



Workers and Health: Frontline Providers Make a Difference in the Care of Workers and their Families

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Disclosure and Disclaimer

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Disclosure: We have no real or perceived vested interests that relate to this presentation nor do we have any relationships with pharmaceutical companies, biomedical device manufacturers, and/or other corporations whose products or services are related to pertinent therapeutic areas.

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Tell us who you are

1. Outreach
2. Administration
3. Medical Assistant
4. Nurse
5. Physician Assistant/Nurse Practitioner
6. Physician
7. Student
8. Other



Mississippi is Best Known For??

1. Catfish
2. Cottonwood Trees
3. Mississippi River
4. The King



What are your greatest concerns working with migrant farmworker patients?



- What are the key emerging issues in your area?
- What kind of assistance do you need in addressing these issues?



A True Tale of Two Injuries

Paper mill Worker

- Severed a flexor tendon on one finger
- Seen right away
- Surgery
- Workers Comp
- Accommodation made
- 3 months to normalcy



A True Tale of Two Injuries

Broccoli Worker

- Cut tip off one finger
- Dropped at ER
- "Nothing to do with work"
- No insurance
- Given 3 days of pain meds, closed wound
- No work
- Lost to follow-up



- Why should we care about the work of our patients?
- What can we do to make a difference?
- What tools and resources do we have available to us?

©MCN and Earl Dotter



10,000
constituents

Founded in
1984

Oldest clinical
network serving the
mobile poor

MCN's primary
constituents

- Federally qualified health centers
- State and local health departments

Migrant Clinicians Network



OUR MISSION

To be a force for health justice for the mobile poor



Agricultural Worker Demographics¹

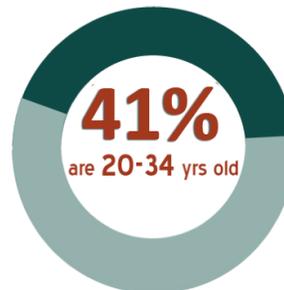
2.5 million

estimated population^{2,3}



500,000

children who work in agriculture



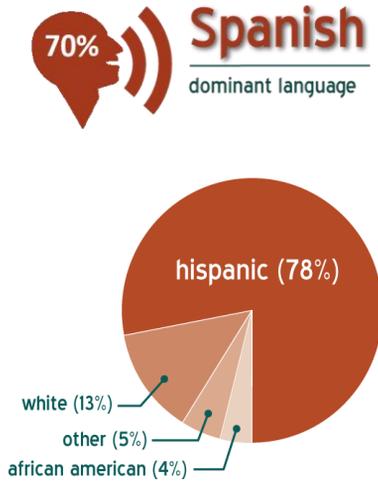
1. National Agricultural Workers Survey (NAWS) 2011 - 2012.

2. Kandel W. *Profile of Hired Farmworkers, A 2008 Update*. Economic Research Service, US Department of Agriculture; Washington, DC; 2008. Economic Research Report No. 60.

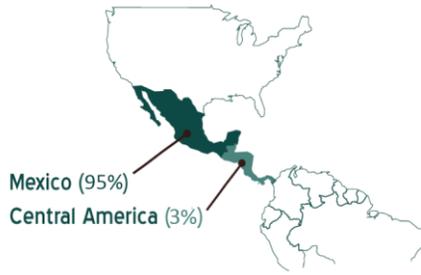
* Note: Kandel uses a combination of NAWS and others data.

3. Martin P. *Immigration reform: implications for agriculture* University of California, Giannini Foundation. Agricultural and Resource Economics Update. 2006;9(4).

Agricultural Worker Demographics¹



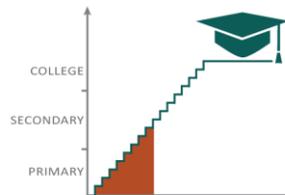
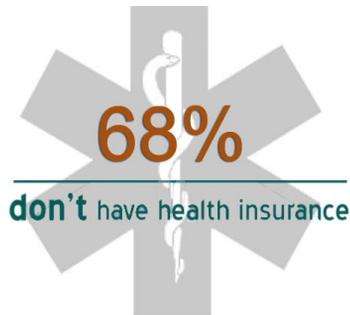
71% foreign born



Agricultural Worker Demographics¹

Average 2012 individual agricultural worker income:
\$18,910⁴

25% of agricultural worker families had total family incomes below 100% of the Federal Poverty Level



Foreign born workers, on average, have a **8th grade education**

4. Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, 2014-15 edition, Agricultural Workers. <http://www.bls.gov/ooh/farming-fishing-and-forestry/agricultural-workers.htm>

Data

Data

Data



OCCUPATIONAL DISEASE AND INJURY IN US

3.1 MILLION TO 5.5 MILLION

work related injuries/year

4-5,000
on the job **DEATHS** /year



~14 workers die
EVERY DAY

2ND

MOST EXPENSIVE HEALTH CONDITION

Occupational injury/disease

OTHER IMPACTS

54,000
work-related illness deaths/year

SIMILAR TO INFLUENZA AND KIDNEY DISEASE

8TH LEADING CAUSE OF DEATH



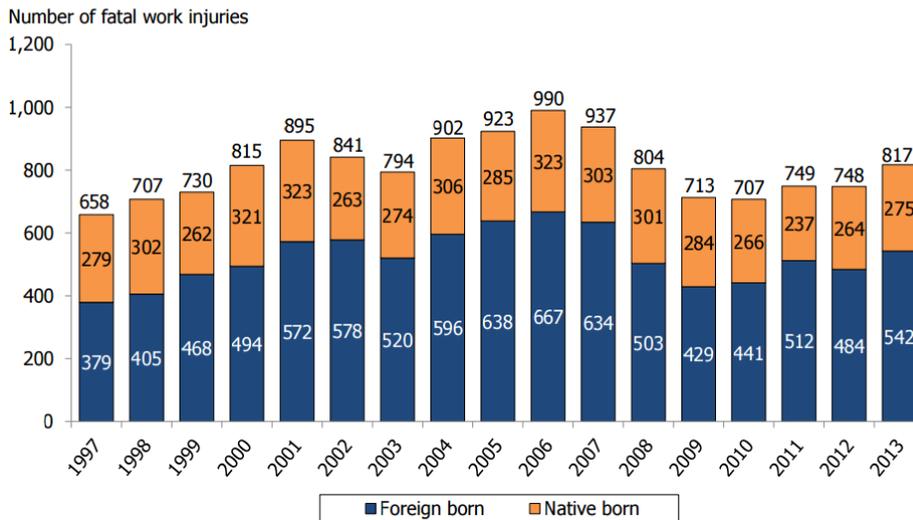
2.4 TO 4.8% of **CANCER DEATHS** are occupational



15% of **ASTHMA DEATHS** due to work exposures

14% of deaths due to **CHRONIC OBSTRUCTIVE PULMONARY DISEASE**

Number of fatal work injuries involving Hispanic or Latino workers, 1997-2013



The total for fatal work injuries involving Hispanic or Latino workers increased in 2013 to the highest level since 2007. Two-thirds of fatally-injured Hispanic or Latino workers in 2013 were born outside of the United States.

