



**2021 Virtual Forum for Migrant and Community Health
March 22-26, 2021**

**Immigrant Dairy Worker Health and Safety Trainings
Wisconsin and Minnesota**

Chela Vázquez, Jeff Bender, Amy Liebman, Jonathan Kirsch



Upper Midwest Agricultural Safety and Health Center (UMASH)



Funding from the National Institute for Occupational Safety and Health

Upper Midwest Agricultural Safety and Health Center (UMASH) is one of eleven Centers of Excellence in Agricultural Disease and Injury Research, Education, and Prevention funded by the National Institute for Occupational Safety and Health (NIOSH) throughout the United States.

Mission of NIOSH Ag Centers

To minimize burden of occupational disease and injury to agriculture workers and their families

- Research
- Prevention
- Education
- Communication

Presentation Outline:



**Training curriculum Wi - MN
Community health
worker(CHW) model
Outcomes
Producer survey on COVID19
MN producers vaccine query**

Changing dairy industry

- Farms ↑ size and productivity, ↓ in numbers
- Immigrant labor accounts for 51 percent of all dairy labor and dairies that employ immigrant labor produce 79 percent of the U.S. milk supply.
- ~50% of hired workforce are immigrant.
- 87% male
- 16 – 45 years old
- 88.5% from Mexico
- 80% speak no English
- Limited formal education



© Earl Dotter - NEMC

What injuries happen on dairy farms?

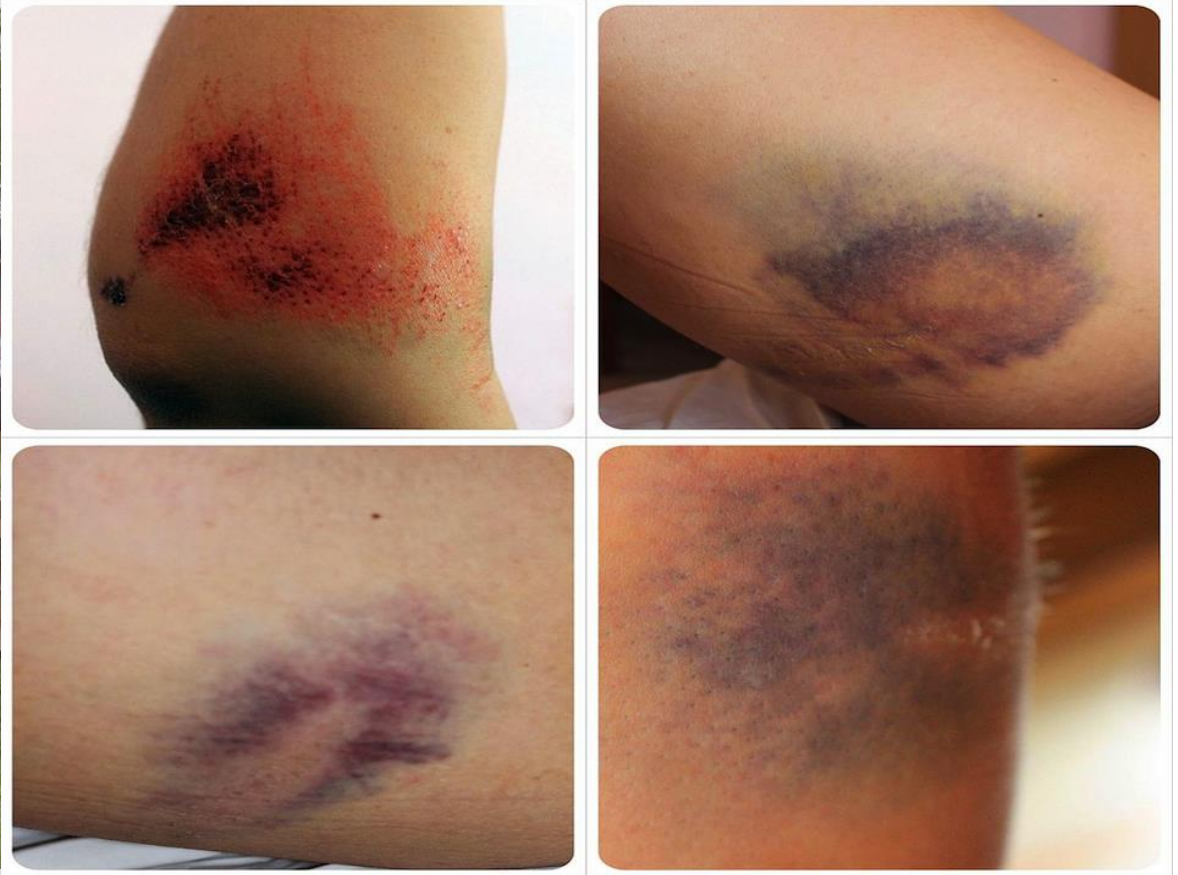
Qué lesiones ocurren en las granjas lecheras?

