgia, and beyond.^[13,14]

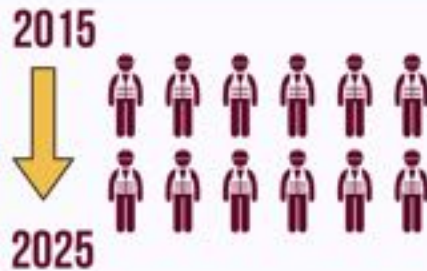
DIRTY DOZEN 2026



HYUNDAI-KIA U.S. SUPPLY CHAIN

A PATTERN OF HARM ACROSS HYUNDAI-KIA'S SUPPLY CHAIN

12 workers killed across Hyundai Kia's supply chain ⁽²⁾



Child labor uncovered at 9 Alabama facilities ⁽²⁾



U.S. Department of Labor sues: 13 year old worked up to 60 hours per week ^(6,7)



Largest ever single site ICE raid: 470+ Georgia Metaplant workers detained ⁽⁹⁾



854 OSHA workplace safety violations
\$6.2M in penalties
70% were willful, repeat, or serious ^(2,3)



"...I fell into that steel rail....it broke four of my ribs. Instead of taking me to the hospital, they sent me back to the prison with no medical."

- Mark Miller, formerly incarcerated worker at Hyundai supplier, Ju-Young Manufacturing ⁽¹⁵⁾

"We don't always get paid the agreed upon wages... we are threatened with being fired."

- Anonymous Worker

"My co-worker was killed... there is not a lot of transparency about what happened."

- Anonymous Worker



JENY SOD AND NURSERY

Company Profile

Jeny Sod and Nursery, a South Florida family-owned business, describes itself as a “landscape supply boutique.”^[1] But behind its curated image, workers report harsh and dangerous working conditions.

In 2024, the human rights organization WeCount! conducted interviews with four workers employed at Jeny Sod’s Homestead, Florida location. The findings raised serious concerns, prompting coordination with the International Rescue Committee and a meeting with federal and local law enforcement agencies.

At that meeting, workers reported minimum wage and overtime violations and indicators of labor trafficking. The next month, the U.S. Department of Labor’s Wage and Hour Division (WHD) issued a statement supporting immigration relief for Jeny Sod workers employed during the past three years, recognizing the risk that the company could use the threat of immigration enforcement to silence them.^[2] Following WHD’s federal wage investigation, Jeny Sod paid \$248,289.59 in back wages for nine employees.

Workers also reported serious health and safety concerns in their complaints to federal and local officials and receiving no training on workplace hazards. Workers reported being required to spray pesticides without employer-provided personal protective equipment like gloves, glasses, or masks—leading to skin allergies, burns, nausea, headaches, and eye irritation.^[3] And while Homestead’s high temperatures and humidity often combine to create “oppressive” and “miserable” conditions,^[4] Jeny Sod employees reported working in the heat without employer-provided water. Workers say they experienced dehydration, headaches, fatigue, and other symptoms of heat-related illness. They also reported fatigue and stress due to not receiving regular or shaded rest breaks, and often-interrupted lunch breaks.

Finally, some workers lived on the worksite in cramped, makeshift rooms,^[5] and reported their housing was located near gas, toxic chemicals, and pesticides storage areas.^[6]

Jeny Sod’s workers, like many others who toil in Florida’s nurseries, faced deeply exploitative conditions.^[7] They spoke out and demanded fair treatment. Jeny Sod, and other nurseries like it, are being put on notice that workers’ rights cannot be ignored.

DIRTY DOZEN 2026



JENY SOD AND NURSERY

CASE FILE

- Workers report wage theft and potential labor trafficking!
- Federal investigation confirms wage violations; \$249,289 owed to workers.
- "Miserable" and "oppressive" heat conditions for much of the year. ⁽³⁾



Poor Housing Conditions

"The chemicals spilled on our skin and burned us. People got sick, fainted from the heat, and were still forced to keep working. To me, that's not a job, that's slavery."

- Jeny Sod and Nursery Worker



Worker applying pesticides without PPE

REPORTED HEALTH AND SAFETY FAILURES INCLUDE

- Pesticide exposure without protective equipment
- Lack of access to water, proper rest or shade in extreme heat
- No health and safety training provided
- Unsafe onsite housing near hazardous materials

COMPLAINTS

- U.S. Labor Department concerned that the employer could manipulate immigration enforcement to retaliate against workers. ⁽²⁾



Lack of adequate water, shade, breaks



Gasoline storage near worker housing

INVESTIGATION

→ HEALTH & SAFETY FAILURES

LSG SKY CHEFS

Company Profile

LSG Sky Chefs, the nation's largest in-flight catering company, is part of LSG Group, which has been owned by the private equity firm Aurelius Group since 2023. Its truck drivers and other workers labor in all weather conditions across the U.S., including extreme summer heat. A nationwide survey of hundreds of Sky Chefs drivers in 2017 found that approximately 95% reported operating trucks without functioning air conditioning systems. ^[4]

