

## TÚ TIENES DERECHOS



There are rules and regulations that the company should follow to protect workers from these injuries.

These rules and regulations apply to ALL workers. Even workers without papers.

If the company will not fix injury hazards, there are organizations that can help us.



### FOR MORE INFORMATION, CALL:

Sara Quandt, Principal Investigator	336-716-6015
Francisco Risso*, Co-Principal Investigator	828-432-5080
Tony Marín*, Project Coordinator	336-716-2770
Lourdes Carrillo*, Community Coordinator	336-902-0291

\*English and Spanish

# If you get hurt, your family suffers, too. "Be careful in your job"

## El Resbalón de Juan



Developed by the JUSTA partnership of  
Wake Forest University School of Medicine,  
Centro Latino of Caldwell County, Inc.,  
and Western North Carolina Workers Center

Funded by a Grant OH-008335 from the  
National Institute for Occupational Safety and Health





There are a lot of ways to get injured at the poultry plants:

- Slips and falls
- Knife and scissors
- Machinery (forklifts and machines on the line)



If we help each other, we can all avoid injuries at work.



**It is important to:**

- Know the safety rules.
- Help each other so we don't get injured.
- Know the safety hazards in the plant.
- Tell the boss when we see hazards in the plant.
- Teach each other about safety rules and safety hazards.

## TÚ TIENES DERECHOS



Existen reglas y regulaciones que la compañía debe de seguir para proteger a los trabajadores de los accidentes.

Estas reglas y regulaciones aplican a TODOS los trabajadores. Aún cuando los trabajadores no tengan papeles buenos.

Si la compañía no repara las cosas que causan accidentes, hay organizaciones que pueden ayudarlos.



### PARA MAYOR INFORMACIÓN, LLAME A LOS TELÉFONOS:

Sara Quandt, Investigador principal 336-716-6015

Francisco Risso\*, Co-Investigador principal 828-432-5080

Tony Marín\*, Coordinador del proyecto 336-716-2770

Lourdes Carrillo\*, Coordinadora comunitaria 336-902-0291

\*Inglés y español.

# Si te lastimas, tu familia también sufre. "Cuídate en tu trabajo"

## El Resbalón de Juan



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En las polleras hay muchas maneras de accidentarse:

- Resbalones y caídas
- Cuchillos y tijeras
- Maquinaria (montacargas y máquinas en las líneas)

Si nosotros nos ayudamos unos a otros, todos podemos evitar accidentes en el trabajo.



**Es importante:**

- Conocer las reglas de seguridad.
- Ayudarse unos a otros para que no se lesionen.
- Saber cómo prevenir las lesiones en la planta.
- Decirle a los supervisores y gerentes cuando vean riesgos de accidentarse en la planta.
- Enseñarse unos a otros que hay reglas de seguridad y medidas de prevención de lesiones.

## El resbalón de Juan

- A Juan le gustaba su trabajo en la pollera. A diferencia de otros trabajos que tuvo, el trabajo de Juan en la pollera era seguro. Él recibía su pago cada semana.
- El pago cada semana era muy importante por que Juan tenía que sostener a su familia aquí en USA y su país de origen.



## Juan Falls

- Juan liked his job in the poultry plant. Unlike other jobs he had, Juan's job in the poultry plant was secure. He got a paycheck every week.
- The regular paycheck was very important because Juan had family to support both in the U.S. and in his country of origin.

# El Resbalón de Juan



## El Resbalón de Juan

- Un día mientras él estaba trabajando, Juan se resbaló con grasa de pollo y se cayó.
- Cuando él se cayó se golpeó tanto que no podía caminar, ellos necesitaron llevarlo en una camilla.
- Aún cuando él fue llevado en una camilla, nadie llenó una queja de compensación de trabajadores (workers compensation).