Please write your answers in the Chat Box

Por favor escriba sus respuestas en la caja de charlas (caja de chateo)

Work Hazards & Injuries

A hazard is anything at work with the potential to make you sick or to injure, hurt or kill you.



Immigrant Workers in WI

- 5 yrs working in dairy
- 67% no previous health and safety training
- 26% injured at work

N = 836, Participants in *Seguridad* project



Project development included:



- Matthew Keifer, MD, MPH
- Amy K. Liebman, MPA, MA
- Patricia Juárez-Carrillo PhD, MPH
- Iris Reyes, MPH
- Yurany Ninco Sanchez, RN
- Dairy Workers and Producers
- Professional Dairy Producers of Wisconsin
- Mexican Consulate of Saint Paul, MN
- Puentes/Bridges
- UW River Falls

Training curriculum – Context & Culture



- Evidence-based
- Literature review
- Needs assessment
- Audience
- Spanish
- Unexperienced
- Picture-based
- 8th grade reading level
- Culture
- Risk takers
- *machismo*
- Large dairies

SEGURIDAD EN LAS LECHERÍAS



Photo by Earl Dotter

Train-the-Trainer Curriculum

- Introduction to Hazards
- Animal Handling
- Machinery and Equipment
- Workers' Rights and Responsibilities
- Chemical Safety and Confined Spaces



LECCIÓN 1
LESSON 1

Como trabajar seguro en las lecherías
Working Safely in Dairy

Seguridad en las lecherías

Curriculum prepared por:
Curriculum prepared by:
Amy K. Liebman, MPA, MA
Patricia Juarez - Cerillo, PhD, MPH
Matthew Keifer, MD, MPH
Iris Reyes, MPH
Michael Piorunski
Dennis Rey

This facilitator's guide is part of the Separation in the Dairy Worker Health and Safety Project which is a joint initiative of the Midwest Clinician Network and the National Farm Medicine Center. This project is supported by the Upper Midwest Agricultural Safety and Health Center.

Translation of the facilitator's guide was completed by Sharae Judge Davids, with support from University of Wisconsin-River Falls.

The complete curriculum is currently under OSHA review and pending approval.

*Funding for this material was made possible (in part) by the cooperative agreement award U62CE001770 for the Centers for Disease Control and Prevention, National Institute for Occupational Safety and Health, with grant number 5U61CE001770-04 from the Occupational Safety and Health Administration, U.S. Department of Labor. The views expressed in this presentation do not necessarily reflect the official policies of the Department of Health and Human Services or the Department of Labor, nor does mention of trade names, commercial practices, or organizations imply endorsement by the U.S. Government.

Reinforce Health and Safety Messages

NEEDLESTICK PREVENTION ON THE FARM

OUCH!
Needlestick injuries are common on the farm, but they can be prevented.

Most common injuries:

- Skin infections
- Allergic reactions
- Deep tissue wounds

Don't Get Stuck!

- Slow down -
- Restrain animals properly
- Get help
- Use the correct technique
- Don't recap
- No needles in pockets
- Don't hold needles
- Discard needles properly
- Use appropriate disposal methods

SAFETY IN WORDS
PICTURE DICTIONARY FOR AGRICULTURE

SEGURIDAD EN PALABRAS
DICCIONARIO ILUSTRADO PARA AGRICULTURA



STOP NEEDLESTICKS

MGN
MIGRANT CLINICIANS NETWORK



SAFETY AND HEALTH ON THE FARM

IT'S YOUR RIGHT AND IT'S THE LAW

¡NO SE LASTIME!

MANTENGA LA SEGURIDAD EN EL TRABAJO

Prevenja caídas
Siempre use los 3 puntos de contacto al subir y bajar de la maquinaria.



Las tomas de fuerza (PTOs en inglés) son peligrosas
Camine alrededor y nunca salte por encima del PTO. No use ropa suelta o cuerdas al estar cerca del PTO.



Apague la maquinaria al reparar, desconectar, o dar mantenimiento a la máquina.

Proteja a sus compañeros de trabajo
Siempre mire hacia atrás cuando conduzca hacia atrás. No permita que otros se suban cuando usted maneja.



Los cinturones de seguridad salvan vidas
Siempre use el cinturón de seguridad en tractores y mini cargadores con protección para volcaduras (ROPs en inglés).



Prevenja la pérdida del oído
Use protección de oídos mientras trabaja con máquinas ruidosas.