For airport workers in Phoenix, Arizona, A/C deficiencies are especially hazardous. Phoenix is the hottest major city in the United States. The city recorded 31 consecutive days of temperatures of 110°F or higher in the summer of 2023; This was followed by at least 113 consecutive days above 100°F in 2024, with 70 days exceeding 110°F. ^[1,2] Airport workers have reported measuring tarmac surface temperatures as high as 155°F. ^[3]

In March, 2024 Phoenix airport workers and their allies cheered passage of a landmark city ordinance requiring heat protections for employees of companies contracting with the City of Phoenix, including LSG Sky Chefs drivers. ^[5,6,7] Yet problems persisted. A July 2025 spot check inspection of twelve Sky Chefs trucks, triggered by worker complaints, found that none of the vehicles had adequate functioning air conditioning. ^[8,9] Some vehicle cabins reached temperatures above 100°F. ^[10]

Around the same time, the company suspended Filiberto Lares, a UNITE HERE worker activist who had testified publicly about the dangerous heat conditions drivers face, citing a minor traffic incident. Worker advocates and union leaders argued the discipline was retaliation for speaking out about safety concerns. ^[11] LSG Sky Chefs said otherwise, but after public pressure from workers, unions, and local officials, the company reinstated Lares and removed the discipline from his record.

In February 2026, the Phoenix City Council overwhelmingly voted to strengthen the city's heat ordinance by adding protections against retaliation and new reporting requirements for employers. ^[12] It is long past time for LSG Sky Chefs to listen to workers and take meaningful steps to protect them from blistering heat.

DIRTY DOZEN 2026

LSG SKY CHEFS

113+ days over 100°F

155°F Tarmac Surface



SYSTEMIC FAILURES

✈ In a 2017 survey, 95% of drivers reported operating trucks without functioning air conditioning. ^[4]

“This heat safety ordinance will change my life and the lives of my coworkers at LSG Sky Chefs.” ^[14]



- Filiberto Lares, LSG Sky Chefs driver

VERIFIED VIOLATIONS

✈ City inspections found none of 12 Sky Chefs trucks had functioning AC, with cabin temperatures exceeding 100°F. ^[9,10]

“I was scared to speak out, but I did it because it was the right thing to do.” ^[13]

EXTREME CONDITIONS

✈ Phoenix recorded 113 consecutive days above 100°F in 2024, making it the hottest major city in the United States. ^[2]



Courtesy: UNITE HERE Local 11 Phoenix AZ, Aug 9, 2025

IS THIS RETALIATION?

✈ A worker was suspended after speaking out about heat dangers, and reinstated only after public pressure.



100°F+ Cabin Temp

Illustrative image (AI-generated)



MAKER'S PRIDE LLC

(FORMERLY HEARTHIDE FOOD SOLUTIONS LLC)

Company Profile

Maker's Pride LLC (formerly Hearthside Food Solutions LLC), may be proud of the food it produces and packages for other companies, including popular cereals and snacks like Cheerios, Lucky Charms, and Cheetos.^[2] With twenty-seven manufacturing and packaging facilities across the United States and Canada, it describes itself as "North America's leading contract food manufacturer."^[1] The company has stated that it is committed to complying with worker protection laws and is "proud of [its] safety-first culture."^[2]

Its record as Hearthside, however, tells a different story. Over multiple years, OSHA repeatedly cited the company for serious safety violations, many involving machine hazards that have too often resulted in amputations and other severe injuries.^[3] The company also came under national scrutiny for relying on staffing agencies, at least one of which placed vulnerable migrant children in hazardous overnight factory jobs.^[2] More recently, federal labor officials found that the company engaged in unlawful conduct during a union organizing campaign at its London, Kentucky facility.^[4] Given recent complaints that follow Hearthside's fraught history of employee mistreatment, Maker's Pride has yet to show it recognizes and respects workers' rights in ways it failed to under its previous name.^[9]

DIRTY DOZEN 2026

MAKER'S PRIDE LLC

(FORMERLY HEARTHSIDE FOOD SOLUTIONS LLC)



ILLUSTRATIVE IMAGE (AI-GENERATED)

CHILD LABOR EXPOSED

- ⊗ A NY Times investigation revealed migrant children working in Hearthsides factories that make and package food for brands like General Mills and Frito-Lay. ^[2]
- ⊗ Company paid \$4.5 million to resolve child labor violations. ^[7]

“When someone asks to go to the bathroom, permission is given up to an hour later.”

- *Maker's Pride worker* ^[9]

REPEATED AMPUTATIONS!