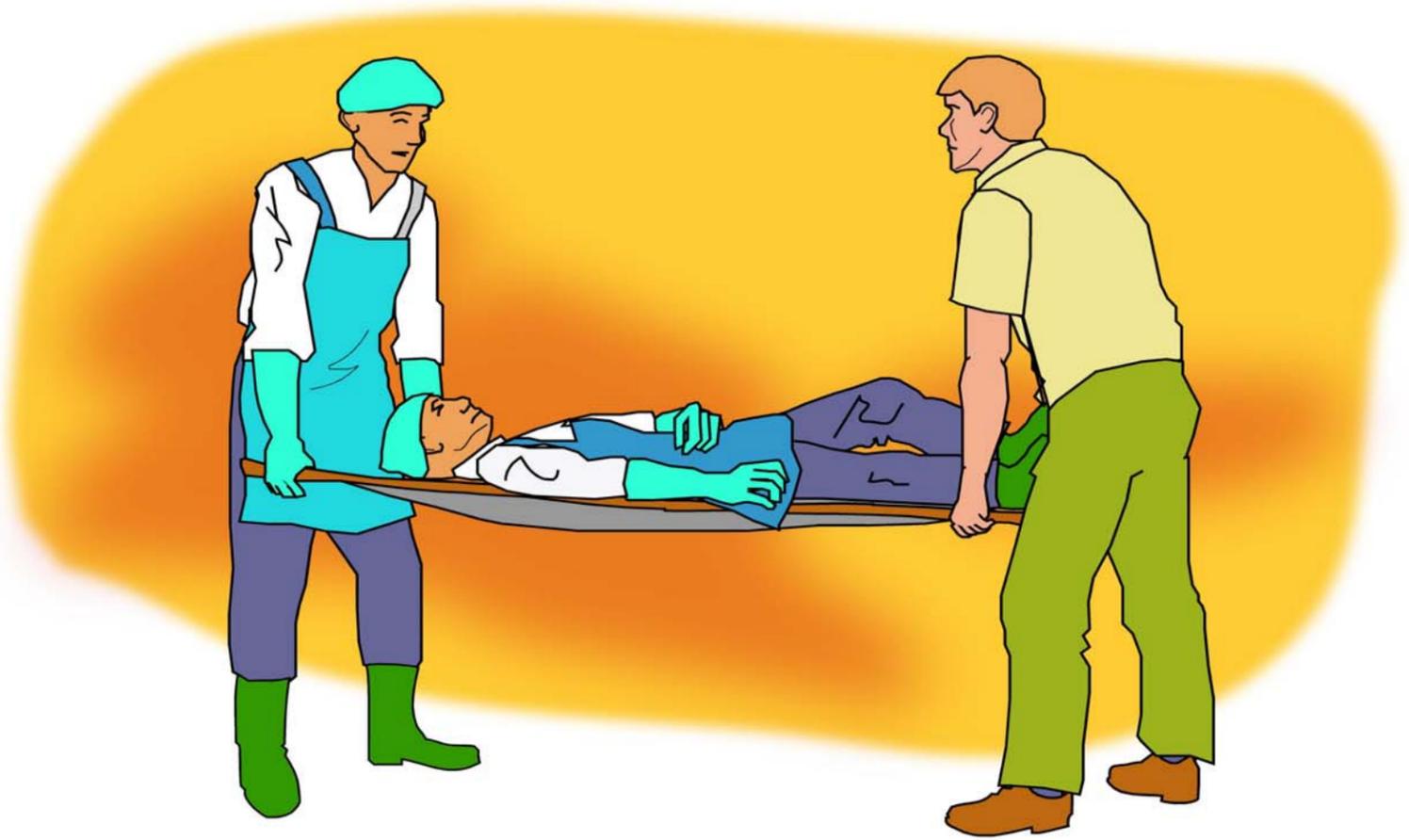
[TENGA INFORMACIÓN ACERCA DE WORKERS COMPENSATION.]



## Juan Falls

- One day while he was working, Juan slipped on some chicken grease and fell.
- He was so badly hurt when he fell that he couldn't even walk, they needed to carry him out on a stretcher
- Even after he was carried out, no one ever filed a workers compensation claim.

[HAVE INFORMATION ON WORKERS COMPENSATION.]



