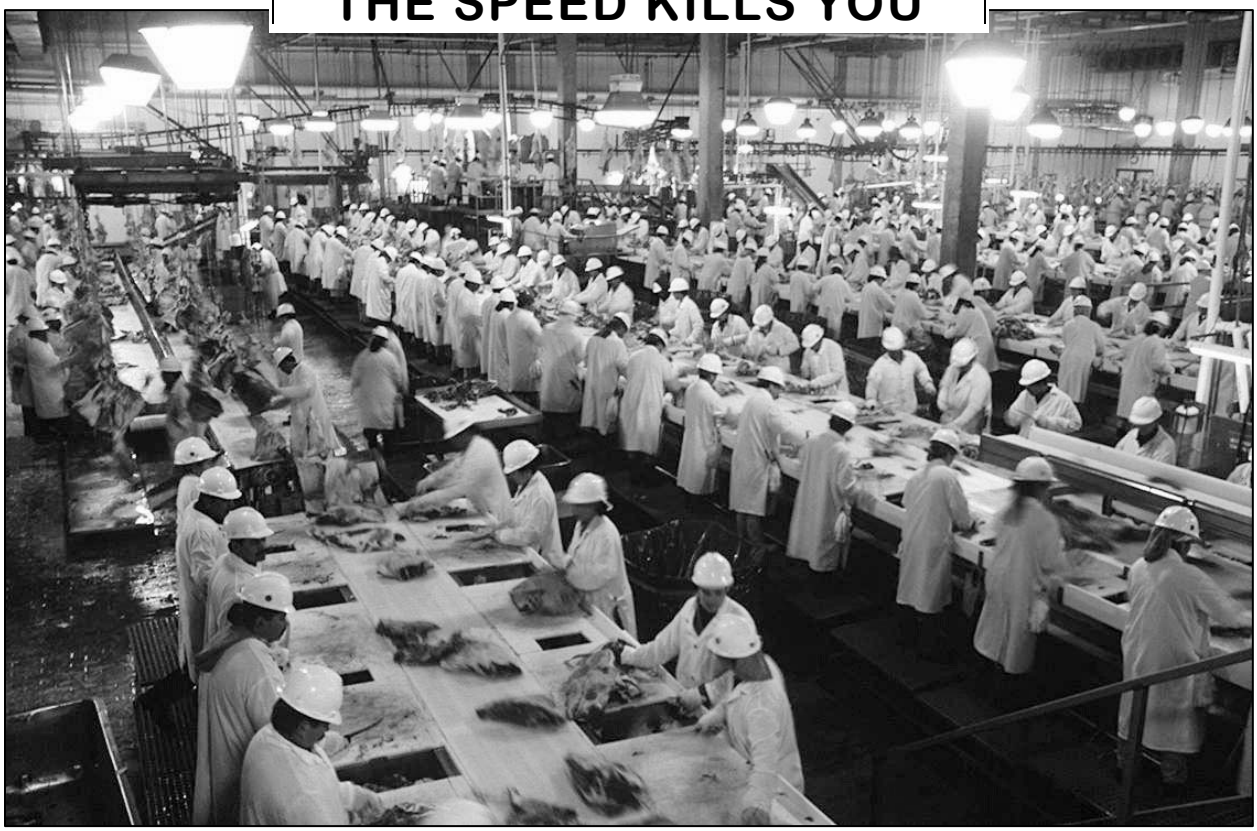
"THE SPEED KILLS YOU"



The Voice of Nebraska's Meatpacking Workers

Nebraska Appleseed 2009

NEBRASKA Appleseed

Do you feel your rights have made a difference to you? It doesn't make a difference | Truthfully, none at all | I don't let the supervisor scream at me | I don't let them yell at me | They scream at you a lot – I defend myself | I don't permit them to scream at me | I don't let them abuse me | It doesn't make a difference - they treat you worse than an animal | They don't pay attention to your rights | No, they treat you badly in any case | No, because if you report something, afterwards they pressure you until you leave | No, the supervisors are always in the right | No, because at the plant they don't care about people | It's always the same – they treat you badly | They treat you worse than an animal | They don't do anything, even when one complains | No, because it's always the same | They don't take you into account – you seem like a robot | They don't even let you go to the bathroom | The supervisors take advantage of the fact that you need the work – they yell at you, you don't have the right to go to the bathroom, etc | No, because when we need them [our rights], they don't do anything | No, because I am Latino | Yes, because you know how to defend yourself when they treat you badly | It doesn't serve any purpose | The supervisors are always screaming and humiliating you | They treat you the same – shouting, etc | They scream at you, humiliate you | No matter what they treat you badly | Yes, to defend myself from the supervisors | They always treat you badly | Yes, I have defended myself from my supervisor | Yes, because I don't allow them to pressure me to do more work than I can do | Yes, because knowing my rights I can defend myself against any injustice | I know how to defend myself | They violate your rights | Sometimes they humiliate you | Sometimes they disrespect you | I don't let them humiliate me | There is mistreatment | Sometimes one is abused | I defend myself against some injustices | They violate your rights | There is a lot of screaming | There is always bad treatment | I don't let the supervisors take advantage of me | Sometimes they ignore you for being Hispanic | I don't permit the supervisors to scream at me | They violate your rights | There's a lot of screaming | Yes, to defend myself | There is a lot of disrespect | There are a lot of rights violations | Sometimes they want to humiliate you, they violate your rights | There is always screaming, sometimes they don't let you go to the bathroom | There isn't respect of one as a person | They violate these rights | It's all the same, they don't respect you | It's not worth knowing [your rights], they violate them | They [your rights] don't do anything | I don't permit disrespect and sometimes I defend my coworkers | I don't permit humiliation | Sometimes they scream horribly at you | They scream at you a lot

They fixed some things, but the line is too fast | How can it improve if the line is so fast? The line is too fast | They fixed some things, but the line speed kills you | The space is small and various coworkers have already complained here and they don't do anything about it | It continues the same or worse | There have been accidents | The line is too fast, there's little space, there aren't sufficient personnel | Although some things have improved in the department, the line is too fast | One always hears that there are injuries, perhaps not accidents but we are injured | They put safety barriers on the line | They put railings on some of the stairs that were dangerous | More work, the line is faster and there are fewer people on the line | How can it be safe with that line so fast? It's the same and they don't care | The line is faster, fewer people on the line, and more production | The line is too fast | Imagine that there are people that urinate themselves on the line. What safety is there in the product? | The speed of the line hurts you | With the speed of the line you will always be unsafe | Come to the plant and you will see | People say that their hands hurt a lot | The employees don't matter to them | But the people don't want to say anything because you'll lose your job | They give you ice, they give you hot water, they sell you pills and tell you that you have to learn to live with pain | There are three of us that have fallen entering the line | Sometimes people don't report because afterwards they marginalize them and give us too much work | Many people are injured and then they fire them | This line sometimes kills you | The line is too fast | They increased the speed of the line | Before where they pack the meat it took 1 hour and now they do it in 40 minutes | We do more production in less time | Since I began working, the line has been very fast | Now we do more pieces per minute and one gets tired | You can feel when the line is fast but the supervisor doesn't care | They reduce the number of people on the line and increase the speed | Slow down the line | The line is too fast | Reduce the speed of the line | Slow the speed of the line – don't reduce personnel on the line | Slow the chain | Reduce the line speed it's too fast | Slow the line speed – the people are injuring themselves a lot | Rotate personnel in the same shift, reduce the speed of the line | Before we changed knives 3 times per day – now only 2 | They should recognize that we aren't machines |

WHO WE ARE

Nebraska Appleseed is a nonprofit, nonpartisan public interest law project dedicated to equal justice and full opportunity for all Nebraskans. Together with many community partners, we work to advance policies and practices that create opportunity for everyone to achieve their full potential. We work for health care access, immigrant integration and civic participation, child welfare, and low-income economic opportunity through a variety of approaches, including community education, community engagement, policy advocacy, research, and litigation. Nebraska Appleseed's guiding principles are "Core Values, Common Ground, and Equal Justice."

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“The Speed Kills You”

The Voice of Nebraska’s Meatpacking Workers

Nebraska Appleseed

October 2009

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EXECUTIVE SUMMARY

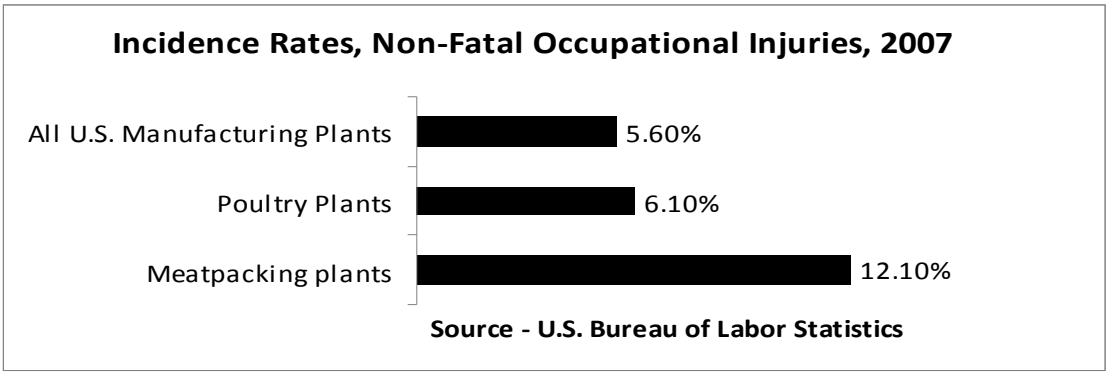
Over the last decade, important efforts have been made to shed light on the conditions of workers within the meatpacking industry and create momentum for change.[1] What makes this report unique is that it focuses on what workers see and experience on a daily basis and their thoughts and ideas about what needs to change. What is apparent from this report is that meatpacking workers care deeply about getting this story out to the public in order to improve safety conditions in the plants. We surveyed 455 workers across Nebraska – one of the country's largest meat producers – in order to find out what they most want everyone to know. Despite obvious fears about filling out such a survey, their determination to do so – and their concern for not only their own safety but that of others and the quality of the product – was inspiring.

Meatpacking is still one of the most dangerous jobs in America. Massive disassembly lines can slaughter and process 400 head of livestock per hour, forcing workers to maintain intensely high rates of speed – in often cold conditions, with slippery floors, and electric knives. One hundred years after Upton Sinclair's *The Jungle* and almost a decade after Nebraska leadership took action to create the Nebraska Meatpacking Industry Workers Bill of Rights, injury rates in meatpacking are startlingly high – double that of U.S. manufacturing as a whole[2] – and the government estimates that even these statistics undercount actual injury rates.[3] For this reason, this study set out to document safety conditions from the perspective of the workers who live it every day, surveying 455 workers in five communities across the state. We wanted to learn about

[1] Numerous studies and reports continue to document work conditions of deep concern in meat and poultry processing in Nebraska and around the country. Last year, the *Charlotte Observer* completed an in-depth series – "The Cruelest Cuts: The Human Cost of Bringing Poultry to Your Table" – showing the crippling impact of repetitive-motion processing on Carolina workers with vivid images of workers' swollen and curled hands. Human Rights Watch, the largest human rights organization based in the United States, released a 2005 report *Blood, Sweat, and Fear* documenting industry-wide abuses in U.S. meat and poultry processing, including Nebraska. In the same year, the U.S. Government Accountability Office (GAO) released a report surveying the significant health hazards in meat and poultry production, and concluded that government data likely undercounts the total number of injuries. Other studies have come to the same conclusion. One Michigan study found that the U.S. Bureau of Labor Statistics Annual Survey – which is based on employers' self-reported OSHA logs – captured approximately 33% of injuries and 31% of illnesses reported in the other databases in Michigan.
[2] U.S. Bureau of Labor Statistics, 2007.
[3] U.S. Government Accountability Office, "Workplace Safety and Health: Safety in the Meat and Poultry Industry, while Improving, Could Be Further Strengthened, 2006.

safety improvements and practices that are worth building upon, as well as the key factors that continue to create extreme risk for the many thousands of people who are a part of bringing meat and poultry to our kitchen tables.

Nebraska produces one of every five steaks and hamburgers in the country, and the industry is one of the most important economic engines in the state. For the sake of community and economic sustainability as well as a sense of basic decency, Nebraskans want to know that meat in our state is produced under safe conditions for the human beings doing the work. Unsafe working conditions also carry the risk of creating unsafe food. Each year sees hundreds of thousands to millions of pounds of beef products recalled from states across the country due to contamination by E. coli, a potentially deadly bacterium that can cause severe illness – and in extreme cases, death – especially in children, the elderly, and the immune-suppressed.



We hope the findings and recommendations in this report will help companies, community groups, workers, unions, consumers, and government work to establish creative policies and practices to create working conditions of which we can all be proud. This study focuses on beef and pork plants, but safety issues in poultry processing are similar[4] and so recommendations may apply to poultry as well.

[4] For those interested in learning more about poultry conditions as well as an eye-opening description of the devastating effect of repetitive motion work on people's hands, see "The Cruelest Cuts: The Human Cost of Bringing Poultry to Your Table," a series of articles in the *Charlotte Observer*, Feb. 10-15, 2008. http://www.charlotteobserver.com/poultry/ Also see, *Blood, Sweat, and Fear: Workers' Rights in U.S. Meat and Poultry Plants,* a 2004 Human Rights Watch report.

Key findings include:

- Almost ten years after the establishment of Nebraska's Meatpacking Industry Workers Bill of Rights, many workers still describe crippling line speed, supervisory abuse, persistently high injury rates, and not being allowed to go to the bathroom.

- Speed of work – including line speed and an adequate number of staff on the line – was the biggest concern among workers surveyed and the most common issue cited in responses to open-ended questions. 73% of workers surveyed stated that the speed of the line had increased in the past year. At the same time, 94% said that the number of staff had decreased or stayed the same.

- 62% of workers said they had been injured in the past year. As predicted by the U.S. Government Accountability Office 2006 study, this is far higher than the officially reported rate.

- Many workers knew they had rights (91%), but less than 30% thought those rights made a difference. Many written comments indicated hopelessness that one's rights made any difference.

- Slightly more than half of workers surveyed were aware of the Nebraska Meatpacking Industry Workers Bill of Rights and only 10% had heard of the meatpacking workers rights coordinator, a key state resource for answering questions and addressing worker concerns. Of those who had heard of the legislation, 41% agreed or strongly agreed that they had learned something new from it.

- While none of the plants included in the survey yet have adequate safety conditions, there were important differences among the plants indicating that policies and practices instituted by individual companies can make a difference.

- 14% of workers reported some safety improvements over the past year (such as fixing things, putting railings on dangerous staircases, etc.). 52% reported that there were ways in which their workplace had become less

safe in the past year. Survey questions asked people to report both positive and negative changes in safety, recognizing that both could occur in the same plant over a given year.

- Employer-provided information about unions ranged from very positive to very negative, depending on the site. Responses indicated non-union employers provided negative information, whereas employers at union plants provided "somewhat positive" information. One site in particular stood out, where 98% of respondents reported very negative comments.

- Less than half of workers (44%) remember receiving information about workers' compensation (varies greatly by site – from 9 to 100%). Only about one third of workers know they have the right to choose their own doctor. Of those who were injured in the past year, only 16% chose their own doctor.

- The psychological impact of the work went beyond what we expected. Many written responses referenced supervisors screaming, employers' apparent indifference to safety concerns, and a failure to treat workers as human beings: "They scream at you, they humiliate you." "They scream at you a lot." "They treat you the same, by screaming at you." "I know of three people who urinated and pooped in their pants and afterwards they just laugh at you."

- Many workers did not view repetitive motion injuries as "injuries," perhaps because they are less obvious than cut injuries and the crippling impact accrues slowly over time. Many who reported that they had not been injured in the past year then went on to describe pain and missed work from joint/repetitive motion problems.

- Interestingly, 7% of workers said they had to pay to obtain an interview for prospective employment.

Recommendations:

We all have a role to play in improving safety conditions in meatpacking. Creating a safe workplace and safe food will require action by individual consumers, companies, government, workers, unions, and community groups:

Nebraska Meatpacking Industry Workers Bill of Rights (MIWBR)

- The state of Nebraska should require employers to provide personal copies of the MIWBR to workers with their first paycheck and periodically thereafter. Community organizations and unions should also make a new effort to distribute this information.

- Information regarding the MIWBR should be incorporated into new employee orientations and ongoing trainings.

- Workers should be provided practical information about *how* they can assert these rights as a required part of employee orientation and trainings (through written information and video).

- The State of Nebraska should provide funding to extend the existing meatpacking workers rights coordinator position to full time, and to add two additional state inspector positions. One part-time position to answer questions and provide support for thousands of meatpacking workers in the state – as well as conduct inspections – is not enough. The inspectors should be able to conduct unannounced inspections, given the number of workers who comment that conditions change for inspections.

- State agencies to which the meatpacking workers rights coordinator might refer workers to pursue claims of discrimination, safety violations, or other workplace concerns should have bilingual staff and/or and other plans in place to communicate effectively with workers who are still learning English. Learning English takes time, and in the meantime, it is critical that state agencies have a means of finding out about serious workplace problems.

Workers' Compensation

- Ensure workers are aware of the workers' compensation system, how it works, and their rights within it by requiring that employers hold workers' compensation information sessions for employees in a language they understand – both as a part of their initial orientation and at least annually. This information should include the right of workers to select their own physician or that of a close family member for their medical care and the importance of having an established physician in order to act on this right.

- Require employers to provide employees with substantive and detailed information outlining their rights and responsibilities under the workers' compensation system upon the notice of a workplace injury (as is required in Minnesota). This information should include practical advice about how to utilize the system.

- Provide workers with enhanced workers' compensation benefits when their employers have willfully violated OSHA safety standards.

- Strengthen the monitoring and enforcement system to ensure that eligible injured workers are accessing compensatory benefits for their injuries.

- Increase penalties for employers who fail to comply with workers' compensation policies, especially those employers with repeated violations.

- Impose a flat-fee penalty (in addition to the existing legal fees penalty) on employers who fail to pay medical expenses within 30 days notice of their obligation to do so (under 48-125). The monies collected through this penalty would be used to provide additional staffing for the Nebraska Meatpacking Industry Workers Bill of Rights Coordinator or additional inspectors within that office.

- Require that workers compensation cases have a hearing within 6 months of the date the petition is filed. Currently, it often takes nine months before a hearing, which is a prohibitive amount of time for an injured worker to wait without work and income. Justice delayed is justice denied.

- Provide annual cost of living increases using the State's average working wage in order for workers' compensation benefit recipients to keep pace with inflation. Currently, the average workers' compensation weekly benefit package places injured workers at an income level below the State's official poverty level.

- Increase workers' compensation benefit caps so that workers are able to maintain a suitable standard of living, especially where these benefits will provide the only source of income until the worker recovers from the injury. Currently, all other neighboring states provide substantially higher benefits caps, with Iowa providing twice the amount as Nebraska.

- In order to ensure that employers do not use immigration status as a way to avoid responsibility for work injuries, require that employers pay a flat fee of up to $25,000 to an injured worker in the event the employer "discovers" that the worker is undocumented after a work-related accident and thus cannot receive the full scope of benefits. This fee would offset the benefits the employer saves by not affording that injured worker TTD or vocational rehabilitation. Such a fee would encourage employers not to hire undocumented workers as an escape hatch for the cost of work-related injuries.

- Increase workers' compensation outreach and education efforts by community organizations, unions, and state agencies and departments, including public health, minority health, and the department of labor. Information should be provided through linguistically and culturally appropriate materials.

<u>Worker Dignity</u>

- Companies should comply with Nebraska law that requires providing workers with "reasonable access" to a "sufficient number" of bathrooms for "reasonable use" of the workers. Better enforcement of this right can be accomplished through instituting random workplace inspections by the state and by OSHA (see Worker Safety), mandating worker safety/dignity

committees (see Worker Safety), and strengthening workers' ability to organize (see Right to Organize).

- Companies should provide supervisors with human resources training in how to respectfully motivate those they supervise. While language skills are important, a sole focus on language can lead to the promotion of individuals who lack education, experience, or training in managing others.

Worker Safety

- The speed of work must be decreased. Through coordination between OSHA and the USDA, the federal government should create a standard for production line speed and an adequate number of workers on the line in order to strengthen food and worker safety.

