

Injuries and hazards faced by public sector workers in beverage retail stores and warehouses in Montgomery County, MD

United Food and Commercial Workers 1994:
Municipal and County Government
Employees Organization (MCGEO)

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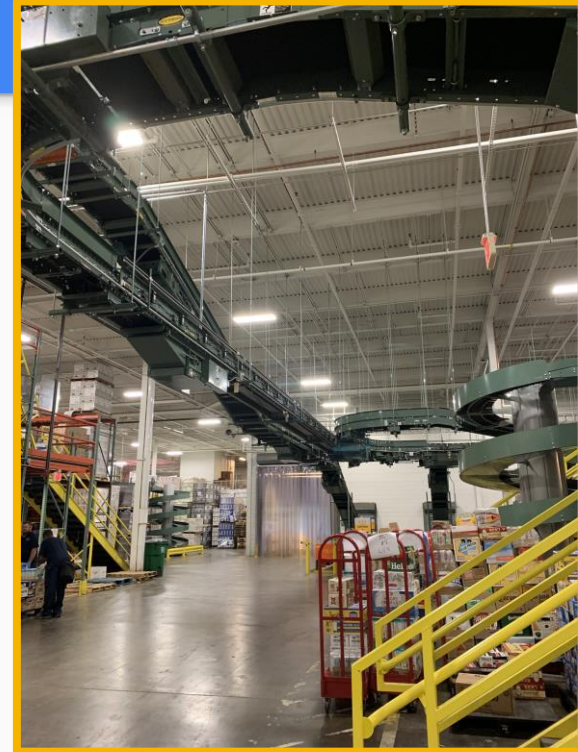


Objectives

- Assess the most prevalent hazards among Montgomery County ABS retail and warehouse employees
- Address concerns at other facilities due to a recent fatality and hazards in other departments
- Generate a base of health and safety knowledge to be used in upcoming MCGEO collective bargaining
- Personal goals:
 - Gain familiarity with Health and Safety in industrial warehouse settings
 - Learn how to recognize ergonomic stressors where they are not immediately prevalent
 - Observe how unions can improve public health

Alcohol Beverage Services (ABS)

- All alcohol in the county runs through one location
- Warehouse
 - Warehouse track workers are expected to be injured within **18 months.**
 - Job types:
 - Driver, Helper, Supply Technician, Equipment Operator
- Retail
 - All union employees are Clerks
 - Predominantly ergonomic concerns with moving products



ABS Warehouse

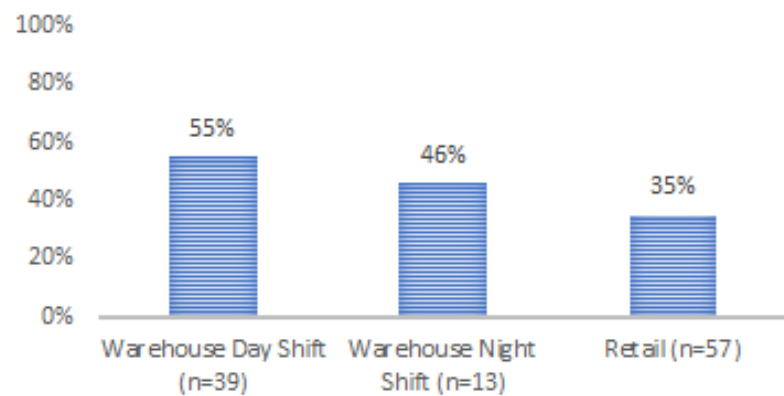
Methods



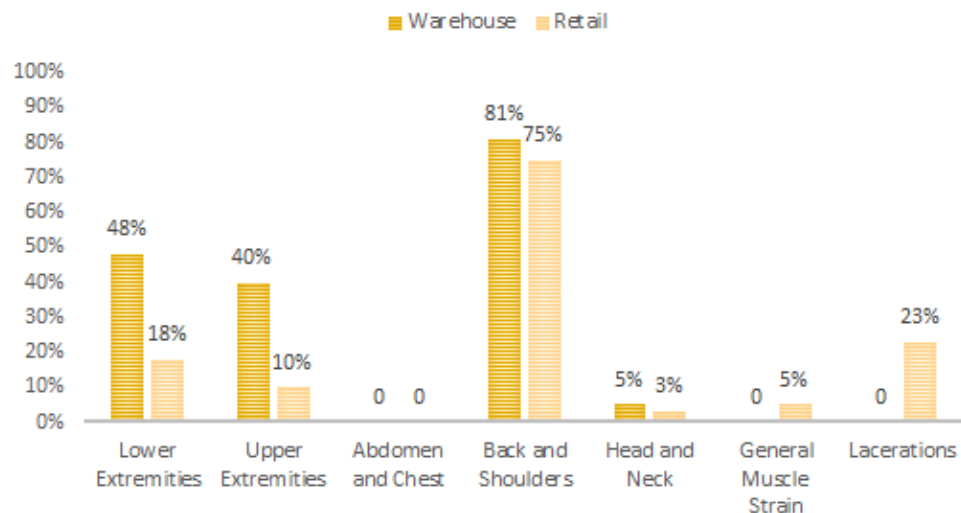
Back room at the Potomac, MD, ABS Retail Store