## La desesperación de Juan

- Juan tenía tanto dolor después de su accidente que no podía hacer nada: no podía jugar con sus niños, no podía salir con sus amigos.
- Juan estuvo fuera del trabajo por mucho tiempo.
- Sus biles se le acumularon.



## Juan's despair

- Juan was in so much pain after his accident that he couldn't do anything: he couldn't play with his kids, he couldn't go out with his friends.
- Juan was off of work a long time.
- The bills piled up.



## Juan regresa a trabajar

- Finalmente Juan pudo regresar a trabajar a la pollera.
- Él estaba muy contento por haber regresado a trabajar, pero también tenía miedo de que le pudiera ocurrir otro accidente.
- Siempre hay agua y grasa en el piso – sería muy fácil resbalarse y caerse otra vez.



## Juan Returns

- Juan was finally able to come back to work at the poultry plant.
- He was very happy to be back at work, but he was also afraid that he could have another accident.
- There is always water or grease on the floor – it would be easy to slip and fall again.



Juan se dio cuenta que, en este lugar, hay varias maneras en las que él y sus compañeros de trabajo podrían accidentarse.

- Resbalones y caídas
- Cuchillos y tijeras
- Maquinaria (montacargas y máquinas en las líneas)

Resbalones y caídas causadas por la grasa y el agua pueden resultar en lastimaduras de espalda y en huesos quebrados.

Trabajando rápido con cuchillos y tijeras o con esos que no están afilados, resulta en cortaduras y piquetes.

El montacargas se mueve rápido y en la planta es muy ruidoso, por lo cual hay dificultad para escuchar. Las máquinas en las líneas tienen mucha fuerza. Ambas pueden causar que se le quiebren los huesos y otras lesiones.

- Juan se dio cuenta que la vida de su familia iba a ser muy difícil si él tenía otro accidente.
- Él también se dio cuenta que muchos de sus compañeros estaban en las mismas condiciones que él –no podían darse el lujo de tener un accidente.



Juan realized that, in this place, there are many ways that he and others could be injured.

- Slips and falls
- Knife and scissors
- Machinery (both forklifts and machines on the line)

Slips and falls from the grease and water can result in back injuries and broken bones.

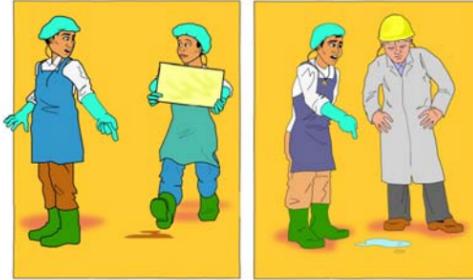
Working fast with knives and scissors, or with those that are dull, often leads to cuts and punctures.

The forklifts move fast, and it is so noisy, they are difficult to hear. The machinery on the line is also powerful. Both can cause broken bones and other injuries.

- Juan knew that things would be very difficult for his family if he had another accident.
- He also knew that many other workers were just like him – they couldn't afford to have an accident.



Juan decide que los trabajadores necesitan protegerse ellos mismos de los accidentes, entonces Juan empieza a ayudar.



