

- Employee health and safety
 - Focus on relative risks faced by workers- a workplace is safe if risks are acceptable
 - Relative risks- comparing probabilities of harm
 - If it can be determined that the probability of harm involved in a specific activity is equal to or less than the probability of harm from a more common activity, this activity is an acceptable risk
 - Ex) ppl live by toxic waste dump fear leukemia. Govt responded that fears were irrational bc relative risks in living near this dump were lower than those faced by smokers since ppl accept the risks from smoking. BUT you cant do anything about where you live- with smoking you can avoid it
 - This approach ignores employee input, assumes that health and safety are simply preferences that can be traded off, and assumes workplace risks and other risks are the same when there are actually significant differences
 - **Classic model/free market approach:** employees can bargain to choose appropriate wage based on the risks they are willing to face. Can also be compensated for additional risks that are clearly the fault of employers
 - Problems: employees not have these kinds of choices and risky jobs are often lowest paying. Also, ppl may not have full knowledge of risks involved
 - **First generation problem** – market approach is not sufficient
 1. Sacrifice the first generation of workers in order to gain info about risks ex) we learn that exposure to lead is dangerous to pregnant women after miscarriages
 - If 13 out of 100,000 people are certain to get lung cancer and you are looking to hire 100,000, it is certain that 13 will get it. But when bargaining as an individual, you are okay with accepting the job bc risk is so low
 1. --> government mandates on safety
 - Employees shouldn't be forced to choose between health/safety standards and job security/wages
 - Implement a standard for industries to comply with, and will make ppl's exposure to toxic chemicals at the lowest level which is technologically and economically feasible
 - But this cost benefit analysis may not always be best bc costs could still outweigh benefits and treats health/safety like just another commodity
 - Offensive because puts monetary value on you and if your cost leads to company's benefit, that's fine
 - Risks must be reduced to lowest feasible level, employees must be fully aware of them
- Moral rights are inalienable – unlike property rights
- Ethics demands more of us than law does
- Free will is a necessary condition for informed consent (example – miners)
- Privacy
 - right to be “let alone” within a personal zone
 - Let alone in personal decisions: family, reproduction, sexuality
 - Certain decisions are so fundamental to establishing our own identity that they ought to be protected
 - a right to control information about oneself
 - Depends on your relationship with the persons that know that information
 - If you don't have a relationship with someone and they know something about you, that is a violation
 - Employee privacy is violated when:

- Employers infringe upon personal decision that are irrelevant to the employment contract (implied or explicit)
- Personal information that is irrelevant to that contract is collected, stored, or used without consent of employee
- Conditions of a contract
 - Must be voluntary, informed, consensual
 - Can decide what info will be known, who will know it, how it can be used, and what methods of collecting personal info are appropriate
 - Examine techniques of info collection
 1. Employees should be given notification before. ex) It would only be justified to do random drug testing if something happened
- Cost of privacy violations: financial/social
- Difference between authority and power lies in ethical justification of the control over someone

Class Notes

- Volkswagen recall case for bad emissions
 - Got rid of CEO bc scapegoat for scandal
 - Ppl were purchasing the car to be environmentally friendly but it wasn't
 - Even if they did try to fix it they have damage to their name
- At work we have certain things required by employers (certain rights guaranteed)
 - Sourced from law, contractual goods, and moral rights
- If work is a right, then it becomes someone's responsibility to provide these rights
 - He says govt puts protections in place and sets policies to stimulate private sector development, and then the private sector is responsible for providing work, then govt provides safety nets
- Once at work, employers have to provide meaningful work
 - Employers have to provide due process
 - Safety
 - We have right to protect bodily well being, treated with dignity and autonomy so shouldn't be forced to choose btw safety and work
 - Necessary precondition that allows dangerous work to be permissible: informed consent- worker has been briefed on risk they are taking and sees real risk associated with it
 - As autonomous people, we can consent to that work
 - Not send prisoners to coal mines because cant give consent
 - If we think reward outweighs the risk, then we will opt into doing it
 - Need go above and beyond what the law requires
 - First generation problem- write a law after the first ppl are injured (leave up to market mechanism) and then consumers respond
 - Privacy
 - Morally, what we do and the decisions we make belong to us and ours to share as we see fit
 - Nature of relationship with other party- how you exchange info with that person, what info is fair game

- To prevent bad behavior, you can reward ppl for good behavior: put in gyms, give fit bits, virtue approach to incentivize good choices rather than punitive behavior