

HISPANIC EMPLOYEES

continued from page 62

try to get to know them, and make them feel like they are part of our company right away.”

› **Respect your workers’ cultures.** Celebrate holidays such as Cinco de Mayo (the Fifth of May — a holiday celebrated in Mexico that commemorates the 1862 victory by Mexican forces

over French soldiers). Have your native Mexican workers bring in food to share from their culture.

› **Train your workers on the importance of emergency personnel.** Help them so they are not afraid to seek assistance from firefighters, police or emergency medical technicians (EMTs) when needed. In one instance in Wisconsin,

two Hispanic workers drowned after a canoe capsized on a golf course pond. Although EMTs arrived several minutes after receiving the call, co-workers initially sent them to the wrong side of the pond. Investigators believed that part of the problem was the Hispanic co-workers’ fears of talking with uniformed officers and rescue personnel.

› **Have a bilingual supervisor accompany ill or injured workers to the doctor.**

This is important so the supervisor can help translate English into Spanish and so the supervisor can tell the doctor about your company’s light-duty program. However, it is also important to help allay your Hispanic workers’ fears. **LM**

MULHERN, a Belleville, WI-based freelance writer, can be reached at bamu100@aol.com.

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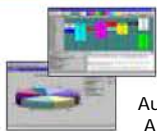
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