- Meatpacking workers can make up to 20,000 cuts per day, which can lead to serious repetitive motion injuries. Approximately, one-third of lost work days and worker compensation claims result from ergonomic injuries. OSHA should reinstate the ergonomics program standard on repetitive-motion injuries that was established in 2000 after a decade of study but subsequently rescinded by the Bush Administration. The standard would focus on the significant risk of work-related musculoskeletal disorders (MSDs) confronting employees in general industry workplaces, including the meatpacking industry.

- Workers suggest that companies employ "floating" staff to be able to step in when workers need to step away (such as to the bathroom) or cover other absences.

- Due to unacceptably high and persistent injury rates as well as clear underreporting of accidents and injuries, funding must be increased for federal and state safety oversight and enforcement, including more inspectors.

- Because it will never be possible to adequately inspect all worksites, the Nebraska's Department of Labor and federal OSHA should institute

random, unannounced workplace inspections as the federal government does with random tax audits.

- Since workers will always have the best information about workplace safety hazards, the State of Nebraska should mandate that all companies create worker safety/dignity committees. Such committees can work with management to address hazards and can report directly to the state's meatpacking workers rights coordinator, in order to enhance that person's ability to monitor safety across the state.

- The State of Nebraska should require a safety audit of all companies that receive state tax incentives (under the Quality Jobs Act, for example) in order to ensure that recipients of taxpayer dollars live up to basic community standards.

- The State of Nebraska should provide funding to extend the existing part-time Meatpacking Industry Bill of Rights coordinator position a total of three positions, including two inspector positions. One part-time position to answer questions and provide support for all 20,000 meatpacking workers in the state – as well as conduct inspections – is not enough.

- Meatpacking companies should not link bonuses for supervisors or forepersons to the injury rate of their workers because this only discourages individuals from reporting injuries or seeking first aid, creating an unsafe work environment for all. Supervisors may pressure workers not to report injuries and workers, afraid of angering their supervisors, may comply.

- Safety incentive programs that provide prizes or days off when a work crew succeeds in going "accident free" for a certain time period should be discouraged because the program tends to reduce only the *reporting* of injuries and illnesses on the job, rather than reducing the actual number of workplace injuries and illnesses. This creates a "chilling effect" on workplace discussions and reporting of safety concerns and a hostile working environment.

- Congress should amend the OSH Act by increasing civil penalties for OSH Act violations; remove the requirement that a workplace death must occur before criminal penalties can attach; allow felony charges for repeat and willful violations that result in a worker's death or serious injury; create regulations that give workers the right to refuse to do hazardous work; and require that OSHA investigate all cases of death and serious injuries.

- Congress should amend the OSH Act to specifically prohibit employer actions that would discourage reporting a work-related injury, illness, or fatality. Surprisingly, it is not currently against the law for employers to discourage such critical and potentially life-saving reporting. As one example, employers should be prohibited from threatening to report immigration status.

- Workers should not feel threatened when reporting an accident or injury. Anti-retaliation laws, which are designed to protect a worker's employment so that they do not feel intimidated as a result of filing charges against their employer, should be better enforced and include protection from threats of deportation. Employers should provide greater training to managers and supervisors to ensure understanding of these anti-retaliation laws.

- OSHA should implement mandatory, not recommended, follow-up inspections with non-complying companies; require more intensive examination of a noncomplying employer's history to find systemic problems that would trigger additional mandatory inspections; and conduct inspections throughout a corporation once OSHA has identified a life-threatening hazard at one of the company's establishments.

- Many OSHA penalties are too low and have not been raised since 1990. The average penalty for a serious violation was recently calculated at just $873.[5] Criminal penalties for the most serious OSHA violations should be increased. Currently a willful violation of an OSHA regulation that leads to the death of a worker is only a misdemeanor. Congress should pass HR

[5] *Death on the Job: The Toll of Neglect, a National and State-by-State Profile of Worker Safety and Health in the United States*, AFL-CIO, 14th Edition, April 2005, available at: http://www.aflcio.org/issues/safety/memorial/upload/death_on_the_job_2005.pdf

2067 that would make these most serious cases felonies, with increased fines and longer maximum prison times.

- The State of Nebraska should require employers to institute mandatory breaks, stretching and job rotation to lessen the effect of MSDs who make ergonomic improvements in their plants.

- OSHA should ensure that meatpacking workers have adequate equipment, including sharpened knives, to do their job. To further this goal, OSHA should strictly enforce its standard (clarified in December 2008) requiring employers to provide appropriate personal protection equipment (PPE), at no cost to employees, when the equipment is necessary to protect employees from job-related injuries, illnesses and fatalities. The rule requires protective equipment for eyes, face, head, and extremities, protective clothing, respiratory devices, and protective shields and barriers. The use of PPE is specifically required by OSHA (29 CFR 1910).

- Unions should ensure that health and safety guarantees are included in collective bargaining agreements, including control over line speed and the number of individuals on the line.

- Workers need effective and speedy procedures and substantial remedies when they suffer retaliation for exercising their right to refuse unsafe work.

<u>The Right to Organize</u>

- Congress should strengthen workers' right to organize by increasing penalties against employers who attempt to intimidate, interfere with or block union organizing efforts; require mediation and arbitration to help employers and employees reach a first contract in a reasonable period of time; and fix the anti-democratic nature of current election processes during which companies have long periods of time and control over the election site so as to subject workers to harassment, intimidation, threats, and firings.

Federal Immigration Reform

- All workers, whether native-born or immigrant, documented or undocumented, are entitled to basic human rights in the workplace. It is also the case that the federal government should make the creation of a workable immigration system a national priority, which would significantly reduce mistreatment of immigrant workers. When the federal government fails at these endeavors, such as the case of the summer 2007, this puts an immense amount of pressure on families, communities, workplaces, and state and local governments.

Entrepreneurial and Consumer Change

- Each of us can make a difference by asking vendors – restaurants, grocery stores, institutional buyers – more questions about where their meat comes from and under what conditions it was produced, as well as learning more about meat processing. We can also contact our elected officials to support more effective regulatory oversight.

- As consumers connect their own health and well-being with the health and well-being of the environment, animals, and the workers who process their meat, demand for alternatives to industrially processed meat will continue to rise. U.S. entrepreneurs and investors stand to gain from emulating the successes of New Zealand's new generation of meat processing plants designed with slower line speeds for well-trained workers to attend to the details that improve meat quality and safety.[6]

[6] Bjerklie, S. Peak Performance: How "new generation" meat plants forever changed New Zealand's industry. Meat Processing@ www.meatnews.com May 2002. Additional recommendations for rebuilding U.S. small-scale meat processing infrastructures can be found in an article by Food & Water Watch, "Where's the Local Beef?" (June 2009) www.foodandwaterwatch.org

INTRODUCTION

Meatpacking is still one of the one of the most dangerous jobs in America. A century after Upton Sinclair's *The Jungle*, injury rates remain startlingly high – more than double that of U.S. manufacturing as a whole[7] – and the government itself estimates that those statistics undercount true injury rates.[8] The industry's massive disassembly lines can slaughter and process 400 head of livestock per hour, forcing workers to maintain intensely high rates of speed in their work – in often cold conditions, with slippery floors, and electric knives. Dangerous work conditions can also lead to unsafe food. Each year sees hundreds of thousands to millions of pounds of beef products recalled from states across the country[9] due to contamination by E. coli, a potentially deadly bacterium that can cause severe illness – and in some cases, death – especially in children, the elderly, and the immune-suppressed.

Each day, meatpacking workers undergo work that requires mental acuteness and physical exertion. Workers are required to work rapidly and with precision while being on their guard against swinging carcasses, loud machines, and slick floors. Many workers must stand for long periods in extreme hot and cold temperatures. Some deal with hazardous chemicals and hot pressurized water in order to clean the plant.[10] In addition to the physically demanding aspects of the job, the brutal work of slaughtering each day and mistreatment from supervisors and management can take a serious emotional and psychological toll.[11] Almost ten years after Nebraska leadership took action to create the Nebraska Meatpacking Industry Workers Bill of Rights, many workers still describe having no choice but to urinate in their pants on the line because they are not allowed

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[7] Bureau of Labor Statistics. 2009. Bureau of Labor Statistics, U.S. Department of Labor. Highest Incidence Rates of Total Nonfatal Occupational Injury and Illness Cases, Private Industry, 2000. at htt://www.bls.gov/iif/oshwc/osh/os/ostb0988.pdf. cited in Worrall, M. Meatpacking Safety: Is OSHA Enforcement Adequate? *Drake Journal of Agricultural Law*. 9 (2004). 299 – 322.

[8] U.S. Government Accountability Office study, *Workplace Safety and Health: Safety in the Meat and Poultry Industry, while Improving, Could Be Further Strengthened* (2005).

[9] Government officials link the E. coli outbreak in meat in May and June 2008 and the massive recall in New Jersey in 2007 to unsanitary production practices by Nebraska Beef Ltd[9] and Topps Meat Company, affecting more than 27 million pounds of beef. ("E. Coli Outbreak Prompts Massive Meat Recall". Health and Medicine/Infectious Disease. Printed in Discover: Science, Technology and the Future 4 January 2008. "Nebraska Beef Ltd. Recall now 5.3 million pounds". The Associated Press. Printed in the Omaha World Herald. 3 July 2008.) In the summer of 2009, beef was recalled from 41 states (Trail of E. Coli Shows Flaws in Inspection of Ground Beef, *New York Times*, Oct. 4, 2009).

[10] *Workplace Safety and Health: Safety in the Meat and Poultry Industry, while Improving, Could be Further Strengthened.* United States Government Accountability Office. Jan. 2006.

[11] Dillard, J. A Slaughterhouse Nightmare: Psychological Harm Suffered by Slaughterhouse Employees and the Possibility of Redress through Legal Reform. 15 *Georgetown Journal on Poverty Law & Policy,* 391 (2008). Available at SSRN: http://ssrn.com/abstract=1016401

bathroom breaks. Many also describe the constant screaming of supervisors as well as the unrelenting pace of work and persistently high injury rates.

Numerous studies and reports continue to document work conditions of deep concern in meat and poultry processing in Nebraska and around the country. Last year, the *Charlotte Observer* completed an in-depth series – "The Cruelest Cuts: The Human Cost of Bringing Poultry to Your Table" – showing the crippling impact of repetitive-motion processing on Carolina workers with vivid images of workers' swollen and curled hands.[12] Human Rights Watch, the largest human rights organization based in the United States, released a 2005 report *Blood, Sweat, and Fear* documenting industry-wide abuses in U.S. meat and poultry processing, including Nebraska. In the same year, the U.S. Government Accountability Office (GAO) released a report surveying the significant health hazards in meat and poultry production, what it called one of the most dangerous industries in the U.S., and concluded that government data likely undercounts the total number of injuries. Other studies have come to the same conclusion. One Michigan study found that the U.S. Bureau of Labor Statistics Annual Survey – which is based on employers' self-reported OSHA logs – captured approximately 33% of injuries and 31% of illnesses reported in the other databases in Michigan.[13]

This study set out to assess health and safety conditions in one of the country's largest meatpacking states from the perspective of the workers who live it every day.[14] The focus on the workers' perspective was driven by the government's conclusion that official data was failing to fully capture injury rates and the interest of policy makers and the public in hearing from a greater number of workers about the conditions they experience daily. We wanted to ask: What is your sense of health and safety conditions in the plants? Are there any improvements that you have seen that are making a difference and worth building upon? What would be most effective in improving workplace safety?

Although the meatpacking industry is older than the state of Nebraska, it is continuously evolving. Over the past 150 years, the industry has seen changes in technology, health and sanitation regulations, workforce demographics, and location. There have been some safety improvements but unfortunately many setbacks and missed opportunities. After Upton Sinclair's exposé, the Pure Food and Drug Act and Federal Meat Inspection Act was passed 1906. Congress passed the National Labor Relations Act in 1935, though it was not until 1970 that it passed the Occupational Safety and Health Act. During the mid-20th

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[12] "The Cruelest Cuts: The Human Cost of Bringing Poultry to Your Table." *Charlotte Observer,* Feb. 10-15, 2008. http://www.charlotteobserver.com/poultry/

[13] Leigh, J. Paul, James P. Marcin, J., and Miller T.R., "An Estimate of the U.S. Government's Undercount of Nonfatal Occupational Injuries," *Journal of Occupational and Environmental Medicine*, Vol. 46, No. 1, January, 2004.

[14] In 2006, Nebraska Appleseed conducted a study (*Dignity on the Line*) that interviewed a wide range of stakeholders – including company management, workers, policy makers, government representatives, union representatives, workers compensation attorneys, etc. – to learn whether our unique state law, the Nebraska Meatpacking Industry Workers Bill of Rights, was making a difference. At the time of the study release, there was great interest from policy makers and others in hearing from a greater number of workers.

century, trade unions established contracts to improve wages and safety conditions, and from the 1930s to 1970s meatpacking pay and conditions improved.[15] But in the 1980s, the structure of the industry began to change and many of these improvements were lost. Injury rates that had been in line with other manufacturing sectors with union representation soared to twice the national average of manufacturing injuries overall. While some companies have mechanized a few of the most dangerous jobs on the line to reduce the number of workplace deaths, startlingly high injury rates still persist, workers report increasing line speeds, and repetitive motion injuries are crippling workers' limbs – curling their hands. OSHA inspects less than one percent of U.S workplaces annually (in Nebraska, there is approximately one OSHA inspector per 100,000 workers),[16] and a major opportunity was lost when a thorough ergonomics standard to address repetitive motion strain was rescinded in 2001 during the first days of the Bush Administration.

In Nebraska, this work is critical to the economy. Nebraska ranks first in the United States for commercial red meat production and second for commercial cattle slaughter.[17] Meat is Nebraska's largest export, generating $1.1 billion.[18]

Understanding the working conditions endured by meatpacking workers each day is a simple matter of upholding basic community standards that all Nebraskans value and of doing our part to continue America's tradition as a leader for human rights. It is also an issue of concern for policy makers, economists, and consumer protection groups. It is in the best economic interest of the state of Nebraska to ensure that all workers have a safe and positive workplace in which to create a safe food product.



Historic Omaha Photo
Source:http://omahahistory.org/images/Omaha%20World's%20Largest%20Livestock%20&%20Meat%20Packing%20Center.jpg

[15] *Blood, Sweat, and Fear: Workers' Rights in U.S. Meat and Poultry Plants,* Human Rights Watch 2005.
[16] U.S. Dept. of Labor, OSHA Summary of Federal CSHO totals by state FY 2008.
[17] Nebraska Agriculture Fact Card. Nebraska Department of Agriculture, USDA, NASS, Nebraska Field Office, Nebraska Bankers Association, Nebraska AgRelations Council, February 2008.
[18] "Nebraska Cattlemen Association, available at www.nebraskacattlemen.org.

HISTORICAL BACKGROUND

Meatpacking was introduced to Nebraska in the 1880s in large part due to its location. President Abraham Lincoln selected Council Bluffs, Iowa, to be a terminus for the Union Pacific Railroad, but it was later moved across the Missouri River to Omaha. The railroad stockyards and the major meatpackers invigorated Omaha's economic growth, making meatpacking the driving force behind Omaha's economy until the 1980s.[19] A number of factors have changed and shaped the industry into what it is today and provide a backdrop to the issue of workers' health and safety.

Workers' Wages

From the 1950s to 1970s the wages of the average meatpacking worker were higher than those of the average manufacturing worker. Over the past thirty years, however, the wages of slaughterhouse workers have rapidly decreased. By 1983, the average meatpacking worker's wage fell below that of the average manufacturing worker. Importantly, this decline in wages preceded the resurgence of immigrant workers into the meatpacking workforce. The decreased wages coincided with a decline in union leadership in the industry and a shift in allocation of company profits from workers to management. The decline continued and by 2002 meatpacking workers' wages were 24% lower than the average manufacturing worker.[20] According to the Government Accountability Office, workers earned an average salary of $21,320 per year in 2003 – compared to the average manufacturing worker at $33,500.[21]

Unions

Union presence in the U.S. meatpacking industry gained momentum and ultimately peaked during the1960s and the mid-1970s.[22] In the early 1970s, the United Packing House Workers of America and Amalgamated Meat Cutters Union represented 95% of the hourly workers in multiplant meatpacking plants outside of the South.[23] However, union momentum slowed in the 1980s, and by 1988, unionization fell to approximately half of its 1963 level.[24] Simultaneously,

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[19] Omaha: History. (2008) Advameg, Inc. http://www.city-data.com/us-cities/The-Midwest/Omaha-History.html.

[20] *Blood, Sweat, and Fear.* (2004). Human Rights Watch.

[21] *Workplace Safety and Health: Safety in the Meat and Poultry Industry, while Improving, Could be Further Strengthened.* United States Government Accountability Office. Jan. 2006.

[22] Craypo, C. (1994). Meat packing: Industry restructuring and union decline. *Contemporary Collection Bargaining in the Private Sector, Industrial Relation Research Series,* 63-96.

[23] Dickes, L. and Dickes, A. (2003). Oligopolists Then and Now: A Study of the Meatpacking Industry. *Journal of Economics and Economic Education Research, 4.1.* 95-110.

[24] Huggman W.E. & J.A. Miranowski. (1996). Immigration, Meat Packing, and Trade: Implications for Iowa. Staff Paper Iowa State University #258, December 1996.

wages for hourly workers decreased dramatically. The nominal wages of the 1990s fell below the hourly wages of 1960s.[25]

Industrialization and Concentration

The demand for the classic American burger has grown exponentially in the last century and continues to grow today. As a result, the meat processing industry also continues to grow. On average, the U.S. meatpacking industry processes more than 9 billion animals per year.[26] In 2007, Nebraska slaughtered 7.1 million cattle and 7.4 million hogs.[27] In contrast, the industry itself is becoming more concentrated. In 2005, the top four meatpacking companies slaughtered, processed, and packaged about 80% of the cattle in the U.S. The top four pork producers control nearly 70% of the market. The top five poultry plants control over 50% of the industry.[28] As producers capitalize on their economies of scale, plant sizes grow as well as the occurrence of mergers and acquisitions.

Ruralization of the Meatpacking Industry

Over the past thirty years, the meatpacking industry has changed how it does business. In the past, slaughterhouses were typically concentrated in major cities with a dense population from which to draw a labor force. Today, most meatpacking plants are closer to the sources of meat production in remote rural areas of the Midwest and South,[29] though closely linked to major cities by rail and highways.[30] This allows meatpackers more immediate access to feedlots and space, as the industry becomes more vertically integrated. Meatpacking sites can now raise, slaughter, process, cut, package, and freeze the product all within a single zip code. However, it also results in greater distances from union leadership and other mechanisms that assist with monitoring safety conditions.

Over the past few decades, Nebraska has witnessed this trend first hand and is now home to many large packing plants. Many small towns in Nebraska did not initially have the labor force to support the new meatpacking plants, due to out-migration of the working age population, low birth rates, an aging population, and low unemployment rates.[31] For example, in 1990, IBP – one of the world's largest

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[25] Huggman W.E. & J.A. Miranowski. (1996). Immigration, Meat Packing, and Trade: Implications for Iowa. Staff Paper Iowa State University #258, December 1996.

[26] Compassion Over Killing: U.S. Statistics for 'Food Animals'. (2003). Available at http://www.cok.net/lit/statistics2003.php. Cited in Dillard (Forthcoming).

[27] Nebraska Ag Rank and Ag Business Facts. United States Department of Agriculture. May 2008. Available at http://www.nass.usda.gov/Statistics_by_State/Nebraska/Publications/Rank_and_Agribusiness/rank2008.pdf

[28] *Workplace Safety and Health: Safety in the Meat and Poultry Industry, while Improving, Could be Further Strengthened.* United States Government Accountability Office. Jan. 2006.

[29] Champlin, D., & Hake E. (2006). Immigration as an Industrial Strategy in American Meatpacking. *Review of the Political Economy, 18.1*. 49-69.

[30] Schlosser, E. (2001). Fast Food Nation: The Dark Side of the All-American Meal. New York: Houghton Mifflin Company.