Data for all years are revised and final.
 Note: Data from 2001 exclude fatal work injuries resulting from the September 11 terrorist attacks.
 Source: U.S. Bureau of Labor Statistics, U.S. Department of Labor, 2015.

- Native born Hispanics 12.3 million workers
- Foreign born Hispanics 12.1 million workers
 - 66% of the fatalities
- In 2013 Hispanic fatal injuries increased by 7% while fatal injuries in other groups went down



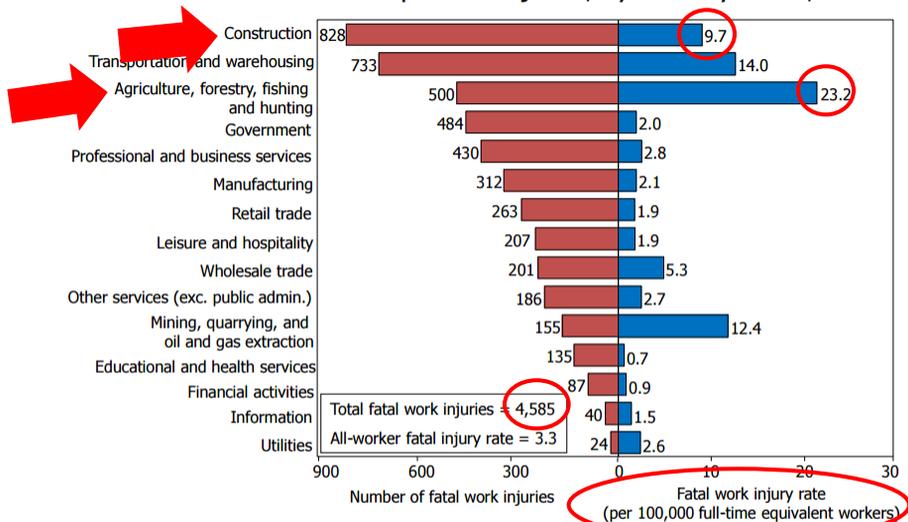
2 Latino
workers
die every
single day

What's the most dangerous industry?

1. Transportation
2. Belly Dancing
3. Agriculture
4. Construction
5. Mining



Number and rate of fatal occupational injuries, by industry sector, 2013



Private construction had the highest count of fatal injuries in 2013, but the agriculture, forestry, fishing and hunting sector had the highest fatal work injury rate.

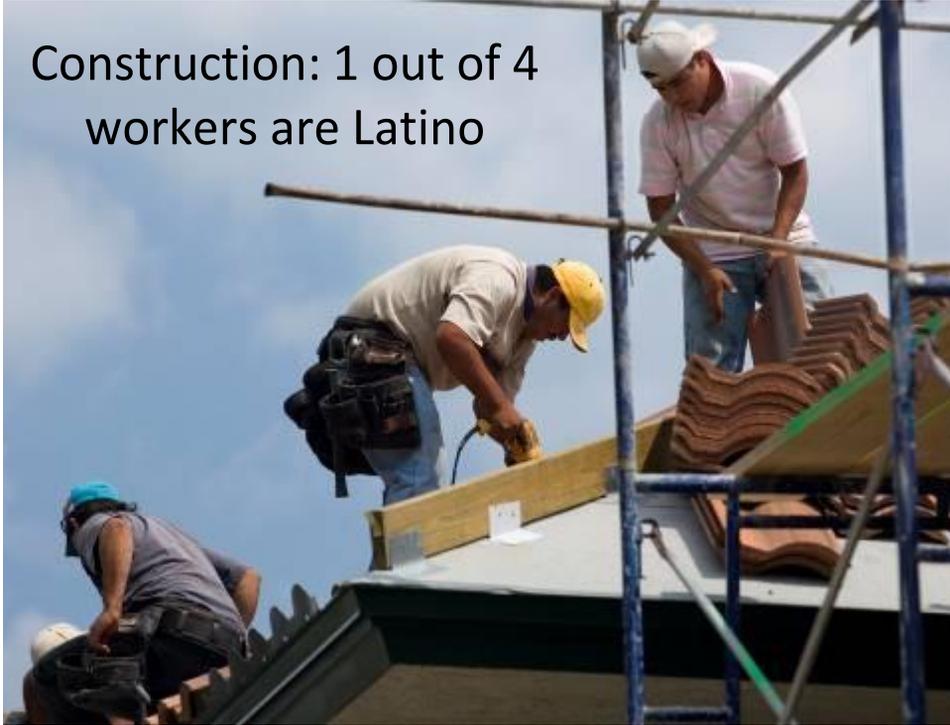
Data for all years are revised and final.

Note: Fatal injury rates exclude workers under the age of 16 years, volunteers, and resident military. The number of fatal work injuries represents total published fatal injuries before the exclusions. For additional information on the fatal work injury rate methodology, please see <http://www.bls.gov/iif/oshnotice10.htm>.

Source: U.S. Bureau of Labor Statistics, U.S. Department of Labor, Current Population Survey, Census of Fatal Occupational Injuries, and U.S. Census Bureau, 2015.

4

Construction: 1 out of 4 workers are Latino



Toddler killed in accident on Parkesdale Farm

JAN 5, 2015
PLANT CITY, FL- FOX 13

A tragic accident claimed the life of a 4-year-old boy at Parkesdale Farm over the weekend. Hayden Hitchcock was running alongside a pickup truck Sunday around 4 p.m. when he fell underneath it, according to the Hillsborough County Sheriff's Office. The driver, 31-year-old Robert Parke, rushed the boy to South Florida Baptist Hospital. The boy was then taken to St. Joseph's Hospital, where he died from his injuries, the sheriff's office said. Hayden is the great-grandson of Parkesdale Farms founder Roy Parke, the family confirmed to FOX 13 Monday. The investigation is closed.

Farming Accident Victim Identified

March 7, 2013
Wisconsin

The victim of a deadly farming accident in Brown County has been identified. Hobart/Lawrence Police say 29-year-old Israel Lepe-Quezada was found pinned underneath a piece of machinery on a farm in Hobart on County Line Road last Sunday. It took the police and the FBI several days to identify him. Lepe-Quezada's family will bring his body home to Mexico for burial. The cause of the accident is still under investigation.

Farm worker dies after being buried under pile of corn

March 24, 2015 • Associated Press

LEBANON, Conn. -- A Connecticut farm worker has died after a pile of milled corn collapsed on him. Police say the collapse happened when 54-year-old Donald Merchant, of South Windham, was using equipment to move corn from a large mound at the Square A Farm on Monday. When he got off the equipment, some of it toppled onto him. Merchant was found unresponsive by other farm workers, who dug him out.