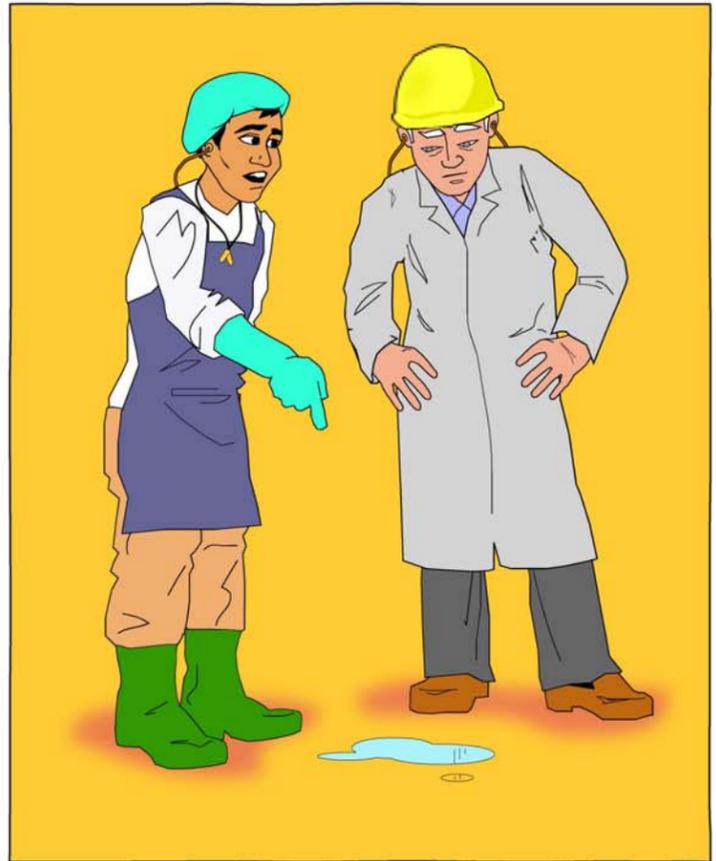
- Él ayuda a otros trabajadores a detectar dónde los accidentes podrían pasar en la planta.
- Juan empezó a decirle a los jefes acerca de las situaciones que pueden incrementar el riesgo de accidentarse.
- Juan habló con otros trabajadores acerca de qué hacer para tener menos accidentes en la planta. Él animó a los trabajadores para que se cuiden unos a otros mientras trabajan y así puedan evitar accidentes.
- Él y otros trabajadores decidieron formar su propio comité de seguridad.

[TENGA INFORMACIÓN SOBRE COMITES DE

Juan decided that workers need to protect themselves from accidents, so Juan got involved.

- He helped others see where injuries could happen in the plant.
- Juan started telling the bosses about situations that increase our risk of injury.
- Juan talked with other workers about ways to be safe in the plant. He encouraged workers to watch out for each other while they were working so that everyone could avoid injury.
- He and other workers decided to form their own safety committee.

[HAVE INFORMATION ON SAFETY COMMITTEES.]



Juan también les dijo a sus compañeros de trabajo que hay reglas y regulaciones que la compañía debe de seguir para proteger a los trabajadores de los accidentes. Estas reglas y regulaciones incluyen:

La compañía tiene la “obligación general” de proveer a sus trabajadores lugares de trabajo libres de peligros reconocidos que puedan causar lesiones o muerte.

Esta información la puede leer en el póster de las Leyes Ocupacionales de NC. Este debe estar pegado en un lugar visible de la compañía.

Estas reglas y regulaciones aplican a todos los trabajadores.



Juan also told his co-workers that there are rules and regulations that the company must follow to protect workers from these injuries. These rules and regulations include:

Employers have a “general duty” to provide their employees with workplaces that are free of recognized hazards likely to cause serious injury or death.

You can read this information in the NC Workplace Laws poster. This has to be posted in a visible place of the company.

These rules and regulations apply to ALL workers.



# North Carolina Workplace Laws Notice to Employees



## Safety and Health (OSHA)

### N.C. Department of Labor Responsibilities

The state of North Carolina has a federally approved program to administer the Occupational Safety and Health Act (OSHA) in North Carolina. This program is administered by the N.C. Department of Labor Division of Occupational Safety and Health (OSHA).

As an OSHA administrator for this state, the OSH Division has the following responsibilities and powers:

- **Enforcement Compliance**—Employees or their representatives have the right to file an OSHA complaint any time they believe an unsafe or unhealthy condition exists in their workplace. Compliance dealing with an unsafe condition or accident should be made in a timely manner. Notices of compliance will be kept confidential at their request.
- **Complaints**—When an OSH inspector arrives at an employer's workplace to conduct an inspection, the employer has the right to see a written citation. The employer can call the OSH Division to check the inspector's identity. An employer or the employer's designated representative has the right and responsibility to accompany an OSH inspector on an inspection of the employer's workplace.
- **Inspection**—The OSH Division conducts workplace inspections for several reasons. They can be triggered by complaints, accidents or because that workplace has been randomly selected for an inspection.
- **Inspection**—Inspections are conducted by trained and qualified safety officers and/or industrial hygienists. Authorized employer representatives and an authorized employee representative may accompany the inspector for the purpose of adding the inspection. The inspector will talk privately to an employee who is fearful of a violation after the initial time to do so has passed.
- **Citations**—Following an inspection, the employer may be cited for one or more violations of the OSHA standards. An OSHA citation may include a monetary penalty. It will always give the employer an amount of time to correct the violation in order to avoid further action.
- **Plan and Penalties**—An employer can be fined up to \$2,000 for each "serious" violation. A fine can be assessed for "willful" or "repeated" violations. An additional amount between \$2,000 and \$50,000 can be assessed for each day an employer fails to correct or abate a violation after the allowed time to do so has passed.
- **Employer who has been found to willfully violate an OSHA standard** can be fined up to \$70,000 per "willful" violation. This level of penalty can also be assessed against any employer who is found with a "repeated violation" at a work site.
- **Criminal penalties** may apply against employers who are found guilty of willfully violating any standard, rule or regulation that has resulted in an employee's death. If convicted of such a violation, the employer shall pay a penalty of up to \$50,000 or be imprisoned for one month, or both. A separate conviction of such a nature does not prevent.
- **OSHA Standards**—The division adopts all federally mandated OSHA regulations, which include the OSHA

## Employer Rights and Responsibilities

Employers have a "general duty" to provide that employees with workplaces that are free of recognized hazards likely to cause serious injury or death. Employees may comply with the OSHA safety and health standards adopted by the N.C. Department of Labor.

- **Compliance**—An employer has a right to make a complaint regarding workplace conditions to the OSH Division, verbally or in writing, or to file a complaint with the OSH Division. When an OSH inspector is at an employer's workplace, the employer has a right to present any questions asked by the inspector. When making a complaint, the employer may request that his or her name be kept confidential.
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## Wage and Hour Act

Minimum Wage: \$5.15 per hour. Certain full-time students may be paid 85 percent of the minimum wage, related to the lowest level.

- **Reporting Accidents**—After an on-the-job accident or illness requiring three or more employees to be hospitalized that causes a fatality or requires hospitalization, the employer must file a report with the OSH Division within eight hours after it occurs. An employer can be fined up to \$7,000 for failing to notify the OSH Division of such an accident. To report an accident call the OSH Division at 1-800-625-2267 or (919) 887-2796 during normal working hours. After hours, call the State Capital Police at (919) 737-3446.
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## Workers' Compensation

The NCDOL does not handle matters relating to workers' compensation. The Occupational Safety and Health Act (OSHA) in North Carolina. This program is administered by the N.C. Department of Labor Division of Occupational Safety and Health (OSHA).

