

Resolutions

Resolution #2

EMPLOYEE PRIVACY

WHEREAS: Employers in increasing numbers are seeking to propose - and then regulate - the most private aspects of their employees' lives away from work; and

WHEREAS: Employers continue to interrogate employees about their union sympathies, political beliefs, financial status and other personal matters; and

WHEREAS: Random drug testing policies applied without requirement of reasonable suspicion of wrong doing - which are inconsistent with a basic regard for worker dignity and autonomy - is now endemic in American's work places; and

WHEREAS: Employers shift the blame for rising health care and compensation costs to their employees; and to further their personal agendas, employers are increasingly seeking to regulate workers' off-the-job behavior. These restrictions make use of the employer's economic leverage to prohibit workers from engaging in perfectly lawful activities. Employers go so far as to specify whether employees can smoke at home and what employees can eat or drink at their own dinner tables; and

WHEREAS: Employers also conduct medical examinations and genetic tests to screen out employees thought to be at increased risk of developing a disease in the future. Medical screening reveals the most intimate details of employee health, including those that have no relations to job performance; and

WHEREAS: Secret employer telephone eavesdropping on employee-customer calls, permitted through a little known loophole in the federal wire tap code, is yet another often used technique that has no place in a free society;

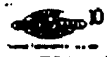
NOW, THEREFORE, BE IT RESOLVED: That the Florida AFL-CIO go on record as committed to enhancing the dignity of working men and women and to prevent intrusions into workers' privacy, and support legislation that would go further than present law to enhance worker privacy and to outlaw management practices which intrude on those privacy interests.

Respectfully submitted,

Frank C. Ortis, President
Florida State Council of
Machinists

Adopted _____
Rejected _____
Withdrawn _____

Amended:
9/13/92



TIFL 0052459