[31] Grey, Mark A., Conrad, Andrew, Boyd, Maureen, Woodrick, Anne C. (2001) Marshalltown New Iowans Pilot Community Assessment A: A Report to the New Iowans Pilot Community Steering Committee. Cedar Falls: University of Northern Iowa New Iowans Program, University of Northern Iowa Institute for Decision Making. "Rural Depopulation: A Closer Look at Nebraska's Counties and Communities." Randy Cantrell, Ph.D. University of Nebraska Rural Initiative. 19 September 2006.

meatpacking companies – moved to Lexington, Nebraska, a town whose population had recently dwindled to 6,600 inhabitants due to a closing manufacturing business.[32] Immigrant workers were recruited to fill the new jobs at IBP that could not be filled by Lexington's residents.[33] This pattern of simultaneous relocation of meatpacking plants to towns with declining population has continued across Nebraska, generating new challenges and opportunities for communities with respect to economics and integration.[34]

Immigration

In the era of Upton Sinclair's *The Jungle*, central and eastern European immigrants typically staffed America's meatpacking plants. Today, many of Nebraska's food processing workers come from Latin America, Africa, and Southeast Asia.

Initially, many meatpacking companies actively recruited immigrant workers directly from Latin America or from other states in the U.S., but over time information passed through family members and social networks as existing employees spread the word of job opportunities. Some scholars argue that the United States' broken immigration system and ambivalent policies "encourage the hiring of immigrant labor while it demonizes the immigrant."[1] Undocumented immigrant workers may be all the more fearful to speak up about workplace problems due to their insecure immigration status. Workable policies desperately need to be created at the federal level to update our immigration laws so that they match our community and economic realities. It has also been noted that one of the best ways to ensure that bad-apple employers aren't intentionally seeking undocumented workers as a means to skirt other wage and safety laws is to increase enforcement of wage and safety laws.

Safety Oversight by OSHA

The Occupational Safety and Health Administration is the chief enforcer of meatpacking safety in the United States. After a two-year debate between policy-makers and industry lobbyists, the Occupational Health and Safety Act was enacted in 1970 as an effort to reduce the severity of work-related injuries and illnesses in the United States.[35] The Act called for a creation of standards, regulation, and oversight of health and safety in all worksites. States also have the option of establishing their own state-level OSHA agency with the approval of OSHA. Nebraska does not have its own state-level OSHA agency.

The agency has been criticized in recent years for being underfunded and understaffed. OSHA has "no specific standard that allows OSHA to cite

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[32] "Growing Pains in Racially Changing Rural, Small Towsn". Rural Womyn Zone News. Joe Duggan. http:/www.ruralwomyn.net/Lexington.html. Accessed 14 November 2008.

[33] "Strategic Discussions for Nebraska: Immigration in Nebraska". University of Nebraska-Lincoln College of Journalism and Mass Communications. 7 July 2008.

[34] Jones, Carol, William Kandel, and Timothy Parker. 2007. "Population Dynamics are Changing the Profile of Rural Areas." Amber Waves 5(2): 30-35.

[35] Worrall, M. Meatpacking Safety: Is OSHA Enforcement Adequate? *Drake Journal of Agricultural Law*. 9 (2004). 299 – 322.

employers for hazards relating to line speed and repetitive stress injuries."[36] In Nebraska, there is a total of nine OSHA inspectors for 916,580 workers, or approximately one per 100,000 workers.[37]

In 2006, the International Labor Organization (ILO), the U.N. agency that promotes safe work conditions throughout the world, set forth new guidelines for safety and health inspections. The ILO recommends at a minimum that workplaces be inspected thoroughly and with sufficient frequency. Although the United States belongs to the ILO as a member of the Organization of American States (OAS),[38] for OSHA to meet the ILO's benchmark it would need at least 80 additional inspectors for the Midwest region alone.[39]

The Nebraska Meatpacking Industry Workers Bill of Rights

In 2000 and 2001, Nebraska leadership took an important step to attempt to improve meatpacking health and safety. Nebraska press coverage of unsafe and unsanitary working conditions in the 1990s led then Governor Mike Johanns to request an investigation headed by Nebraska Lieutenant Governor David Maurstad. In his report to the governor, Lt. Gov. Maurstad identified four core categories of safety concerns within the meatpacking industry:

1. Abusive and Discriminatory Language and Behavior by Supervisors
2. Inadequate Communication of Company Policy and Inadequate Training
3. Unsanitary Working Conditions
4. Unsafe Working Conditions[40]

In June 2000, Governor Johanns personally sat down to write out the fundamental rights of meatpacking workers in what is now known as the Nebraska Meatpacking Industry Workers Bill of Rights. These rights include:

- The right to organize.
- The right to a safe workplace.
- The right to adequate facilities and the opportunity to utilize them.
- The right to adequate equipment.
- The right to complete information.
- The right to understand information provided.
- The right to existing state and federal benefits and rights.
- The right to be free from discrimination.
- The right to continuing training including supervisor training.

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[36] Washington Post. (2005). http://washingtonpost.com/wp-dyn/content/article/2005/08/02/AR200508021936.html.

[37] U.S. Dept. of Labor, OSHA Summary of Federal CSHO totals by state FY 2008. U.S. Dept. of Labor, Bureau of Labor Statistics Employment Wages Annual Averages 2006. AFL-CIO www.aflcio.org/issues/safety/memorial/upload/_40A.pdf

[38] Office of American States (2008). International Labor Organization. http://www.oas.org/documents/eng/memberstates.asp?sCode=USA#Inicio. Visited Nov. 26, 2008.

[39] ILO 2006 Strategies and Practice for Labor Inspection. G.B. 297/ESP/3. Geneva. November 2006.

[40] NE Lt. Gov. Maurstad, David. (2000). *Review of Working Conditions in Nebraska Meatpacking Plants*. Memorandum. Nebraska State Government. Jan. 24.

- The right to compensation for work performed.
- The right to seek state help.

In 2001, the Nebraska Legislature took action to address these issues by passing the Non-English-Speaking Workers Protection Act.[41] This statute was designed to assist non-English speaking workers with understanding the terms and conditions of their employment. It created requirements for employers who actively seek a non-English speaking workforce, such as providing daily interpreters and written statements in the workers' native languages about their hours, wages, and employment responsibilities. It codified the Nebraska Meatpacking Industry Workers Bill of Rights into law and created a part-time position in the Nebraska Department of Labor, the Nebraska meatpacking workers rights coordinator.

Food safety

Safe food comes from a safe workplace, as a variety of sources demonstrate. A recent New York Times article primarily focuses on exploring the lax federal regulatory and inspection regimes behind E. coli contamination in beef, several times demonstrates the connection between food safety and the rapid production speed workers site as their primary work safety concern. As the article describes, preventing contamination requires careful work, which can be jeopardized by haste. It notes that "the potential for contamination is present every step of the way, according to workers and federal inspectors." It goes on to describe the care that must be taken to prevent E.coli from contacting the meat as feces-covered hides are removed, as intestine gutting takes place, and then as meat goes down the line, "where trimmers said they could keep up with the flow unless they spot any remaining feces." It also sited a 2008 lawsuit against Greater Omaha Packing, in which "workers allege that they were not paid for the time they need to clean contaminants off their knives and other gear before and after their shifts."[42]

Imagine that there are people who urinate in their pants on the line. What safety is there in the product?

Line Speed and Repetitive Motion Injuries

Though the public may not yet appreciate the crippling effect of the repetitive motions required in meat processing, there is growing concern and a significant body of research related to this issue. Rapid line speed can cause both cut and repetitive strain injuries, and the latter can be insidious because the "moment" of injury is less obvious and its cumulative impact may not be recognized until muscles, tendons, and bones are beyond repair. Permanent damage can leave

[41] Non-English-Speaking Workers Protection Act, Neb.Rev.Stat. §§ 48-2207 to 48-2214 (2009); Nebraska Meatpacking Industry Workers Bill of Rights, Neb.Rev.Stat. § 48-2213 (2009)

[42] Michael Moss, "Trail of E Coli Shows Flaws in Inspection of Ground Beef," *New York Times,* Oct. 4, 2009.

individuals unable to perform even minimal daily tasks[43] (one worker we spoke with described no longer being able to hold and lift pans to the stove to cook for her family).

Studies have shown that increasing line speed can have a three-fold impact on the incidence of cumulative trauma disorder, by (1) increasing the number of repetitions,[44] (2) requiring greater accelerations and decelerations and thus producing larger peaks of muscular activity, and (3) increasing the "resting level of muscular tension," thus causing higher overall levels of muscular activity.[45] In one study, a 10% increase in speed produced a 38% increase in the worker's pinch force; a 17% increase almost doubled it.[46]

After many years of study, OSHA proposed a groundbreaking ergonomics standard – including required job rotation, slower speed of work, and more frequent rest breaks – to address these concerns, backed by evidence from the National Academy of Sciences and other scientific sources.[47] Adopted by the Clinton Adminstration, it was rescinded by the incoming Bush Administration and Congress in 2001.

For a vivid description of the effects of repetitive motion on workers' bodies – including images of workers' swollen and curled hands – see the recent series of articles by the *Charlotte Observer,* "The Cruelest Cuts: The Human Cost of Bringing Poultry to Your Table."[48]

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[43] Blood, Sweat, and Fear, Human Rights Watch 2005. Bureau of National Affairs, "Study Finds Highly Repetitive Work Tasks Can Cause Bone Damage, Early Symptoms," Daily Labor Report, Nov. 17, 2003.

[44] Robert Arndt, "Work Pace, Stress, and Cumulative Trauma Disorders," 12 *Journal of Hand Surgery* 866, 868 (1987).

[45] Willis Goldsmith, "Workplace Ergonomics: A Safety and Health Issue for the '90s," 15 *Employee Rel. L.J.* 291, 291 (1989).

[46] Asa Kilbom, "Repetitive Work of the Upper Extremity: Part I – Guidelines for the Practitioner," 14 *International Journal of Industrial Economics* 51, 53 (1994).

[47] See OSHA ergonomics standard, 68752-68760. National Academy of Sciences, Musculoskeletal Disorders and the Workplace (Washington, D.C.: National Academies Press, 2001). Summarized in *Blood, Sweat, and Fear,* Human Rights Watch 2005.

[48] "The Cruelest Cuts: The Human Cost of Bringing Poultry to Your Table." *Charlotte Observer,* Feb. 10-15, 2008. http://www.charlotteobserver.com/poultry/

METHODOLOGY

This report assesses health and safety conditions in Nebraska's meatpacking industry from the perspective of the workers who live it every day. Specifically, the study addresses four areas of the work environment that impact health and safety: 1) Access to Information, 2) Freedom to Organize, 3) Safety on the Job, and 4) Workers' Compensation. Conclusions are based on the results of a survey administered to 455 workers from five communities across the state.

With input from academic experts in survey design as well as community and immigrant research, Nebraska Appleseed created a survey to address these key areas. Survey data was collected from the summer of 2007 to the summer of 2008 in English and Spanish, though most of the respondents spoke Spanish.

SURVEY DESIGN

Following the publication of Nebraska Appleseed's *Dignity on the Line* (2006), many members of the press and other community stakeholders expressed an interest in hearing from a larger number of workers. (*Dignity on the Line* was designed to interview as wide a range of stakeholders as possible – including workers, management, unions, workers' compensation attorneys, community organizations, policy makers, etc.) Thus, we designed a survey to collect Nebraska meatpacking workers' perspectives of their work environment. Survey questions were derived from extensive research and interviews with policy makers, industry administrators and supervisors, scholars, and other community organizations. Prior Nebraska Appleseed publications and national studies such as the Human Rights Watch's *Blood, Sweat, and Fear* (2004) also served as guiding tools in the construction of the survey.

In May 2007, the survey was administered at two meatpacking sites. After an analysis of the initial responses, a few small revisions were made to the survey for use in the remaining sites, such as adding demographic questions asking gender and race/nationality and clarifying language in a few questions. The first version of the survey was used with 105 participants (site 1 and less than half of the participants from site 2). The revised version was used with 350 participants (sites 2-8).Tables in the appendices indicate the total number of respondents to each question. Percentages in the report are based on the "valid percent," which excludes those who did not answer the question.

SURVEY ADMINISTRATION

The target population for this survey is the workers who work on the disassembly line of the meatpacking plants. Workers provided this information anonymously. Nonetheless, many workers were fearful of the consequences of talking about their workplace, and thus preferred to fill out a survey in private. These conditions made it impossible to use standard sampling techniques. Populations that cannot be studied under standard sampling techniques are known in the academic world as "hidden populations."[49] Due to the challenge of reaching the population necessary to generate this report, Nebraska Appleseed conducted data collection through a respondent-driven sample methodology, otherwise known as snowball sampling.[50]

Various community channels were utilized to gather the necessary data for the report. Community agencies, public spaces, and individual households were used to conduct the survey. Participants helped find other individuals willing to fill out a survey. It is important to be cautious about the quantitative conclusions reached through any data collection sampling method[51] However, respondent-driven snowball sampling is arguably the most appropriate and effective way of measuring hidden populations.[52]

To address issues of literacy and language, the survey was offered in both English and Spanish. We hope to offer the survey in additional languages in the future. Survey questions were written at a fifth-grade reading comprehension level with a reading ease of 72.8%, according to the Flesch-Kincaid matrix.[53] Also, a community outreach worker from Nebraska Appleseed was present for each survey collected. Participants could ask the outreach worker questions at any time during the process.

DATA

The data collected from the survey is both quantitative and qualitative. All of the quantitative data – questions in which respondents were asked to check the best answer – is categorical and sometimes binary. This study reports the frequencies of these responses and analyzes trends found in the data.

[49] Salganik, M. and Heckathorn, D. (2004). Sampling and Estimation in Hidden Populations Using Respondent-Driven Sampling. *Sociological Methodology, 34*. 193-239.

[50] Kalton, G. and Anderson, D. (1986). Sampling Rare Populations. *Journal of the Royal Statistical Society. Series A (General), 149.1*. 65-82.

[51] Kalton, G. and Anderson, D. (1986). Sampling Rare Populations. *Journal of the Royal Statistical Society. Series A (General), 149.1*. 65-82.

[52] Salganik, M. and Heckathorn, D. (2004). Sampling and Estimation in Hidden Populations Using Respondent-Driven Sampling. *Sociological Methodology, 34*. 193-239.

[53] Microsoft Word 2003 automated Flesch-Kincaid matrix tool.

Respondents also had the opportunity to write responses to open-ended questions. A final section of this study, "Qualitative Analysis: Psychological Impacts," reports on the responses to these open-ended questions – focusing in particular on the psychological/emotional impact of the work. Other responses to the open-ended questions are included throughout the report.

SURVEY LOCATIONS

Nebraska Appleseed surveyed 455 workers in five different communities across Nebraska. (Because some communities have more than one plant and because some workers came from other communities, this resulted in a few additional sites grouped together as "Other.") Most conclusions are drawn from the full sample of all sites taken together. However, there are a few significant differences among sites that are worth noting. Conclusions about individual sites are drawn only from the five sites with a significant number of respondents. A breakdown of the sites, the number of respondents, and whether the site is unionized is listed below in Table 1.

Table 1: Survey Representation for Each Plant Site

Site	Frequency	Percentage of Overall Sample	Unionized
1	77	17%	Yes
2	69	15%	No
3	93	20%	No
4	114	25%	Yes
5	76	17%	Yes
Other	26	6%	--
Total	455	100%	

SURVEY PARTICIPANTS

As noted above, over the course of just over a year, a total of 455 surveys were collected. Approximately 59% of respondents were male. (Gender and ethnicity/nationality of the respondent were asked only in version 2 of the survey.) Most respondents were Latino immigrants originally from Mexico, Guatemala, and El Salvador. A handful of respondents were African, Vietnamese, non-Hispanic Caucasian or from other parts of Latin America. Table 2 shows a breakdown of the nationality of the respondents. Respondents'

average (and also median) amount of time spent in the industry was about 3.3 years, with the minimum time spent in the industry being one month and the maximum being 16 years.

Table 2: Breakdown of Ethnicity/Nationality

Country of Origin	Frequency	Percent
Mexico	140	45.8
Guatemala	76	24.8
El Salvador	34	11.1
Hispanic/Latino (no country of origin specified)	26	8.5
USA/Latino	12	3.9
Honduras	6	2
Nicaragua	3	1
Sudan	3	1
Other	6	1.9
Total	306	100

SAFETY ON THE JOB

"How can it be safe with this line so fast?" – Nebraska meatpacking worker

Of the hundreds of workers surveyed here, 62% said they had been injured in the past year. As predicted by the U.S. Government Accountability Office 2006 study, this is far higher than the officially reported rate.

The most striking response to this survey was the number of comments and intensity with which workers called for a need to slow down the brutal pace of meatpacking work – both by slowing the line speed and by increasing the number of staff at work stations on the line. Speed of work in meatpacking is a combination of these two factors – the speed of the line itself, and the staffing ratio at each work area. If, for example, an individual is working at a station that should be staffed by eight workers, and one worker is sick or temporarily pulled off the line for any reason, the other seven will have to work faster to make up the difference.

"Come to the plant and you will see."

Other factors that contribute to workplace safety are the quality of training, the promotion of safe practices and clear communication by employers and unions, employee turnover rates,[54] and levels of trust between employees and supervisors. We asked a number of questions to learn about these factors and workers' recommendations for how to improve workplace safety. We were interested in learning about any improvements that could be built upon as well as the primary concerns of those doing the work.

INJURIES

Meat processing work can lead to a wide range of injuries, including cuts, repetitive strain/musculoskeletal injuries, falls, fractures, amputation, and exposure to chemicals, to name a few. As described above, 62% of workers surveyed here described being injured in the past year.

Written responses brought a flood of descriptions of swollen hands, pain in the shoulders, back, arms, hands, and fingers. Repetitive motion injuries are a serious and growing concern in meatpacking work. The end result can leave people's limbs curled beyond use and the gradual nature of the injury is insidious. Many disregard the initial pain, not recognizing its seriousness until

[54] Employee turnover rates in Nebraska and Iowa meatpacking plants vary between 18 and 80%. Worrall, M. Meatpacking Safety: Is OSHA Enforcement Adequate? *Drake Journal of Agricultural Law*. 9 (2004). 299 – 322.

muscles and tendons are already wasted. In fact, survey responses indicated that many people did not recognize repetitive motion injuries as injuries. Many workers who responded that they had not been injured in the past year went on to describe serious pain and worrisome symptoms in answers to later questions. Others referred to this very complication: "…one always hears that there are injuries perhaps not accidents but we are injured."

"They operated on my hand but there are days I don't even know where to put my arms. They hurt me."

Other injuries described were knife cuts and falls on slick floors. Examples of workers' comments include: "Swollen hands." "Your hands swell and your shoulders hurt. When you report it they tell you to put ice on it." "Back pain and inflamed hands." "Pain in the hands, arms, shoulders." "At the beginning it's difficult, fingers are inflamed put ice on it and that helps you." "Nothing serious pain in the back – I think one needs to do stretching exercises but there isn't time." "I fell the floor was slick." "I fell and broke my hand." "Cut myself with knife." "Sometimes my fingers lock up." "My shoulders hurt." "They just tell you to use ice and pills." "With respect to my hand, the doctor says my tendons are already worn out."

SPEED OF WORK: LINE SPEED AND STAFFING

The speed of the line is one of the leading factors contributing to the injury rate.[55] Currently, the Occupational Safety and Health Administration (OSHA), charged with the duty of ensuring worker safety, does not regulate line speed. Only the U.S. Department of Agriculture (USDA) Federal Safety Inspection Service (FSIS) monitors and regulates the speed of the line for the purpose of ensuring food safety.[56] Efficient production is valued by both workers and management alike.[57] However, while it is sometimes argued that rapid, uninterrupted line speed generates higher productivity and revenue for the company, any cost savings are in fact passed down the line to workers, who bear it in the form of sometimes permanent, physical injuries and job loss, as well as to companies and communities in the form of retraining and other costs.[58]

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[55] Robert Arndt, "Work Pace, Stress, and Cumulative Trauma Disorders," 12 *Journal of Hand Surgery* 866, 868 (1987). Willis Goldsmith, "Workplace Ergonomics: A Safety and Health Issue for the '90s," 15 *Employee Rel. L.J.* 291, 291 (1989). Asa Kilbom, "Repetitive Work of the Upper Extremity: Part I – Guidelines for the Practitioner," 14 *International Journal of Industrial Economics* 51, 53 (1994). See OSHA ergonomics standard, 68752-68760. National Academy of Sciences, Musculoskeletal Disorders and the Workplace (Washington, D.C.: National Academies Press, 2001). Summarized in *Blood, Sweat, and Fear,* Human Rights Watch 2005. Schlosser, E. (2001). *Fast Food Nation: The Dark Side of the All-American Meal.* New York: Houghton Mifflin Company. National Institute for Occupational Safety and Health (NIOSH), HETA 89307-2009, Health Hazard Evaluation Report: Perdue Farms, Inc. (1990).

