

118TH CONGRESS
2D SESSION

H. R. 8739

To amend the Occupational Safety and Health Act of 1970 to ensure labels or other appropriate forms of warning are provided in English and in the language indicated by each employee exposed to the hazard as the primary language of such employee, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

JUNE 13, 2024

Mr. SCHIFF (for himself, Ms. OCASIO-CORTEZ, Mr. CARSON, Mr. MULLIN, Mrs. DINGELL, Ms. NORTON, Ms. VELÁZQUEZ, Mr. LYNCH, and Mr. GRIJALVA) introduced the following bill; which was referred to the Committee on Education and the Workforce

A BILL

To amend the Occupational Safety and Health Act of 1970 to ensure labels or other appropriate forms of warning are provided in English and in the language indicated by each employee exposed to the hazard as the primary language of such employee, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Language Access for
5 Workers Act”.

1 **SEC. 2. AMENDMENT TO OSHA.**

2 Section 6(b)(7) of the Occupational Safety and
3 Health Act of 1970 (29 U.S.C. 655(b)(7)) is amended in
4 the first sentence by inserting before the period the fol-
5 lowing: “, including by requiring that such labels or other
6 appropriate forms of warning be provided in English and
7 a language understood by employees reasonably expected
8 to be exposed to the hazard and prepared appropriately
9 for the vocabulary, educational level, and literacy of such
10 employees”.

11 **SEC. 3. RULEMAKING.**

12 Not later than 180 days after the date of enactment
13 of this Act, the Secretary shall amend any standards pro-
14 mulgated pursuant to section 6 of the Occupational Safety
15 and Health Act of 1970 (29 U.S.C. 655) as necessary to
16 comply with the amendment made by section 2.

17 **SEC. 4. GRANTS AUTHORIZED FOR TRANSLATION SERV-**
18 **ICES.**

19 (a) IN GENERAL.—From the amounts appropriated
20 under subsection (e), the Secretary of Labor shall award
21 grants, on a competitive basis, to eligible entities to pro-
22 vide translation or related services to covered individuals
23 to ensure that such individuals receive any contracts,
24 manuals, or training or other instruction related to the
25 employment of such individuals in a language and manner
26 that is understandable to such individuals, including

1 translating any labels or other appropriate forms of warn-
2 ing required by the first sentence of section 6(b)(7).

3 (b) PRIORITY.—In awarding grants under this sec-
4 tion, the Secretary shall give priority to eligible entities
5 that—

6 (1) serve or employ covered individuals in a ge-
7 ographic area with a high population of migrant em-
8 ployees; or

9 (2) serve or employ covered individuals in the
10 agricultural or service industry.

11 (c) APPLICATION.—To be eligible to receive a grant
12 under this section, an eligible entity shall prepare and sub-
13 mit to the Secretary an application at such time, in such
14 manner, and containing such information as the Secretary
15 may require, which shall include a description of how the
16 eligible entity proposes to use the grant to assist covered
17 individuals.

18 (d) REPORTS.—

19 (1) REPORT TO THE SECRETARY.—An eligible
20 entity that receives a grant under this section shall
21 submit to the Secretary, and the Bureau of the Cen-
22 sus, a report, on an annual basis, on the number of
23 covered individuals assisted with such grant,
24 disaggregated by the occupation or industry sector,

1 and the type of assistance provided to such individ-
2 uals with such grant.

3 (2) REPORT TO CONGRESS.—The Secretary
4 shall submit to Congress each report received under
5 paragraph (1).

6 (e) DEFINITIONS.—In this Act:

7 (1) ELIGIBLE ENTITY.—The term “eligible enti-
8 ty” means an employer, nonprofit organization, an
9 employment provider, an employer association, or a
10 labor organization, for which covered individuals
11 comprise at least 40 percent of the individuals who
12 are employed or served by such employer or other
13 entity.

14 (2) COVERED INDIVIDUAL.—The term “covered
15 individual” means an individual—

16 (A) who is employed or is seeking employ-
17 ment;

18 (B) who has limited ability in reading,
19 writing, speaking, or comprehending the
20 English language; and

21 (C)(i) whose native language is a language
22 other than English; or

23 (ii) who lives in a family or community en-
24 vironment where a language other than English
25 is the dominant language.

1 (3) SECRETARY.—The term “Secretary” means
2 the Secretary of Labor.

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