- ⊗ At least 11 workers suffered amputations between 2019 and 2023. ^[2]

CORPORATE SAFETY FAILURE

- ⊗ OSHA found the company's record reflects “a corporate culture that lacks urgency to keep workers safe.” ^[5]

“Many of my coworkers do not report because they are afraid of retaliation.”

- *Maker's Pride worker* ^[9]



UNSANITARY CONDITIONS



BLOCKED EXIT



IMPROPER REPAIRS

UNION BUSTING!

- ⊗ A federal labor board judge found the company illegally fired workers, surveilled organizing, and interfered with a union election. ^[4]

Repeated Amputation
Retaliation, OSHA violat

REVOLI CONSTRUCTION CO., INC

Company Profile

More than twenty-five years ago, Revoli Construction Co., Inc. was cited by OSHA for a willful violation of standards requiring employers to protect workers in excavations from cave-ins. The company contested the citation and its \$63,000 penalty, but in December 2001, the Occupational Safety and Health Review Commission upheld it, finding that since Revoli had received multiple similar citations within just four years – including one involving a trench collapse – it remained “plainly indifferent to employee safety.”^[1]

That decision should have been a turning point. Instead, OSHA inspections in 2002 and 2005 found more willful violations tied to trenching hazards, followed by serious excavation and trench protection violations in 2010 and again in 2023.^[2,3,4,5] In 2025, Revoli was cited for failing to ensure competent-person inspections of its worksites, exposing workers to arc flash burns and possible electrocution when indoor electrical cords were left on wet ground.^[6]

The consequences have been devastating. In November 2025, a trench collapsed at a Revoli job site, killing a 63 year old worker and injuring two others.^[7] On April 1, 2026, OSHA announced 7 willful, 33 repeat, and 17 serious violations, assessing \$4.7 million in penalties against the company.^[8]


Trench hazards are well known and highly preventable, yet this tragedy reflects a pattern that regulators and advocates have warned about for decades.^[9] A long history of violations, enforcement actions, and serious incidents demonstrates that this company has failed to take the actions necessary to protect workers’ lives.


DIRTY DOZEN 2026

REVOLI CONSTRUCTION CO., INC.



INDUSTRY RISKS:

 Trench and excavation hazards are among the most well-known and preventable dangers in construction, yet workers continue to be injured and killed during excavation work. ^[9]

 Revoli Construction: A history of "indifference" to worker safety spanning more than 25 years. ^[16,8]





WORKER FATALITY




Miguel Alexandre Reis
Killed on the Job - Nov 18, 2025


WORKERS ARE PAYING THE PRICE


 A trench collapse in November 2025 killed one worker and injured two others on a Revoli job site. ^[7]

 Miguel Alexandre Reis, 61, remembered as a hardworking and generous member of his community, lost his life in the collapse. ^[10]

PATTERNS OF SAFETY FAILURES

 In 2026, following its most recent fatal trench collapse, OSHA cites Revoli for 7 willful, 33 repeat, and 17 serious violations; assesses \$4.7 million in penalties. ^[8]

 In 2025, Revoli was cited for failing to conduct required competent-person inspections, exposing workers to risks of electrocution and arc flash burns. ^[6]

 Willful, repeat, or serious violations of OSHA's trench and excavation safety standards: 1995-2002, 2005, 2010, and 2023. ^[14-5]

"When a company's history shows a clear, ongoing disregard for worker safety, allowing them to continue operating without consequences is a betrayal of every worker in the Commonwealth."

- Tatiana Begault, Executive Director, MassCOSH ^[11]

1995 TO 2002

2005

2010

2023

2025

2025

TRENCH VIOLATIONS

TRENCH VIOLATIONS

TRENCH VIOLATION

TRENCH VIOLATION

SAFETY PROGRAM VIOLATION

WORKER TRENCH DEATH

SUBWAY IP LLC

Company Profile

Subway IP LLC, the privately held franchisor behind one of the world’s largest fast food chains, was acquired by U.S.-based private equity firm Roark Capital Group in 2024 and oversees nearly 20,000 franchise locations across the United States, including close to 2,000 in California. [1,2] While conditions vary among franchisees, the franchise model creates strong pressure for individual operators to cut corners, including on worker health and safety, wages, and respect. Subway corporate has routinely structured these relationships to shield itself from employer responsibility when violations occur. [3]

In California, workers have suffered a range of serious abuses. In one striking example, the franchise owner of fourteen Bay Area Subway restaurants failed to properly pay workers, including the two teenagers exposed to unsafe working conditions; stole tips; issued hundreds of bad checks; violated child labor laws; and attempted to intimidate employees during a federal investigation. [4] The U.S. Labor Department sued and secured a court order requiring the owner to pay nearly \$1 million in back wages and damages and to either sell or shut down the business. [5]

These abuses are not isolated. Subway workers in other parts of the country have also reported wage theft, retaliation, and unsafe conditions. [6,7,8,9]

In Southern California, Subway restaurant worker members of California Fast Food Workers Union and Service Employees International Union report conditions that include rodents, [9] excessive heat, [10] workplace violence, [11] wage theft for off-the-clock work, [12] bounced paychecks, [13] threats related to workers compensation claims [14] and retaliation when workers raise concerns. [15] Workers are organizing, demanding enforcement, and fighting for dignity, safety, and respect on the job.

