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
International Brotherhood of Teamsters

Safety and Health Department

• Technical
• Regulatory
• Legislative
• Collective Bargaining
• Training
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
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
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
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
Ethical Dilemma

• What are the options to resolve this problem?
• What should the management EHS professional do?
• What should the union EHS professional do?
Thank you for your Participation

https://teamstersafety.org/

Call us at:
(202) 624 - 6960