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Unions Credit NOAA Leadership for Efforts During Pandemic

Officials from three maritime unions recently wrote to U.S. Secretary of Commerce Gina Raimondo to give credit where it's due.

SIU Vice President Government Services Kate Hunt, MM&P Representative Randi Ciszewski and MEBA Representative Jack Menendez signed off on the letter, which credits the "admirable and dedicated work performed by the leadership of NOAA's Office of Marine & Aviation Operations (OMAO) in assuring the health and safety of crew members working aboard NOAA's fleet of survey, oceanographic research and fisheries vessels during the Covid-19 pandemic." (The Department of Commerce oversees NOAA.)

The officials continued, "It has been a time of unprecedented challenge within the maritime industry. Senior NOAA leadership demonstrated ingenuity and real concern for their employees in addressing the many difficult situations which arose over the past year. Throughout it all, NOAA worked with the maritime labor Unions representing the NOAA crews and kept us advised and up to date on all efforts. Those efforts continue today as we all work together to get the crews vaccinated and move on successfully with NOAA's many important missions."

The letter concluded, "We are very appreciative of this true Labor/Management Partnership!"



SIU Government Services Division members sail aboard numerous NOAA vessels including the *Pisces*, shown in a file photo taken in Pascagoula, Mississippi.

Urgent Push to Advance, Enact Vital PRO Act Continues Nationwide

Demands for passage of the Protecting the Right to Organize (PRO) Act continue to make headlines across the country as the AFL-CIO's phone-banking initiative targeting voters and urging them to call their senators has kicked into full swing.

Initially launched April 26, the "PRO Act Blitz" took center stage May 1 during May Day marches, teach-ins and other actions from coast to coast. The AFL-CIO reported more than 700 events were planned, and suggested that count may be low, because individual unions checked in with their own marches, meetings and other assorted activities.

The U.S. House of Representatives on March 9 passed H.R.2474 -- the PRO Act of 2021. The legislation is considered by many to be the most wide-ranging, pro-worker rewrite of labor law since the original National Labor Relations Act of 1935. It previously was approved by the House in 2020, but the then Republican-controlled Senate failed to take it up. The House passed it again in early March by a vote of 225-206, largely

along party lines. Five Republicans voted for the bill, while one Democrat opposed it.

The measure currently is stalled in the U.S. Senate, where winning approval figures to be difficult, unless Democrats in that chamber do away with or evade the filibuster. The filibuster would allow a minority of senators to hamstring the bill by requiring 60 votes for passage. This scenario provided the impetus for the federation's phone banking initiative as well as the other activities taking place across the country.

"We're not going to let a minority in the Senate stop" the PRO Act, AFL-CIO President Richard Trumka vowed in a video press conference with lawmakers and the Leadership Conference on Civil and Human Rights just before House debate on the PRO Act began.

"If people (lawmakers) know corporations are too strong and workers are not strong enough" economically, "and they make corporations stronger" anyway, by defeating the PRO Act, "they do so at their peril," Trumka warned. "And in an era of extreme polarization,

nearly two-thirds of Americans—65%—approve of labor unions, so it's not surprising workers would form unions if they were given the chance. That's 60 million people knocking on our doors. The PRO Act would let them in."

President Biden during his first address before a joint session of Congress on April 28 called for the passage of the PRO Act and for a \$15 federal minimum wage.

"The American Jobs Plan is a blue-collar blueprint to build America, that's what it says. And, it recognizes something I've always said. The guys and women on Wall Street ... didn't build this country. The middle class built this country. And unions build the middle class," Biden said.

"And that's why I'm calling on Congress to pass the Protect the Right to Organize Act, the PRO Act, and send it to my desk to support the right to unionize. By the way, while you're thinking about sending things to my desk, let's raise minimum wage to \$15," he added. "No one, no one working 40 hours a week should live below the poverty line."

New Administration Quickly Rescinds Anti-Worker Executive Orders

America's working families are off to a promising start during the first several months of the new administration.

Earlier this year, President Joe Biden revoked some of the previous administration's anti-labor executive orders, thereby helping to restore some of the collective bargaining power and worker protections that had been stripped from federal employees.

