

Bridging Cultural Differences

Bradley Sant
Vice President, Safety & Education



Hispanic Participation in Roadway Construction Industry Work Force

Occupation	Total Employment	Percentage of Total		
		Women	Black	Hispanic Origin
Grader, dozer and scraper operators	60,000	1.8	5.0	8.6
Industrial truck and tractor operators	542,000	6.3	20.8	20.8
Construction Laborers	1,024,000	3.6	10.1	29.3

A weighted average of the percentage of the workforce of Hispanic origin for these occupations yields an estimated **25.7%**. Data source: BLS 1997. When contrasted with data from the U.S. Census Bureau, ARTBA estimates the percentage of Hispanic workers at approximately **28%**.



Construction Worker Fatalities

- **1,225---** An increase of 6 percent in 2001; highest number in construction since 1992 when fatality census began
- **Fatal Falls in Construction Up 13%**
(Over half of fatal falls in all industries)



Hispanic Worker Deaths

- **891 in 2001 ----- Up by 9 percent over 2000 (all industries).**
- **For the first time, Hispanic death increase does not come from Construction, but Service & Agriculture**
- **In 2000, Hispanic deaths increased 24 percent because of construction deaths**



Other BLS Death Statistics

- **Deaths for Blacks and Whites fell in 2001**
- **Men account for 92 percent of fatalities**
- **States with 25+ worker deaths between 2000 and 2001**
 - * Pennsylvania * Illinois * Alabama * Florida
 - * Georgia * Oklahoma * Washington State



Hispanic Demographics

- **Not all Spanish Speaking Workers are “Alike”**
 - **Over 30 different Spanish-speaking nations**
 - **Dialects vary greatly from country to country, and region to region**
 - **Each Spanish-speaking worker has holidays and customs unique to his/her country**



Hispanic Demographics

- **Not all Spanish Speaking Workers Understand Each Other Well**
 - May be many dialects within one country
 - Vocabulary varies greatly
 - Spanish is influenced by other “native” languages of the country of origin (e.g. Indian vocabulary and accents.)



Guess the Country of Origin?

- **Téotihuacan, Xochimilco** Mexico Sites
- **Machu Picchu** Peru Site
- **Huowki, Pachuri** Ecuador Quichua
- **Occoquan, Aquia** Northern Virginia Rivers
- **Simón Bolívar** Liberator - Columbia, Bolivia
Venezuela, Panama, Ecuador
- **Carnivál** Marti Gras



Hispanic Characteristics

- **Hard Working**
- **Some have immigration problems**
- **Often multiple families / generations share dwelling**
- **Often work to support family in native country**
- **Not likely to complain about safety problems**



Hollywood is not far from truth . . .