13-year-old killed in farming accident

February 28, 2013
Lauderdale County, MS

A 13-year-old boy was killed in a farming accident in Lauderdale County while trying to help his grandfather, WTOK reported. Authorities said of Feb. 19, Ben Hammond was helping his grandfather attach a front-loader to a tractor when the equipment fell on him. Emergency responders and Lauderdale County sheriff's officials arrived, but Hammond was pronounced dead at the scene by county coroner Ward Calhoun.

Man killed in heavy equipment accident

July 8, 2015
Copiah County, MS, 2/29/12

A man was pinned under a bulldozer he was using to work on the property on Rigby Farms Wednesday evening. We were told the bulldozer, tilted and flipped over trapping the victim underneath. This is located at 1047 Rigby Lane. Emergency units from the Crossroads Volunteer Fire Department in Terry, Utica, and Copiah County responded. Our crew was there when the coroner arrived shortly after 8 Wednesday night.

Fatal farm accident prompts immigration investigation

WBNG Binghamton, NY 2/13/12

Authorities head to a farm for a fatal equipment accident and find illegal immigrants working there. Jenaro Lopez-Batista, 20 was teaching another person how to use a skidsteer when the front attachment on the equipment pinched Batista between the hydraulics and the cab. The injury was ruled accidental, and Batista was pronounced dead at Wilson Hospital. While at the farm, deputies and the United States Border Patrol found several people working there were actually illegal aliens.

What are the work-related concerns in agriculture?

- Musculoskeletal
- Injuries and Trauma
- Pesticide and other Chemical Exposures
- Heat Illness/ Frost Bite
- Eye Injuries
- Burns
- Green Tobacco Illness
- Bladder Infections
- Dermatitis
- Infectious Diseases
- Transportation

MGN

Tractor Rollovers #1 Cause of Death on Farms



Injuries

- Roll-Over
- Fall
- Crush
- Pull In
- Thrown Object
- Shear/Cutting Point
- Eye Injuries



Power Take-off

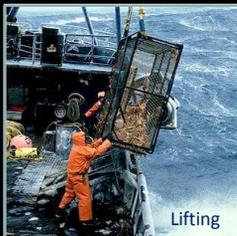


At what rate does an arm get wrapped around a PTO

1. 1 foot per second
2. 7 feet per second
3. 1 foot per minute
4. 7 feet per minute
5. Not Sure



Musculoskeletal

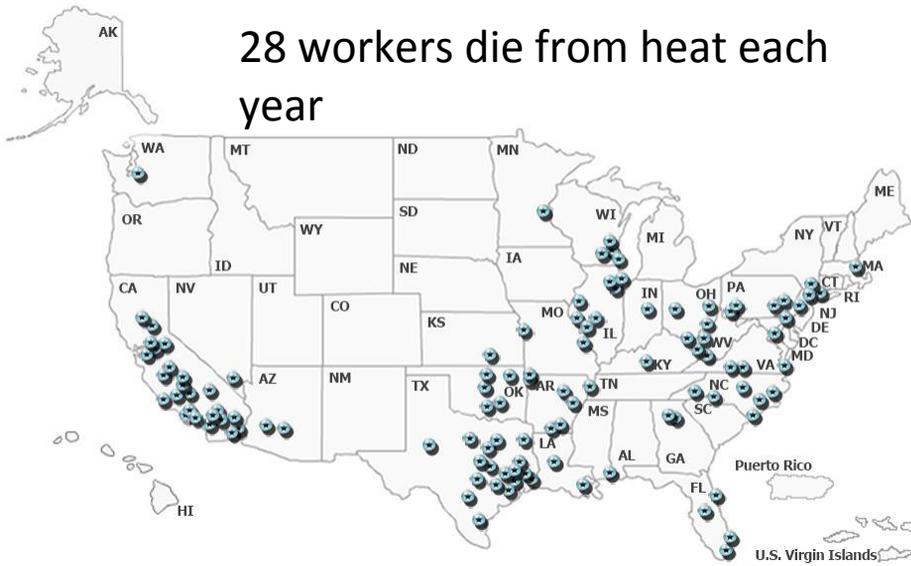


Heat Illness



photo © earldotter.com

28 workers die from heat each year



Worker Heat Related Fatalities 2008-2013

Confined Space



© Earl Dotter - NFMC



© Earl Dotter - NFMC

Slips/Trips/Falls

© Earl Dotter - NFMC



Dust

© Earl Dotter - NFMC

Noise



© Earl Dotter - NFMC

Chemical Hazards

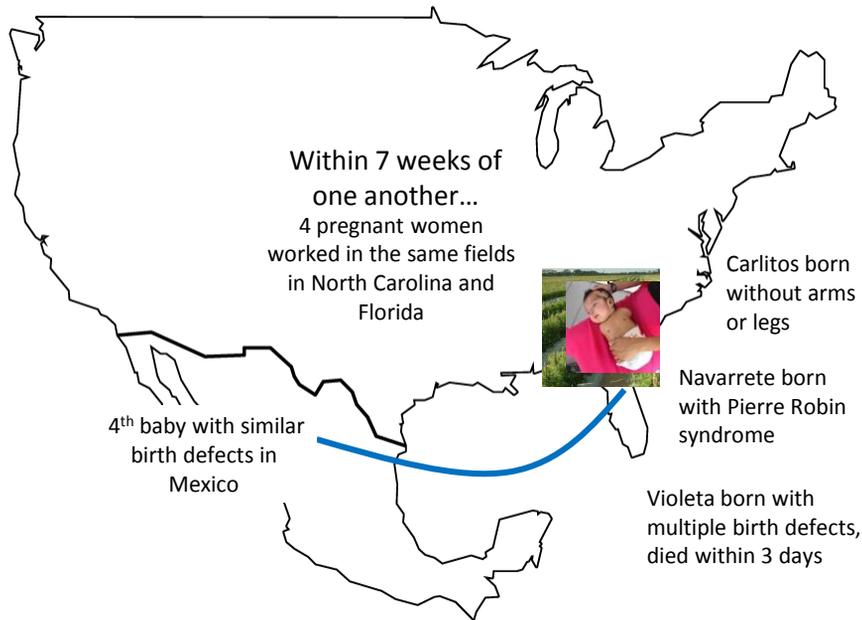


Real lives

Agmart and
Carlitos



AP Photo



How do we know about these cases

1. Surveillance System
2. Physician
3. Birth Defects Registry
4. Outreach Worker
5. Robust E.H.R.





Photo © earldotter.com

Pesticide Exposure

- 10,000-20,000 occupational poisonings per year in US (EPA 1996)
- Inconsistent and incomplete surveillance system
 - 30 states require reports
 - 12 states do surveillance
- Latinos farmworkers most exposed
- Over 1 billion pounds of pesticides used each year, mostly in agriculture

