

Unit 4: Tackling Problems

Abatement

Developed by K. Grogan Ullah, M.A., Ed.M.

OSHA Disclaimer

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Learning Objectives

Upon completion of this unit, you will improve your ability to:

- Make informed decisions about the vaccine
- Respond to misinformation
- Engage other people to slow the spread of infectious diseases
- File a complaint with OSHA

Isabella and Maria at Work

Isabella and Maria work at Vegetables Are Us.

Isabella does not feel very well. She has a slight fever. She decides to go to work. She cannot afford to miss work. Several days ago, she began feeling bad. Her body ached and she had a slight headache.

Maria works next to Isabella. They are friends. They have lunch together everyday.

Yesterday, Isabella complained that she had a sore throat.

Today, Maria notices that Isabella is coughing and sneezing.

What should Maria do?

What should Isabella do?

Enrique and Marisol

Enrique and Marisol work at the Green Apple Orchard. Marisol is vaccinated. Enrique is not vaccinated.

Enrique believes that COVID-19 is the same as the flu. He says that he is safe because he eats a lot of garlic. He also says that he heard that people should spray their bodies with chlorine to protect themselves from it. He claims that washing your clothes every day will kill the virus.

Marisol listens to Enrique. She asks him where he got his information. He says he got messages on his phone with the information.

What should Marisol do?

What should she say to Enrique?

Gabriel and Elena's Problem

Gabriel and Elena also work at the Green Apple Orchard. They work next to each other. They sort apples on a conveyor belt.

Elena tells Gabriel that she is worried about COVID-19.

Gabriel tells Elena not to worry. He tells her that COVID-19 infection is transmitted through mosquito bites. He offers her some mosquito repellent. He also tells her that drinking alcohol will prevent COVID-19 infection.

What should Elena say to Gabriel?

Camila and Valentina's problem

Camila and Valentina work on the farm. They pick lettuce. One day Camila tells Valentina that she wants to have a baby. She says that she is afraid to get the vaccine against COVID-19. She says that it will make her infertile. She also says that she heard the vaccine is dangerous. She says many people have died from it. She says that people get dangerous allergic reactions.

What should Valentina say?

Daniela and Mia's problem

Daniela and Mia are sisters. Daniela was born in the United States. Mia is older than Daniela. She was ten years old when her parents brought her to the United States. Mia is undocumented.

Daniela and Mia would like to get vaccinated.

Mia is afraid to go to the pharmacy. She says that she heard that the pharmacy gives people's names and addresses to Immigration. She says her friend told her that you need a social security number to get vaccinated.

What should Daniela say to Mia?

Diego and Antonio's problem

Diego and Antonio are best friends. Diego knows that Antonio is afraid of needles. Antonio tries to act brave. But Diego knows. Two years ago, they got tetanus shots. Antonio almost fainted when he saw the needle.

What should Diego say?

Jose and Alejandrina's problem

Jose and Alejandrina are married. Alejandrina would like them to wear masks. Jose Louis does not think masks are important to wear.

What should Alejandrina say?

Jose, Alejandrina, and Martha's problem

Jose agrees to wear a mask. Alejandrina is relieved. They don't know what kind of mask to buy? They also don't know when they should wear a mask.

Martha and Alejandrina are sisters. Martha learned about masks at a training session. Martha and Alejandrina ask Martha for advice.

What does Martha tell Alejandrina and Jose Louis?

Jose Louis and Enrique's problem

Jose Louis wears his new mask at work. Jose Louis works with Enrique. They work at a poultry processing company.

Enrique doesn't like masks. One day his boss tells him he must wear a mask.

Enrique only covers his mouth with the mask. He says he needs to breathe through his nose. His mask is very loose. His boss tells him he should wear it properly. The boss then leaves.

Enrique asks Jose Louis to explain to him how to properly wear a mask.

What does Jose Louis say?

Carlos and Miguel's problem

Carlos and Miguel work at Tito's Big Produce. Carlos often shouts across the room. He likes to shout. He always pulls his mask down when he shouts. He likes to stand close to people and shout.

What should Miguel say to him?

Rafael, Teresa, and Maria's problem

Rafael, Teresa, and Maria work together. Rafael and Teresa are married. Maria and Teresa are sisters.

Maria and Teresa notice that Rafael has a bad cold. He often sneezes and coughs. He tries to covers his mouth and nose with his hand. Maria is worried.

The bathroom is far away from where they work. Rafael only washes his hands when they get home from work. Maria notices that Rafael always shakes his friend's hands.

What should Maria and Teresa say to Rafael?

Francisco, Juan, and Rosa's problem

Francisco, Juan, and Rosa ride together in a van to work every day .
They ride with five other people.

They always wear their masks. Some people don't wear a mask. They are worried about COVID-19.

They know the driver.

What should they say to the driver? How can they make the ride safer?

Whistleblower Protections

What if?

What can you do if your employer is not interested in preventing COVID-19 or other infectious diseases at the workplace?

OSHA

- Did you know that the United States government has an agency that is dedicated to protecting workers?
- The name of the agency is OSHA.
- OSHA stands for Occupational Safety and Health Administration.

Your right to file a complaint

- Did you know that you have the right to file a complaint with OSHA?
- Did you know that it is against the law for your employer to retaliate against you for filing a complaint?

5 Ways to File a Complaint with OSHA

- Online – Use the online complaint form
- Call your local OSHA office (or 800-321-6742)
- In person – visit your local OSHA office
- Email or fax
- Mail – send a letter

How to file a complaint with OSHA

Watch the OSHA presentation on how to file a complaint [here](#)

(https://www.youtube.com/watch?v=plrX7JU_8x0)

Or with Spanish subtitles [here](#)

<https://www.youtube.com/watch?v=EsoFu3qcmz0>.



You can access the complaint forms here:

(English) “Notice of Alleged Safety or Health Violation” (<https://www.osha.gov/oshforms/osha7.pdf>)

(Spanish) “Notificación de una Queja en Seguridad y Salud”
(https://www.osha.gov/oshforms/OSHA7_SPANISH.pdf)

Section 11(c) of the OSH Act

“No person shall discharge or in any manner discriminate against any employee because such employee has filed any complaint or instituted or caused to be instituted any proceeding under or related to this Act or has testified or is about to testify in any such proceeding or because of the exercise by such employee on behalf of himself or others of any right afforded by this Act.”

What if the employer discriminates or retaliates against after you file a complaint?

If an employee believes they have been discriminated against in violation of section 11(c) –

The employee has 30 days after the violation to lodge a complaint with the Secretary of Labor

Let's File a Complaint

- Describe the hazard.
- How many people are affected?
- Did you bring it to the attention of your employer?
- Did you report it to another government agency?

Our Local OSHA Office

Harrisburg Area Office

- U.S. Department of Labor -
OSHA 43 Kline Plaza
Harrisburg, PA 17104-1529
(717) 782-3902

Philadelphia Area Office

- U.S. Department of Labor -
OSHA 1835 Market Street
Mailstop OSHA-AO/21
Philadelphia, PA 19103
(215) 597-4955