Training curriculum – Sign in sheet

Information includes

- Farm name
- Location
- Date
- Time
- Lesson topic
- Trainer Name
- Worker names

Importance

- Required by OSHA
- Assess training needs


DAIRY HEALTH AND SAFETY TRAINING
Attendance Record

Farm Name: ABC Farm Date: 1/19/16
City, State: Marshfield, WI Time: 12:00 AM (PM)
Training Location on Farm: conference room Duration: 60 mins
Trainer Name: Yurany Ninco Sanchez Observer Name: _____

Lesson Topic: 1: Hazard Identification & Control 2: Animal Handling 3: Machinery & Equipment
Language: English Spanish
 4: Workers' Rights & Responsibilities
 5: Chemicals & Confined Spaces
 Other: _____

Employee Names (please print)

1. <u>John Smith</u>	16.
2. <u>Jane Doe</u>	17.
3. <u>Marco Polo</u>	18.
4.	19.
5.	20.
6.	21.
7.	22.
8.	23.
9.	24.
10.	25.
11.	26.
12.	27.
13.	28.
14.	29.
15.	30.

Training curriculum – Assessments

- Pre and post tests
- Read out loud
- Paper
- Anonymous
- 5 questions
- One correct answer
- Reviewed after post test



Promotor de Salud: Community health worker (CHW) model

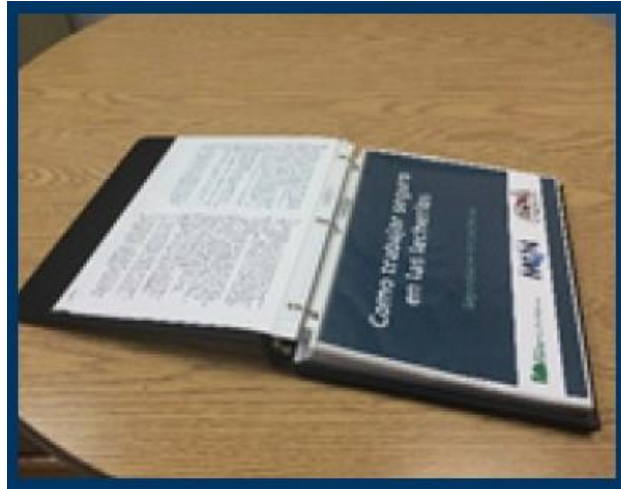
- **Who?** Locally trusted peers
- **What?** *promotor de salud (PdS)*, lay health worker
- **Why?** Deliver health information to community
- **How?** Non-formal, participatory education using popular media




CHW Activities

- Conduct monthly observations
- Reinforce safety practices
- Serve as liaison between workers and management
- Train new workers
- Participate in monitoring calls and visits

Flipchart used for trainings



The Primary Hazard in Dairy is...



cattle

Ask the group with Hazard A – Cattle:
Please share with the group how cattle can cause injuries and illness and what types of injuries and illness can result when working around cattle.

Explain:
Cows and bulls are the cause of most injuries and some illnesses on a dairy farm.

Pregunte al equipo del Peligro A – El ganado:
Por favor digan al grupo los peligros del ganado que puede causar lesiones y transmitir enfermedades, y también qué tipos de lesiones y enfermedades son causadas al trabajar alrededor del ganado.

Explique:
Las vacas y los toros son la causa de la mayoría de las lesiones y algunas enfermedades en una lechería.