World-wide

3 million poisonings

200,000 deaths

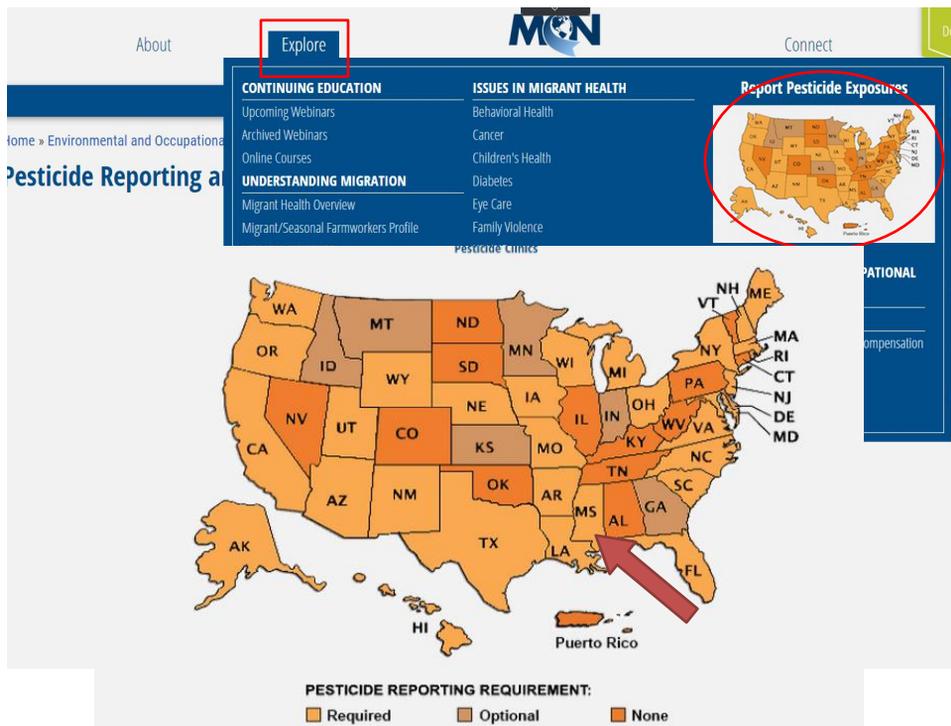
Significant underreporting

~ 25 million poisonings (if all cases counted)

98% under-reporting to surveillance systems (Studies from Central America)

Are clinicians required to report pesticide exposures in Mississippi?

1. Yes
2. No
3. Unsure



Pesticide Reporting and Workers' Compensation Information for Mississippi Close or Esc Key

Report Exposure Workers' Compensation

Report Exposure: Poison Control
 Phone: 1-800-222-1222
Pesticide Reporting Requirements
 Required to Report: Yes
 What to Report?: Any Pesticide-Related Exposure
 Timeframe to Report Injury or Exposure: Seven days
 Who is Required to Report?: Physicians, Hospitals, Laboratories.
 Additional Info:
 Please visit the Mississippi State Department of Health website below for a listing of illnesses and lab results which must be reported to MSDH:http://msdh.ms.gov/msdhsite/_static/resources/877.pdf

WPS Enforcement
 Worker Protection Standard Enforcement Agency:
 Department of Agriculture and Commerce, Bureau of Plant Industry: <https://www.mdac.ms.gov/bureaus-departments/plant-industry/pesticide-program/worker-protection-standard/>

Legal Services Referral for Violations:

- Southern Migrant Legal Services (based in Nashville, TN) at 615-750-1200
- Southern Poverty Law Center (based in Montgomery, AL) at 334-956-8200

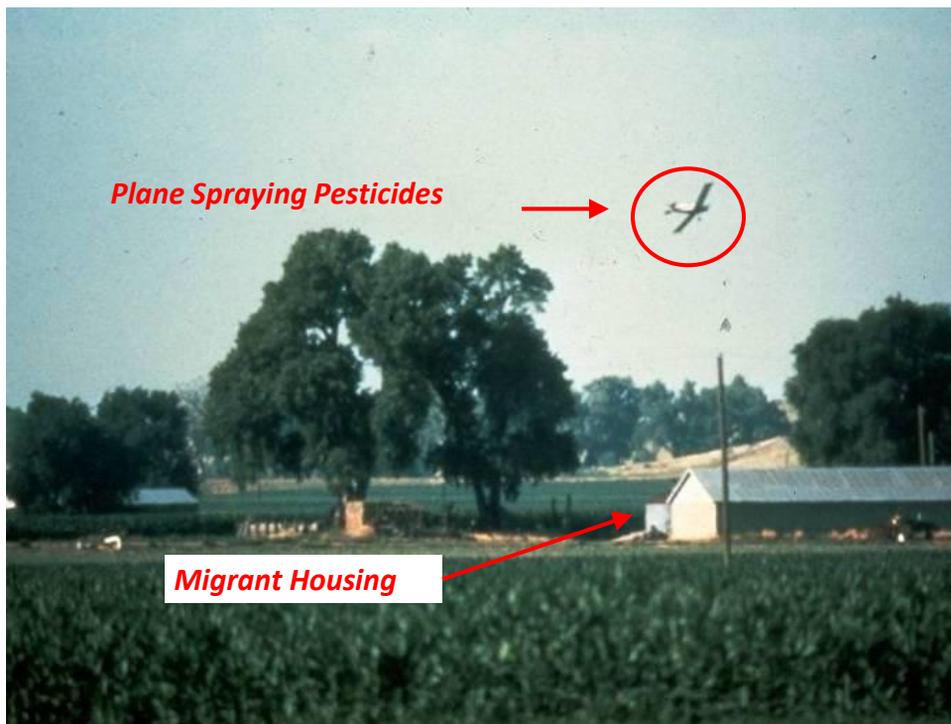
ed this interactive map in collaboration with Farmworker Justice

How does EPA know about problems with a registered chemical?

