



LAES has developed a series of immigrant issue instructional modules entitled "Tierra de Oportunidad" for orientation to our complex society.

Date: _____

Student Name _____

Teacher Name _____

Module 4: On-the-Job Health and Safety

Instructions: There are two parts to this post-module activity. The first is a set of problems; the second asks students to reflect on what they have learned from their work on the module.

Part I. A Set of Problem Situations. Students can work individually or in pairs to address it. If in pairs, each person should complete an answer sheet.

Background Problem A: Elisa works in a home-improvement store as an inventory clerk. On Thursday, February 12, in the afternoon, she was stacking boxes of linoleum tiles in the warehouse storeroom when suddenly two of the boxes came falling down. Elisa tried to catch the boxes, and did so, but hurt her wrists in the process because the boxes were much heavier than she believed they would be. She doesn't know precisely what she did to her wrists but they hurt a lot. She had told her supervisor in the hall, the previous week, that she thought the piles of boxes were dangerous, and that she was afraid of an accident, and asked to be transferred to do something safer. The supervisor told her to be more careful, that there hadn't been accidents before if workers were careful; and there wasn't any other job for her to do. So, if she didn't do this job, she'd just have to quit. Since Elisa can't fill in the accident report, she has asked you to do it with her. An accident report is provided on the following page.

- Problem A: Please complete the accident report on the following page, based on the above description Elisa has provided.

Problem B Background: Elisa tried to go back to work right after the accident, but found that using her hands was too painful. Her supervisor, Jeff, didn't think her injury was serious enough for her to see the company doctor. In fact, Jeff noted that he "really should fire her for not being careful and for creating an accident report that will look badly to their Workers' Comp. Insurance carrier."

- Problem B: Please advise Elisa, by answering the questions below: Is Elisa's accident something that is covered by Workers' Comp. or Disability Insurance?
- What has to happen for Elisa to get Workers' Comp. or Disability Insurance?
- If Elisa's supervisor refuses to authorize medical treatment for Elisa, what should she do? Should she still go to a doctor? How will the bills get paid?

- If Elisa's boss won't change the way boxes are stored in the inventory room, is there anything that Elisa can do?
- Should Elisa continue to work there? What should she take into account to make her decision?

Employee Accident Report		
Part below to be completed by Employee:		
Employee Name: Social Security No.		
Position/Title: Department:		
Organization: Branch Location:		
Employee Home Street Address:		
Employee Home Telephone No.:		
Date of Accident:	Time of accident	a.m. / p.m.
Location of Accident:		
Description of Accident:		
Description of Injury:		
Received medical treatment at the scene? Y/N If yes, Name of attending physician?		
Sought other medical treatment? Y/N If yes, Name of attending physician: Name & Address of Health Organization		
Supervisor's signature & date:		

Part II. Reflection on what You Learned from this Module

1. Did you benefit from your work on this module regarding any of the following?

For example, in your ability to	Yes/No	Please comment on either: < How you benefited; or < Why you feel this module was not useful for you in this area
a. Ask the questions you need to in order to identify risks involved with a job		
b. Estimate the costs of medical treatment for the kinds of injuries you might experience in your job		
c. Fill out an accident report for your employer or an insurance agency		

d. Communicate with employers and supervisors to help you get your medical bills paid from on-the-job injuries		
e. Communicate with co-workers to identify job safety issues and what to do about them		
f. Your rights if your employer fires you or retaliates against you for reporting unsafe working conditions		
g. the benefits available to workers who are injured on the job or whose health is hurt as a result of working conditions Workers' Compensation		
h. What an injury is, including both visible and invisible conditions-what Workers' Compensation covers		
i. the benefits available to workers who are injured so badly that they can't work or whose health suffers as a result of work Disability Insurance		
j. if people who complain about the psychological stresses of their jobs have a real health and safety concern or not		
k. if farmworkers have the same rights as other workers if they're injured on the job or being taken to a job site		
l. your right to a smoke-free workplace.		
m. Your ability to recognize safety and hazard signs		
n. What you can do if you notice unsafe conditions that make your job unacceptably dangerous for you to work at.		

2. What would you tell another student about this module, if you were asked to describe it, the work you did during it, and what You Learned from it-about your rights and the benefits available to injured workers or about trying to make your job safer by talking with your co-workers or supervisors?

3. What additional information, explanations, or practice do you will need to use what You Learned even better than you can now?

Authors: Ed Kissam and Holda Dorsey

A project of the California Department of Education, Youth, Adult and Alternative Educational Services Division, funded by contract #4213 of the Federal P.L. 100-297, Section 353 with California State University Institute and Hacienda LaPuente USD. However, the content does not necessarily reflect the position of that unit or of the U.S. Office of Education. 1997