AgWorker Health
102: Supporting Agricultural Worker Health

Presented by Farmworker Health Network
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Today’s Speakers

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The Farmworker Health Network works cooperatively with HRSA to provide training and technical assistance to over a thousand Community & Migrant Health Centers throughout the U.S.
Workshop Components

• Overview of agricultural worker health and safety concerns
• Service delivery innovations
• Resources for health centers to address issues for agricultural workers.
How many years working in Migrant Health?

- 0-3
- 4-7
- 8-10
- 10+
To understand the challenges faced by agricultural workers living and working in our nation today, it is important to understand where this system of labor came from and what efforts have been made over the years to ensure their access to healthcare services.
Events leading up to MH Program

1850’s
Advances in crop production, machinery, transportation and refrigeration, increase the demand for a migratory seasonal labor force

1917 – 1921
World War I and the Immigration and Nationality Act of 1917

1930 – 1936
Dust Bowl and start of domestic migration

1937
Farm Security Administration is established

1942: “Bracero Treaty”
Recruitment & employment of Mexican citizens during WWII

1950’s
Public Health Service establishes the Migrant Health Unit
1960 • Edward R. Murrow’s documentary, “Harvest of Shame” aired on Thanksgiving Day
1962 • The Migrant Health Act signed into law by President John F. Kennedy
1970 • Reauthorization of Migrant Health Act created the National Advisory Council on Migrant Health and added seasonal workers
Timeline of Legislative Action

Migrant Health Act
Aid to agencies that provide community health services to agricultural workers and their families

Migrant and Seasonal Agricultural Worker Protection Act
Basic labor protections under labor contractors

Health Centers Consolidation Act
Consolidates MHC, HCH, public housing and CHCs under Section 330 Authority

ACA Enacted
Includes a major expansion of health centers, dedicating $9.5 billion to serve 20 million new patients by 2015 and $1.5 billion for capital needs for new health centers.

Public Health Service Act
Health Center Program authorized under Section 330 of the Public Health Service Act.

Field Sanitation Standard
Requires agricultural employers to provide potable water, toilets and handwashing facilities in the fields

Worker Protection Standard
Sets minimum standards for protecting farmworkers from pesticide exposure

WPS Revisions
Farmworker Exceptionalism

• Fair Labor Standards Act left out farmworkers
  – Child labor protections
  – Overtime
• Workers' compensation & minimum wage
• Few OSHA standards to protect farmworkers
  – Field Sanitation Standard, 1987
  – Only applies to farms with 11 workers or housing
Physical Health

The health issues that face migrant and other mobile underserved populations are similar to those faced by the general population but are often magnified or compounded by their migratory lifestyle, living conditions, and occupation.
Management of Health Concerns

- Diabetes
- Hypertension
- Cancer
- HIV/AIDS
- Tuberculosis
- Asthma
Issues experienced by essential workers before, during and after a disaster or public health emergency

COVID-19 served to highlight that Farmwork is considered “essential”

Challenges adhering to COVID-19 guidelines:
- Overcrowding with many people in small spaces
- Ability to isolate if exposed to or infected by COVID-19
- Limited or no PPE provided
- Limited access to testing, treatment, and vaccinations

Access to public benefits, including emergency benefits (housing, food, medical care)
- Lack of Information or misinformation about what is available
- Eligibility
- Language

Additional challenges related to working and living conditions:
- Transportation to and from the fields and into town
- Fear of accessing health care/taking sick leave due to employer retaliation
Contributing Factors to Mental Health Challenges

• Separation from families
• Isolation
• Discrimination
• Fear due to immigration status
• COVID-19
Illnesses Related to Substandard Housing

• Gastrointestinal diseases
• Infectious diseases
• Intestinal parasites
• Conjunctivitis
• Lead poisoning
Work-Related Health Risks

- Pesticide Exposure
- Musculoskeletal injuries
- Heat stress
- Wildfire smoke
- Farm equipment
- Transportation to and from work
- Lacerations from sharp equipment and hand tools
- Slips, trips, and falls
- Eye injuries
- Insect/rodent/snake bites
Occupational Safety and Health Protections

- Field Sanitation Standard (OSHA) – 1987
  - Requires potable drinking water, toilets and handwashing facilities, and information on good hygiene practices
    - See Clinician’s Guide to Field Sanitation Standard
- Worker Protection Standard (EPA) – promulgated in 1992, updated in 2015
  - Requires employers to comply with minimum safety precautions when using pesticides on farms, and in nurseries, greenhouses, and forests
    - See Clinician’s Guide to Worker Protection Standard
- California, Oregon, and Washington* have a Wildfire Standard in place (*Washington is in the process of finalizing a permanent rule)
- California, Oregon, Colorado, Washington* have a Heat Standard in place (*Washington is in the process of updating its regulations)
Labor and Health Protections