- Reports from Clinicians
- Surveillance data
 - State systems
 - NIOSH SENSOR system
 - Both dependent on clinician reporting
- Poison Control Data
 - Mostly Clinician reports are biased toward children and exposures not poisonings
- 6(a)2 Reports from Registrants
 - Dependent on clinician reports

Worker Exposure to Pesticides

- Mixing, Handling, Applying Pesticides
- Working in Fields/Orchards Treated with Pesticides
- Drift



Exposure to Family Members

- “Take home” exposure
- Drift
- Home application of pesticides
- Lawn and vegetable and flower gardens



Illustration: Salvador Sáenz from MCN's *Lo que bien empieza...*



photo © Kate Bero

Beyond the workplace

- Substandard Housing
- Water and Sanitation
- Infectious diseases
- Take-Home and Drift



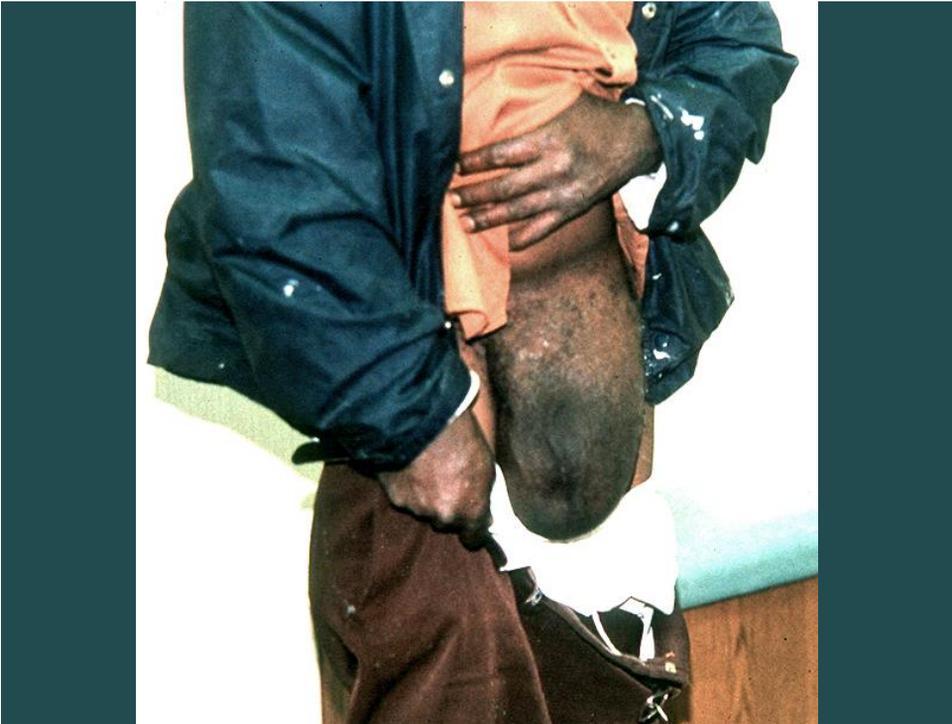
Migrant Health

Underserved population whose health is worsened by...

- Migratory lifestyle
- Cultural and language barriers
- Immigration status
- Inherent dangers and health risks of occupation**
- Lack of access to insurance or financial resources
- Lack of regulatory protection

What happens when there are numerous barriers to health care?

- Individuals present with advanced health care problems
- The ultimate cost of treatment is higher
- The outcomes of treatment are significantly poorer
- Morbidity and Mortality rates are higher



Simple Inguinal Hernia: Advanced Stage

What Federal Agency is Responsible for
Worker Health and Safety?

1. CDC
2. FDA
3. OSHA
4. EPA
5. NSA



What Federal Agency is Responsible for Protecting Farmworkers from Pesticide Exposure

1. CDC
2. FDA
3. OSHA
4. EPA
5. NSA



Worker Protection Standard in 1972

Farmworkers DENIED overall protection
from OSHA 1975

Organized Migrants in Community Action, Inc. v. Brennan

FIFRA mandates that EPA Protect Farmworkers

WPS

- For the first time in over 20 years, EPA proposes revisions to the WPS on March 19, 2014.
- Public comment period from March 19-August 18.
- EPA receives over 200,000 comments from farmworker advocates
- EPA releases updated WPS on September 28, 2015



WPS

Major changes-

Requirement	New 2015 Provision	Former Provision
Frequency of training for workers and pesticide handlers	Annual mandatory training	Training once every 5 years.
Content of training	Expanded content includes how to reduce take-home exposure for farmworker families	Minimal training on reducing take-home exposure, worker rights, etc.
Minimum age for pesticide handlers and early-entry workers	Must be at least 18 years old	No minimum age
Anti-retaliation provisions	Anti-retaliation provisions comparable to Department of Labor standards	Anti-retaliation provisions not defined

Farmworker Exceptionalism

- Beyond pesticides...
- Few OSHA standards to protect farmworkers
 - Water and sanitation, 1987
 - Only farms with 11 workers or housing
- Collective bargaining
- Child labor
- Workers' compensation