DIRTY DOZEN 2026

SUBWAY IP LLC



Subway's franchise model allows the company to collect revenue upstream while distancing itself from responsibility when workers face wage theft, unsafe conditions, and retaliation.

RETALIATION

Workers report threats after injuries. A worker claims she was threatened by her boss after filing a workers' compensation claim. ^[14]



Courtesy: CAFFWU, L.A. Subway strike, Jan 2026

Subway worker Estela Flores:

"Over the past year I was threatened twice by men with knives. [...] Every single day we face hostile customers and they make threats. [...] We often work alone. We haven't been trained on what to do in these situations, and there is no store phone or button to call the police." ^[11]

HEALTH AND SAFETY

Workers protest rat infestation at a Los Angeles Subway store. ^[16]

Franchise owner cited after violent attacks on a worker. After a worker suffered multiple life threatening attacks while working alone at night, Cal/OSHA issued citations in May 2025 for failures under California's workplace violence prevention standard. ^[17]



Real workplace photo - 10/2/24: Image of aftermath of attack Subway, 1013 S Alvarado St, L.A. ^[11]



Courtesy: CAFFWU, Elizabeth Cruz, CAFFWU member and L.A. Subway worker



Courtesy: CAFFWU, L.A. Subway strike, Jan 2026



WELLMADE INDUSTRIES MFR. N.A LLC

Company Profile

When Wellmade Industries began producing rigid core flooring products at its newly constructed Cartersville, Georgia facility in early 2022, the company presented itself as part of a growing U.S. manufacturing operation.^[1] But within months, an OSHA inspection began revealing serious workplace hazards, including failures to control dangerous machinery and protect workers from entrapment risks.^[2] Additional inspections in 2023 and 2024 identified further hazards, including excessive noise exposure, electrical risks, and amputation dangers.^[3,4,11]

In March 2025, a multi-agency labor trafficking investigation led federal agents to raid the factory and arrest owner George Chen, who was charged with knowingly subjecting, transporting, and harboring individuals for labor servitude.^[5] According to Atlanta Immigration and Customs Enforcement, dozens of workers employed at Wellmade were “rescued from labor exploitation.”^[6]

That same day, the Bartow County Fire Marshal identified multiple fire code violations, including blocked exits, sprinkler deficiencies, unsecured flammable materials, and electrical hazards, and ordered operations shut down until corrections were made.^[7]

In August 2025, Wellmade and its parent company, Wellmade Floor Coverings International, Inc., filed for Chapter 11 bankruptcy protection.^[8] The companies had been privately owned by Allen and George Chen. In November 2025, the Cartersville facility was purchased by AHF Products, a privately held company owned by private equity firm Paceline Equity Partners.^[9] In its Code of Conduct, AHF states that “safety is a foundational commitment that is never to be compromised.”^[10] Workers and advocates will be watching closely to see whether that commitment is reflected at the former Wellmade facility.

DIRTY DOZEN 2026

WELLMADE INDUSTRIES MFR. N.A LLC.



SERIOUS HAZARDS FROM THE START!

Within months of Wellmade's Cartersville plant opening, OSHA cited it for machine hazards, including lockout failures and entrapment risks. ^[2]

HAZARDS CONTINUE:

Inspections found excessive noise, amputation risks, and electrical dangers, while workers reported slippery floors, extreme temperatures, and poor ventilation. ^{11,12,13,14,15}

LABOR TRAFFICKING INVESTIGATION

A federal investigation in 2025 resulted in the owner's arrest and the rescue of workers from labor exploitation. ^[19]



Zhu Chen, owner of Wellmade Flooring in Bartow County, and Jiayi Jia Chen were arrested on charges of labor trafficking.

"Thinking you're coming over here to get a better life, and it turns out to be a nightmare."

- *Lacortney Ware, former employee* ^[13]



WAGE THEFT!

One worker reported working 72 hours a week but being paid for only 40. ^[16]

PLANT SHUTDOWN FOR SAFETY VIOLATIONS!

In March 2025, the Fire Marshal ordered operations shut down due to blocked exits, fire hazards, and unsafe conditions. ^[7]



Blocked exit doorway ^[7]



Machine Hazard/Lack of Safety Training ^[14]



Flammable liquids cabinets are not secured. ^[7]

Violations force Wellmade to shut down. Raised amid allegations

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