## Unemployment Insurance

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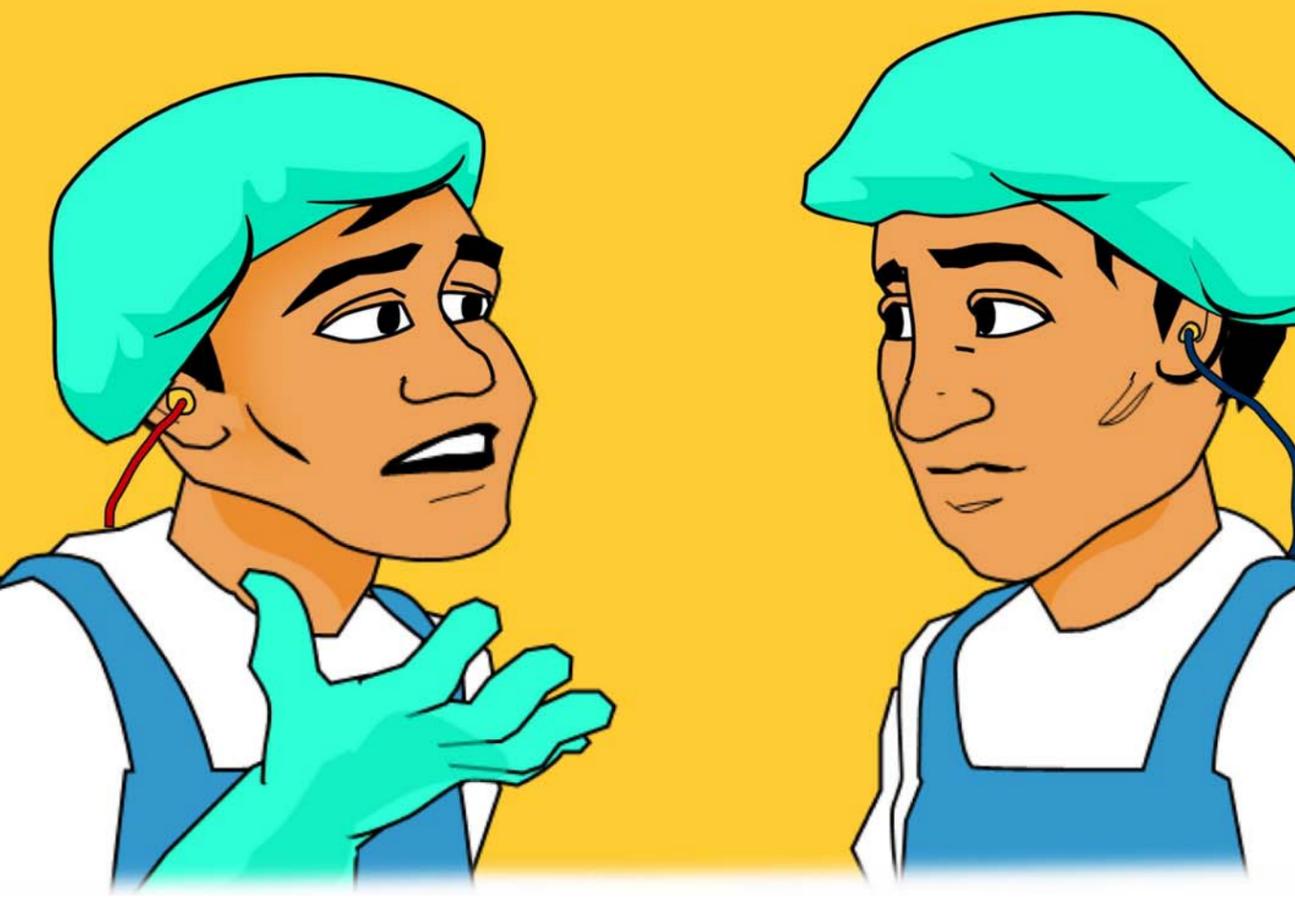
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**THIS NOTICE MUST BE POSTED CONSPICUOUSLY. THIS POSTER IS AVAILABLE FREE OF CHARGE TO ALL NORTH CAROLINA WORKPLACES. CALL 1-800-625-2267 or (919) 887-2796**

# 1-800-NC-LABOR (1-800-625-2267)



Cheryl Berry  
N.C. Department of Labor  
111 Hollinger Street, 2nd Floor  
Raleigh, NC 27601-1011  
www.ncdolar.com



Estas reglas y regulaciones aplican a **TODOS** los trabajadores.

Aún cuando los trabajadores no tengan papeles buenos están protegidos por estas reglas y regulaciones.



These safety rules and regulations apply to **ALL** workers.

Even workers who do not have good papers are protected by these rules and regulations.

# **TÚ TIENES DERECHOS**



Pero la compañía no siempre hace cumplir las reglas y regulaciones de seguridad.

Necesitamos saber las reglas y necesitamos saber cómo trabajar de manera segura para que así podamos protegernos nosotros mismos.

Necesitamos trabajar juntos y ayudarnos unos a otros.

Si la compañía no repara las cosas que causan accidentes, nosotros podemos reportar a la compañía.

- Hay organizaciones que pueden ayudarnos, como el Centro de Trabajadores y NCCOSH.