Photo © earldotter.com



Photo © Robyn Garibaldi

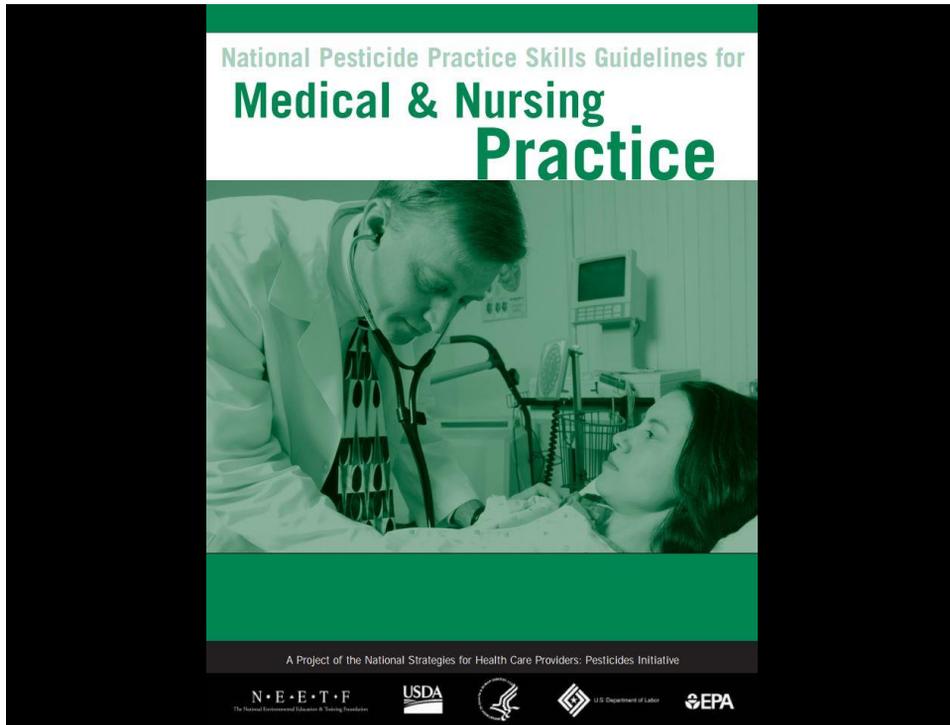
The Clinician

Primary Care can be a Gateway



EPA National Strategies for Healthcare Providers Pesticide Initiative

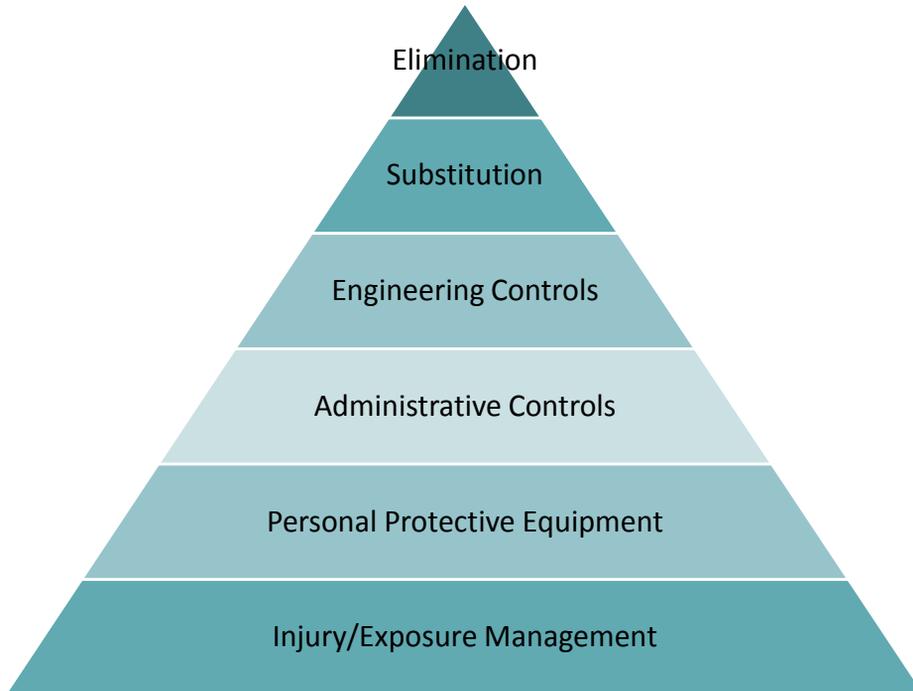




Obstacles for Primary Care Providers/ Staff

- BUSY
- Unfamiliar terminology/ practice
- Public Health Paradigm
- Workers' Compensation/ Legal system/ Reporting
- Office Based

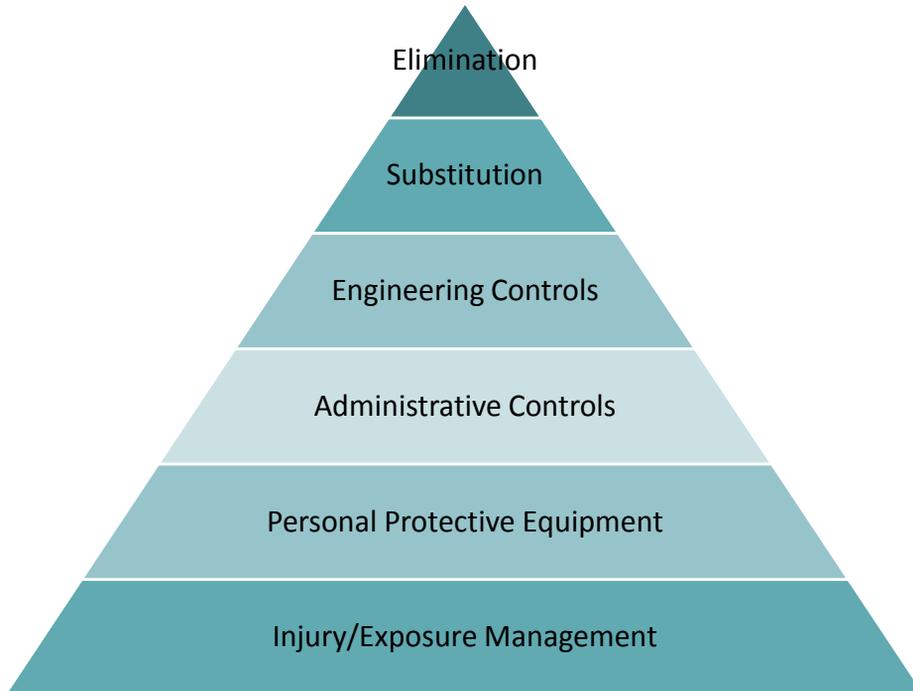




Where is your work on the Hierarchy of Controls?

1. Elimination
2. Substitution
3. Engineering Changes
4. Administrative Controls
5. Personal Protective Equipment
6. Injury Management
7. N/A





MCN's EOH Program

SIMPLE, Flexible, Effective

- EOH Centers of Excellence
- Practical training
- Reporting
- Connecting primary care to occupational and environmental medicine
- Resources and technical assistance



EOH Screening Questions for the Primary Care Setting

Preguntas para sondear en los lugares de atención a la salud

1 OCCUPATION OCUPACIÓN

Describe what you do for work.
Describa lo que hace en su trabajo.



2 ACTIVITIES AND CAUSES ACTIVIDADES Y CAUSA

Are there any physical activities that you do – at work or away from work – that you feel are harmful to you?
¿Hay alguna actividad física-en el trabajo o en otro lugar-que crea usted es dañina para usted?

3 SUBSTANCES/PHYSICAL HAZARDS AND CAUSES SUBSTANCIAS/PELIGROS FÍSICOS Y CAUSA

Are you exposed to chemicals, fumes, dusts, noise, and/or high heat at your work or away from work? Do you think these are harming you?

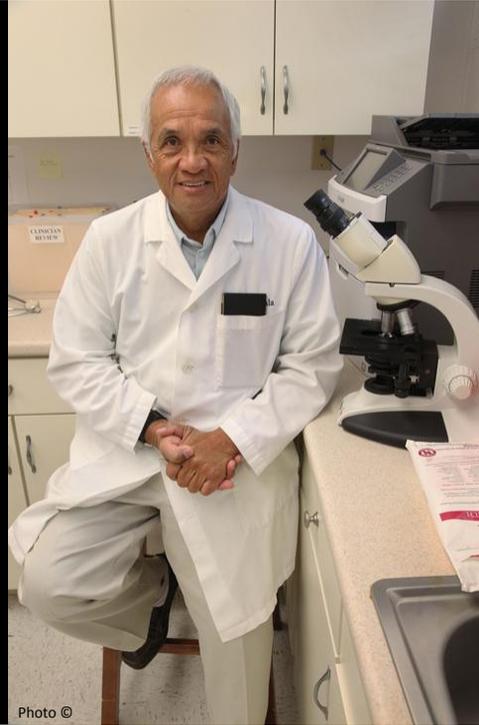
¿Está usted expuesto a químicos, gases, polvo, ruido y/o altas temperaturas en su trabajo o en otro lugar? ¿Piensa usted que estas cosas lo pueden dañar?



MCN Environmental and Occupational Health Centers of Excellence



What else
can the
clinician
do?