Migrant and Seasonal Agricultural Worker Protection Act – 1983

- Provides basic labor protections for workers who work under labor contractors

Workers’ Compensation

- Agricultural worker coverage varies by state. Only 14 states (and DC, the Virgin Islands, and Puerto Rico) require full workers’ compensation coverage for agricultural workers. In all other states, coverage is either limited or optional.
- See Guide to Workers’ Compensation for Clinicians Serving Agricultural Workers

Affordable Care Act – 2010

- 26% of workers were offered employer-provided health insurance *
- 48% of workers have health insurance *
- 44% of workers reported that a member of their household received Medicaid *

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• Service delivery innovations

• Resources for health centers to address issues for agricultural workers.
Service Delivery Challenges

Continuity of Care

- Agricultural workers may move during treatment
- Agricultural workers may seek care only when necessary
- Communication between MHCs and other providers is difficult

Culture and Language

- Provision of multi-lingual services (reception, health education, prescriptions, bilingual staff/translators, etc.)
- Relevant training and continuing education for staff
Service Delivery Challenges

Operations
• Integration of walk-in patients into appointment system
• Health Center hours of operation
• Demand/Capacity
• Provision of transportation in rural areas

Costs
• MHCs must remain competitive despite the escalating costs in the healthcare industry
• Lack of insurance coverage of the population
• Outreach and enabling services are often not reimbursable
Exploring Effective Adaptations for Mobility and Culture
### Cultural adaptations
- Culturally sensitive education
- Appropriate language and literacy levels
- Address cultural health beliefs & values

### Mobility adaptations
- Portable medical records & Bridge Case Management
- EHR transmission to other C/MHCs

### Appropriate service delivery models
- Case Management
- Lay health promoters (Promotores/as)
- Outreach & enabling services
- Coordination with schools and worksites
- Mobile Units
Does your organization offer any of these adaptations or services to better serve farmworkers in your community?

- Yes
- No
- I don't know
Easy Access to Care

✔ Orient all patients to the scheduling protocols, recognizing that patients may be unfamiliar with scheduling practices or U.S. healthcare systems.

✔ Document the numbers of agricultural workers in your area by month, typical work hours and transportation options.

✔ Open Access scheduling permits an influx of mobile agricultural worker patients to be seen during seasonal variance.

✔ Accommodate the work hours, transportation and geographic barriers experienced by mobile workers.
Voucher Program Model

• Used where a traditional model may not be the best option.
  ✔ Short growing seasons
  ✔ Lower numbers or density of Agricultural Workers
• Provide services to Ag Workers through either one or some combination of a service coordinator model, nurse staffed model, or mid-level practitioner staffed model
• An organized outreach program is critical to increase access to services
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Farmworker Health Network
MHP Salud is a national nonprofit organization that implements and supports Community Health Worker (CHW) programs. MHP Salud builds on community strengths to improve health in farmworker and border communities. We train community leaders to be CHWs/Promotores de Salud.

CHWs / Promotores de Salud belong to the same culture and speak the same language as those they serve. They...
- Provide culturally appropriate health education
- Make referrals to health and social services
- Encourage people to seek care
- Empower community members
- Bring health to farmworkers where they live

We can help you...
- Design an effective Promotora program
- Find funding opportunities and draft budgets
- Create an evaluation plan
- Train Program Supervisors and Promotores
- Provide and develop health education materials

956.968.3600
info@mhpsalud.org
www.mhpsalud.org
Community Health Worker Resource Directory

Featured Resource

Peers and Community Health Workers (CHWs): The Key Ingredient for Diabetes Prevention and Control Programs

More than 27 million people in the United States, or 11.2%, have diabetes.

We’ve used over 35 years of our expertise in the CHW profession to create and find high quality resources for CHWs and individuals working in CHW programs.

Community Health Workers, community members and health professionals review all materials prior to use and distribution. Each item is tested for literacy level and relevance to the populations MHP Salud serves. Although many of our resources were developed with Latino communities in mind, the majority of our them can be used to support any underserved community. MHP Salud also identifies appropriate materials and resources from other organizations and maintains a list of these resources and how they benefit Latino communities.
Subscribe!

MHP Salud has officially launched its Youtube account! Subscribe to our channel to watch videos of all the hard work you do out in the community, informative interviews, and much more!

Subscribe at
www.youtube.com/@mhpsalud
Our mission is to create practical solutions at the intersection of vulnerability, migration, and health.

We envision a world based on health justice and equity, where migration is never an impediment to well-being.
“Mobile-Friendly” Care Management AND Referral Tracking and Follow-up

Health Network

- Ongoing communication
- Patient care coordination services
- Easy enrollment
- Store & transfer medical records
- Expert bilingual & culturally competent staff
- Toll free access
- Health education provided to mobile patients
WE SUPPORT HEALTH OUTREACH PROGRAMS by providing training, consultation, and timely resources.

