



Ethics for Safety and Health Professionals

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IBT Safety and Health Department

August 26, 2020





TEAMSTERS SAFETY AND HEALTH

Ethics for Safety and Health Professionals

International Brotherhood of Teamsters

Teamsters Union represents over 1.4 million workers in the US, Canada, and Puerto Rico

23 Trade Divisions and Conferences

- Transportation – truck, rail, air, port
- Public Sector
- Construction
- Warehousing
- Solid Waste, Medical & Hazardous Waste
- Food processing
- Manufacturing



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International Brotherhood of Teamsters

Safety and Health Department

- Technical
- Regulatory
- Legislative
- Collective Bargaining
- Training



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International Brotherhood of Teamsters

Safety and Health Department

Industrial Hygienists

Safety Professionals

Adult Education Professionals

Accountants

Information System Professionals

Safety and Health Instructors



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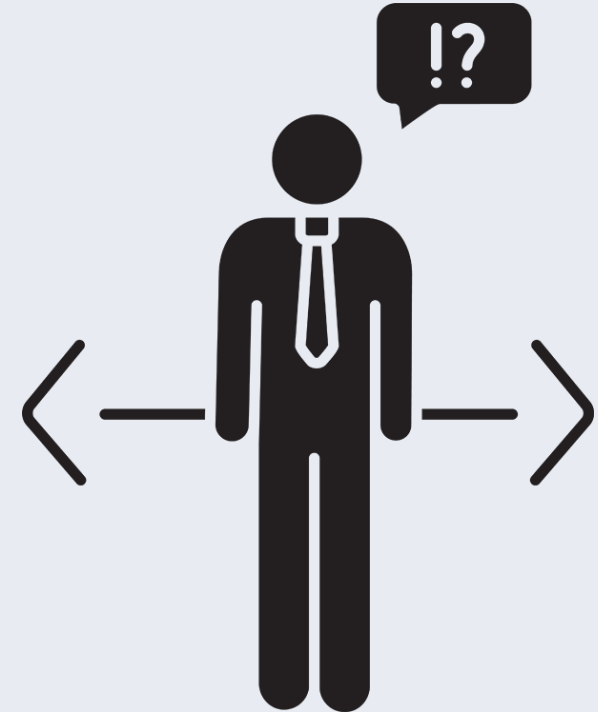
Ethical Dilemma

Unionized manufacturing company

- Employs 200 workers
- Several confirmed, positive COVID-19 cases

Union contacted S&H Department

- Industrial Hygienist assigned to case
- Work with company EHS professional





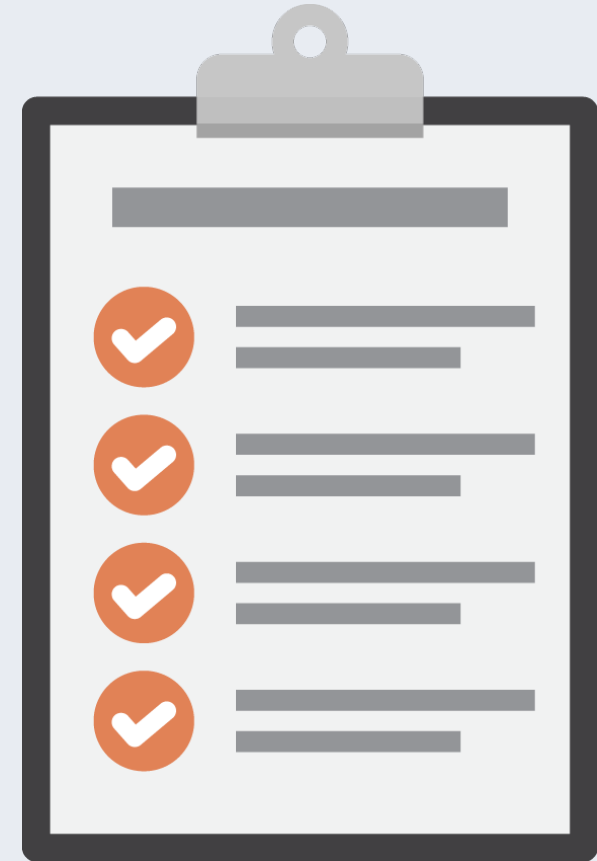
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Ethical Dilemma

EHS professionals developed a strategy

- Plant shut down
- Deep cleaning and disinfection/routine cleaning & disinfection protocol
- Reconfigure facility to facilitate physical distancing / scheduling
- Mandatory use of face coverings
- Worker training
- Screening prior to entering property
- Policy for actions to take if employee develops symptoms while at work
- Testing
- Tracing





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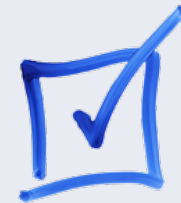
Ethical Dilemma

Some employees refused to wear face coverings

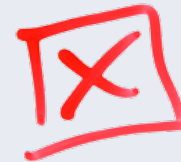
- Front line managers
- Rank and file workers

Company is reluctant to enforce compliance

- Concern that disciplinary actions could lead to interruption of manufacturing operations
- Concerned that there could be additional cases
- Concerned that company could be fined for not enforcing compliance



right



wrong



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Ethical Dilemma

Union represents both groups of employees

- Receiving pressure from those in compliance
- Receiving pressure from those who feel they have a right to refuse to wear face coverings

EHS professionals under pressure from both the Union and the Company on how to deal with the issues

- Company is client of company EHS professional
- Local Union and rank and file members are the client of the Union
IH





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Ethical Dilemma

- What are the options to resolve this problem?
- What should the management EHS professional do?
- What should the union EHS professional do?



point of view.

Ethics

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Thank you for your Participation

moral choices to

<https://teamstersafety.org/>

value of human

Call us at:

(202) 624 - 6960

principles that

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