Biden's executive order included revoking the Schedule F employment category, restoring collective bargaining power for federal employees, and pushing for a minimum wage of \$15 an hour for federal workers. All of the revoked executive orders were the subject of several lawsuits and labor practice challenges.

As stated by the SIU-affiliated National Federation of Federal Employees (NFFE): "The Biden executive order goes further to direct agencies to bargain over permissible, non-mandatory subjects of bargaining when contracts are up for negotiation so that workers have a greater voice in their working conditions. President Biden also revoked a hiring and employment authority known as Schedule F, a Trump administration creation to allow political appointees to burrow into career government jobs and coerce or fire career federal employees for political or other unethical reasons."

"Thank you, President Biden, for signing these executive orders today that will protect and empower federal workers," stated NFFE National President Randy Erwin. "This is one of the most meaningful actions in the history of the federal workforce. President Trump tried his best to turn the federal government into a patronage system. He wanted the government accountable to him alone at the expense of being accountable to the American people. We were on a dangerous path, but now we are on the right one with President Biden's actions today."

On Feb. 17, Biden also revoked Executive Order 13801, further emphasizing the White House's commitment to protecting workers' rights. The apprenticeship program created by that executive order, the White House stated, has "fewer quality standards" than registered apprenticeship programs that are overseen by the Labor Department. (The apprentice program at the SIU-affiliated Paul Hall Center for Maritime Training and Education is registered with the Labor Department.) Biden's new executive action will direct the agency to issue a rulemaking to dismantle the previous program and reinstate a National Advisory Committee on Apprenticeships to provide guidance.

Biden has also introduced executive orders to strengthen federal protections for gender and racial eq-

uity. In addition, he directed the government to take steps to protect worker health and safety during the COVID-19 pandemic.

As stated in the text of Executive Order 13999, "The Federal Government must take swift action to reduce the risk that workers may contract COVID-19 in the workplace. That will require issuing science-based guidance to help keep workers safe from COVID-19 exposure, including with respect to mask-wearing; partnering with State and local governments to better protect public employees; enforcing worker health and safety requirements; and pushing for additional resources to help employers protect employees."

Meanwhile, NFFE in late March lauded the conclusion in a new report from the National Academy of Public Administration (NAPA) stating that the Trump initiative to break apart the U.S. Office of Personnel Management (OPM) was without any merit or common sense. The study was ordered in the 2020 National Defense Authorization Act (NDAA) by House Oversight Subcommittee Chairman Gerald Connolly (D-Virginia) to stop-and-study the merging of OPM into the General Services Administration (GSA). "The merger would have effectively reduced OPM to a small White House office staffed by a few political hacks," NFFE said.

President's Column

PRO Act: The Time is Now

You may be aware of polling from the past couple of years that reflects a very favorable view of unions in the United States. Around 65 percent of Americans approve of labor unions, which is the highest percentage in almost 20 years.



Michael Sacco

I didn't know until recently that those same surveys indicate almost half of non-union/unrepresented workers also say they would vote for a union if given the chance. That's a huge increase compared to when a similar poll was conducted many years ago.

Our movement, and indeed our country, have a chance to turn these numbers into something positive for America's working families, specifically by enacting the Protecting the Right to Organize (PRO) Act. That legislation has been passed by the House, and President Biden enthusiastically backs it, including during his recent address to Congress.

If the PRO Act were law, I firmly believe that the recent union election in Alabama, involving workers at an Amazon warehouse, would've turned out differently. By the way, some of the reporting that followed the vote indicated, more or less, that it was a "resounding" defeat for the union. I don't believe that for a second. Those workers endured months of illegal activities by the employer (as charged by the union, in a case that's under review). And it wasn't just any employer, but one with virtually unlimited resources that were used to bully, intimidate and brainwash. All of it happened in the deep south, and yet more than 700 people stood up and voted to join a union. To me, that's something to build on. Let us not forget, it took the UAW several tries to organize Ford, and it took the SIU more than once to organize Cities Service back in the 1950s.