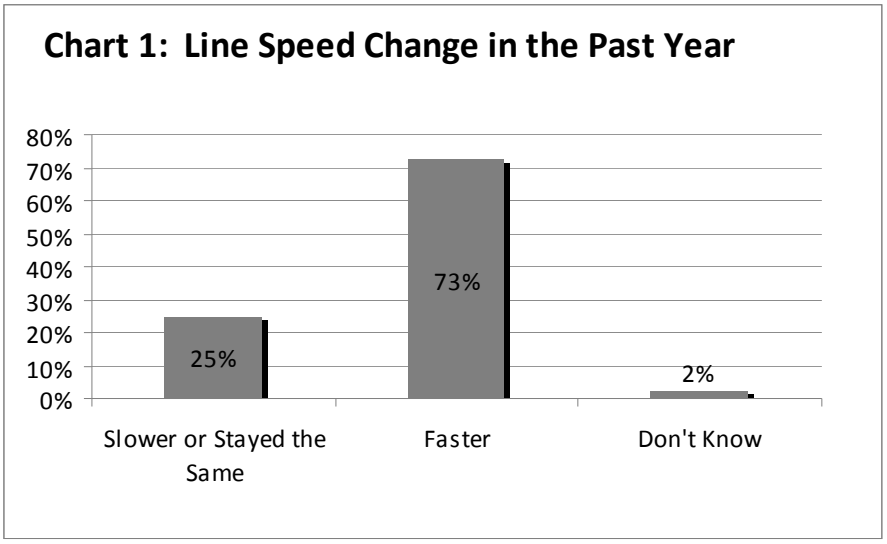
[56] *Blood, Sweat, and Fear: Workers' Rights in U.S. Meat and Poultry Plants.*(2004). Human Rights Watch.

[57] Stull, D. and Broadway, M. (2004). Slaughterhouse Blues: The Meat and Poultry Industry in North America. Belmont, CA: Wadsworth, Thomas Learning Inc.

[58] Austin, L. (1988). Fines Push Packers to Forefront of Worker Safety. *Wichita Eagle Beacon.* Dec. 11. and Stull, D., Broadway, M., and Griffith, D. (1995). *Any Way You Cut It: Meat Processing and Small-Town America.* Lawrence, KS: University Press of Kansas.

In response to open-ended questions about workplace safety or recommended improvements, workers' comments calling for slower line speed and maintaining the proper number of workers at each work station far outstripped other suggestions: "With the speed of the line you will always be unsafe." "This line sometimes kills you." "More work, the line is faster, and there are fewer people on the line." "The line is too fast." Slow down the line." "Don't reduce personnel from the line." "Always hav[e] a replacement when someone is gone or needs to go to the bathroom."

A strong majority of workers (73%) stated that the speed of the line has increased in the past year and only one worker believed the line speed had decreased. Chart 1 below reports the workers' perceptions of the speed of the line.



In addition to the increase in the speed of the line over time, a majority of workers reported either a decrease or no change in the number of staff on the line (both at 47%), while only 6% reported an increase.

"It would be good if they maintained an adequate number of workers on the line and the same line speed as when inspection visits take place."

Asked about the overall injury rate, 93% of workers reported that it had stayed the same or increased over the past year (59% said stayed the same, 30% said increased somewhat, 4% said increased a lot). Only 7% reported a decrease in injuries over the past year.

Recognizing that there could be both improvements and problems with safety in the same plant in the same year, we asked workers separate questions about

ways in which their workplace had become safer and less safe in the past year to provide an opportunity to focus on both. About 14% of workers reported that there were improvements in the last year that made the workplace safer. These respondents cited examples such as putting up railings on dangerous staircases, putting safety barriers on the line, and fixing "some things." Many of these respondents also added that ultimately what needs to change to increase safety is decreasing the speed of the line.

"They fixed some things but the line speed kills you."

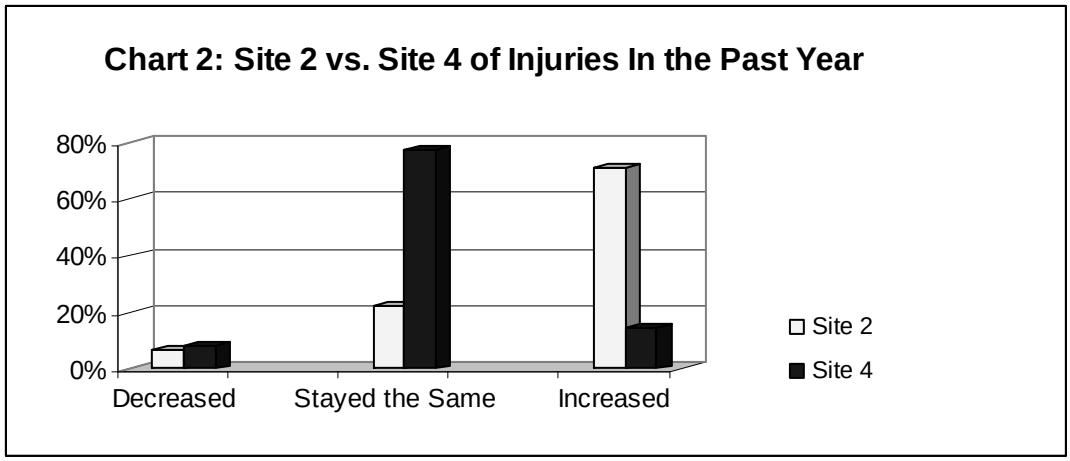
About half of the workers (52%) reported that there were ways in which their workplace had become less safe in the past year. The vast majority of these workers referenced the speed of the line. Others mentioned the inability to go to the bathroom and the shortage of staff when someone is missing. Whether they answered yes or no to this question, many added comments like "It's the same and they don't care," "It's the same," "It's the same. The line is always fast."

CROSS-SITE COMPARISON

"How can it improve if the line is moving faster?"

While survey responses indicated that no site included in this study had acceptable health and safety conditions, it also demonstrated that some differences exist among plants and that individual employers, supervisors, and management practices can make a significant difference in workplace safety. For instance, the percentage of workers reporting some examples of improvement in safety over the past year varied from 5% at Site 3 to 23% at Site 4. Both of these statistics fall outside the 14% average generated from this study.

For injuries in the past year, Site 2 had the highest percentage of respondents (76%) who reported that injuries had increased either somewhat or a lot in the past year. Site 4 had the lowest percentage (15%). Chart 2 shows a comparison of the percentage of workers who reported a change in the injury rate over the past year.



While a majority of workers in this study reported a faster line speed over the past year, two sites in particular stood out. At Site 5, at least nine out of every ten workers reported an increase in the speed of the line. The percentage was slightly lower at Site 2, where 86% of workers reported an increase in the line speed.

OTHER SAFETY ISSUES AND WORKER RECOMMENDATIONS

In addition to urging slower line speed and sufficient staffing, workers recommended a number of other changes to improve workplace safety. Many of these also related to counteracting repetitive motion or the speed of work and the toll this can take on workers' bodies.

Workers' suggestions included:

- **Program paid (and required) stretching breaks** and exercises into the schedule, at the beginning of the job and during the job.
- **Institute job rotation** within the same shift.
- **Ensure other ergonomics protections.** Quite a few workers mentioned insufficient benches to stand on for shorter workers, leading to strain from improper reaching.
- **Clean slippery floors to prevent falls.** Several workers surveyed reported injuries in the past year from a fall.
- **Maintain equipment, including sharp knives.** Provide gloves, knife sharpeners, and time to sharpen knives.
- **Avoid an unnecessarily cold work environment and provide jackets** (at no charge). Some respondents mentioned that at first workers may not have money to purchase a jacket. Several others described suddenly lowered temperature.
- **Increase supervision by OSHA.**

- **Train all people and provide more training for supervisors,** especially in human resources/human relations and how to manage personnel.

TRAINING AND EXPERIENCE

Working in an environment with so many inherent hazards requires a wide array of knowledge, and training is therefore critical to ensuring worker safety. Though it is difficult to measure the quality of training performed in meatpacking plants in a survey, we asked respondents to list whether or not they were trained in ten different areas. Most workers reported being trained in the applicable areas of work (96-97% reported receiving training in hygiene, safety equipment, and knife use), although some critical safety topics had a noticeably lower response rate. For example, training in working with knives in confined space – a factor that workers' written comments referenced as cause of injuries – dropped to 69% among those who said it applied to their work. A worrisome 10% had not been trained in ergonomics – currently a critical cause of crippling injuries. Excluding those who said the training did not apply to their work, 4% of workers reported not being trained in knife use. 14% said they had not been trained in lock-out/tag-out, a term common in the industry for the procedures designed to prevent some of the more gruesome potential injuries by ensuring that grinders and other machinery are fully turned off before cleaning, sanitizing, and other operations.

Some workers freely commented on the quality of training by stating that they "watched a lot of videos." While a good start, videos do not replace hands-on guidance. Some respondents further noted that they were not given adequate time to ease into their job before they were working at the same line pace as experienced workers. Table 3 below lists the percentage of workers who received training in each of ten specified areas.[59]

Table 3: Workers Trained

	Yes	No	Don't Know
Hygiene Practices	95.9%	4.1%	0.0%
Safety Equipment	97.3%	1.2%	0.6%
Lock Out -- Tag Out	82.3%	13.8%	4.0%
Confined Space	68.7%	25.2%	6.0%

[59] Note: Workers were also given the option of making "does not apply" during this portion of the survey. These values were remarked as missing, which diminishes the N-size, but narrows the analysis down to the applicable duties.

Blood Borne Pathogens (Contamination with Human Blood)	90.1%	8.0%	1.2%
Respiratory Protection	79.1%	18.9%	2.0%
Hazcom/MSDS (Information About Working with Chemicals)	87.8%	11.0%	1.3%
Ergonomics (Repetitive Motion Injuries and Stretching)	90.4%	8.7%	0.9%
Ammonia	91.3%	7.5%	1.1%
Knife Use, Sharpening, Saws or the "Wizard" Knife	95.9%	3.8%	0.3%
Other Safety Training	84.9%	12.3%	2.8%

We asked workers to compare workplace conditions among plants. Of the individuals surveyed in this report, levels of experience varied from one month to 16 years. The median number of years working in meatpacking was three years. Most of the workers had only worked in one plant, though some had worked in as many as six different plants.

Of the 54 workers who had been employed at more than one meatpacking plant, 38% reported a difference in overall safety conditions. In addition, 47% reported a difference among factories in how well they train workers.

"The difference I have found among working in multiple plants is the way we are treated by the supervisors. They [the supervisors] do not train you to do the work, but they still expect you to work. When supervisors talk to you, they scream at you and insult you, using obscenities. There is no respect for the workers."

COMMITMENT TO SAFETY

One of the most important factors affecting workplace safety is companies' commitment to policies and practices that ensure worker safety. Companies can establish an atmosphere emphasizes the importance of employees' physical and mental health. Instituting practices such as stretching breaks and rotating job duties can make an enormous difference. Employers can also improve workplace

safety by creating an environment of open communication and trust so that employees feel they can express their grievances.[60]

"… they give you ice, they give you hot water, they sell you pills and they tell you that you have to learn to live with pain."

We asked workers a number of questions about their employers' safety practices. It is of great concern to find that nearly 90% of workers reported that they do not stretch at work. Overall, only 18% said that they rotate personnel during their shift – another important means of avoiding repetitive motion injuries – although this varied from 9% to 35%, depending on the site.

Many workers expressed concern that employer-offered incentives or bonuses actually hinder workplace safety. (Supervisor bonuses and employee safety incentives can discourage individuals from reporting injuries or seeking first aid, creating an unsafe work environment for all.) More than 60% of respondents said that such incentives do not make the workplace safer; although 40% thought that safety incentives and bonuses did help make the workplace safer.

The relationship between supervisors and employees is a critical component to building a safe workplace. A positive work environment helps workers feel that the company values them. Communication is both a major contributing factor in building a safe climate[61] and influences how safe an employee feels in the workplace.[62] The nature of worker-supervisor relationships was assessed by asking workers to express their feelings about the following statements:

- My supervisor applies the company's policies all the time
- I feel comfortable talking to my supervisor about work conditions and/or safety
- My supervisor can talk to me in my own language
- My supervisor really cares about employee safety issues
- I am provided with adequate equipment to do my job

Workers expressed strong reservations about their supervisors' commitment to safety. 76% disagreed or strongly disagreed that their supervisor applied the company's safety policies all the time and 80% disagreed that their supervisor

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[60] In conversations with management for *Dignity on the Line,* some employers discussed the importance of the union in creating an additional avenue of communication that could help improve safety.

[61] Zohar, D. (1980). Safety Climate in Industrial Organizations: Theoretical and Applied Implications. *Journal of Applied Psychology, 63.1,* 96-102.

Stull, D. and Broadway, M. (2004). Slaughterhouse Blues: The Meat and Poultry Industry in North America. Belmont, CA: Wadsworth, Thomas Learning Inc. and Griffith, D (1995). Hay Trabajo: Poultry Processing, Rural Industrialization, and Latinization of Low-Wage Labor. In *Any Way You Cut It: Meat Processing and Small-Town America,* edited by Stull, D., Broadway, M., and Griffith, D. Lawrence, KS: University Press of Kansas.

really cares about employee safety. 53% reported that their supervisor did not speak their language.
An environment of open communication is critical to ensuring the reporting of accidents and injuries. More than one-third of the workers surveyed said they feared reporting an accident or an injury.[63] Many added comments, such as, "I don't want to lose my job." "My friends say it is better not to report or they'll fire you." "My husband also works here and afterwards they retaliated against everyone in the family." "They pressure you until you leave." "If one reports they give you more work so that you leave the plant on your own." "Sometimes yes [I'm afraid to report], when I see how they treat the others." A few said it was their right and/or obligation.

The tone that management sets can permeate throughout the workplace, affecting worker-supervisor relationships as well as worker-to-worker relationships. When management promotes respect in theory and in practice, this can make a difference at all levels of the staffing hierarchy. Practically every workplace has codes of conduct for employees, but the workplace climate varies from plant to plant. When we asked workers to describe differences between plants, many of them referred to the difference in respect from supervisors.

Written comments also communicated a surprising degree of verbal, emotional, and psychological abuse endured by employees. This emerged in response to many different questions with comments such as "The supervisors scream at you without having any reason." "I have seen how some supervisors yell at people." "I know of three people who urinated and pooped in their pants and afterwards they just laugh at you." "It would be good if they trained the supervisors how to manage personnel. There is a lot of screaming and that isn't good." "They treat you worse than animals (screaming, etc.)."

In addition, 5% (23) of respondents reported being sexually harassed in the workplace, sometimes by co-workers. Of these respondents, only three reported the incident(s). A final section, "Qualitative Analysis: Psychological Impacts," will explore in greater depth the psychological and emotional impacts of the workplace.

[63] In future surveys we will rephrase this question. Asking if workers "fear" reporting injuries may have generated a less accurate response than asking whether they thought that reporting injuries would bring some negative consequence.

ACCESS TO INFORMATION

Workers' right-to-know laws are designed to help workers protect themselves with respect to workplace safety, dignity, and fair labor practices. Access to information is a key component in maintaining workplace safety, and Nebraska leaders took an important step forward in passing a unique state-level law – the Non-English Speaking Workers Protection Act together with the Nebraska Meatpacking Industry Workers Bill of Rights – that seeks to improve workers' access to and company provision of information about workers' rights, safety, hours, wages, and work responsibilities (see Historical Background).

HOW EFFECTIVE IS THE NEBRASKA MEATPACKING INDUSTRY WORKERS' BILL OF RIGHTS?

The establishment of Nebraska's Meatpacking Industry Workers Bill of Rights was an important step in the right direction. Unfortunately, it has little meaning if workers do not know the law exists or how to act on the rights it enumerates. Our previous study of the impact of the Meatpacking Industry Workers Bill of Rights, *Dignity on the Line,* found that the law had the greatest impact during the media attention surrounding its passage.[64] After the passage of time, many workers no longer knew about the bill, and other studies have found that many meat and poultry workers are generally unaware of their rights.[65] With the much larger sample of workers in this study, we asked several questions to determine whether workers are aware of their rights, the effectiveness of the Meatpacking Industry Workers Bill of Rights, and other indicators of workers' access to information about workplace rights.

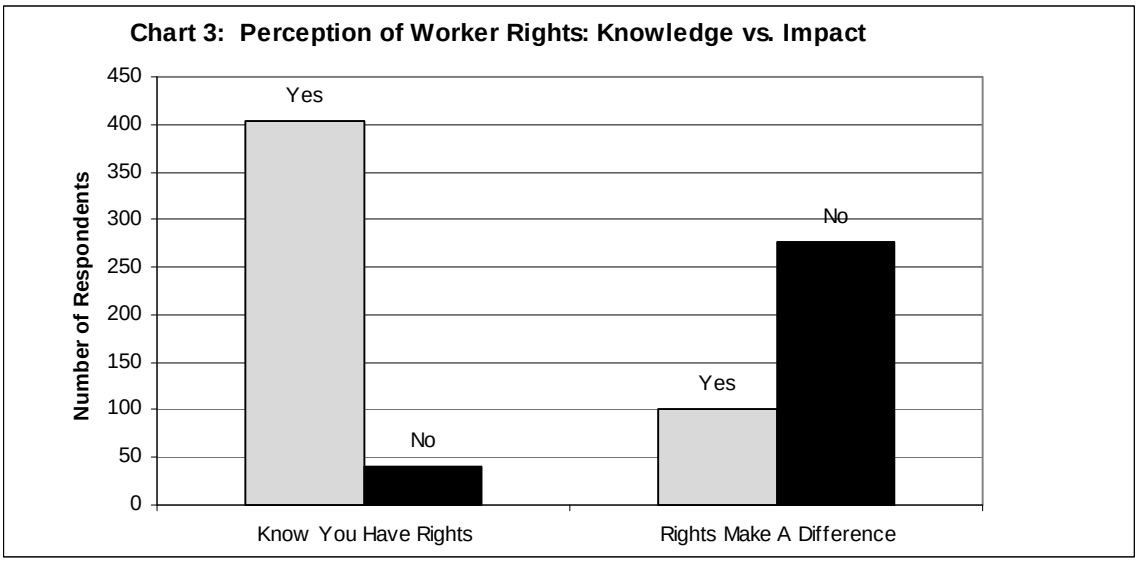
"Our rights don't make a difference because it's always the same."

We found that the vast majority (91%) of workers are aware that they have rights as workers. However, less than 30% of workers actually feel that those rights make a difference (Chart 3). Many written comments indicated a hopelessness that one's rights would make a difference (for example, "It's not worth knowing [your rights], they violate them." "[Your rights] don't do anything." "They violate your rights." "They don't do anything, even when one complains." "It serves no purpose."). Other

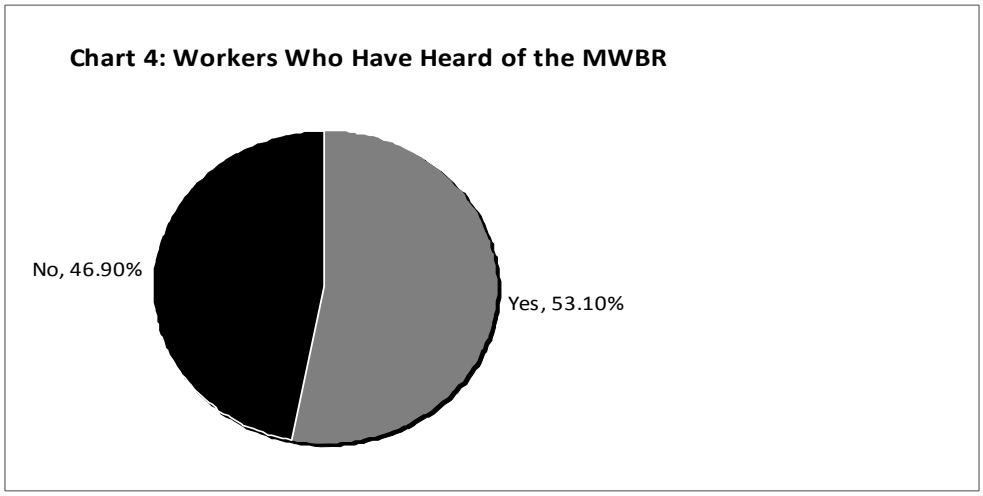
[64] Some individuals interviewed for *Dignity on the Line* noted that workers really felt that they had rights when they were hearing the Governor say so in the media during the publicity around the Meatpacking Workers' Bill of Rights.