OUR MISSION IS TO BUILD STRONG, EFFECTIVE, AND SUSTAINABLE HEALTH OUTREACH MODELS by partnering with local community-based organizations across the country in order to improve the quality of life of low-income, vulnerable and underserved populations.

WE SERVE Community Health Centers, Primary Care Associations, and Safety-net Health Organization
Health equity is at the center of your care. We are here to bring that within reach.

Keep up with the latest news from Health Outreach Partners

Sign up for HOP's mailing list.

First  Last  Email
Organization Name  Job Title  Alabama
Upcoming T/TA Opportunities

Structural Competency: Identifying and Addressing the Upstream Causes of Diabetes and COVID-19

- Thursday, May 25th, 2023; 11:00am PT / 2:00pm ET
- Registration: https://bit.ly/3MJbHKb

Diabetes Prevention for the Whole Family

- Thursday, June 8th, 2023; 10:00am PT / 1:00pm ET
- Registration: https://bit.ly/3MIzc5V

Community Partnerships as Structural Interventions

- Wednesday June 14th, 2023; 11:00am PT / 2:00pm ET
- Registration: https://bit.ly/42Qe17R
THE NACHC MISSION

America’s Voice for Community Health Care
The National Association of Community Health Centers (NACHC) was founded in 1971 to promote efficient, high quality, comprehensive health care that is accessible, culturally and linguistically competent, community directed, and patient centered for all.
NACHC Provides

NACHC provides health centers with live trainings as well as on-demand learning and resources

NACHC administers the Health Center Resource Clearinghouse that hosts hundreds of resources from 21 National Training and Technical Assistance Partners

Healthcenterinfo.org
Farmworker Justice is a nonprofit organization that seeks to empower farmworkers and their families to improve their living and working conditions, immigration status, health, occupational safety, and access to justice.

Using a multi-faceted approach, Farmworker Justice engages in litigation, administrative and legislative advocacy, training and technical assistance, coalition-building, public education, and support for union organizing.

Washington, DC
202-293-5420
www.farmworkerjustice.org
Welcome to the Resource Center!

Use the search bar on the right to search using key words, or browse through all of our resources by topic by clicking on the drop-down menus on the left. Some of our featured resources are posted below.

FJ Resources

- Issue Briefs and Fact Sheets
- Training-of-trainer curricula
- Educational materials for agricultural workers in English, Spanish, Haitian Creole, and indigenous languages

Topics include - health centers, health insurance, medical-legal partnerships, climate change, heat stress, pesticides, workers’ compensation, diabetes, skin cancer, etc.

https://www.farmworkerjustice.org/resource/
The **National Center for Farmworker Health** is a private, not-for-profit organization located in Buda, Texas, whose mission is “To improve the health of farmworker families.”

Facebook and Twitter: @NCFHTX  
Instagram: @Farmworkerhealth  
YouTube: National Center for Farmworker Health  
Linkedin: company/national-center-for-farmworker-health-ncfh-/

A national initiative to increase the number of Migratory & Seasonal Agricultural Workers & their families served in Community and Migrant Health Centers.

We Care.  
We serve America’s Ag Workers.

[http://www.ncfh.org/ag-worker-access.html](http://www.ncfh.org/ag-worker-access.html)
National Center for Farmworker Health

Population Specific Data, Research, & Factsheets

Patient Health Education, Resource Hubs, & Digital Stories

COVID-19 Resources & Call for Health
BPHC-Funded NTTAPs
Special and Vulnerable Populations

National LGBT Health Education Center
www.lgbthealtheducation.org

Corporation for Supportive Housing
www.csh.org

Equitable Care for Elders
Harvard University School of Dental Medicine
ece.hsdm.harvard.edu

National Health Care for the Homeless Council
www.nhchc.org

School-Based Health Alliance
www.sbh4all.org

Association of Asian Pacific Community Health Organizations
www.aapcho.org

National Center for Health in Public Housing
www.nchph.org

National Nurse-Led Care Consortium
www.nurseledcare.org
BPHC-Funded NTTAPs
Capacity Development

Association of Clinicians of the Under served
http://www.clinicians.org

Capital Link
www.caplink.org

Health Information Technology Training and Technical Assistance Center (HITEQ)
www.hiteqcenter.org

National Center for Medical-Legal Partnership
www.medical-legalpartnership.org

National Network for Oral Health Access
www.nnoha.org

Futures Without Violence
www.futureswithoutviolence.org

Community Health Center, Inc.
www.weitzmaninstitute.org
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Any Questions?
Thank you!

Farmworker Health Network

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