Workers
Compensation



- Medical treatment for injured patient
 - Immediate
 - Long term
 - Access to Specialty Care
- Wages
- Return to Work
- Prevention - Hazard Control
- Public Health
 - Surveillance

How many states require employers to provide workers' compensation equally to all workers including agricultural workers?

1. No States
2. 13 States
3. 29 States
4. All States





Common Exceptions

No coverage in many states

- Farmworkers
- Household employees
- Private contractors
- Day laborers
- In home healthcare workers

Are agricultural workers eligible for workers' compensation in Mississippi?

1. Yes
2. No
3. Unsure



About **Explore**  Connect

Home » Environmental and Occupational Health » **Pesticide Reporting and Workers' Compensation Information**

CONTINUING EDUCATION

- Upcoming Webinars
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UNDERSTANDING MIGRATION

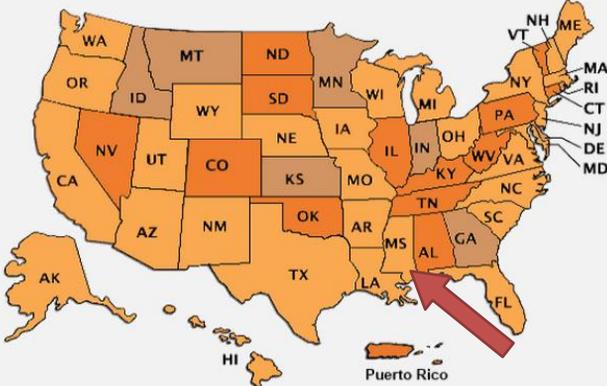
- Migrant Health Overview
- Migrant/Seasonal Farmworkers Profile

ISSUES IN MIGRANT HEALTH

- Behavioral Health
- Cancer
- Children's Health
- Diabetes
- Eye Care
- Family Violence

Report Pesticide Exposures





PESTICIDE REPORTING REQUIREMENT:

- Required
- Optional
- None

Pesticide Reporting and Workers' Compensation Information for Mississippi Close or Esc Key

Report Exposure
Workers' Compensation

Coverage for Farm Workers: Optional

Limitations: Employer may elect to become subject to workers' compensation law. Miss. Code Ann. § 71-3-5 (2011) (twelfth unnumbered paragraph).
 Statute: Miss. Code Ann. § 71-3-5 (2011) (eleventh unnumbered paragraph)
 Coverage for Undocumented Workers: Not Defined in Statute or Case Law
 Case Law: "employee" means any person, including minor, whether lawfully or unlawfully employed. Miss. Code Ann. § 71-3-3(d). I found no case law on the issue of whether an undocumented worker qualifies for workers' comp.
 Benefits Available for Undocumented Workers: There is no case law answering this question.
 Online Forms: Forms
 State Workers' Compensation Website: Mississippi Workers' Compensation Commission

PESTICIDE REPORTING REQUIREMENT:
 Re

is interactive map in collaboration with Farmworker Justice.
 Reports are extremely valuable to state and federal regulators, allowing them to spot

Workers' Compensation in Mississippi

- Agriculture: Employer may elect to become subject to workers' compensation law.
- H-2A visa program : ALL WORKERS on farm are covered, not just workers with H-2A visas
- Undocumented workers **eligible** to receive benefits



When is illness or injury work related?

Any injury or illness resulting from or sustained in the course of any occupation or employment.

More than 50% likely due to work

USE THESE WORDS:

- “More likely than not” due to work
- Work “most likely” cause of the condition
- “But for the work” the condition would not exist

What can the clinician do?

- Think like a lawyer!
- Similar to Criminal v Civil Law
- Criminal – Beyond a Reasonable Doubt
- Civil – More likely than not
- Medical Diagnosis v Occupational Exposure/Injury

A Good Analogy



Acquitted in the criminal case
Found culpable in the civil case

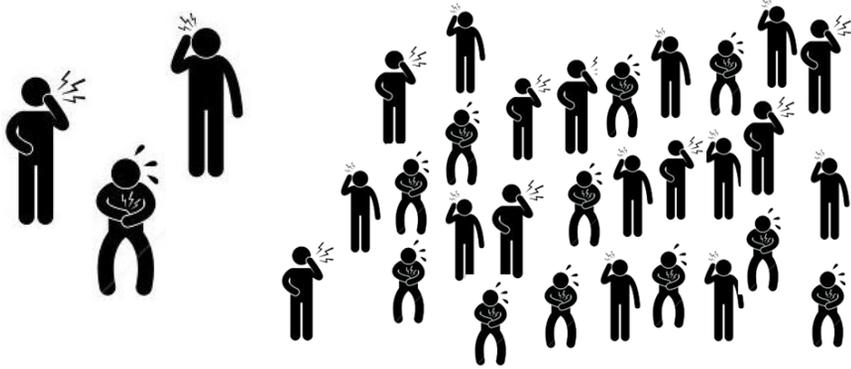


What Can the Clinician Do?

- Document/Chart
- Work Related
 - Exposure
 - Illness
 - Injury
- Refer for expert legal help



Despite the sealing of the plant, fork lifts remained in use.



Washington State Department of
Labor & Industries

Take Away Points

1. Linkages between individual cases and mass events.
2. Objective clinical tests are important.
3. Under certain conditions it is possible to go back and extrapolate to determine exposure levels.

Medical Home for Mobile Patients



Photo © Earl Dotter

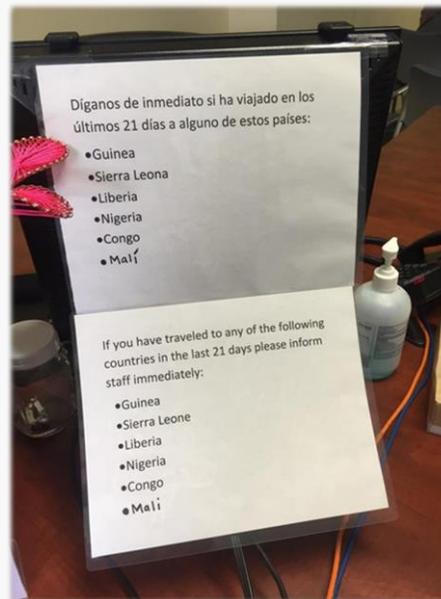


Patients on the move need:

- To know where services are located
- Extended hours of service
- Transportation
- Affordable care
- Access to their medical records
- Culturally competent care at every level

Have You Traveled to West Africa??