The campaign in Alabama underscored a point that we in the labor movement have made for a long time. If so many workers say they're interested in union membership, why don't they have it? The truth is that our current labor law, which is supposed to not only protect but in fact promote the right of workers in the private sector to organize, in practice makes it an uphill climb. They face too many hurdles while employers can and often do get away with illegal interference, without consequence.

The PRO Act repairs many of the biggest shortcomings with current law. Enacting the legislation would signal a major step forward when it comes to restoring workers' ability to organize and negotiate for better wages, benefits and workplace safety and fairness.

For example, I recently read a fact sheet that said in one out of every five union organizing campaigns, employers fire pro-union workers, because they figure it will scare other workers and harm the campaign. This is flat-out illegal under the National Labor Relations Act, but employers do it anyway, because the penalties usually are minimal or non-existent. Another example: In nearly half of all such campaigns, employers ultimately are charged with breaking the law in one form or another. The PRO Act offers several remedies.

This is a lesser-known problem outside the labor movement, but it's common for employers to challenge the makeup of the bargaining unit, which Amazon did. The bill addresses employer stalling tactics and clearly spells out that the decision about the proper bargaining unit should be made by workers and the NLRB, not rigged by employers.

Far less surprising is that employers often hire third-party, anti-union consultants to push against unionization. This happens in three-quarters of organizing campaigns, and it's not cheap. Employers in recent years have spent an average of \$340 million per year on anti-union consultants, who often stay hidden from the workers (even while pushing their lies). That's a lot more money than it would cost to give workers the wage and benefit increases they seek.

The PRO Act requires timely disclosure of union-busting activities and closes the loophole through which employers and consultants have avoided reporting.

Finally, even when workers vote for a union and the results are certified, it's not uncommon for employers to stall the collective bargaining process. More than half of all workers who vote to form a union still are without a contract a year later.

Once again, the PRO Act solution has a solution – in this case, establishing a mediation and, if necessary, arbitration process that keeps employers from dragging their feet.

Getting the PRO Act passed in the Senate is a challenge, but it's doable. Our country will be much better off when it becomes law.

SIU Directory

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Augustin Tellez, Executive Vice President

David Heindel, Secretary-Treasurer

George Tricker, Vice President Contracts

Kate Hunt,
Vice President Government Services

Joe Vincenzo,
Asst. Vice President Government Services

'Salute to Congress' Event Recognizes DeFazio, Buzby

The global COVID-19 pandemic continues affecting most if not all parts of life, and it prominently figured in the respective remarks of this year's Salute to Congress honorees.

The annual event, sponsored by the Propeller Club of the United States, is considered one of the maritime industry's most prestigious gatherings. This year's honorees are U.S. Rep. Peter DeFazio (D-Oregon) and Rear Adm. (ret) Mark Buzby, who recently retired as head of the U.S. Maritime Administration. They were recognized in a well-attended Zoom meeting April 1.

Answering a question from the *Federal Mariner*, DeFazio said the pandemic has underscored the importance of the U.S. maritime industry.

"People are waking up after this COVID crisis and saying, 'Wait a minute, we don't have N-95 masks? We don't have gowns? Why?' Because it's all been offshored," DeFazio said. "Then they realize we're having trouble moving the goods because we're depending on foreign carriers. We need to be much more self-sufficient, including having a very robust maritime industry, and not just a one-way maritime industry (that only imports goods)."

DeFazio said that maintaining a strong U.S.-flag fleet with American crews "is about really good jobs, it's about national security, and it's absolutely critical to the nation. In a time of crisis, are we going to call on the Chinese to transport our troops?"

He expressed great confidence in the new administration and stated that, after successfully fending off attacks on the Jones Act in recent years, "now we're going to build on it."

The congressman also said America must immediately move forward with rebuilding its infrastructure.

"The world is leaving us behind in the dust or the concrete and the leaking water mains, or the obsolete ports

that can't handle [newer ships]," he said. "There are ways to fund this.... We've got to get this done."