Clip from U.S. Marshals - Paramount Pictures



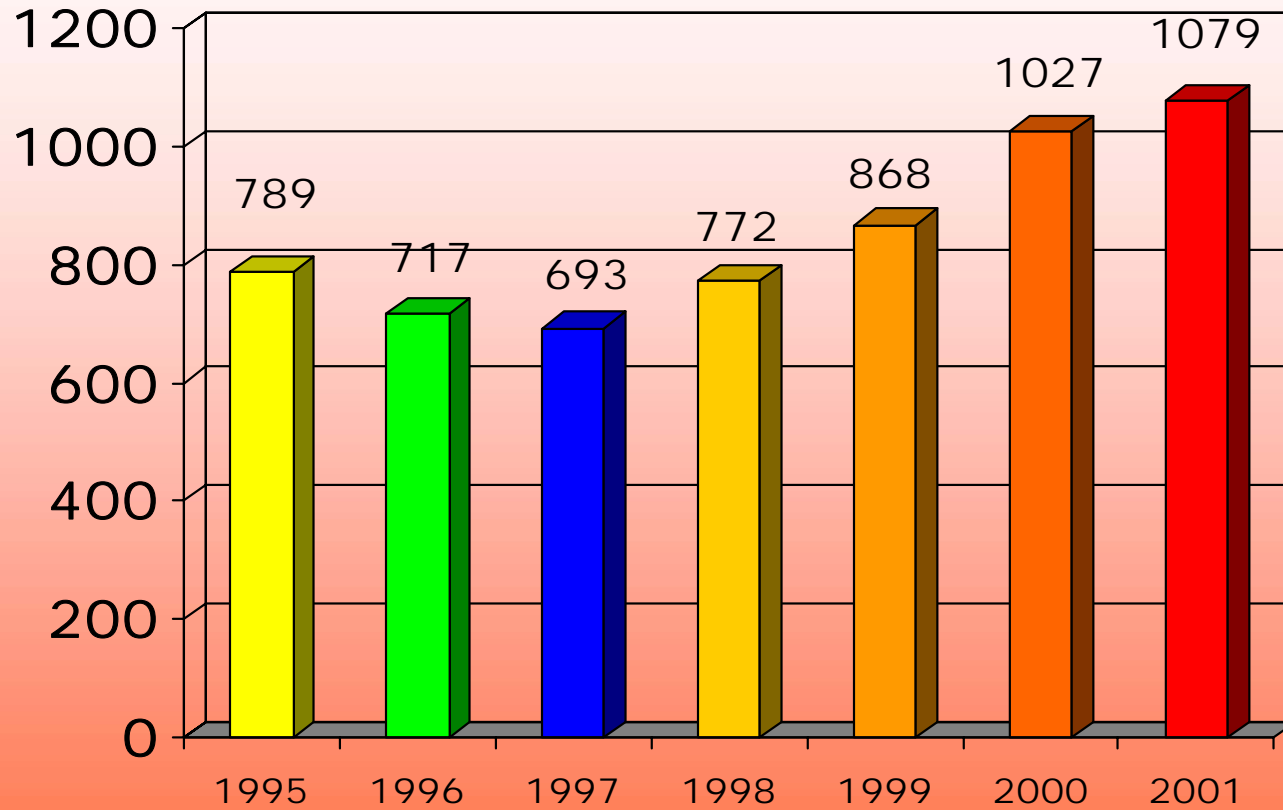
The Problem:

- **1,079 people killed**
- **135 workers killed**
- **39,000 injured**

**in 2001 at road
construction sites**



Annual Fatalities

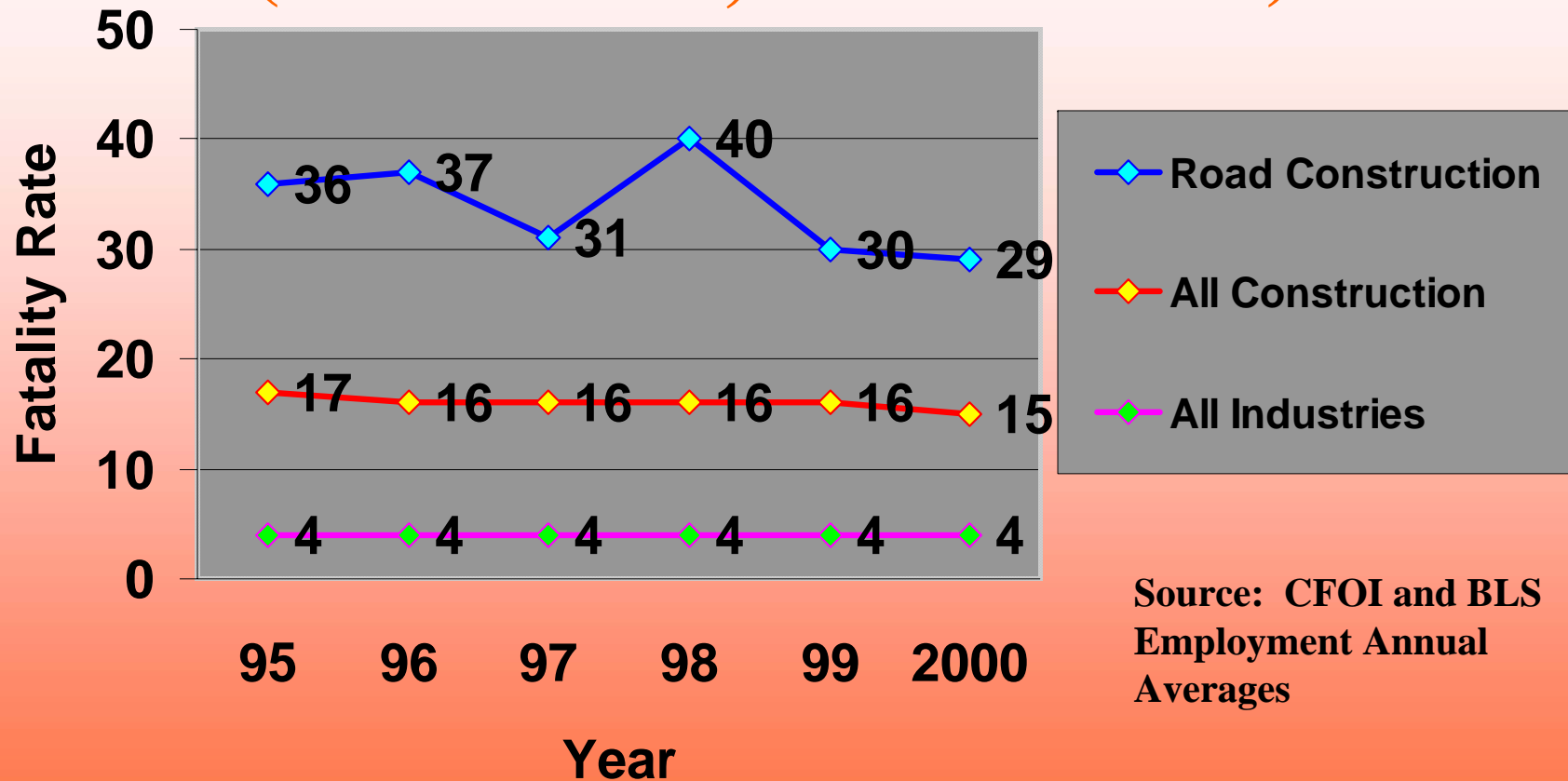


Annual Cost:

- **\$2 Billion in Fatalities**
- **\$2.1 Billion in Injury Crashes**
- **\$300 Million in Property Damage**



Private Sector Fatality Rates (Deaths/100,000 Workers)



Fatal Events, 1992 - 1998, SIC 1611*

- Pedestrian Workers Struck by Traffic -- 22.7%
- Pedestrian Workers Struck by WZ Equipment-- 19.4%
- Work Zone Machinery Occupant Events-- 17.7%
- Highway Travel Accidents-- 15.7%
- Struck-by Other Objects-- 7.2%
- Falls-- 4.1%
- Electrical Contact-- 3.7%
- Caught-In Events-- 3.5%
- Other Events-- 6.0%
- Overexertions-- ----

*Source: CFOI: 1992, 1993, 1994, 1995, 1996, 1997 and 1998; N=849



Serious Injury Events, SIC 1611*

- Overexertions/Ergonomics-- 26.9%
- Falls-- 23.4%
- Struck-by Other Objects-- 17.3%
- Work Zone Machinery Occupant Accidents-- 7.6%
- Caught-in Events-- 3.2%
- Pedestrian Workers Struck by Traffic-- 2.5%
- Pedestrian Workers Struck by WZ Equipment-- 2.0%
- Highway Travel Accidents-- 0.9%
- Electrical Contact-- 0.4%
- Other Events-- 15.8%

*Source: OSHA 200
Information from 19
LIUNA Signatory
Contractors



Top Causes of Fatalities and Serious Injuries

Fatalities--76%

1. Pedestrian Workers
Struck-by Traffic
2. Pedestrian Workers
Struck-by Work Zone
Equipment
3. Work Zone Machinery
Occupant Events
4. Highway Travel
Accidents

Serious Injuries-68%

1. Overexertions
2. Falls
3. Struck by Other Objects
(Tools, Materials, Parts
of Equipment, and
Trees)



End