[65] *Dignity on the Line*. (2006). Nebraska Appleseed Center for Law in the Public Interest. *Blood, Sweat, and Fear: Workers' Rights in U.S. Meat and Poultry Plants.* (2005). Human Rights Watch.

survey questions indicated that many workers are unclear about how to act on their rights in concrete, practical terms.



With respect to the Nebraska Meatpacking Industry Workers' Bill of Rights in particular, only slightly more than half of respondents were aware of the law, and very few (10%) had heard of the meatpacking workers rights coordinator, Jose Santos (by either his name or position), a key state resource for questions and concerns.



Employers are required by law to post the Meatpacking Industry Workers Bill of Rights in every plant, but as many workers have noted, one poster in a large workplace will have limited impact. Verbal reinforcement through in-person training and/or individual distribution of the information is necessary for effective communication. A number of workers at every site in this study said that the bill of rights was posted; however, the percentage of workers who have heard of it and know it is posted varies from site to site. At Site 1, only one-third of workers had heard of the legislation and knew that the information was posted. By comparison, 58% of the workers at Site 4 had heard of the Meatpacking Industry Workers Bill of Rights.

While more work needs to be done to ensure that all workers are aware of the Nebraska Meatpacking Industry Workers Bill of Rights, 41% of the workers who had heard of the legislation agreed or strongly agreed that they had learned something new from it. This response and the site-to-site difference in the number of workers who were familiar with the legislation suggest it would be worthwhile to promote the bill of rights through additional means, such as providing individual copies to workers with their paychecks, and reviewing the rights during orientation and subsequent trainings. It is also clear that additional steps need to be taken to provide practical information about how to act one one's rights – where to start, what to do, who to call.

FOLLOW THE INFORMATION

Workers have many sources of information about their rights and employment. Respondents to this survey reported that employers (36%), friends (24%), and unions (18%) were the most common sources of information about workers' rights. Table 3 shows the number of workers who reported using each source.

We also asked workers where they had learned about their current job. Friends and family members were the most common source at 46% and 33%, respectively. Another 11% had heard about their current job through an employment agency. We were surprised to find that 7% of workers reported having to pay to obtain an interview for their job. This merits further investigation.

TERMS OF EMPLOYMENT

While all companies are required to share basic employment information upon hiring a new employee, we found that that this was not always the experience of the workers surveyed here. Some workers did not learn about their hours and wage until after they started working. Approximately one-fifth of respondents learned about their starting pay and hours either after they started working or at some other time, such as orientation.

FREEDOM TO ORGANIZE

The ability to organize collectively – as a means to offset the power imbalance otherwise inherent in the employer-employee relationship – is a fundamental right of all workers, protected by state, federal, and international law. Nebraska's Meatpacking Workers' Bill of Rights specifically enumerates this right as well.

Meatpacking used to be a highly organized industry. The past thirty years have seen a significant deterioration in union membership. Approximately one-third of the respondents to this survey belonged to a union.

A majority (two-thirds) of workers recalled their employers talking to them about unions – the information varying from very negative to very positive and varying greatly from site to site.

"If someone wants to talk about the union, they [the employer] will call the police."

For example, of those who heard about unions from their employer, all respondents at Site 3 reported hearing negative information, whereas 97% of the workers at Site 4 reported hearing positive information. The table below compares the type of information employers shared about unions by site (only sites with a sizable number of respondents are included). Responses indicated that non-union employers provided negative information about unions (with 88% and 100% of workers at those sites reporting hearing negative information). Again, Site 3 stands out, where 100% of workers reported hearing negative information and 98% of those reported that the information was very negative. At unionized sites, nearly 100% reported hearing positive information about unions, with most reporting hearing "somewhat positive" information.

Table 4: Type of Information About Unions Expressed by Employers by Site

Site	Unionized	Very Positive	Somewhat Positive	Somewhat Negative	Very Negative
2	No	0.0%	12.0%	76.0%	12.0%
3	No	0.0%	0.0%	2.4%	97.6%
4	Yes	2.9%	94.3%	1.4%	1.4%
5	Yes	3.9%	92.2%	2.0%	2.0%

Written comments in response to the question "What has your employer said about organizing or unions?" underscore the above numbers. The tone of comments is quite different among the sites. A majority of comments from

workers in sites 4 and 5 were straightforward and/or positive, for example: “If you are interested, you can affiliate.” “It’s one’s decision if they want to be in the union.” “It’s your own decision if you want to be in the union.” “That it’s good to organize yourself.” “That if we want, we can do it.” Comments at sites 3 were uniformly negative, where workers reported hearing the following about unions from their employers: “They rob you of your money.” “They work to close plants.” “They take your money and don’t defend you.” “Nothing good – that they are a hindrance and they can come close the plant and leave us without employment.” “They are thieves.” “If someone wants to talk about the union they’ll call the police.”

“[My employer has said] that they rob you of your money and they don’t do anything – sometimes they close the plant.”

WORKERS' COMPENSATION

Every worker, citizen or non-citizen, has a right to workers' compensation. This differs greatly from regular medical insurance. Workers' compensation covers medical expenses and rehabilitation services[66] for work-related injuries. It also provides a weekly income during a period of disability.[67] In Nebraska's meatpacking industry, we found that there is limited access to the program and little understanding among workers about how the program works and how to utilize it.

WORKERS' COMPENSATION IN NEBRASKA

In the state of Nebraska, meatpacking employers are required to provide full workers' compensation to all employees. The employer, at the time of an injury, must advise the injured employee that they have a right to choose a physician of their own choice to treat them – if that physician has treated them or a close family member in the past. The worker is also entitled to receive weekly workers' compensation disability compensation in the form of a cash payment if their injury requires a loss of work. No such payment is due for the first seven days of missed work; however, if the disability is greater than six weeks, the employer must then pay for the initial seven days.[68]

Workers' Compensation is critical to protecting all workers.[69] However, when it comes to accidents and injuries on the job, many workers are unaware of what their rights include.

ACCESS TO WORKERS' COMPENSATION

Less than half (44%) of the surveyed workers remembered receiving information about workers' compensation. These numbers vary greatly among the different sites, from 8.7% to 71%. Table 5 below shows the percentage of workers who had received information about workers' compensation in each site.

[66] Undocumented workers are not entitled to vocational rehabilitation services, though they are entitled to other workers' compensation for on-the-job injuries.

[67] *Blood, Sweat, and Fear* (2004). Human Rights Watch.

[68] Nebraska Workers Compensation Laws. Workers Compensation Insurance.com: Your Source for Workers Compensation Help. Available at: http://www.workerscompensationinsurance.com/workers_compensation/nebraska.htm.

[69] *Blood, Sweat, and Fear.* (2004). Human Rights Watch.

Table 5: Percentage of Workers Who Have Received Information About Workers' Compensation by Site

Site	Yes	No	Don't Know
1	19.7%	38.0%	42.3%
2	62.9%	19.4%	17.7%
3	8.7%	55.1%	36.2%
4	46.9%	13.3%	39.8%
5	71.2%	11.9%	16.9%

Many workers complained about pain in their backs, hands, arms, shoulders, and wrists, but did not report an injury. Around 62% of the workers reported being involved in an accident or injury at work. Of these respondents, 83% reported the injury to a supervisor. Of those who have reported an injury, many mentioned that the company nurses did not properly diagnose the pain. Instead, they instructed the workers to put ice on the injury and then return to work.

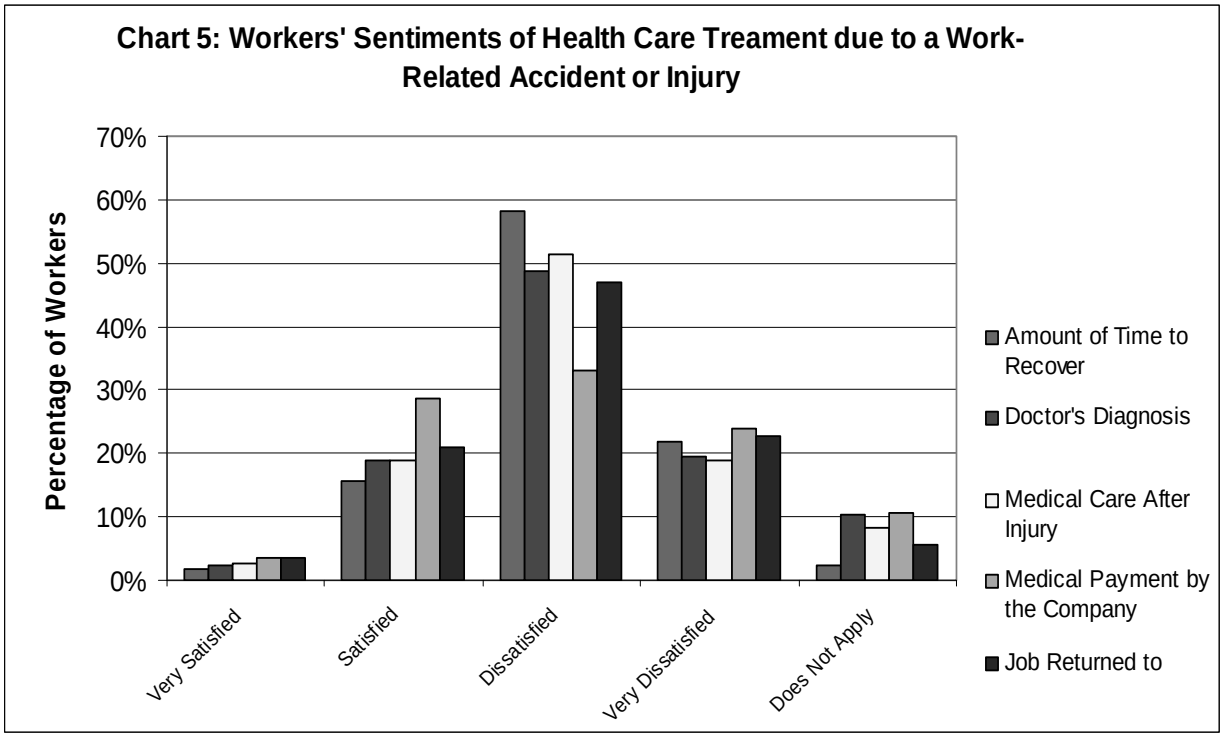
We asked the survey respondents what happened when they reported an accident or injury in the workplace. The vast majority (99%) of workers who reported an accident or injury to their supervisors were sent to a nurse. About half of the workers who reported an accident or injury were eventually sent to a doctor. Fourteen percent were sent to the hospital. About one-fifth of the workers reported that the company gave them a warning because of the accident. Twenty percent of the workers said that their supervisor wrote up a report. A handful of workers (12%) were allowed to switch jobs and two workers reported they were fired because of the accident.

Of those workers who had to see a doctor due to an accident or injury, only 16% reported choosing their own doctor. Approximately one-third of workers knew they had a right to choose their own doctor. About half of the workers who had to visit a doctor due to a work-related injury reported having their medical bills covered by the company. Most of the workers (70%) did not stay home from work for more than seven days. Two-thirds of the workers who stayed home for more than seven days did not receive any wage payment from the company for their recuperation time as is required by law. Written comments communicated another concern: “It’s not shared that when people hurt themselves here they have them in the plant even though they don’t feel well. They do it so they don’t report to OSHA.”

Survey participants answered questions about their overall experience reporting an accident or injury. We asked them to share their opinions (very satisfied, satisfied, dissatisfied, very dissatisfied, and does not apply) regarding:

- The amount of time that was given to recover
- The doctor's diagnosis of the injury
- The medical care received after the injury
- The medical payment made by the company
- The job the worker went back to after the injury

Very few workers reported that they received sufficient recovery time (80% were dissatisfied with the recovery time allowed; only 18% were satisfied). Similar dissatisfaction existed with doctors' diagnosis, medical care received, and the job they returned to (69% dissatisfaction, 71% dissatisfaction, and 69% dissatisfaction, respectively). Slightly more were satisfied with the medical payment made by the company (32% satisfied, 57% dissatisfied).



CONCERN WITH MEDICAL PROVIDERS' NEUTRALITY

As described above, few workers were satisfied with the medical care they received or their doctor's diagnosis after their work related injury. Workers' written comments emphasized a deep concern with the neutrality of the company nurses and the doctors to whom the company provided referrals. (Workers in Nebraska have the right to choose their own doctor or that of a close family member, but if they do not do so immediately upon reporting an injury, they lose that right. In order to act on the right, they or a close family member must have an already established doctor.)

Many survey participants wrote in comments directly questioning nurse or doctor bias ("Why do the nurses and the doctors have to work for the company and be against the employee?" "Why are the nurses the judge? I believe the nurses…think more on the side of the company." "The company suggests using the plant's doctor." "The medics seem that they are in favor of the company." "It would be good if the doctors and nurses didn't belong to the company, because when they tell one to go where the doctor is, he told my friend that her problem was because of menopause and…she's not in that stage.") and many others described perfunctory treatment that led them to believe the medical provider did not really care ("When there are injuries the bad part is they only send them to the nurse and almost only recommend ice.")

QUALITATIVE ANALYSIS: PSYCHOLOGICAL IMPACTS

As described above, survey respondents wrote an enormous amount in response to the survey's open-ended questions. Their comments indicated a psychological impact of the work that went beyond what we had expected to document in terms of physical health and safety. Two graduate students from the University of Puerto Rico Community Psychology Program developed a matrix to assess the psychological impact of the work and tallied written comments by category in a sample subset of the surveys (205 surveys). The results of that analysis reveal that meatpacking workers across all sites go through a considerable amount of suffering. The abuse ranges from physical to emotional.

ABUSIVE SUPERVISION

Throughout workers' written responses, we came across supervisor mistreatment of employees. Examples of abusive behavior by supervisors ranged from screaming and humiliating employees to denying permission to use the restroom. Abusive supervision was found 66 times in a total of 205 surveys. Screaming was the most cited form of abusive supervision in all three worksites surveyed. Another interesting finding was the number of times that participants mentioned the need for Human Relations training for their supervisors as a recommendation for improving the quality of the work environment.

> ***"The supervisors seem like they don't have experience or an education in how to treat personnel."***
>
> ***"They scream at you, they humiliate you."***

VERBAL ABUSE

Verbal abuse was indicated throughout these three survey sites (205 surveys).

> ***"They scream at you a lot."***
>
> ***"They treat you the same, by screaming at you."***

EMOTIONAL ABUSE

Consistent with the literature, workers under high-pressure situations tend to suffer from emotional distress. Lack of job control and fear of job loss were the most salient forms of emotional abuse suffered by the workers in all three worksites. Examples of lack of job control are displayed by the fact that many workers perceived that it was useless to complain or report injuries since their complaints would not be attended. Fear of losing their jobs was the biggest issue that led participants to refrain from reporting injuries. Out of 35 comments where fear of losing their jobs was explicitly expressed, 33 times, it was the main reason for *not* reporting injuries. The other two times the workers mentioned the threat of job loss if they did not report injuries.

> ***"Even if I report it, they don't pay attention. They say, learn to live with the pain."***
>
> ***"Sometimes when you report [an injury] they pressure you more and you can lose your job."***

SOCIAL UNDERMINING

The main criteria for identifying responses under the category of social undermining – based on the data and the literature – was conduct by management that results in misinforming or withholding information from participants that clearly hinders their ability to establish and maintain positive interpersonal relationships and work-related success. The most salient form of this was the information given to discourage union membership. Historically unions have worked as cohesive units of workers with a common goal. Although it may be argued by some that union membership is a waste of time and money, it is not up to the employer to thwart union efforts by misinforming employees of their right to unionize. Information provided by the employer should be value neutral and the decision to unionize or not should be left to the employees. In our findings, site 3 was the most problematic in misinforming employees about the cost and benefits of unionizing (57 comments). The other two sites did not display significant forms of social undermining.

> ***"They'll even call the police if anybody wants to talk with the union."***
>
> ***"[They say that] they're a pest; they can close the plant off and leave us unemployed."***

BULLYING/ MOBBING

Bullying and mobbing are used interchangeably to refer to repeated actions and practices that are directed by one or more workers toward another, which are unwanted by the victim, which may be done deliberately or unconsciously but clearly cause humiliation, offense and distress, and which may interfere with job performance and/or cause an unpleasant working environment. General mistreatment from unidentified sources was the defining factor for this category.

> ***"That they would treat you like people because I know of 3 people that peed themselves and pooped themselves and afterwards they just laugh at you."***
>
> ***"They should improve their treatment towards the workers; they treat us worse than animals."***

PERCEIVED INJUSTICE

Many of the workers surveyed mentioned feelings of discrimination or unfair treatment compared to how others were treated. If the nature of this discrimination was not explicit, and based only on the participants' perception, we coded the text under this category. Examples were:

> ***"It's sad to not know who to complain to, because even the doctors and nurses are on the company's side."***
>
> ***"Sometimes they don't treat people equally. There are supervisors here who have their favorite people and don't do the hard work."***

SEXUAL HARASSMENT

Sexual harassment is one of the most documented and studied types of workplace abuse. This category was the only category that was created exclusively based on a survey item designed to assess the presence of this type of harassment. This was one of the least answered questions in the survey and one of the least reported in the written responses (14 comments). To our surprise, most of the answers that indicated the presence of sexual harassment were answers given by men who reported being harassed by women. This is not to say that the women are not harassed in these environments, but the emotional impact of this type of abuse can tend to lead to silence rather than disclosure.

"Not me, but I have seen my colleagues get harassed and even if they report it, they don't do anything about it."

"I did not report it because they will ask for witnesses and sometimes there aren't any, and it's not the supervisor, it's my colleagues."

PETTY TYRANNY

Data under this category pertain to tyrannical behavior displayed by people in positions of power but not explicitly in a supervisory position (n=58). Tyrannical behavior has been defined in the literature as the use of authority or position for personal gain, the unfair administration of organizational policies, close supervision, distrust, and suspicion. We also added to this category the deprivation of basic rights such as denying permission to go to the bathroom, thwarting efforts to see medical personnel outside of those who work for the company and failure to provide proper equipment that lead to unnecessary efforts on behalf of the employee to successfully complete their work. The most salient examples of tyrannical behavior in all three sites that involve the unfair administration of organizational policies are, overworking injured employees and failure to administer proper medical attention.

"When you report an injury or accident the nurse only tells you to put ice on it and that you have to learn to live with the pain."

"The nurses should take more care of what people tell them, they only give you ice and ask you to buy the pills in the cafeteria."

"After you report it, they give you more work until you're almost fired."

ETHNIC HARASSMENT

Like Perceived Injustice, Ethnic Harassment pertains to feelings of discrimination and unfair treatment but it also includes threatening verbal conduct or exclusionary behavior that has an ethnic component and is directed at a target because of his/her ethnicity. It is difficult to assess the degree of ethnic harassment that workers from minority populations suffered within these plants. There were however few instances where participants described race/ ethnicity as the reason for the unfair treatment (10 comments).

"They ignore you because you're Hispanic."

"They should apply equal treatment without caring for race or skin color; because sometimes the people who speak English have more freedom to choose or change their working times and the supervisors don't say anything."

GENERALIZED WORKPLACE ABUSE

By far the most identified category was Generalized Workplace Abuse. It was the decision of the researchers to include a category that reflected the various types of abuse that the workers at the meatpacking plants suffered based on the nature of their work. Included in this type of abuse were complaints about the speed of the line (211 comments). It is important to include this data because the qualitative data provides a contextual backdrop to the quantitative data gathered from the survey. This type of abuse, although not explicitly psychological in nature, does contribute to a great deal of emotional suffering that these workers go through every day.

