

# Monitoring Systems for Automation in Production & Packaging...

## Is this Ethical for Employees?

An A1 Industrial Vision Whitepaper, Citations credited below. - July 15, 2016

As technology is developing across all industries at a higher rate than ever before; corporations are taking advantage of the new technology to increase earnings, OEE and numerous other benefits for businesses. One of the more popular technologies on the rise for manufacturing involves integrated vision systems on production lines connecting to your MES & downtime systems. Some may know this type of system as a “PMS” or production monitoring system.

“A Real time PMS helps the management to gather and distribute information to everyone in the shop floor as events are happening. Real time PMS is essential in helping the industries to achieve realistic production goals, at reduced down time and increase in yield.”<sup>[1]</sup>

Installing high definition, industrial cameras on automated lines may first raise a few concerns for Human Resources; however, cameras in the workplace are legal (obviously avoiding personal areas). So even though “A1 Industrial Vision” has built a platform capable of shading out regions where employee’s actions might appear; filming employees on production/packaging lines is completely legal. “When employers use video cameras to monitor employees, they must have a legitimate business reason. State privacy laws may determine the extent at which video monitoring is considered legitimate and therefore lawful (check with your state labor agency for more details). Most of these laws limiting video camera use in the workplace pertain to restrooms, break rooms, and other areas for which there is a reasonable expectation of privacy. California law, for example prohibits the use of two-way mirrors in restrooms, locker rooms, and similar locations.” <sup>[2]</sup>

Here are some guidelines to make the integration of the A1 Industrial Vision system as seamless as possible:

1. Involve line operators in the placement of the cameras
2. Provide incentives to employees for increasing OEE
3. Actively shade areas where employee actions can be recorded (A1’s Technology allows for this)
4. Focus on monitoring product and machinery where events are disrupting productivity

Credited Citations:

[1] S. K. Subramaniam, S. H. Husin, R. S. S. Singh and A. H. Hamidon.  
<http://www.naun.org/main/UPress/saed/saed-57.pdf>

[2] <http://employment.findlaw.com/workplace-privacy/can-employers-use-video-cameras-to-monitor-workers.html>