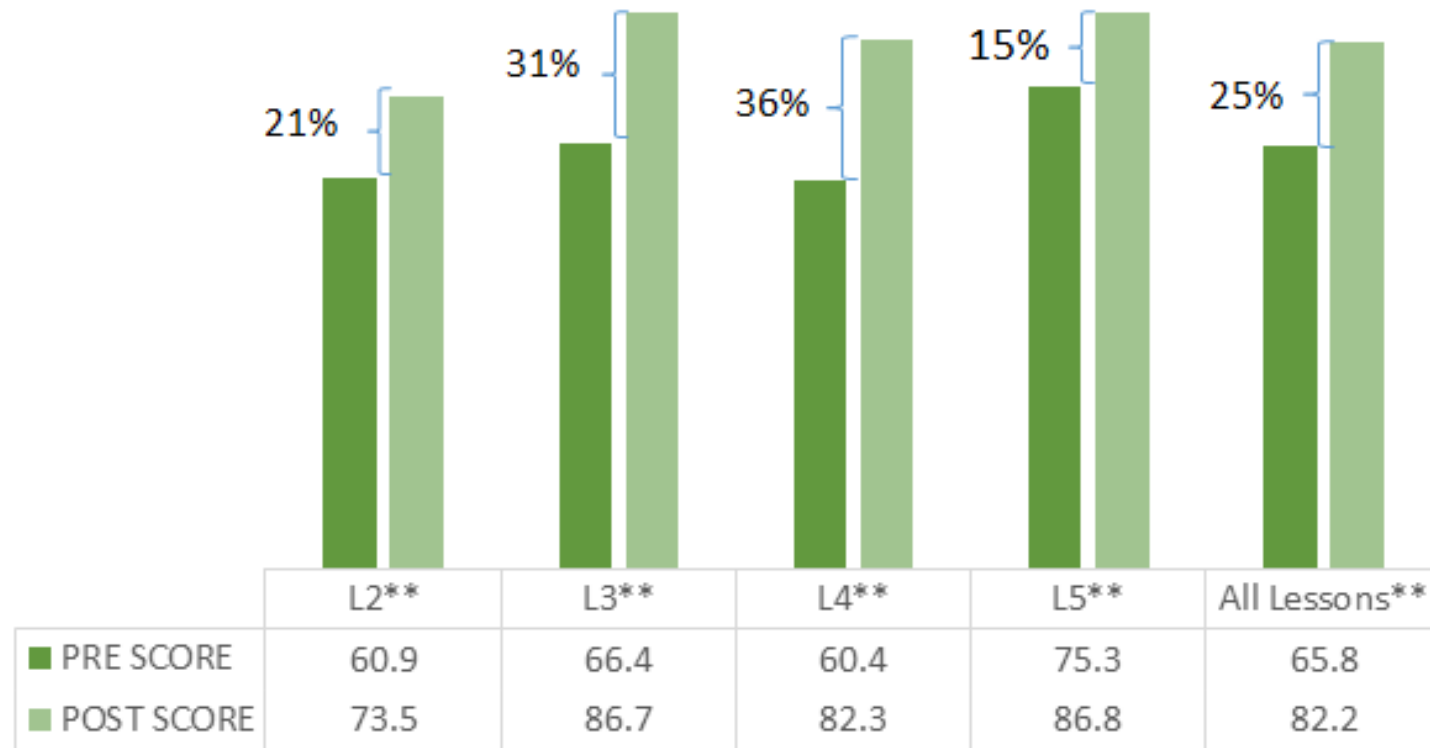
PdS activities



- Conduct monthly observation
- Communicate
- Inform management
- Train new Hispanic workers
- Reinforce safety practices
- Participate in monthly calls
- Take part in biannual evaluation

Training assessment results

- Increased change in worker knowledge was significant



** p<.001

Impact of the Program

- It enhanced the discussion on health and safety on the farm.
- It provided a forum for workers to talk about health and safety.
- It increased health and safety for workers.

The program was a great benefit to our farm in many ways. We became more aware of the numerous different areas we have to work on with safety and how we need to improve our employee training.

“I know that I know about safety but it is **good to be reminded** of the importance of it.”

farmers:

It assisted with opening up communication about how employees feel about their job. We recommend it as an exceptional tool for any dairy or farm!

After a training I feel like learning more. There is so much to learn

“It’s good because it has the photos and explanations.”

“I've worked on this dairy for 7 years. Until this training, I had no idea how to stay safe.”

“We have experience milking but we don't know all the hazards that the farm has.”

Once it happened to me that I pushed a cow but the cow was pushing me. I didn't know that cows respond to where the pressure is coming from

workers:

COVID-19

Survey of Dairy Producers in Minnesota and Wisconsin

July 2020 (n=37)

Impact on Participating Farms

9 (24%) of 37 dairy producers reported
that someone on their farm tested
positive for SARS-CoV-2

Survey of Dairy Producers in Minnesota and Wisconsin

July 2020 (n=37)

Characteristic/Question	Response n (%)
Number of Employees Provided Housing	Median = 22 (range 5 to 120) Yes - 23 (62%)
Source of Information about COVID-19	News - 21 (57%) Health Dept. or Hospital – 20 (54%) CDC – 17 (46%)
Are you prepared for COVID-19?	Yes - 15 (41%)
Do you have a protocol for an ill employee?	Yes – 25 (68%)
Do you ask that employees wear facemasks?*(before the mask mandate)	Yes – 15 (41%)

Minnesota Dairy Producers' COVID-19 Vaccine Query February 11-13, 2021 (n=10)

Characteristic/Question	Responses
A vaccination team comes to the farm to vaccinate all the workers in one day	6 of 10 agree
Vaccines should be available at a nearby community center on certain dates for workers to go on their own	6 of 10 agree
Vaccines should be available at a clinic on certain dates for workers to go on their own	6 of 10 agree
The dairy could take all the workers to a nearby location to be vaccinated	2 of 10 agree
Farmers comments	<ul style="list-style-type: none"> • Stagger vaccinations to be able to cover for workers not feeling well after the vaccine. • Great, the faster the better.

Thank you