"When a visitor comes they slow it down and when they leave they speed it up."

"Because we work in a very cold place it affects your bones and it hurts. If you want to cover yourself with a jacket you have to buy it, and that's not fair."

"The line is too fast."

It is important to stress that the answers provided by the participants of this study should be kept within the context of the questions asked in the survey. That being noted, the survey did reveal other responses that did not fit into one of the categories above. These answers provided some disturbing information as to how the employees can or are being treated in these factories. One example of this came in response to the question "What is the most useful information you have received about workers' rights?" Several participants answered "that I am a person," "that I have the right to go to the bathroom," or "that we are all equal." For most of us, these are things we take for granted. The fact that this was seen as the most important information received by a worker about his/her rights should raise important questions about how they are treated. Future research designed to assess the psychological impact of working in the meatpacking industry should be designed to address these issues.

RECOMMENDATIONS

Nebraska Meatpacking Industry Workers Bill of Rights (MIWBR)

- The state of Nebraska should require employers to provide personal copies of the MIWBR to workers with their first paycheck and periodically thereafter. Community organizations and unions should also make a new effort to distribute this information.

- Information regarding the MIWBR should be incorporated into new employee orientations and ongoing trainings.

- Workers should be provided practical information about *how* they can assert these rights as a required part of employee orientation and trainings (through written information and video).

- The State of Nebraska should provide funding to extend the existing meatpacking workers rights coordinator position to full time, and to add two additional state inspector positions. One part-time position to answer questions and provide support for thousands of meatpacking workers in the state – as well as conduct inspections – is not enough. The inspectors should be able to conduct unannounced inspections, given the number of workers who comment that conditions change for inspections.

- State agencies to which the meatpacking workers rights coordinator might refer workers to pursue claims of discrimination, safety violations, or other workplace concerns should have bilingual staff and/or and other plans in place to communicate effectively with workers who are still learning English. Learning English takes time, and in the meantime, it is critical that state agencies have a means of finding out about serious workplace problems.

Workers' Compensation

- Ensure workers are aware of the workers' compensation system, how it works, and their rights within it by requiring that employers hold workers' compensation information sessions for employees in a language they understand – both as a part of their initial orientation and at least annually. This information should include the right of workers to select their own

physician or that of a close family member for their medical care and the importance of having an established physician in order to act on this right.

- Require employers to provide employees with substantive and detailed information outlining their rights and responsibilities under the workers' compensation system upon the notice of a workplace injury (as is required in Minnesota). This information should include practical advice about how to utilize the system.

- Provide workers with enhanced workers' compensation benefits when their employers have willfully violated OSHA safety standards.

- Strengthen the monitoring and enforcement system to ensure that eligible injured workers are accessing compensatory benefits for their injuries.

- Increase penalties for employers who fail to comply with workers' compensation policies, especially those employers with repeated violations.

- Impose a flat-fee penalty (in addition to the existing legal fees penalty) on employers who fail to pay medical expenses within 30 days notice of their obligation to do so (under 48-125). The monies collected through this penalty would be used to provide additional staffing for the Nebraska Meatpacking Industry Workers Bill of Rights Coordinator or additional inspectors within that office.

- Require that workers compensation cases have a hearing within 6 months of the date the petition is filed. Currently, it often takes nine months before a hearing, which is a prohibitive amount of time for an injured worker to wait without work and income. Justice delayed is justice denied.

- Provide annual cost of living increases using the State's average working wage in order for workers' compensation benefit recipients to keep pace with inflation. Currently, the average workers' compensation weekly benefit package places injured workers at an income level below the State's official poverty level.

- Increase workers' compensation benefit caps so that workers are able to maintain a suitable standard of living, especially where these benefits will provide the only source of income until the worker recovers from the injury. Currently, all other neighboring states provide substantially higher benefits caps, with Iowa providing twice the amount as Nebraska.

- In order to ensure that employers do not use immigration status as a way to avoid responsibility for work injuries, require that employers pay a flat fee of up to $25,000 to an injured worker in the event the employer

"discovers" that the worker is undocumented after a work-related accident and thus cannot receive the full scope of benefits. This fee would offset the benefits the employer saves by not affording that injured worker TTD or vocational rehabilitation. Such a fee would encourage employers not to hire undocumented workers as an escape hatch for the cost of work-related injuries.

- Increase workers' compensation outreach and education efforts by community organizations, unions, and state agencies and departments, including public health, minority health, and the department of labor. Information should be provided through linguistically and culturally appropriate materials.

Worker Dignity

- Companies should comply with Nebraska law that requires providing workers with "reasonable access" to a "sufficient number" of bathrooms for "reasonable use" of the workers. Better enforcement of this right can be accomplished through instituting random workplace inspections by the state and by OSHA (see Worker Safety), mandating worker safety/dignity committees (see Worker Safety), and strengthening workers' ability to organize (see Right to Organize).

- Companies should provide supervisors with human resources training in how to respectfully motivate those they supervise. While language skills are important, a sole focus on language can lead to the promotion of individuals who lack education, experience, or training in managing others.

Worker Safety

- The speed of work must be decreased. Through coordination between OSHA and the USDA, the federal government should create a standard for production line speed and an adequate number of workers on the line in order to strengthen food and worker safety.

- Workers suggest that companies employ "floating" staff to be able to step in when workers need to step away (such as to the bathroom) or cover other absences.

- Due to unacceptably high and persistent injury rates as well as clear underreporting of accidents and injuries, funding must be increased for federal and state safety oversight and enforcement, including more inspectors.

- Because it will never be possible to adequately inspect all worksites, the Nebraska's Department of Labor and federal OSHA should institute

random, unannounced workplace inspections as the federal government does with random tax audits.

- Since workers will always have the best information about workplace safety hazards, the State of Nebraska should mandate that all companies create worker safety/dignity committees. Such committees can work with management to address hazards and can report directly to the state's meatpacking workers rights coordinator, in order to enhance that person's ability to monitor safety across the state.

- The State of Nebraska should require a safety audit of all companies that receive state tax incentives (under the Quality Jobs Act, for example) in order to ensure that recipients of taxpayer dollars live up to basic community standards.

- The State of Nebraska should provide funding to extend the existing part-time Meatpacking Industry Bill of Rights coordinator position a total of three positions, including two inspector positions. One part-time position to answer questions and provide support for all 20,000 meatpacking workers in the state – as well as conduct inspections – is not enough.

- Meatpacking companies should not link bonuses for supervisors or forepersons to the injury rate of their workers because this only discourages individuals from reporting injuries or seeking first aid, creating an unsafe work environment for all. Supervisors may pressure workers not to report injuries and workers, afraid of angering their supervisors, may comply.

- Safety incentive programs that provide prizes or days off when a work crew succeeds in going "accident free" for a certain time period should be discouraged because the program tends to reduce only the *reporting* of injuries and illnesses on the job, rather than reducing the actual number of workplace injuries and illnesses. This creates a "chilling effect" on workplace discussions and reporting of safety concerns and a hostile working environment.

- Congress should amend the OSH Act by increasing civil penalties for OSH Act violations; remove the requirement that a workplace death must occur before criminal penalties can attach; allow felony charges for repeat and willful violations that result in a worker's death or serious injury; create regulations that give workers the right to refuse to do hazardous work; and require that OSHA investigate all cases of death and serious injuries.

- Congress should amend the OSH Act to specifically prohibit employer actions that would discourage reporting a work-related injury, illness, or fatality. Surprisingly, it is not currently against the law for employers to

discourage such critical and potentially life-saving reporting. As one example, employers should be prohibited from threatening to report immigration status.

- Workers should not feel threatened when reporting an accident or injury. Anti-retaliation laws, which are designed to protect a worker's employment so that they do not feel intimidated as a result of filing charges against their employer, should be better enforced and include protection from threats of deportation. Employers should provide greater training to managers and supervisors to ensure understanding of these anti-retaliation laws.

- OSHA should implement mandatory, not recommended, follow-up inspections with non-complying companies; require more intensive examination of a noncomplying employer's history to find systemic problems that would trigger additional mandatory inspections; and conduct inspections throughout a corporation once OSHA has identified a life-threatening hazard at one of the company's establishments.

- Many OSHA penalties are too low and have not been raised since 1990. The average penalty for a serious violation was recently calculated at just $873.[70] Criminal penalties for the most serious OSHA violations should be increased. Currently a willful violation of an OSHA regulation that leads to the death of a worker is only a misdemeanor. Congress should pass HR 2067 that would make these most serious cases felonies, with increased fines and longer maximum prison times.

- Meatpacking workers can make up to 20,000 cuts per day, which can lead to serious repetitive motion injuries. Approximately, one-third of lost work days and worker compensation claims result from ergonomic injuries. OSHA should reinstate the ergonomics program standard on repetitive-motion injuries that was established in 2000 after a decade of study but subsequently rescinded by the Bush Administration. The standard would focus on the significant risk of work-related musculoskeletal disorders (MSDs) confronting employees in general industry workplaces, including the meatpacking industry.

- The State of Nebraska should require employers to institute mandatory breaks, stretching and job rotation to lessen the effect of MSDs who make ergonomic improvements in their plants.

- OSHA should ensure that meatpacking workers have adequate equipment, including sharpened knives, to do their job. To further this

[70] *Death on the Job: The Toll of Neglect, a National and State-by-State Profile of Worker Safety and Health in the United States*, AFL-CIO, 14th Edition, April 2005, available at: http://www.aflcio.org/issues/safety/memorial/upload/death_on_the_job_2005.pdf

goal, OSHA should strictly enforce its standard (clarified in December 2008) requiring employers to provide appropriate personal protection equipment (PPE), at no cost to employees, when the equipment is necessary to protect employees from job-related injuries, illnesses and fatalities. The rule requires protective equipment for eyes, face, head, and extremities, protective clothing, respiratory devices, and protective shields and barriers. The use of PPE is specifically required by OSHA (29 CFR 1910).

- Unions should ensure that health and safety guarantees are included in collective bargaining agreements, including control over line speed and the number of individuals on the line.

- Workers need effective and speedy procedures and substantial remedies when they suffer retaliation for exercising their right to refuse unsafe work.

The Right to Organize

- Congress should strengthen workers' right to organize by increasing penalties against employers who attempt to intimidate, interfere with or block union organizing efforts; require mediation and arbitration to help employers and employees reach a first contract in a reasonable period of time; and fix the anti-democratic nature of current election processes during which companies have long periods of time and control over the election site so as to subject workers to harassment, intimidation, threats, and firings.

Federal Immigration Reform

- All workers, whether native-born or immigrant, documented or undocumented, are entitled to basic human rights in the workplace. It is also the case that the federal government should make the creation of a workable immigration system a national priority, which would significantly reduce mistreatment of immigrant workers. When the federal government fails at these endeavors, such as the case of the summer 2007, this puts an immense amount of pressure on families, communities, workplaces, and state and local governments.

Entrepreneurial and Consumer Change

- Each of us can make a difference by asking vendors – restaurants, grocery stores, institutional buyers – more questions about where their meat comes from and under what conditions it was produced, as well as learning more about meat processing. We can also contact our elected officials to support more effective regulatory oversight.

- As consumers connect their own health and well-being with the health and well-being of the environment, animals, and the workers who process their meat, demand for alternatives to industrially processed meat will continue to rise. U.S. entrepreneurs and investors stand to gain from emulating the successes of New Zealand's new generation of meat processing plants designed with slower line speeds for well-trained workers to attend to the details that improve meat quality and safety.[71]

- Additional recommendations for rebuilding U.S. small-scale meat processing infrastructures can be found in an article by Food & Water Watch, "Where's the Local Beef?" (June 2009) www.foodandwaterwatch.org.

[71] Bjerklie, S. Peak Performance: How "new generation" meat plants forever changed New Zealand's industry. Meat Processing@ www.meatnews.com May 2002.

APPENDIX A: MEATPACKING WORKERS' SURVEY VERSION I

Access to Information –

1. How did you hear about your current job?
   Employment Agency O Family member O Friend O From the company O Other O
2. What is your job in the plant? _____
3. Did you have to pay someone to get an interview for your current job? Yes O No O
4. What information did the company give you about their policies and safety when you started working? Please give some examples:
   _____
5. When did you first find out how many hours you would work?
   When they offered me the job O After I started working O Other O _____
6. When did you first find out about the starting pay you would receive?
   When they offered me the job O After I started working O Other O _____
7. Do you know you have rights as a worker?..... Yes O No O
   If yes, do you feel those rights have made a difference to you?..... Yes O No O
   How did knowing your rights make a difference to you? Please give us an example:
   _____
8. Where have you received information about workers' rights? Please check all that apply:
   My employer O A union O A community organization O Friend O Co-worker O Other? O _____
9. What is the most useful information you have received about workers' rights?
   _____
10. Have you heard of the Meatpacking Workers Bill of Rights?... Yes O No O
11. Have you heard of Jose Santos, the Coordinator of the Meatpacking Workers Bill of Rights? …… Yes O No O
12. Is the Meatpacking Workers Bill of Rights posted in your plant? Yes O No O Don't know O
13. I learned something new about my rights from the Meatpacking Workers Bill of Rights……
    Strongly Agree O Agree O Disagree O Strongly Disagree O Don't know O

Freedom to Organize –

14. Do you belong to a union?..... Yes O No O
15. My employer has talked to me about organizing or unions…… Yes O No O
    If yes, was the information positive? O Negative? O

16. What has your employer said about organizing or unions? Please explain:

_____

_____

Safety on the Job

17. How many meatpacking companies in Nebraska have you worked for? _____
Please print the company name and the years you worked there (e.g. 2001 – 2003).

_____ _____

_____ _____

18. In the different companies where you have worked, has there been a difference …
   a. In safety conditions?.. Yes O No O If yes, please explain:

_____

   b. In training?..... Yes O No O If yes, please explain:

_____

19. Please check if you have been trained in:

	Yes	No	Don't Know
a. Hygiene practices……..	O	O	O
b. Safety equipment…….....	O	O	O
c. Lock out – tag out……..	O	O	O
d. Confined space……..	O	O	O
e. Blood borne pathogens (contaminate with human blood)…..	O	O	O
f. Respiratory protection……..	O	O	O
g. Hazcom/MSDS (information about working with chemicals..	O	O	O
h. Ergonomics (repetitive motion injuries and stretching)…….	O	O	O
i. Ammonia……	O	O	O
j. Pallet mover……..	O	O	O
k. Driving a forklift……	O	O	O
l. Knife use, sharpening, saws or the "Wizard" knife……	O	O	O
m. Other safety training? Please explain:……			

_____

20. Do you stretch at work?.. Yes O No O If yes, how many minutes a day do you stretch? _____
Are you paid for exercise time?..... Yes O No O
Have you been disciplined for exercising? Yes O No O

21. Does your company provide any incentives or bonuses to promote workplace safety? Yes O No O

If your company provides incentives or bonuses to promote workplace safety, do you think it helps make the workplace safer?..... Yes O No O

22. Do they rotate personnel on your line during your shift? Yes O No O

23. Do you agree or disagree with the following statements:

	Strongly Agree	Agree	Disagree	Strongly Disagree
My supervisor applies the company's safety policies all the time.	O	O	O	O
I can talk with my supervisor about work conditions and/or safety.	O	O	O	O
My supervisor really cares about employee safety issues.	O	O	O	O

24. What happens when there is an accident or injury at work? Mark all that apply.

O Employee is sent to doctor or nurse
O Injured employee goes to hospital
O Safety director writes a report
O Supervisor writes a report
O Employee writes a report
O Report is forwarded to OSHA

O Employee is transferred to another job
O Employee continues to receive pay
O Employee is fired by company
O Medical Bills are paid by the company
O Company gives a warning to employee
O Employee is sent home

25. What happens when an employee does not immediately report an accident or injury?

_____

26. Have you ever reported an accident or injury? Yes O No O
If yes, what happened when you reported it? _____

27. Did you get to choose your own doctor? Yes O No O
Did you have to go to the company doctor? Yes O No O
Do you know you have the right to choose your own doctor? Yes O No O

28. How satisfied were you….

	Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied
With the amount of time you had to recover…….	O	O	O	O
With the doctor's diagnosis of your injury…….	O	O	O	O
With the medical care you received after your injury…….	O	O	O	O
With the medical payment made by your company…….	O	O	O	O
With the job you went back to after your injury…….	O	O	O	O

29. Are there ways safety has improved your workplace in the past year? Yes O No O
Please explain: _____

30. Are there ways your workplace has become less safe in the past year? Yes O No O
Please explain: _____

31. Do you think injuries have increased or decreased in the last 12 months? Increased O Decreased O
Please explain: _____

32. Do you think the line speed has changed?
During the last year…… Faster O Slower O Stayed the same O Don't know O
During the last 5 years……. Faster O Slower O Stayed the same O Don't know O
How do you know?..... _____

33. What would you suggest to make your workplace safer?

_____

34. Have you ever been sexually harassed by your supervisor or co-worker? Yes O No O Don't know O
If yes, did you report it? Yes O No O
What happened? _____

Worker's Compensation and Other Benefits –

35. What benefits does your company pay for? Check all that apply.

O Life insurance
O Dental insurance
O Short term disability
O Employee Assistance Program (emotional, etc.)
O Sick pay
O Retirement benefits
O Health insurance
O Vision plan
O Long term disability
O Vacation
O Funeral leave
O Child care

O Family Medical Leave O Other? _____

36. When do you qualify for benefits? After _____ months.

37. Have you been injured or involved in an accident at work in the last year? Yes O No O
If yes, what kind of injury? _____

38. How many times have you been injured working in meat packing plants? _____

39. In orientation, did you receive information on worker's compensation? Yes O No O Don't know O

40. If someone is injured does the company pay their doctor's bills and pay part of their salary while they recover (after the first week?) Yes O No O Please explain:

_____

_____

APPENDIX B:
MEATPACKING WORKERS' SURVEY VERSION II

Thank you for taking the time to complete this survey of what it is like to work at a meatpacking factory. We hope that what we learn from this survey will help improve working conditions for meatpacking workers.

Your responses to this survey are confidential. ; You will not be asked to give your name and no one will be able to identify you if you complete this survey. PLEASE DO NOT WRITE YOUR NAME ON THIS SURVEY.

Completing this survey is voluntary. This means that you do not have to take the survey. You may skip any question that you do not want to answer and you may stop at any time. Thanks again for completing this survey.

If you have questions, please contact Nebraska Appleseed Center for Law in the Public Interest at (402) 438-0263.

PLANT WHERE YOU WORK _____ CITY_____

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1. How did you hear about your current job?
   Employment Agency O Family member O Friend O From the company O Other O
2. What is your job in the plant? _____
3. Did you have to pay someone to get an interview for your current job? Yes O No O
4. WHAT IS YOUR GENDER? MALE O FEMALE O RACE/COUNTRY? _____

Access to Information

5. What information did the company give you about their workplace policies when you started working?

   Safety…….. O
   Attendance……. O
   Benefits……... O
   Other…… O
   I don't remember…… O
   They didn't give me any information... O

   Please give some examples:

   _____

6. When did you first find out how many hours you would work?
   When they offered me the job O After I started working O Other O _____
7. When did you first find out about the starting pay you would receive?
8. Do you know you have rights as a worker?..... Yes O No O

   If NO, go to question #9.

   If YES, do you feel those rights have made a difference to you?..... Yes O No O

   Why or why not?

   _____

   When they offered me the job O After I started working O Other O _____

9. Where have you received information about workers' rights? Please check all that apply:
   My employer O A union O A community organization (for example, a church or community center) O Friend O Co-worker O No One O Other? O
10. What is the most useful information you have received about workers' rights?

