Workplace Case Studies

How to Exclude Workers

Labor Rights in the US
Health Benefits
Coverage of Incarcerated Workers

Conclusion / Discussion
These are American workers...
These are American workers...
These are American workers...
These are American workers...
2.3 million

US Inmate Workers

870,000
2.3 million US Inmate Workers

- 870,000 Physicians
- 714,000 Welders
- 400,000 Firefighters
- 327,000
Legislation addressing **PHYSICAL** occupational health

Occupational Safety and Health Act
Workers’ Compensation

Legislation addressing **PSYCHOSOCIAL** occupational health

Fair Labor Standards Act
Title VII, Civil Rights Act
Americans with Disabilities Act

Legislation addressing **ANY ASPECT** of occupational health

National Labor Relations Act
Access to the Courts
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Exclusion by:
Inadequate coverage
Statutory
Judicial
Executive
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**Exclusion by:**

- Inadequate coverage
- Statutory
- Judicial
- Executive

**Inadequate Enforcement**

- Evasion
- Defiance

**Figure 1**
Vertical Disintegration
Legislation addressing physical occupational health

**Occupational Safety and Health Act**
Workers’ Compensation

Legislation addressing psychosocial occupational health

**Fair Labor Standards Act**
**Title VII, Civil Rights Act**
**Americans with Disabilities Act**

Legislation addressing any aspect of occupational health

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Health Benefits? ☑️
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- Health Benefits? ✓
- Inmates covered? ❌
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Health Benefits? ☑

Inmates covered? ☞
Modern-Day Slavery in America's Prison Workforce

Why can’t we embrace the idea that prisoners are workers?

Beth Schwartzapfel
May 28, 2014

Laura Hazen has had bad taste in men. “They’re all lecherous 40-year-old jokes in her Massachusetts town,” she says, as if she were introducing a single.” An ex-boyfriend first introduced her to drugs, she says, a habit she maintained through the 1990s with another addict, and through two stints in prison for writing fake prescriptions.

When she arrived at the Massachusetts Correctional Institution at Norfolk, she says, the guards asked about her criminal record, and she said, “I’m a recovering addict, I got the bug from the family.”

Prisoners all over the US are on strike for ‘an end to prison slavery’

American Slavery, Reinvented

The Thirteenth Amendment forbade slavery and involuntary servitude, “except as punishment for crime whenof the party shall have been duly convicted.”
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Legislation addressing **ANY ASPECT** of occupational health

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**Psychosocial hazards**
- high demands
- low decision latitude
- poor organizational support
- interpersonal conflict/violence
- job insecurity
- poor interpersonal relations
- organizational injustice/discrimination
- low wages

**STRESS ---→ STRAIN**

**HEALTH EFFECTS**

**Physical effects**
- pain, headache
- fatigue
- sleep disturbances
- CV disease, HTN
- GI disease
- MSK disorders
- incr infections - URI, herpes
- cancer progression
- HIV progression
- impaired wound healing

**Psychiatric effects**
- anxiety
- depression
- PTSD
- poor self-esteem
- substance abuse

**Occupational effects**
- poor job satisfaction
- increased injuries
- increased absenteeism
- reduced productivity
- prolonged rehabilitation
- fear of reinjury

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Adapted from:
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Students, Because you’re mine, I walk the line. #55strong
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**Thirteenth Amendment**
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Thirteenth Amendment
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A systematic review of the medical and public health literature was performed through the PubMed database, using the National Library of Medicine’s Medical Subject Headings (MeSH) terms related to Occupational Health and prisoners. Results were limited to English language results published within the past 15 years, and rejected unless they addressed the occupational safety of inmate workers in the United States.

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**Also excluded from labor protections:**