Buzby, speaking with a World War II U.S. Merchant Marine poster directly behind him, said that when the pandemic began more than a year ago, "I don't think one of us knew what direction it would take.... The rapidity ... was eye-watering for us all. But a great team backed me up at MARAD. We came together early in all of this and [identified] agency's role. Sitting back was not an option."

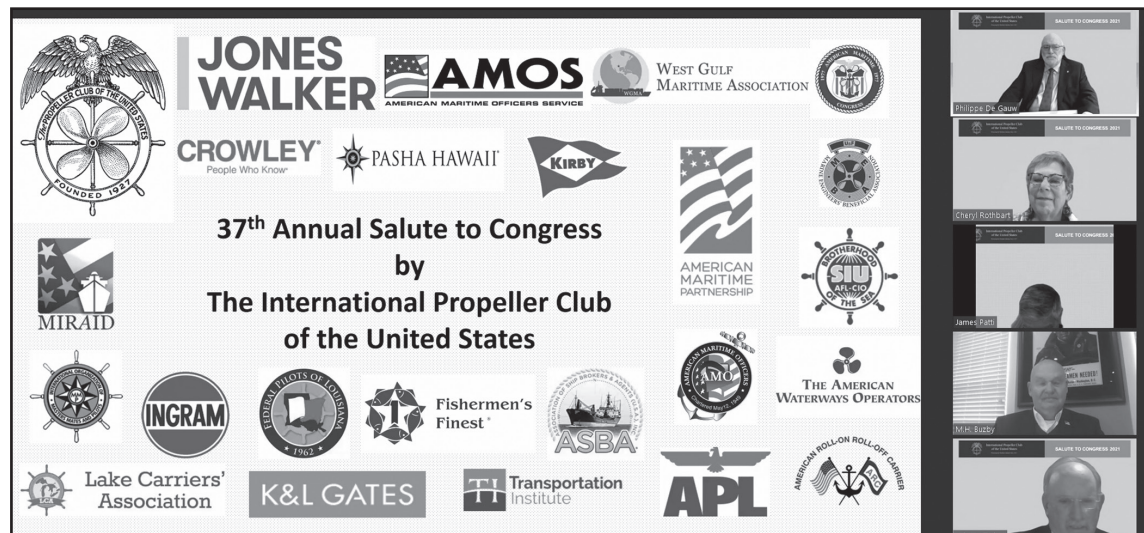
He applauded all segments of the industry for quickly getting together (usually via phone or video conference) "to share what we knew and what we could do. What evolved was a tremendous forum that allowed information to be shared in real time. We shared resources in a way that I think really cut through red tape to an extent I have not seen before."

Buzby repeatedly credited maritime unions for their efforts, and said the overall response to the pandemic-related challenges "shined a good light on how strong and close our industry is and how well we work tother. This was a level of cooperation I've never seen before."

Both he and DeFazio pointed out that the maritime industry didn't get any financial relief from the various packages enacted by the previous or current congresses.

"Yet we were able to keep the goods flowing and never stopped, when other industries were brought to their knees," Buzby said. "That was happening on the backs of people working on the piers and working on ships. They have the same steely determination on their faces today" as the one seen on the World War II poster.

Buzby also credited former Secretary of Transportation Elaine L. Chao for being "a stalwart" in defending and promoting the U.S.-flag maritime industry while he served at MARAD.



The 2021 Salute to Congress event took place online (screen grab at left) and counted the SIU among its sponsors.

Notice/Reminders

DOT Forbids Marijuana Use; Pre-Employment Drug Tests Are Reported to U.S. Coast Guard

Seafarers are reminded that the U.S. Department of Transportation forbids the use of marijuana by employees subject to drug testing under DOT regulations. Even if marijuana use is legal in your home state, it is still illegal under federal law (federal law regulates the maritime industry).

A recent report by an industry trade association representing hundreds of employers pointed out that many people trying to enter the industry hit a roadblock by testing positive for marijuana. Conversely, the percentage of

active mariners who test positive for drug use is extremely low.

The same article noted that maritime employers are required to report their respective yearly drug and alcohol testing data to the U.S. Coast Guard. This includes pre-employment drug tests.