    _____

11. Have you heard of the Meatpacking Workers Bill of Rights?..... Yes O No O

13. Is the Meatpacking Workers Bill of Rights posted in your plant?..... Yes O No O Don't know O

14. I learned something new about my rights from the Meatpacking Workers Bill of Rights.

Strongly Agree O Agree O Disagree O Strongly Disagree O Don't knowO

12. Have you heard of Jose Santos, the Coordinator of the Meatpacking Workers Bill of Rights? Yes O No O

Freedom to Organize

15. Do you belong to a union?..... Yes O No O

16. My employer has talked to me about organizing or unions…… Yes O No O

If NO, go to question #18
If YES, was the information ……..... Very positive O Somewhat positive O Somewhat negative O Very Negative O

17. What has your employer said about organizing or unions? Please explain:

_____

_____

Safety on the Job

18. How many meatpacking companies in Nebraska have you worked for? _____

Please list the companies that you have worked for and the years and months you worked:

Company name	# years/months (ex.: "1 year, 3 months")	Which Years? (ex.: "2001-2003")
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

19. If you have worked for more than one plant, do you think the plants are different…

a. In safety conditions?..... Yes O No O Not applicable O If yes, please explain: _____

b. In how well they train workers?..... Yes O No O Not applicable O If yes, please explain: _____

20. Please check if you have been trained in:

	Yes	No	Don't Know	DOES NOT APPLY
a. Hygiene practices……	O	O	O	O
b. Safety equipment…….....	O	O	O	O
c. Lock out – tag out……	O	O	O	O
d. Confined space……	O	O	O	O
e. Blood borne pathogens (contamination with human blood)…….	O	O	O	O
f. Respiratory protection…….	O	O	O	O
g. Hazcom/MSDS (information about working with chemicals)……	O	O	O	O
h. Ergonomics (repetitive motion injuries and stretching)……	O	O	O	O
i. Ammonia……..	O	O	O	O
J. Knife use, sharpening, saws or the "Wizard" knife……	O	O	O	O
k. Other safety training?.....…….	O	O	O	O

Please explain: _____

21. Do you stretch at work? ……. Yes O No O
If YES, how many minutes a day do you stretch at work? _____ minutes.
Are you paid for the time that you stretch?..... Yes O No O
Have you been disciplined for stretching?..... Yes O No O

22. Does your company provide any incentives or bonuses to promote workplace safety?..... Yes O No O

IF YES, DO YOU THINK IT HELPS MAKE THE WORKPLACE SAFER?……

Yes O No O

IF NO, GO TO QUESTION #23.

23. Do they rotate personnel on your line during your shift?..... Yes O No O

24. Do you agree or disagree with the following statements:

	Strongly Agree	Agree	Disagree	Strongly Disagree
My supervisor applies the company's safety policies all the time…..	O	O	O	O
I feel comfortable talking to my supervisor about work conditions and/or safety……	O	O	O	O
My supervisor can talk to me in my own language……..	O	O	O	O
My supervisor really cares about employee safety issues……..	O	O	O	O
I am provided with adequate equipment to do my job……..	O	O	O	O

25. Are there ways your workplace has become *more* safe in the past two years? Yes O No O

Please explain: _____

26. Are there ways your workplace has become *less* safe in the past two years?.. Yes O No O

Please explain: _____

27. Do you think injuries have increased or decreased in the last two years?

Decreased a lot	Decreased somewhat	Stayed the same	Increased somewhat	Increased a lot	I don't know
O	O	O	O	O	O

Please explain: _____

28. Do you think the line speed has changed?

During the last two years… Slower O Stayed the same O Faster O Don't know O

DURING THE LAST 5 YEARS…… Slower O Stayed the same O Faster O Don't know O

How do you know?..... _____

29. In the past two years, during your shift has the number of staff on your line……

Decreased a lot	Decreased somewhat	Stayed the same	Increased somewhat	Increased a lot	I don't know
O	O	O	O	O	O

30. What would you suggest to make your workplace safer?

34. Have you been injured or involved in an accident at work in the last two years?..... Yes O No O

If NO, go to question #38
If YES, what kind of injury/injuries?

33. Since you started working in meatpacking plants, how many times have you been injured on the job? _____

Accidents & Injuries

The next several questions ask about what occurred *after you were injured.* If you have been injured more than once in the past year, please answer questions for the *most serious injury you had.*

35. Did you report the accident or injury?..... Yes O No O
If NO, why not? _____
If you did not report the accident or injury, please skip to question #38

If YES, what happened when you reported your accident or injury? Mark all that apply.

- O I reported the accident to supervisor
- O I was sent to the nurse
- O I was sent to the doctor
- O I was sent to the hospital
- O I was sent home
- O The company gave me a warning
- O My supervisor and/or the safety director wrote a report
- O I was transferred to another job
- O I was fired by the company

	Yes	No	Does Not Apply
36. Did you have to go to a doctor because of your accident or injury?.....	O	O	O
Did you get to choose your own doctor?.....	O	O	O
Did you have to go to the company doctor?.....	O	O	O
Do you know you have the right to choose your own doctor?.....	O	O	O
Did your company pay for your medical bills?.....	O	O	O
If you did not go to work for more than 7 days after the injury, were you paid for the days starting on the 7th day?	O	O	O

37. How satisfied were you….	Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied	Does not apply
With the amount of time you had to recover…….	O	O	O	O	O
WITH THE DOCTOR'S DIAGNOSIS OF YOUR INJURY……	O	O	O	O	O
With the medical care you received after your injury……..	O	O	O	O	O
With the medical payment made by your company…….	O	O	O	O	O
With the job you went back to after your injury…….	O	O	O	O	O

Benefits and Worker's Compensation, the system that pays for your medical care and part of your

31. Have you ever been sexually harassed by your supervisor or co-worker?..... Yes O No O Don't know O
If NO, go to question #32.
If YES, did you report it?..... Yes O No O

What happened when you reported it? _____

salary while you recover from an on-the-job injuries

38. What benefits does your company pay for? Check all that apply.

32. Do you have any fear of reporting accidents or injuries? Not at all O Somewhat O Very Much O
WHY OR WHY NOT?

- O Life Insurance
- O Dental Insurance
- O Short Term Disability
- O Family Medical Leave
- O Sick Pay
- O Retirement Benefits
- O Employee Assistance Program (emotional, mental health services, etc.)
- O Health Insurance
- O Vision Plan
- O Long Term Disability
- O Vacation
- O Funeral Leave
- O Child care
- O Other

_____

39. When do you qualify for benefits? After _____ months.

40. In orientation, did you receive information on worker's compensation? Yes O No O Don't know O

Is there anything else you would like to add?

APPENDIX C:
VARIABLE LIST

Site

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	77	16.9	17.0	17.0
	2	69	15.2	15.2	32.2
	3	93	20.4	20.5	52.6
	4	114	25.1	25.1	77.8
	5	76	16.7	16.7	94.5
	6	2	.4	.4	94.9
	7	22	4.8	4.8	99.8
	8	1	.2	.2	100.0
	Total	454	99.8	100.0	
Missing	System	1	.2		
Total		455	100.0		

HearAboutJobFrom

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Employment Agency	47	10.3	10.7	10.7
	Family Member	146	32.1	33.1	43.8
	Friend	201	44.2	45.6	89.3
	From the Company	23	5.1	5.2	94.6
	Other	24	5.3	5.4	100.0
	Total	441	96.9	100.0	
Missing	System	14	3.1		
Total		455	100.0		

Pay for Interview

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	20	4.4	7.3	7.3
	No	254	55.8	92.7	100.0
	Total	274	60.2	100.0	
Missing	System	181	39.8		
Total		455	100.0		

Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	202	44.4	59.2	59.2
	Female	139	30.5	40.8	100.0
	Total	341	74.9	100.0	
Missing	System	114	25.1		
Total		455	100.0		

RecievedPolicyInfoSafey

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	338	74.3	97.4	97.4
	No	9	2.0	2.6	100.0
	Total	347	76.3	100.0	
Missing	System	108	23.7		
Total		455	100.0		

RecievedPolicyInfoAttendance

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	335	73.6	96.5	96.5
	No	12	2.6	3.5	100.0
	Total	347	76.3	100.0	
Missing	System	108	23.7		
Total		455	100.0		

RecievedPolicyInfoBenefits

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	332	73.0	95.7	95.7
	No	15	3.3	4.3	100.0
	Total	347	76.3	100.0	
Missing	System	108	23.7		
Total		455	100.0		

RecievedPolicyInfoOther

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	4	.9	1.2	1.2
	No	342	75.2	98.8	100.0
	Total	346	76.0	100.0	
Missing	System	109	24.0		
Total		455	100.0		

RecievedPolicyInfoDontKnow

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	5	1.1	1.4	1.4
	No	341	74.9	98.6	100.0
	Total	346	76.0	100.0	
Missing	System	109	24.0		
Total		455	100.0		

RecievedNoPolicyInfo

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	1	.2	.3	.3
	No	344	75.6	99.7	100.0
	Total	345	75.8	100.0	
Missing	System	110	24.2		
Total		455	100.0		

FoundOutHowManyHoursWorking

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	When they offered me the job	356	78.2	80.0	80.0
	After I started working	57	12.5	12.8	92.8
	Other	32	7.0	7.2	100.0
	Total	445	97.8	100.0	
Missing	System	10	2.2		
Total		455	100.0		

FoundOutStartingPay

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	When they offered me the job	361	79.3	82.4	82.4
	After I started workin	48	10.5	11.0	93.4
	Other	29	6.4	6.6	100.0
	Total	438	96.3	100.0	
Missing	System	17	3.7		
Total		455	100.0		

KnowHaveWorkerRights

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	404	88.8	90.8	90.8
	No	41	9.0	9.2	100.0
	Total	445	97.8	100.0	
Missing	System	10	2.2		
Total		455	100.0		

FeelRightsMakeDifference

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	100	22.0	26.6	26.6
	No	276	60.7	73.4	100.0
	Total	376	82.6	100.0	
Missing	System	79	17.4		
Total		455	100.0		

WorkersRightsInfoFromEmployer

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	162	35.6	36.3	36.3
	No	284	62.4	63.7	100.0
	Total	446	98.0	100.0	
Missing	System	9	2.0		
Total		455	100.0		

WorkersRightsInfoFromUnion

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	81	17.8	18.2	18.2
	No	365	80.2	81.8	100.0
	Total	446	98.0	100.0	
Missing	System	9	2.0		
Total		455	100.0		

WorkersRightsInfoFromCommunityOrg

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	27	5.9	6.1	6.1
	No	419	92.1	93.9	100.0
	Total	446	98.0	100.0	
Missing	System	9	2.0		
Total		455	100.0		

WorkersRightsInfoFromFriend

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	108	23.7	24.3	24.3
	No	337	74.1	75.7	100.0
	Total	445	97.8	100.0	
Missing	System	10	2.2		
Total		455	100.0		

WorkersRightsInfoFromCoworker

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	36	7.9	8.1	8.1
	No	410	90.1	91.9	100.0
	Total	446	98.0	100.0	
Missing	System	9	2.0		
Total		455	100.0		

WorkersRightsInfoOther

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	53	11.6	11.9	11.9
	No	393	86.4	88.1	100.0
	Total	446	98.0	100.0	
Missing	System	9	2.0		
Total		455	100.0		

HeardOfMWBR

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	228	50.1	53.1	53.1
	No	201	44.2	46.9	100.0
	Total	429	94.3	100.0	
Missing	System	26	5.7		
Total		455	100.0		

HeardofJoseSantos

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	45	9.9	10.1	10.1
	No	400	87.9	89.9	100.0
	Total	445	97.8	100.0	
Missing	System	10	2.2		
Total		455	100.0		

MWBRpostedinplant

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	195	42.9	45.8	45.8
	No	75	16.5	17.6	63.4
	Don't Know	156	34.3	36.6	100.0
	Total	426	93.6	100.0	
Missing	System	29	6.4		
Total		455	100.0		

LearnFromMWBR

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	19	4.2	4.4	4.4
	Agree	155	34.1	36.2	40.7
	Disagree	59	13.0	13.8	54.4
	Strongly Disagree	32	7.0	7.5	61.9
	Don't Know	163	35.8	38.1	100.0
	Total	428	94.1	100.0	
Missing	System	27	5.9		
Total		455	100.0		

BelongUnion

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	155	34.1	34.9	34.9
	No	289	63.5	65.1	100.0
	Total	444	97.6	100.0	
Missing	System	11	2.4		
Total		455	100.0		

EmployerTalkedAboutUnions

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	262	57.6	67.4	67.4
	No	127	27.9	32.6	100.0
	Total	389	85.5	100.0	
Missing	System	66	14.5		
Total		455	100.0		

EmployerUnionInfo

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Positive	4	.9	1.7	1.7
	Somewhat Positive	128	28.1	53.1	54.8
	Somewhat Negative	24	5.3	10.0	64.7
	Very Negative	85	18.7	35.3	100.0
	Total	241	53.0	100.0	
Missing	System	214	47.0		
Total		455	100.0		

NumberofMeatpackingCompaniesWorked

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	290	63.7	84.3	84.3
	2	36	7.9	10.5	94.8
	3	9	2.0	2.6	97.4
	4	4	.9	1.2	98.5
	5	2	.4	.6	99.1
	6	3	.7	.9	100.0
	Total	344	75.6	100.0	
Missing	System	111	24.4		
Total		455	100.0		

FactoriesVaryInSafety

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	48	10.5	19.3	19.3
	No	103	22.6	41.4	60.6
	Not Applicable	98	21.5	39.4	100.0
	Total	249	54.7	100.0	
Missing	System	206	45.3		
Total		455	100.0		

FactoriesVaryTrainWorker

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	36	7.9	16.1	16.1
	No	94	20.7	42.2	58.3
	Not Applicable	93	20.4	41.7	100.0
	Total	223	49.0	100.0	
Missing	System	232	51.0		
Total		455	100.0		

TrainedHygiene

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	325	71.4	95.9	95.9
	No	14	3.1	4.1	100.0
	Total	339	74.5	100.0	
Missing	System	116	25.5		
Total		455	100.0		

TrainedSafetyEquiptment

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	330	72.5	97.3	97.3
	No	4	.9	1.2	98.5
	Don't Know	2	.4	.6	99.1
	Does not Apply	3	.7	.9	100.0
	Total	339	74.5	100.0	
Missing	System	116	25.5		
Total		455	100.0		

TrainedLockOut

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	149	32.7	44.6	44.6
	No	25	5.5	7.5	52.1
	Don't Know	7	1.5	2.1	54.2
	Does not Apply	153	33.6	45.8	100.0
	Total	334	73.4	100.0	
Missing	System	121	26.6		
Total		455	100.0		

TrainedConfinedSpace

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	101	22.2	30.2	30.2
	No	37	8.1	11.1	41.3
	Don't Know	9	2.0	2.7	44.0
	Does not Apply	187	41.1	56.0	100.0
	Total	334	73.4	100.0	
Missing	System	121	26.6		
Total		455	100.0		

TrainedBloodBornPathogens

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	300	65.9	88.8	88.8
	No	26	5.7	7.7	96.4
	Don't Know	4	.9	1.2	97.6
	Does not Apply	8	1.8	2.4	100.0
	Total	338	74.3	100.0	
Missing	System	117	25.7		
Total		455	100.0		

TrainedRespiratory

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	167	36.7	50.5	50.5
	No	40	8.8	12.1	62.5
	Don't Know	4	.9	1.2	63.7
	Does not Apply	120	26.4	36.3	100.0
	Total	331	72.7	100.0	
Missing	System	124	27.3		
Total		455	100.0		

TrainedHazcom/MSDS

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	201	44.2	61.8	61.8
	No	25	5.5	7.7	69.5
	Don't Know	3	.7	.9	70.5
	Does not Apply	96	21.1	29.5	100.0
	Total	325	71.4	100.0	
Missing	System	130	28.6		
Total		455	100.0		

TrainedErgonomics

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	300	65.9	89.8	89.8
	No	29	6.4	8.7	98.5
	Don't Know	3	.7	.9	99.4
	Does not Apply	2	.4	.6	100.0
	Total	334	73.4	100.0	
Missing	System	121	26.6		
Total		455	100.0		

TrainedAmmonia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	242	53.2	73.3	73.3
	No	20	4.4	6.1	79.4
	Don't Know	3	.7	.9	80.3
	Does not Apply	65	14.3	19.7	100.0
	Total	330	72.5	100.0	
Missing	System	125	27.5		
Total		455	100.0		

TrainedKnifeUse

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	304	66.8	92.1	92.1
	No	12	2.6	3.6	95.8
	Don't Know	1	.2	.3	96.1
	Does not Apply	13	2.9	3.9	100.0
	Total	330	72.5	100.0	
Missing	System	125	27.5		
Total		455	100.0		

TrainedOther

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	124	27.3	62.6	62.6
	No	18	4.0	9.1	71.7
	Don't Know	4	.9	2.0	73.7
	Does not Apply	52	11.4	26.3	100.0
	Total	198	43.5	100.0	
Missing	System	257	56.5		
Total		455	100.0		

StretchatWork

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	55	12.1	12.4	12.4
	No	390	85.7	87.6	100.0
	Total	445	97.8	100.0	
Missing	System	10	2.2		
Total		455	100.0		

PaidforExerciseTime

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	35	7.7	27.8	27.8
	No	91	20.0	72.2	100.0
	Total	126	27.7	100.0	
Missing	System	329	72.3		
Total		455	100.0		

DisciplinedforExercise

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	17	3.7	15.3	15.3
	No	94	20.7	84.7	100.0
	Total	111	24.4	100.0	
Missing	System	344	75.6		
Total		455	100.0		

CompProvideIncentivesforSafety

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	80	17.6	18.5	18.5
	No	352	77.4	81.5	100.0
	Total	432	94.9	100.0	
Missing	System	23	5.1		
Total		455	100.0		

IncentivesMakeWorkplaceSafer

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	135	29.7	39.4	39.4
	No	208	45.7	60.6	100.0
	Total	343	75.4	100.0	
Missing	System	112	24.6		
Total		455	100.0		

RotatePersonnelDuringShift

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	77	16.9	18.7	18.7
	No	334	73.4	81.3	100.0
	Total	411	90.3	100.0	
Missing	System	44	9.7		
Total		455	100.0		

SupAppliesSafetyPoliciesAllTime

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	21	4.6	4.8	4.8
	Agree	85	18.7	19.3	24.0
	Disagree	292	64.2	66.2	90.2
	Stronly Disagree	43	9.5	9.8	100.0
	Total	441	96.9	100.0	
Missing	System	14	3.1		
Total		455	100.0		

FeelComfortableTalkingtoSupAboutWork

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	17	3.7	5.0	5.0
	Agree	174	38.2	51.6	56.7
	Disagree	141	31.0	41.8	98.5
	Stronly Disagree	5	1.1	1.5	100.0
	Total	337	74.1	100.0	
Missing	System	118	25.9		
Total		455	100.0		

SupSpeaksMyLanguage

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Stronly Agree	16	3.5	4.7	4.7
	Agree	142	31.2	42.1	46.9
	Disagree	165	36.3	49.0	95.8
	Stronly Disagree	14	3.1	4.2	100.0
	Total	337	74.1	100.0	
Missing	System	118	25.9		
Total		455	100.0		

SupCaresAboutEmployeeSafety

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	16	3.5	3.7	3.7
	Agree	73	16.0	16.7	20.4
	Disagree	300	65.9	68.8	89.2
	Strongly Disagree	47	10.3	10.8	100.0
	Total	436	95.8	100.0	
Missing	System	19	4.2		
Total		455	100.0		

ProvidedAdequateEquipment

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Stongly Agree	113	24.8	33.5	33.5
	Agree	67	14.7	19.9	53.4
	Disagree	151	33.2	44.8	98.2
	Stronly Disagree	6	1.3	1.8	100.0
	Total	337	74.1	100.0	
Missing	System	118	25.9		
Total		455	100.0		

WorkplaceMoreSafePastYear

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	60	13.2	13.9	13.9
	No	373	82.0	86.1	100.0
	Total	433	95.2	100.0	
Missing	System	22	4.8		
Total		455	100.0		

Note: Please disregard this chart's shorthand title above. Survey question asked not about overall assessment of safety, but instead "Are there ways in which your workplace has become more safe in the past year?"

WorkplaceLessSafePastYear

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	221	48.6	51.6	51.6
	No	207	45.5	48.4	100.0
	Total	428	94.1	100.0	
Missing	System	27	5.9		
Total		455	100.0		

Note: Please disregard this chart's shorthand title above. Survey question asked not about overall assessment of safety, but instead "Are there ways in which your workplace has become less safe in the past year?"