- What do front desk workers need to know about the patient in front of them
- How do you talk to them (culturally competent)
- Where did you come from
- Where are you living
- Are you going to be moving soon

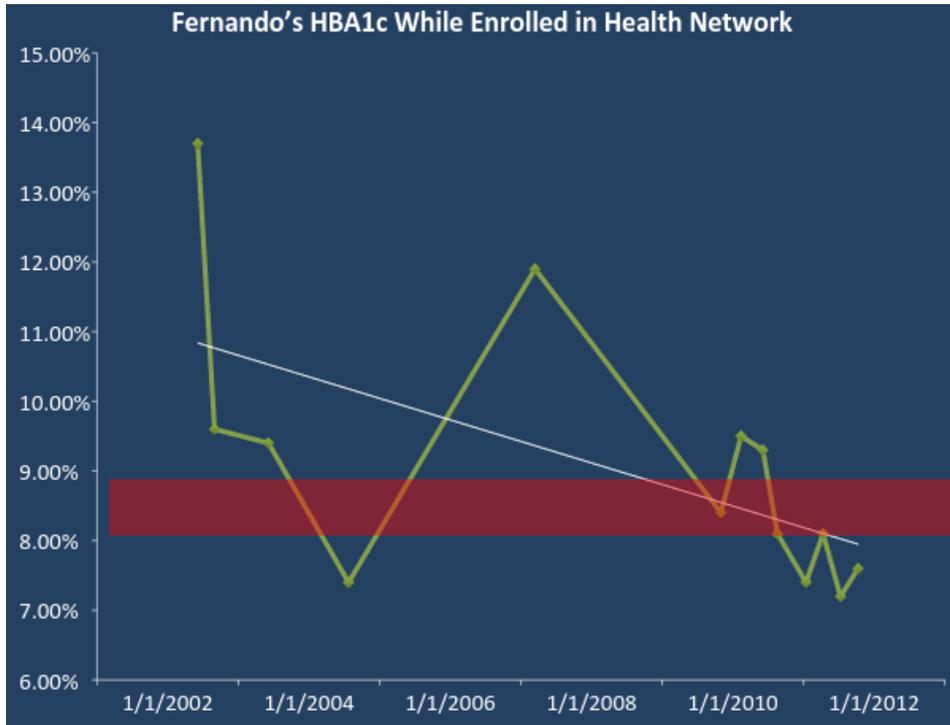




Ask Yourself...

- Who will follow these patients if the results come back positive?
- How can these patients remain adherent while moving to a different state / country?
- How can I get completion results for patients that have started treatment?





MCN Health Network

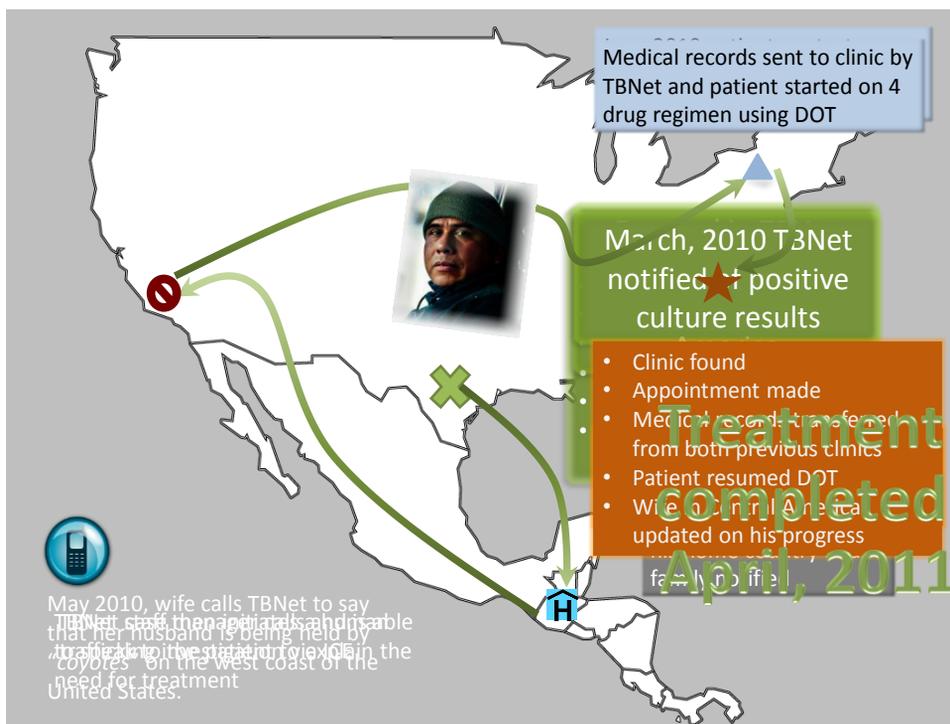


- An innovative approach for over 19 years (1996-2015)
- 8,221 total HN enrollments
 - 6,137 TB
 - 962 Diabetes
 - 421 Prenatal
 - 339 General Health
 - 275 Cancer
 - 87 HIV
- 2,951 total clinics in U.S. and over 91 countries

Class 3 Active TB: TBNet Treatment Success (2005-2013)

(91 Total Countries)

- ✓ 1,512 Class 3 Active TB Cases Referred
 - 37 not recommended by country
 - ✓ 1,475 Treatment Recommended
 - 24 deceased
 - ✓ 1,451 Followed by TBNet for Active TB
 - 147 lost to follow up
 - 87 refused treatment
- 1,217 Complete Treatment = 83.9%**



Health Network's International Reach



Health Network IMPACT

- Bridge between patients and their providers
- Fewer patients lost to follow up
- Higher % of patients completing treatment
- Treatment completion reports
- Improved patient participation





MINNESOTA

1,300 employees at Quality Pork Processors, 14 developed new neurological disease

Was it work related?

- ✓ All worked near “blowing brains” area
- ✓ Only 3 plants use technique
- ✓ Several workers consulted company nurse—actions?
- ✓ Interpreter reported to physician that she heard the “same story” from three patients



Progressive Inflammatory Neuropathy (PIN)

Could have been a lot more imaginative and called it...

**Progressive Inflammatory
Global-neuropathy Syndrome**

PIGS



Resources

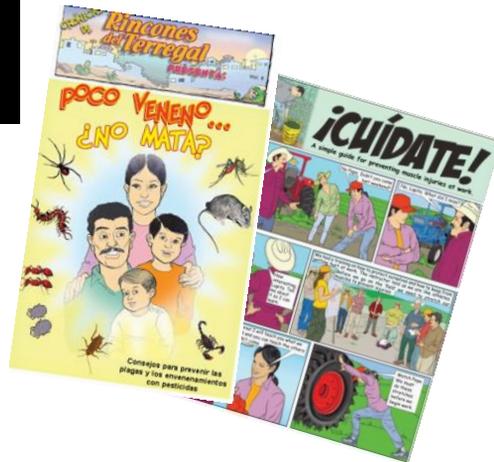
Resources,
Training,
Technical
Assistance,
and
Information
from MCN



www.migrantclinician.org

Patient Education Materials

- Colorful images
- Simple language
- Health and Safety information
- Available from MCN website



Contact



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