The bottom line for mariners – active and prospective alike – is that marijuana is still banned under federal law, and pre-employment screenings are reported to the Coast Guard.

How to Become an SIU Member

Joining the SIU is easy and an important step in protecting your workplace rights. The union's website – www.seafarers.org – includes printable PDF versions of forms that mariners may use to request and authorize payroll deductions for labor organization dues. The forms are posted at:

<https://www.seafarers.org/news/labor-maritime-news/civmar-news/>
Forms are also available under "SIU Forms" in the ABOUT tab.

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Notice to Mariners With International Voyages

The U.S. Department of State’s Passport Office has recently changed a policy that required mariners to show proof of an imminent international voyage in order to receive an expedited passport renewal.

As stated in the revised rule, “Due to public health measures to limit the spread of COVID-19, Passport Services continues to have limited operations at our passport agencies and centers. We will assist mariners who urgently need a passport for international voyages, and whose current valid passport expires in 13 months or less.”

Following are the new instructions for renewing your passport.

Instructions for Urgent Assistance with Applying for a Passport:

1. Contact the National Passport Information Center at 877-487-2778 and identify yourself as a

mariner who urgently needs to apply for (or renew) your U.S. passport.

2. The Duty Officer will take your information and schedule an appointment at the nearest passport agency.

3. Application Packages must submit the following:

- a. A completed DS 11 or DS 82 passport form, visit the Passport Services website for form instructions;
- b. Passport Photograph;
- c. Current Passport or evidence of citizenship such as an original or certified birth certificate or an original naturalization certificate;
- d. Letter from your supervisor on company letterhead or your U.S. mariner’s union; and
- e. A clear copy of your Merchant Mariner Credential (MCC).

4. The Employer’s/U.S. Mariners Union Letter should include the following details:

- Your full name;
- Printed name and title of your supervisor or mariners’ union representative;
- Signature of your supervisor or mariners’ union representative; and
- Date the letter was issued.

5. Bring your completed application, required documents, and the passport fee that includes the \$60 expedited fee with you to your appointment.

If you have already applied for your passport but have not received it, contact the National Passport Information Center at 877-487-2778 and identify yourself as a mariner who has already applied and urgently needs your passport. The Duty Officer will provide further instructions and the passport agency will contact you to coordinate the delivery or pickup of the completed passport.

White House Establishes Pro-Worker Task Force

In late April, President Biden signed an executive order establishing the White House Task Force on Worker Organizing and Empowerment. The task force will be dedicated to mobilizing the federal government’s policies, programs, and practices to empower workers to organize and successfully bargain with their employers.

AFL-CIO President Richard Trumka stated, “The fight to strengthen working people’s freedoms on the job has never been more urgent, and President Biden is right to give this effort the resources and attention it demands. He understands that unionism is the single most effective tool we have for building a fairer economy and a more just society. Under the leadership of President Biden, Vice President Harris and Labor Secretary (Marty) Walsh, this task force will put organizing and collective bargaining at the center of the federal government — part of their steadfast commitment to worker empowerment. Of course, the most important thing we can do to empower workers is pass the PRO Act, and we look forward to working with the Biden administration to get the job done.”

The executive order directs the task force to make recommendations within the first 180 days on two issues: How can existing policies, programs, and practices be used to promote worker organizing and collective bargaining in the federal government; and, where are new policies, associated regulatory and statutory changes needed?

According to the text of the executive order, “President Biden and Vice President Harris have long championed workers’ rights. As the President has said: America was built by the middle class, and unions built the middle class. Throughout our country’s history, unions have been the driving forces for advancements in workers’ rights and improved living standards for union and non-union workers. They have fought for higher wages, greater job security, safety and health laws, essential benefits like health insurance and retirement plans, and protections from discrimination and sexual harassment for millions of workers across the country. Sixteen million workers in the United States are union members or in a job that provides them union representation. More than six in ten of those workers are women and/or people of color. Union workers earn roughly 13 percent more



President Joe Biden delivered his first address to a joint session of Congress April 28. This event was historic for a number of reasons. Among them was the fact that Biden became the first president in history to be joined on the dais by two women during such an address. Flanking the president during his address were Vice President Kamala Harris (left) and Speaker of the House U.S. Rep. Nancy Pelosi (D-California). (Photo Courtesy of The White House)

than non-union workers on a similar job site. They also experience drastically lower rates of labor standards violations, like employers wage theft or workplace safety and health hazards.”