- Designed and administered workplace surveys with ABS Retail and Warehouse Employees
 - Distributed surveys at all 25 retail locations and the warehouse among all shifts from July 1-15
- Spoke with multiple employees while distributing surveys, took note of the problems discussed and gained a solid understanding of why issues occur
- 109 surveys collected: 52 from warehouse employees and 57 from retail employees

% OF RESPONDENTS WHO REPORTED THAT THEY HAD BEEN INJURED



MOST COMMON INJURY TYPES REPORTED IN SURVEYS



Warehouse Day-Shift	Warehouse Night-Shift	Retail
<ul style="list-style-type: none">● Being overworked due to short-staffing● Issues with trucks and truck ramps	<ul style="list-style-type: none">● Moving product manually● Broken glass● Lack of PPE and machine guarding	<ul style="list-style-type: none">● Moving product manually● Building issues

Quotes

- “Make sure you bring notebooks and write things down. It makes the managers nervous.” - Warehouse day-shift employee
- “I can count on one hand the number of times I’ve had a supervisor in the store” - Retail shop steward
 - He subsequently held up his hand and one of his fingers was missing.
- “If we have harnesses, I have no idea where they are.” - Warehouse day-shift employee
- “Sometimes they will send you to ‘punishment stores’ if you’ve done something they don’t like.” - ABS Retail employee

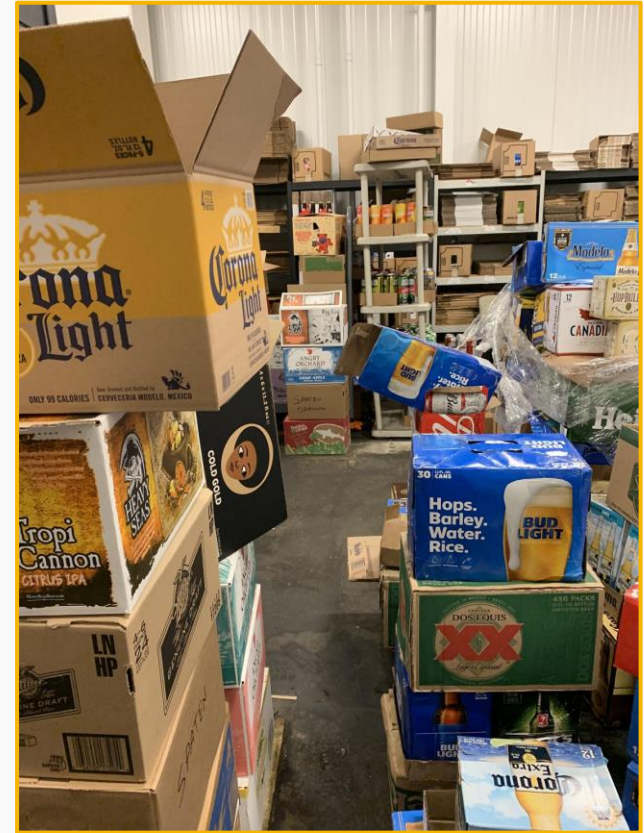
ABS Labor-Management Relations Committee (LMRC) Report

Collective Bargaining Agreement ABS Appendix

Health and Safety Report for the Shady Grove Transfer Facility



Sign in the ABS Warehouse



Breakage room in the ABS Warehouse

Giveback Product

Challenges

- Gathering data from all locations
 - In person store visits
 - Difficulties at the ABS warehouse
- Obtaining the OSHA 300 logs
- Manager resistance
 - ABS Warehouse
 - Waste transfer station
- Transitioning staff at the Union
 - Coleson Breen, our main liaison with ABS, left UFCW 1994 in July



Shady Grove Waste Transfer Station

Successes

- Strong relationship with the union, shop stewards and employees
 - Extensive support from our supervisors at Local 1994
- Completed safety reports for Alcohol Beverage Services and the Shady Grove Processing Facility and Transfer Center
- Access to Congressional hearings and meetings at the AFL-CIO
- Access to MCGEO meetings:
 - Shop Steward training
 - Labor-Management Relation Committee

Recommendations

- Improve and standardize training programs between all stores and the warehouse
- Provide adequate equipment to reduce risk of injury
 - Harnesses at the warehouse
 - Keg bumpers
 - Ramp supports
- Change the manager to employee ratio to alleviate short-staffing issues

Personal Reflections



Montgomery County Bus Depot parking lot



ABS Warehouse



Wheaton, MD, ABS Retail Store

Acknowledgements

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- Raven Wilkerson

Funders: UFCW and NIOSH

Thank you!