

Piloting a Health and Safety Clinic Model to Address Precarious Worker Concerns



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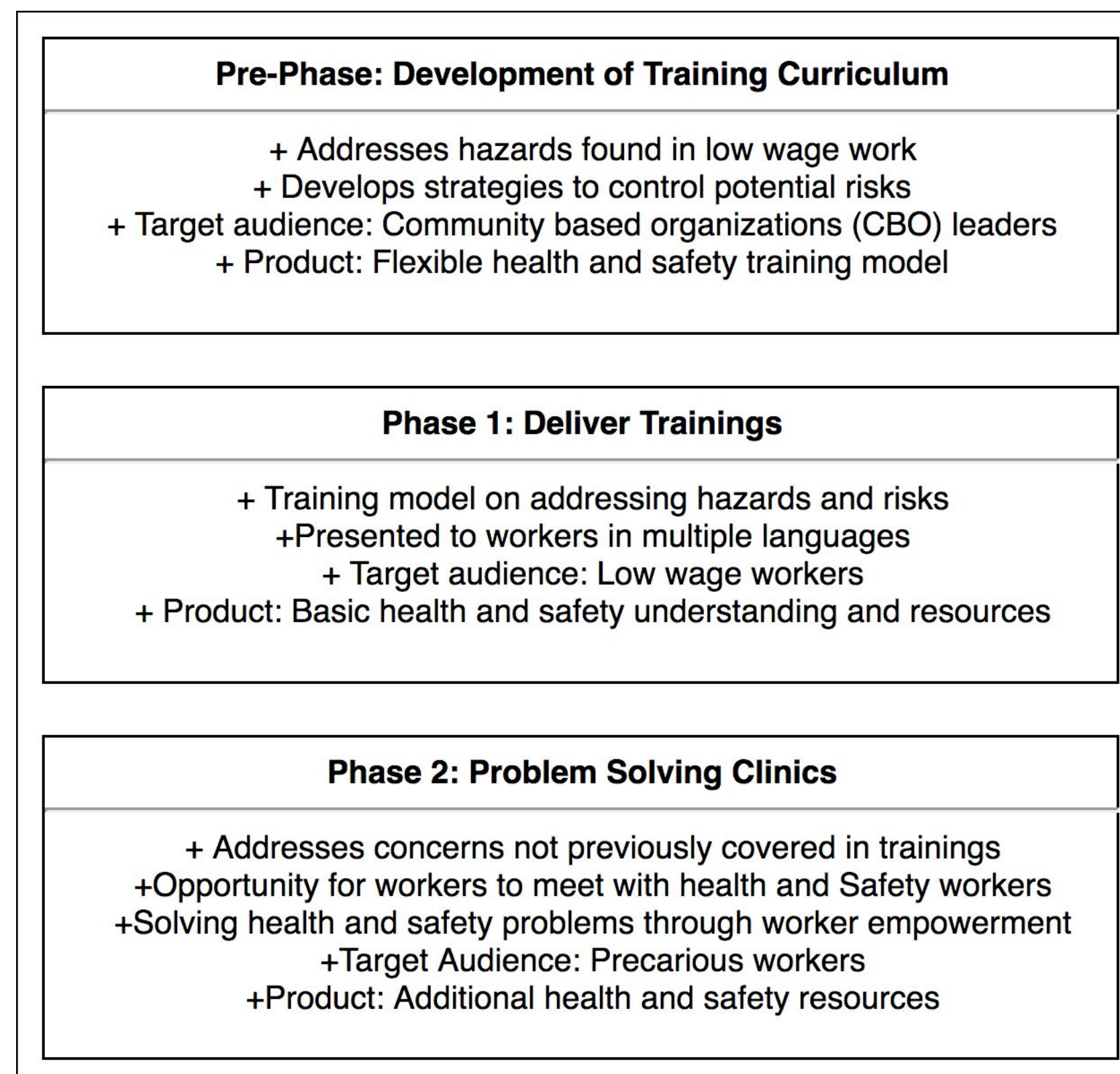
Introduction

Figure 1: Common precarious work characteristics and industries^{1,2}

Precarious Work Characteristics	Common Precarious Work Industries
Low wages	Agriculture
Uncertain employment durations	Custodial
Lack of worker benefits	Food Service
Hostile work environment	Housekeeping
Increased occupational injury rates	Retail
Inadequate safety training and resources	Warehouse

- Minorities and migrant workers disproportionately make up a large proportion of this work force.¹
- Difficult to measure precarious work due to employment variation among its many job sectors.³

Figure 2: Safety and Health Investment Projects Grant Timeline and Structure



Methods

- Workers are recruited by CBOs at the conclusion of the 1-hour health and safety trainings.
- Workers express concerns amongst peers and experts from occupational medicine, nursing, industrial hygiene, and legal advocates.
- Shared experiences cultivates worker empowerment to solve problems.
- Resources are provided by experts for workers to take home.
- Assessment of clinic is done through worker evaluations and phone interviews.