Also as cited in the text, “Despite the importance of unions to our economy and democracy, and nearly 60 million workers today saying they would join a union if given the chance, American workers have faced increasing barriers to organizing and bargaining collectively with their employers. Economic change in the United States and globally, technological developments, and the failure to modernize federal organizing and labor-management relations laws so they respond appropriately to the reality found in American workplaces have made

worker organizing exceedingly difficult. The result has been a steady decline in union membership in the United States over past decades. In 2020, union members made up just 10.8 percent of the U.S. workforce, down from more than 30 percent in the 1950s.

“Widespread and deep economic inequality, stagnant real wages, and the shrinking of America’s middle class are all associated with the declining percentage of workers represented by unions,” the executive order continued. “In addition, lower union membership rates have exacerbated the pay gap for women and workers of color. The decline of union density has also weakened our democracy. Unions ensure workers’ voices are heard in their workplaces, communities, and government.”

Group Includes Cabinet Members, Heads of Federal Agencies

Chaired by Vice President Kamala Harris and Vice Chaired by Labor Secretary Marty Walsh, the Task Force will include more than 20 cabinet members and heads of other federal agencies who will take a whole-of-government approach to empower workers, including:

Kamala Harris
Vice President

Marty Walsh
Secretary of Labor

Janet Yellen
Secretary of Treasury

Lloyd Austin
Secretary of Defense

Deb Haaland
Secretary of the Interior

Tom Vilsack
Secretary of Agriculture

Gina Raimondo
Secretary of Commerce

Xavier Becerra
Secretary of Health and Human Services

Marcia Fudge
Secretary of Housing and Urban Development

Pete Buttigieg
Secretary of Transportation

Jennifer Granholm
Secretary of Energy

Dr. Miguel Cardona
Secretary of Education

Denis McDonough
Secretary of Veterans Affairs

Alejandro Mayorkas
Secretary of Homeland Security

Michael Regan
EPA Administrator

Katy Kale
Acting Administrator of General Services

Isabel Guzman
Administrator of Small Business Administration

Katherine Tai
United States Trade Representative

Shalanda Young
Acting Director of the OMB

Kathleen McGettigan
Acting Director of the Office of Personnel Management

Dr. Cecilia Rouse
Chair of the Council of Economic Advisers

Susan Rice
Assistant to the President for Domestic Policy and Director of the Domestic Policy Council

Brian Deese
Assistant to the President for Economic Policy and Director of the National Economic Council

Gina McCarthy
Assistant to the President for Climate Policy and National Climate Advisor

SIU Excels During Noteworthy Tanker Exercise

Operation Underscores Reliability of U.S. Crews and Vessels

The reliability of U.S.-flag tankers and American mariners was on display earlier this year as the SIU-crewed *Maersk Peary* successfully performed an underway replenishment (UNREP) exercise with the *USNS Laramie* off the east coast of Crete.

The *Laramie*'s crew includes CIVMARS from the SIU Government Services Division.

Maersk Peary vessel master Capt. C. Fox said the Feb. 23 mission "went well and all parties did a good job. The crew of the *Maersk Peary* had trained the prior few days and were up to the task. The *USNS Laramie* was also ready and they did a good job and were very good to work with."

Underway replenishment is a key component of U.S. sealift and defense capabilities. Such operations save American-flag vessels time by not having to enter ports and refuel.

The recent exercise underscored the unique capabilities of the U.S.-flag fleet, along with the cadre of civilian mariners who have tanker-specific training. As one observer put it, "The exercise reflects that our military has guaranteed access to the vessels and, more importantly, to the mariners who have never failed to answer the call and sail into harm's way, wherever and whenever needed."



