

NIOSH Labor-Management Participation in Research Partnerships Workgroup: Status Update for the BSC Sept 22, 2015

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BSC Report and Recommendations

“Structuring Labor-Management Participation in Research Partnerships: Request for Analysis and Recommendations”

Report Delivered to NIOSH Director Sept 2013

NIOSH Director appointed a NIOSH Workgroup to address the BSC Recommendations

This is the 2nd update for the BSC

Workgroup Members

- Margaret Kitt (Chair)
- Jeff Welsh (OMSHR)
- Cammie Menendez (DSR)
- Eileen Storey (DRDS)
- Kristin Cummings (DRDS)
- Todd Niemeier (EID)
- Doug Trout (DSHEFS)
- Jim Kesner (DART)
- Ryan Hill (OD)
- Jennifer Lincoln (APO)
- Eddie Sinkule (NPPTL)
- Bill Kojola (CTR)-term ended summer 2015

Recommendation #1:

NIOSH researchers involved in the Toyota study should conduct a “follow-back” survey of workers at the completion of the project to obtain feedback on the issues of barriers to participation and communication of findings

Response to Recommendation #1

- As presented at Sept 2014 BSC meeting:
 - NIOSH WG members met with the Project Officer of the Toyota study
 - After review, the WG felts appropriate steps had been put into place to ensure confidentiality for the study
 - Because OMB approval for the survey had already been obtained months prior, adding a follow-back survey proved to be impractical

*Note: Study has been suspended for unrelated reasons

Recommendation #2:

NIOSH should conduct follow-back surveys in selected union and non-union field/intervention studies to collect information on the views of workers, and union representatives in workplaces where employees are represented...NIOSH policies should be developed to address identified problems and successes

Response to Recommendation #2

- The WG developed a short bank of questions on confidentiality/participation that could be added to field work and research studies
- These survey questions have already been tested in one survey with taxicab drivers and will be included in a 2nd study of oil and gas workers

Response to Recommendation #2

- Results of these two pilots will be presented to the Science Lead Team; discussion of inclusion in further pilot surveys
- Survey questions will be made available to researchers for inclusion in surveys where appropriate

Recommendation #3:

In circumstances where NIOSH researchers believe it appropriate, they should use worker-guided or worker-participatory research methods...

Response to Recommendation #3

- At the Sept 2014 NIOSH Science Forum a session was conducted on participatory research
 - One of the most well-attended forums to date
- At the May 2015 Work, Stress, and Health conference numerous presentations (including those by NIOSH) contained discussion of the need for more worker participatory research
- Source of discussion in many venues over the past two years

Recommendation #4:

The NIOSH IRB is encouraged to continue, and strengthen, its evaluation of the potential economic and social consequences that may be connected to research proposals it reviews. Particular focus should include examination of barriers to participation...and ensuring confidentiality is upheld...IRB should secure expertise it needs to accomplish this objective

Response to Recommendation #4

- The NIOSH Human Research Protection Program (HRPP) completed a literature review on potential economic and social consequences and recommended safeguards to prevent/mitigate potential associated research harms
- Educational sessions have been held with NIOSH staff and IRB members; training will be updated periodically

Response to Recommendation #4

- Job aids have been posted to the NIOSH intranet
- An individual representing worker health, safety and welfare has accepted in invitation to join the NIOSH IRB

Recommendation #5:

Where employee participation is sought, NIOSH researchers should be made aware of and receive education on the provisions of the NLRA that govern labor-management relationships, including Section 8(a)(2) that prohibits an employer from dominating or interfering with the formation or administration of a labor organization

Response to Recommendation #5

- As part of our NIOSH Legal Seminar Series a presentation about these specific provisions of the NLRA will be delivered to NIOSH staff by two legal experts in January 2016

Recommendation #6:

For intervention studies...NIOSH researchers should consider mechanisms to monitor progress of the study, including outside monitoring experts or a safety committee