[TENER INFORMACIÓN SOBRE CÓMO COMUNICARSE CON NCCOSH Y EL CENTRO DE TRABAJADORES]

- Pueden comunicarse o acudir al Centro de Trabajadores:  
100 Queen Street  
Morganton, NC 28655  
Tel. (828) 432-5080  
Cel. (828) 320-6212
- En Carolina del Norte pueden llamar a Occupational Safety & Health Division, en NC Department of Labor.

El número es 1-800-625-2267.

También podemos presentar quejas por Internet en:

[http://www.dol.state.nc.us/osha/compliance/complaints/eNCOSH\\_complaint1a.htm](http://www.dol.state.nc.us/osha/compliance/complaints/eNCOSH_complaint1a.htm)

Si nosotros llamamos, ellos tienen personas quienes hablan español que pueden ayudarnos.

- También podemos contactar a la oficina regional US-OSHA

Region 4 Office  
61 Forsyth Street, SW  
Atlanta, Georgia 30303  
(404) 562-2300  
(404) 562-2295 FAX

- La compañía no puede penalizarnos por reportar problemas.



But the company does not always enforce the safety rules and regulations.

We need to know the regulations, and we need to know how to work safely so we can protect ourselves.

We need to work together and help each other.

If the company will not fix injury hazards, we can report the company.

- There are organizations that can help us, like the Workers Center and NCCOSH.

[PROVIDE CONTACT INFORMATION FOR THE WORKERS CENTER AND NCCOSH.]

- We can contact the Workers Center:

100 Queen Street  
Morganton, NC 28655  
Tel. (828) 432-5080  
Cel. (828) 320-6212

- In North Carolina, we can call Occupational Safety & Health Division, in the NC Department of Labor.

The Number is 1-800-625-2267.

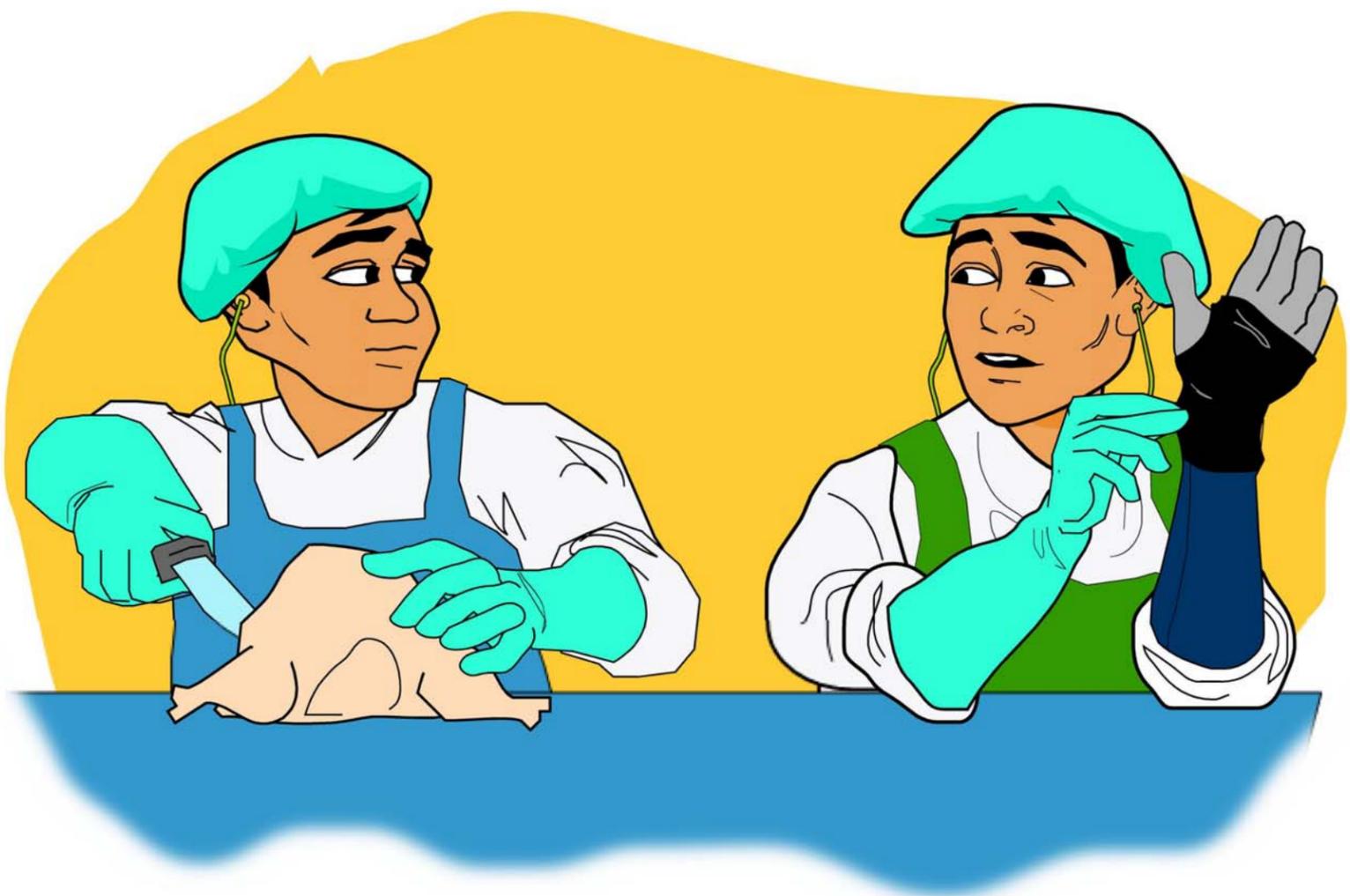
We can also file complains on-line at: [http://www.dol.state.nc.us/osha/compliance/complaints/eNCOSH\\_complaint1a.htm](http://www.dol.state.nc.us/osha/compliance/complaints/eNCOSH_complaint1a.htm)