Two Seafarers-crewed vessels -- the *Maersk Peary*, left, and the *USNS Laramie* -- conduct an underway replenishment exercise near Crete.



In photo at left, mariners aboard the *Maersk Peary* work on a tag line and pelican hook. CIVMARS (right) aboard the *USNS Laramie* observe part of the mission. (CIVMAR photo by Thomas Epps)

AFL-CIO Releases Yearly 'Death on the Job' Report

The AFL-CIO on May 1 released the 2021 edition of *Death on the Job: The Toll of Neglect*, a report on the state of safety and health protections for America's working families. The release marked the 30th year that the federation has produced the narrative.

Since the passage of the Occupational Safety and Health Act 50 years ago, significant progress has been made toward improving working conditions and protecting workers from job injuries, illnesses and deaths, the federation pointed out. Federal job safety agencies have issued many important regulations on safety hazards, silica, coal dust and other health dangers, strengthened enforcement and expanded worker rights. These initiatives have undoubtedly made workplaces safer and saved lives, but much more progress is needed, according to the AFL-CIO.

The federation further noted that the previous administration worked to dismantle these advancements, attacking workplace safety protections and longstanding structures for issuing future protections, cutting agency budgets and staff, and failing to respond to the COVID-19 pandemic in many workplaces.

The Democratic majority in the House of Representatives helped improved oversight, accountability and action on critical worker protections, and took opportunities to oppose anti-worker attacks by the previous administration, according to the report. However, the Senate blocked much-needed

protections and reforms in job safety. Now, with a Democratic majority in both houses of Congress, there are more opportunities for action on long-needed worker protection legislation, the federation noted.

"The recent election of President Biden brings promise and hope to a nation and world decimated by the COVID-19 pandemic, and to working people who have struggled for years under anti-worker policies that make their workplaces more dangerous," the AFL-CIO said when announcing the report.

Following are 18 key findings from the 2021 *Death on the Job* report. In 2019:

- 275 U.S. workers, on average, died each day from hazardous working conditions.
- 5,333 workers were killed on the job in the United States.
- An estimated 95,000 workers died from occupational diseases.
- The overall job fatality rate was 3.5 per 100,000 workers, the same as the previous year.
- Latino and Black worker fatalities increased; these workers are at greater risk of dying on the job than all other workers.
- Employers reported nearly 3.5 million work-related injuries and illnesses.
- Musculoskeletal disorders continue to make up the largest portion (30%) of work-related injuries and illnesses.
- Underreporting is widespread – the true toll of work-related injuries and illnesses is 7 million to 10.5 million each year.

- States with the highest fatality rates in 2019 were: Alaska, Wyoming, North Dakota, Montana and West Virginia.
- Industries with the highest fatality rates in 2019 were: agriculture, forestry, and fishing and hunting; mining, quarrying, and oil and gas extraction; transportation and warehousing; construction; and wholesale trade.
- America's workplaces have been a primary source of COVID-19 outbreaks, with thousands of workers infected and dying. However, information on workplace infection and outbreak is limited because there is no national surveillance system.
- Workplace violence deaths increased to 841 in 2019, while more than 30,000 violence-related lost-time injuries were reported.
- Workplace violence is the third-leading cause of workplace death. There were 454 worker deaths that were workplace homicides.
- Women workers are at greater risk of violence than men; they suffered two-thirds of the lost-time injuries related to workplace violence, and were five times more likely to be killed by a relative or domestic partner in the workplace than men.
- Deaths among all Latino workers increased in 2019: 1,088 deaths, compared with 961 in 2018. Some 66% of those who died were immigrants.
- The Black worker fatality rate of 3.6 per 100,000 workers continues to be higher than the national aver-

age. In 2019, 634 Black workers died on the job—the highest number in more than two decades.

- Workers 65 or older have nearly three times the risk of dying on the job as other workers, with a fatality rate of 9.4 per 100,000 workers in 2019.
- The cost of job injuries and illnesses is enormous – estimated at \$250 billion to \$330 billion a year.

The full report is available at <https://afl-cio.org/reports/death-job-toll-neglect-2021>.