InjuriesPastYear

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Decreased A Lot	3	.7	.9	.9
	Decreased Somewhat	21	4.6	6.1	7.0
	Stayed the Same	200	44.0	58.5	65.5
	Increased Somewhat	104	22.9	30.4	95.9
	Increased A Lot	14	3.1	4.1	100.0
	Total	342	75.2	100.0	
Missing	System	113	24.8		
Total		455	100.0		

LineSpeedPastYear

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Slower	1	.2	.2	.2
	Stayed the Same	109	24.0	24.9	25.1
	Faster	318	69.9	72.6	97.7
	Don't Know	10	2.2	2.3	100.0
	Total	438	96.3	100.0	
Missing	System	17	3.7		
Total		455	100.0		

LineSpeedPast5Years

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Slower	23	5.1	8.3	8.3
	Stayed the Same	9	2.0	3.2	11.6
	Faster	123	27.0	44.4	56.0
	Don't Know	122	26.8	44.0	100.0
	Total	277	60.9	100.0	
Missing	System	178	39.1		
Total		455	100.0		

#LineStaffPastYear

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Decreased A lot	21	4.6	6.3	6.3
	Decreased Somewhat	134	29.5	40.5	46.8
	Stayed the Same	157	34.5	47.4	94.3
	Increased Somewhat	17	3.7	5.1	99.4
	Increased A Lot	2	.4	.6	100.0
	Total	331	72.7	100.0	
Missing	System	124	27.3		
Total		455	100.0		

SexuallyHarassed

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	23	5.1	5.3	5.3
	No	407	89.5	93.8	99.1
	Don't Know	4	.9	.9	100.0
	Total	434	95.4	100.0	
Missing	System	21	4.6		
Total		455	100.0		

ReportSexualHarassment

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	3	.7	16.7	16.7
	No	15	3.3	83.3	100.0
	Total	18	4.0	100.0	
Missing	System	437	96.0		
Total		455	100.0		

FearReportingAccidentsInjuries

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not At All	221	48.6	63.9	63.9
	Somewhat	113	24.8	32.7	96.5
	Very Much	12	2.6	3.5	100.0
	Total	346	76.0	100.0	
Missing	System	109	24.0		
Total		455	100.0		

AccidentInjuredatWork

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	257	56.5	62.4	62.4
	No	155	34.1	37.6	100.0
	Total	412	90.5	100.0	
Missing	System	43	9.5		
Total		455	100.0		

ReportAccidentInjury

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	197	43.3	83.1	83.1
	No	40	8.8	16.9	100.0
	Total	237	52.1	100.0	
Missing	System	218	47.9		
Total		455	100.0		

ReportAccidentSup

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	133	29.2	95.7	95.7
	No	6	1.3	4.3	100.0
	Total	139	30.5	100.0	
Missing	System	316	69.5		
Total		455	100.0		

ReportAccSentNurse

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	137	30.1	98.6	98.6
	No	2	.4	1.4	100.0
	Total	139	30.5	100.0	
Missing	System	316	69.5		
Total		455	100.0		

ReportAccSentDoctor

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	65	14.3	46.8	46.8
	No	74	16.3	53.2	100.0
	Total	139	30.5	100.0	
Missing	System	316	69.5		
Total		455	100.0		

ReportAccSentHospital

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	20	4.4	14.4	14.4
	No	119	26.2	85.6	100.0
	Total	139	30.5	100.0	
Missing	System	316	69.5		
Total		455	100.0		

ReportAccSentHome

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	11	2.4	7.9	7.9
	No	128	28.1	92.1	100.0
	Total	139	30.5	100.0	
Missing	System	316	69.5		
Total		455	100.0		

ReportAccCompanyGaveMeWarning

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	29	6.4	20.9	20.9
	No	110	24.2	79.1	100.0
	Total	139	30.5	100.0	
Missing	System	316	69.5		
Total		455	100.0		

ReportAccSup/SafetyDirWroteReport

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	27	5.9	19.4	19.4
	No	112	24.6	80.6	100.0
	Total	139	30.5	100.0	
Missing	System	316	69.5		
Total		455	100.0		

ReportAccTransferredJob

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	17	3.7	12.2	12.2
	No	122	26.8	87.8	100.0
	Total	139	30.5	100.0	
Missing	System	316	69.5		
Total		455	100.0		

ReportAccFired

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	2	.4	1.4	1.4
	No	137	30.1	98.6	100.0
	Total	139	30.5	100.0	
Missing	System	316	69.5		
Total		455	100.0		

HadtoSeeDoctorb/cAccidentInjury

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	66	14.5	53.7	53.7
	No	48	10.5	39.0	92.7
	Does Not Apply	9	2.0	7.3	100.0
	Total	123	27.0	100.0	
Missing	System	332	73.0		
Total		455	100.0		

ChooseDoctor

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	34	7.5	16.3	16.3
	No	158	34.7	75.6	91.9
	Does not Apply	17	3.7	8.1	100.0
	Total	209	45.9	100.0	
Missing	System	246	54.1		
Total		455	100.0		

GotoCompanyDoctor

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	142	31.2	70.3	70.3
	No	52	11.4	25.7	96.0
	Does not Apply	8	1.8	4.0	100.0
	Total	202	44.4	100.0	
Missing	System	253	55.6		
Total		455	100.0		

KnowHaveRightChooseDoctor

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	74	16.3	34.3	34.3
	No	131	28.8	60.6	94.9
	Does not Apply	11	2.4	5.1	100.0
	Total	216	47.5	100.0	
Missing	System	239	52.5		
Total		455	100.0		

CompanyPayMedBills

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	55	12.1	51.4	51.4
	No	16	3.5	15.0	66.4
	Does not Apply	36	7.9	33.6	100.0
	Total	107	23.5	100.0	
Missing	System	348	76.5		
Total		455	100.0		

Paidfor7thDayGoneFromWorkduetoAccInjury

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	9	2.0	10.6	10.6
	No	18	4.0	21.2	31.8
	Does not Apply	58	12.7	68.2	100.0
	Total	85	18.7	100.0	
Missing	System	370	81.3		
Total		455	100.0		

RecoveryTimeAllowed

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Satisfied	4	.9	1.9	1.9
	Satisfied	33	7.3	15.7	17.6
	Dissatisfied	122	26.8	58.1	75.7
	Very Dissatisfied	46	10.1	21.9	97.6
	Does not Apply	5	1.1	2.4	100.0
	Total	210	46.2	100.0	
Missing	System	245	53.8		
Total		455	100.0		

Doctor'sDiagnosis

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Satisfied	5	1.1	2.5	2.5
	Satisfied	38	8.4	18.9	21.4
	Dissatisfied	98	21.5	48.8	70.1
	Very Dissatisfied	39	8.6	19.4	89.6
	Does not Apply	21	4.6	10.4	100.0
	Total	201	44.2	100.0	
Missing	System	254	55.8		
Total		455	100.0		

MedCareReceived

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Satisfied	5	1.1	2.6	2.6
	Satisfied	37	8.1	18.9	21.4
	Dissatisfied	101	22.2	51.5	73.0
	Very Dissatisfied	37	8.1	18.9	91.8
	Does not Apply	16	3.5	8.2	100.0
	Total	196	43.1	100.0	
Missing	System	259	56.9		
Total		455	100.0		

MedPaymentbyCompany

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Satisfied	7	1.5	3.6	3.6
	Satisfied	56	12.3	28.6	32.1
	Dissatisfied	65	14.3	33.2	65.3
	Very Dissatisfied	47	10.3	24.0	89.3
	Does not Apply	21	4.6	10.7	100.0
	Total	196	43.1	100.0	
Missing	System	259	56.9		
Total		455	100.0		

JobReturnedtoAfterInjury

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Satisfied	7	1.5	3.5	3.5
	Satisfied	42	9.2	21.2	24.7
	Dissatisfied	93	20.4	47.0	71.7
	Very Dissatisfied	45	9.9	22.7	94.4
	Does not Apply	11	2.4	5.6	100.0
	Total	198	43.5	100.0	
Missing	System	257	56.5		
Total		455	100.0		

CompBenefitLifeInsurance

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	405	89.0	95.7	95.7
	No	18	4.0	4.3	100.0
	Total	423	93.0	100.0	
Missing	System	32	7.0		
Total		455	100.0		

CompBenefitDental

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	401	88.1	93.9	93.9
	No	26	5.7	6.1	100.0
	Total	427	93.8	100.0	
Missing	System	28	6.2		
Total		455	100.0		

CompBenefitSTDisability

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	287	63.1	78.8	78.8
	No	77	16.9	21.2	100.0
	Total	364	80.0	100.0	
Missing	System	91	20.0		
Total		455	100.0		

CompBenefitFamMedLeave

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	293	64.4	84.7	84.7
	No	53	11.6	15.3	100.0
	Total	346	76.0	100.0	
Missing	System	109	24.0		
Total		455	100.0		

CompBenefitSickPay

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	188	41.3	53.3	53.3
	No	165	36.3	46.7	100.0
	Total	353	77.6	100.0	
Missing	System	102	22.4		
Total		455	100.0		

CompBenefitRetirement

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	249	54.7	68.0	68.0
	No	117	25.7	32.0	100.0
	Total	366	80.4	100.0	
Missing	System	89	19.6		
Total		455	100.0		

CompBenefitsEmployeeAssistance

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	206	45.3	53.6	53.6
	No	178	39.1	46.4	100.0
	Total	384	84.4	100.0	
Missing	System	71	15.6		
Total		455	100.0		

CompBenefitHealthInsurance

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	418	91.9	97.0	97.0
	No	13	2.9	3.0	100.0
	Total	431	94.7	100.0	
Missing	System	24	5.3		
Total		455	100.0		

CompBenefitVision

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	336	73.8	84.0	84.0
	No	64	14.1	16.0	100.0
	Total	400	87.9	100.0	
Missing	System	55	12.1		
Total		455	100.0		

CompBenefitLTDisability

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	263	57.8	74.3	74.3
	No	91	20.0	25.7	100.0
	Total	354	77.8	100.0	
Missing	System	101	22.2		
Total		455	100.0		

CompBenefitVacation

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	426	93.6	99.1	99.1
	No	4	.9	.9	100.0
	Total	430	94.5	100.0	
Missing	System	25	5.5		
Total		455	100.0		

CompBenefitFuneralLeave

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	335	73.6	86.6	86.6
	No	52	11.4	13.4	100.0
	Total	387	85.1	100.0	
Missing	System	68	14.9		
Total		455	100.0		

CompBenefitChildCare

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	25	5.5	7.5	7.5
	No	308	67.7	92.5	100.0
	Total	333	73.2	100.0	
Missing	System	122	26.8		
Total		455	100.0		

CompBenefitOther

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	17	3.7	5.1	5.1
	No	316	69.5	94.9	100.0
	Total	333	73.2	100.0	
Missing	System	122	26.8		
Total		455	100.0		

HowManyMonthsQualifyforBenefits

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2 months	7	1.5	2.1	2.1
	3 months	316	69.5	96.6	98.8
	6 months	4	.9	1.2	100.0
	Total	327	71.9	100.0	
Missing	System	128	28.1		
Total		455	100.0		

ReceiveInfoAboutWorkers'Comp

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	168	36.9	44.0	44.0
	No	99	21.8	25.9	69.9
	Don't Know	115	25.3	30.1	100.0
	Total	382	84.0	100.0	
Missing	System	73	16.0		
Total		455	100.0		

TrainedSafetyEquiptmentrecode

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	324	71.2	98.2	98.2
	No	4	.9	1.2	99.4
	Don't Know	2	.4	.6	100.0
	Total	330	72.5	100.0	
Missing	System	125	27.5		
Total		455	100.0		

TrainedHygienerecode

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	319	70.1	95.8	95.8
	No	14	3.1	4.2	100.0
	Total	333	73.2	100.0	
Missing	System	122	26.8		
Total		455	100.0		

TrainedLockOutrecode

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	143	31.4	81.7	81.7
	No	25	5.5	14.3	96.0
	Don't Know	7	1.5	4.0	100.0
	Total	175	38.5	100.0	
Missing	System	280	61.5		
Total		455	100.0		

TrainedConfinedSpacerecode

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	95	20.9	67.4	67.4
	No	37	8.1	26.2	93.6
	Don't Know	9	2.0	6.4	100.0
	Total	141	31.0	100.0	
Missing	System	314	69.0		
Total		455	100.0		

TrainedBloodBornPathogensrecode

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	294	64.6	90.7	90.7
	No	26	5.7	8.0	98.8
	Don't Know	4	.9	1.2	100.0
	Total	324	71.2	100.0	
Missing	System	131	28.8		
Total		455	100.0		

TrainedRespiratoryrecode

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	161	35.4	78.5	78.5
	No	40	8.8	19.5	98.0
	Don't Know	4	.9	2.0	100.0
	Total	205	45.1	100.0	
Missing	System	250	54.9		
Total		455	100.0		

TrainedHazcom/MSDSrecode

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	195	42.9	87.4	87.4
	No	25	5.5	11.2	98.7
	Don't Know	3	.7	1.3	100.0
	Total	223	49.0	100.0	
Missing	System	232	51.0		
Total		455	100.0		

TrainedErgonomicsrecode

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	294	64.6	90.2	90.2
	No	29	6.4	8.9	99.1
	Don't Know	3	.7	.9	100.0
	Total	326	71.6	100.0	
Missing	System	129	28.4		
Total		455	100.0		

TrainedAmmoniarecode

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	236	51.9	91.1	91.1
	No	20	4.4	7.7	98.8
	Don't Know	3	.7	1.2	100.0
	Total	259	56.9	100.0	
Missing	System	196	43.1		
Total		455	100.0		

TrainedKnifeUserecode

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	298	65.5	95.8	95.8
	No	12	2.6	3.9	99.7
	Don't Know	1	.2	.3	100.0
	Total	311	68.4	100.0	
Missing	System	144	31.6		
Total		455	100.0		

TrainedOtherrecode

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	122	26.8	85.3	85.3
	No	17	3.7	11.9	97.2
	Don't Know	4	.9	2.8	100.0
	Total	143	31.4	100.0	
Missing	System	312	68.6		
Total		455	100.0		

FactoriesVaryInSafetyrecode

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	21	4.6	37.5	37.5
	No	35	7.7	62.5	100.0
	Total	56	12.3	100.0	
Missing	System	399	87.7		
Total		455	100.0		

FactoriesVaryTrainWorkerrecode

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	21	4.6	42.9	42.9
	No	28	6.2	57.1	100.0
	Total	49	10.8	100.0	
Missing	System	406	89.2		
Total		455	100.0		

APPENDIX D: CATEGORY GUIDE FOR QUALITATIVE ANALYSIS

Category Guide

1. **Abusive Supervision** – Subordinates perception of the extent to which their supervisors engage in a sustained display of hostile verbal and non-verbal behaviors, excluding physical contact. Data under this category must come explicitly from a person in a supervisory position.

2. **Verbal Abuse –** Use of derogatory names, engaging in explosive outburst (yelling or screaming at someone)

3. **Emotional Abuse -** Intimidating by use of threat of job loss, lack of job control, aggressive eye contact, and the silent treatment.

4. **Social Undermining** – Behavior intended to hinder, over time, the ability to establish and maintain positive interpersonal relationships, work related success and favorable reputation. Such as withholding needed information or misinforming.

5. **Bullying / Mobbing** – Repeated actions and practices that are directed by one or more workers towards another, which are unwanted by the victim which may be done deliberately or unconsciously but clearly cause humiliation, offence and distress and that may interfere with job performance and/or cause an unpleasant working environment.

6. **Perceived Injustice** – The perception of the victim in respect to unfair treatment or discrimination in opposition to others.

7. **Sexual Harassment** - Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.

8. **Petty Tyranny** – The use of authority or position for personal gain, the unfair administration of organizational policies, close supervision, distrust and suspicion and the deprivation of basic rights. Data under this category pertain to tyrannical behavior displayed by people in position of power but not explicitly in a supervisory position.

9. **Ethnic Harassment –** Threatening verbal conduct or exclusionary behavior that has an ethnic component and is directed at a target because of his/her ethnicity.

10. **General Workplace Abuse** – Stressors that stem from the nature of the working environment, but cannot explicitly be attributed to interpersonal working relationships. These may include unsafe working conditions that can produce physical injury or result an emotional distress.

We need more people on the line | Slow the line | There are a lot of injuries in the plant | You complain and they give you ice | Sometimes one doesn't see accidents but because of the repetitive motion you hurt yourself | They increase the number of pieces and they pile on more and because of this you cut yourself | The supervisors maintain the speed at their will | Your hands swell and your shoulders hurt | When you report it they tell you to put ice on it | They operated on my elbow…on my hand but there are days I don't even know where to put my arms. They hurt me | My hand was hurting me, but they tell you to put ice on it and that's it, even though it doesn't do anything | Back pain and inflamed hands | Hand/Finger/Arm pain | Pain in the back, hands, shoulders | In the beginning it's difficult, your fingers swell | I cut my hand with the knife | Nothing serious – pain in the back – I think one needs to do stretching exercises, but there isn't time | Pain in the hands/swollen hands but they order you to put ice on it and that helps you a little | Cut myself with the knife | I fell, the floor was slick | My shoulder was hurting – when the line is fast it's necessary to put more energy into it | At the beginning my hands were inflamed, I fell and broke my hand | Pain in the shoulders | Problems with my hands | Back injury | Tendons – sometimes you don't say anything because they just tell you to use ice and pills | My hands/fingers lock up | It wasn't an "accident" – it's an injury of the hands | Inflammation of the hands and shoulder pain | Shoulder and back pain | My thumb locks up | My hands/fingers lock up | It would be good if the line remained the same speed as when visitors come | The supervisors scream at you without any reason | The injuries haven't affected me much but I have seen that when there are injuries the bad part is that they only send them with the nurse and almost only recommend ice | In almost all my jobs I have been hurt and operated on…I am tired | The doctor says that my tendons are already worn out | Before they were killing 2,200, now 3,200 | When there are visits from high bosses they slow down the line | It's not shared that when people hurt themselves here they have them in the plant even though they don't feel well – they do it so they don't report to OSHA | There is mistreatment in the company | Many of my friends have thrown out balls/tendons or they have bad backs | The nurses should not be working for the company | We need better treatment from the supervisors | I know 2 people who have urinated and pooped in their pants on the line | We need permission to go to the bathroom sometimes people wet their pants | The nurses shouldn't be a part of the company because they are always in favor of the company and against the employees | We need someone to cover us in order to go to the bathroom | It would be good if the doctors and nurses didn't belong to the company, because when they tell you to go to the doctor – he told my friend that her problem was because of menopause and she believes this isn't true because she's not in that stage | They should treat one better like an employee | When you report an accident or injury the nurse only tells you to put ice on it and that you have to live with the pain | When you have a lot of pain the company sends you to the doctor – then they say it's not related to the job – they send you to rest but you don't receive pay from any source | Today in this plant they operate on you and the next day they have you working | Supervisors need better training in Human Relations | We need to improve the supervisor/employee relationship – they scream at you a lot | We need to go to the bathroom - there are people that have wet their pants on the line | The plant doesn't care about the people or the quality they only care about production | It would be good if you come to the plant to know all of the injustices they commit | They should treat you like human beings because I know of 3 people who urinated and pooped in their pants on the line and afterwards they laugh at you | Please try to do something about the speed of the line | The supervisors should treat you a little better and they should pay attention when you have to go to the bathroom because there were 3 people who wet their pants and I know of one guy who pooped in his pants 2 times | Why do the nurses and doctors have to work for the company and be against the employee? The nurses and doctors are in favor of the company | One needs permission to go to the bathroom and some have gone pee and poop [working] on the line | They treat you worse than animals (screaming, etc.) | The supervisors need a course in human relations, they treat the employees really badly | There is exploitation in these packing plants | I think that the people deserve better treatment sometimes they scream at us a lot | One doesn't want to report accidents because they only send them to put ice on it and that's it – [the accidents] have to be because one cut oneself or fell for them to send you to the doctor | As you work in this cold place, it affects your bones and it hurts | Perhaps you will help us so that they will regulate the speed of the line | There are good supervisors but there are others who scream a lot and make one nervous and that can cause accidents | They should recommend to the companies that to be a supervisor one should be trained in human relations so they don't mistreat employees so much | Thank you



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