Response to Recommendation #6

- NIOSH HRPP conducted a scoping exercise of applicable CDC and NIH policies
- NIOSH HRPP is in process of adapting these materials for establishing Data Safety Monitoring Plans and Data Safety Monitoring Boards
- Educational sessions have been held with NIOSH staff and NIOSH IRB members

Recommendation #7:

NIOSH should develop a new policy or guideline document that addresses the communication of results of all studies where the research was conducted...should include dissemination approaches

Response to Recommendation #7

- As presented at Sept 2014 BSC meeting:
 - Since the BSC report NIOSH has formed a Communication Lead Team (CLT)
 - The CLT embraced this recommendation and is working with Divisions and the CO to advance a communication culture at all stages of research
 - Science/information dissemination continuum developed and being used as a model

Science/Information Dissemination Continuum

	Study/Project Proposal	Review	Field Work	Final Report	Presentation	Article / NIOSH # Pub	Evaluation/ Follow-up	
Science	Intended audience(s) and channels for reaching those audiences	Identify changes to study/project including audiences and goals	Data collection	Data analysis	Public output	OUTCOME To evaluate requires time	OUTCOME To evaluate requires time	
	Compliance process issues – i.e. MSHA Dust Rule	Discussion of needs and the way forward	Testing/prototypes	Statistical analysis	Peer-peer presentation	Other messages → extract for web	Exposure metrics	
	Negotiating with partners		Data entry	Review of interviews/photos/video	Help needed not consistent across NIOSH		Citations	
	Study design		Analysis	Human subjects	HHE	Graphics	Web output of multiple pubs into a collection	Are NIOSH pubs used in outside project work?
			Document research – photos/video/audio interviews	Communicate findings to specific audiences as defined in study/proposal	Story/goal for presentation	HHE posted		
					Publication moves OSH science forward			
Information Dissemination	Invite communication specialist to identify resources and possible	Invite communication specialist to attend reviews to hear information first hand	Document work and audience – photos/video	Writer/Editors needed	Writer/Editors needed	Writer/Editors needed	Iterative/DLO specific	
	Engage consultative services over lifetime of study/project	Short & medium communication issues or products identified	Observe target audience (in their environment)	Plain Language	Plain Language	Plain Language	Application of communication science	
	Explore use of new media/apps possibilities	Discuss how changes influence communication direction	Prototype testing	Product guidance for reaching audiences	Video of presentation at NIOSH as a content piece that could be published online	TCM - Alerts/CIB → new rule	Continuous improvement requires evaluation	
	Apply communication science framework to study/project planning	Resource consultation with DLO communication staff if no communication staff, invite through help with comm	Help attract human subjects		Seek input – observe other science presentations/best practices	Product or App	Web – Evaluate and suggest web content/dissemination plan	Need to overcome barriers to making this happen
		Look for What is available to communicate? How do you communicate change in the target audience?						

Recommendation #8:

NIOSH should consider developing some general criteria or guidelines for minimum elements that must be contained in a letter of agreement beyond that of an employer demonstrating its good intention to participate in the study. The letter might contain elements such as stating that employee participation is voluntary, employees can withdraw from participation at any time, and confidentiality will be maintained

Response to Recommendation #8

- NIOSH has a template Letter of Agreement (LOA) that it uses in agreements with companies
- LOAs are approved at Division leadership level or at the NIOSH OD level depending on the nature of the agreement
- The template did not have language pertaining to confidentiality and the voluntary nature of participating in studies
- This language has been inserted into the LOA template and presented to the Lead Team for review and approval

Recommendation #9:

In one year from the adoption of these recommendations, NIOSH should report back to the BSC on progress and thereafter periodically report on issues related to labor-management structures that impact outcomes and employee participation

*Updates have been provided at BSC meetings
Sept 2014 and now Sept 2015*

In Conclusion....

- The BSC Report of Recommendations has been instrumental in precipitating action on many issues related to Labor-Management Participation in Research Partnerships
- A larger discussion is ongoing on mechanisms to introduce new researchers and periodically update others on key policies and tenets of NIOSH work to include issues related to Labor and NIOSH tripartite policies