If we call, they have Spanish speaking staff who can help us.

- We can also contact the US-OSHA regional office.

Region 4 Office  
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- The company cannot penalize us for reporting problems.



Si nosotros nos ayudamos unos a otros, todos podemos evitar accidentes en el trabajo.



If we help each other, we can all avoid injuries at work.





Después de su accidente, Juan se involucró más en lo que pasaba en la compañía: él quería que esta fuera un lugar más seguro para trabajar. ¡Todos deberíamos ser como Juan!

Nosotros necesitamos conocer las reglas y las regulaciones de seguridad que la compañía debe seguir. También necesitamos saber que estas regulaciones aplican a todos, aún cuando usted no tenga papeles.

Nosotros necesitamos cuidarnos unos a otros en la planta: necesitamos ayudar a nuestros compañeros de trabajo a ver los peligros que existen en la planta para que no se accidenten.

Todos nosotros necesitamos decirle a los supervisores y gerentes acerca de los peligros que vemos en la planta.

Nosotros necesitamos enseñarnos unos a otros acerca de la seguridad en la planta, así como también aprender cómo podemos ayudarnos unos a otros. Necesitamos formar un comité de seguridad.

Si la compañía no sigue las reglas y regulaciones, entonces podemos presentar una queja a OSHA (Occupational Safety and Health Administration). Hay organizaciones como el Centro de Trabajadores y NCCOSH que pueden ayudarnos con estas quejas.



After his accident, Juan got involved: he wanted to make the plant a safer place to work. We all need to be like Juan!

We need to know the safety rules and regulations that the company should follow. And we need to know that these regulations apply to everyone, even if you do not have documents.

We need to watch out for each other in the plant: we need help other workers see the safety hazards in the plant so that everyone could be safe.

We all need to tell the boss about hazards we see in the plant.

We need to teach each other about safety in the plant, and learn how we can help each other. We need to form a safety committee

If the company does not follow the rules and regulations, then we can file a complaint with the state or national Occupational Safety and Health Administration. There are organizations like the Workers Center and NCCOSH that can help us with these complaints.

# RESUMEN



# TÚ TIENES DERECHOS