Clinic 1

- Clinic 1 was held on September 30, 2017 in Seattle, WA.

Table 1: Clinic 1 Worker Demographics and Concerns

Worker	Industry	Gender	Age	Language	Race/Ethnicity	Concern(s)
1	Warehouse	Man	30s	Somali	Somali	Work-related injury, Worker's Compensation Claim
2	Agriculture	Woman	40s	Spanish	Mexican	Sexual Harassment, Unfair Work Practices, Lack of Response
3	Custodial	Woman	50s	English	Somali	Chronic Work-related injury, Worker's Compensation Claim
4	Gas Station Attendant, Housekeep	Woman	20s	English	Somali	General Health and Safety Information, Injured friend at work
5	Retail	Woman	20s	English	Somali	Unjust Firing, Harassment

Clinic 2

- Clinic 2 was held on March 10, 2018 in Yakima, WA

Table 2: Clinic 2 Worker Demographics and Concerns for Latino Agricultural Workers in Yakima, WA

Worker	Occupation	Gender	Age	Concern(s)
1	Supply	Man	Teens	Back Injury, Worker's Compensation Claim
2	Fruit Picker	Woman	40s	Pesticides
3	Construction	Man	40s	Worker's rights, Occupational Injury, Chemicals
4	Warehouse	Man	60s	Age discrimination
5	Warehouse	Woman	60s	Age discrimination
6	Warehouse	Woman	50s	Occupational Injury, Mistreatment
7	Elderly Care	Woman	30s	Occupational Injury, Mistreatment
8	Elderly Care	Woman	30s	Occupational Injury, Worker's Compensation Issues
9	Driver	Man	40s	Long Hours, Mental Health Issues, Fatigue, Wage Theft
10	Warehouse	Woman	30s	Chemicals, Respiratory Health

Table 3: Comparison between Clinic 1 and Clinic 2

	Clinic 1	Clinic 2
Number of Experts	4	4
Number of Translators	2	1
Structure of Clinic	One-on-one	Group Discussion
Description of Structure	Workers expressed concern individually to experts	Workers expressed concerns amongst peers and experts
Resources Provided	Covered topics including: -Occupational physicians -worker's compensation	Covered topics including: Agricultural concerns (heat stress, pesticides, ladders) Sexual harassment Worker's compensation

Future Work

- A third clinic was scheduled for May 12, 2018 in Seattle, WA with members of union representing commercial janitors and security guards. Approximately 40 custodial and airport workers attended
- CBOs continue to deliver health and safety training in the future

Conclusions

- Workers that attended came from many industries and displayed many precarious work characteristics.
- We reached a number of different vulnerable populations through our clinics
- Initial evaluation indicates workers like the clinics but preferred longer clinics and more individual support with experts

Table 4: Comparison of evaluation results between clinics

	Clinic 1	Clinic 2
Number of Workers	4	7
% of workers that believe their concerns were addressed	100%	100%
% of workers satisfied with the clinic and the support received?	100%	86%
Suggestions for clinic improvement	Discussion among workers Follow-up help post clinic More Resources Provided	Longer clinic More individual support with experts More worker communication during discussion More information
% of workers that would recommend clinic to their peers	100%	100%

- Clinics provide an opportunity to express grievances but post clinic action not often taken despite the resources given
- More follow up with workers are needed to ensure that they can overcome barriers to solve their problems
- Multiple occupations and languages in one clinic is difficult for clinic preparation.
- Clinic model shows promise as a way to reduce injury and illness in the precarious workplace

References

1. Work Rights Centre. (2018). *What is Precarious Work?*
2. David, H., & Dorn, D. (2013). *The growth of low-skill service jobs and the polarization of the US labor market.* *American Economic Review*, 103(5), 1553-97.
3. Kalleberg, A. L. (2014). *Measuring precarious work.* *A Working Paper of the EInet Measurement Group.*

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