

Ethical Dilemmas

Part 1

Ethics in a Time of Polarization

Osher Course

John Hooker, study leader

September-October 2021

Outline

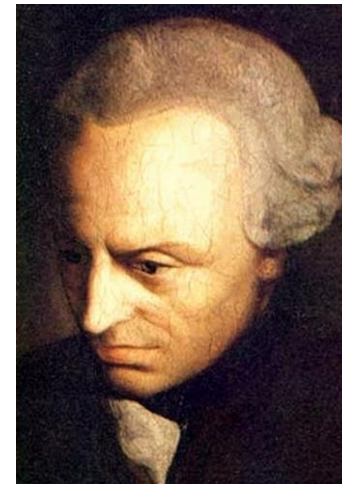
- Quick review
- Everyday dilemmas
 - *Boarding the plane*
 - *The ambulance*
 - *A damaged car*
 - *Boss's expense account*
- Vaccines and masks
 - *Refusing MMR vaccine*
 - *Refusing Covid vaccine*
 - *Forcing Covid vaccine*
 - *Requiring Covid vaccine*
 - *Requiring masks*
 - *Vaccination for work*

Approach

- Stick to ethical principles adopted **in advance**.
 - *Generalization, utilitarian, autonomy.*
 - *One can think up “arguments” for any position.*
- Avoid public policy issues.
 - *These require different conceptual tools.*
 - *No consensus on principles.*
 - *We will survey some “isms” in session 5.*

Generalization principle

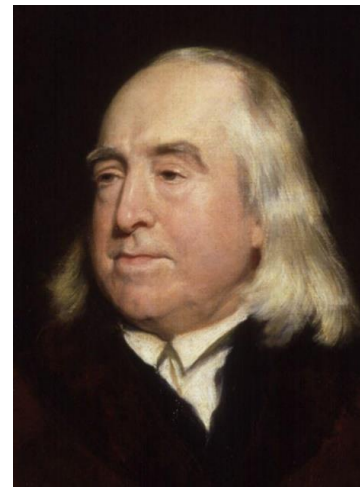
- It should be **rational** for me to believe...
 - *that the reasons for my action are consistent with the assumption that everyone with the same reasons acts the same way.*



Utilitarian principle

- An act is ethical only if I can rationally believe that **no other act...**
 - *creates more net expected utility**...
 - *and satisfies other ethical principles.*

**counting everyone's utility.*



Autonomy principle

- An act is **unethical** if I am **rationally constrained to believe*** that...
 - *it interferes with the **ethical action plans** of some collection of other agents **without informed or implied consent.***

**it is irrational not to believe...*

Boarding the plane

- The airline boards by zones...
 - *To expedite boarding*
 - Early zones are nearer the back and windows.
 - *But the agent isn't checking zones.*
 - *So I board **early**.*
 - *Is this OK?*



Boarding the plane

- Generalization test.
 - *My reasons:*
 - I want to be sure to find space for my bag.
 - Nobody is checking the zones.
 - *This doesn't seem to be generalizable.*
 - But exactly why?



Boarding the plane

- Generalization test, 1st attempt.
 - *Fails, because I wouldn't want everyone else with a large carry-on to do the same.*
 - Too many people would get ahead of me.
 - *Wrong.*
 - It doesn't matter what I "want."



Boarding the plane

- Generalization test, 2nd attempt.
 - *Fails, because if everybody with a bag tried to board early...*
 - It would defeat the purpose of expediting the boarding process.
 - *Wrong.*
 - It would defeat the **airline's** purpose.
 - What matters is **my** purpose—finding space for my bag.



Boarding the plane

- Generalization test, 3rd attempt.
 - *Fails, because if everybody with a bag tried to board early...*
 - I would no longer be sure to find space for my bag, or...
 - The agents would always check zones..
 - *Correct.*
 - Boarding early, for these reasons, is not generalizable.



Boarding the plane

- Utilitarian test.
 - *Boarding out of order marginally slows the boarding process...*
 - There is no net effect on bag space.
 - But net reduction in utility.
 - *Fails the test.*



Boarding the plane

- Scorecard.
 - *Generalization test: fail*
 - *Utilitarian test: fail*
 - *Autonomy test: not applied*



The ambulance

- I am an emergency paramedic.
 - *I have a meeting with my boss.*
 - *Heavy traffic will make me late.*
 - *So I use the siren and lights.*
- Ethical?
 - *It's not legal, but let's suppose it is.*



The ambulance

- Generalization test.
 - *My reasons:*
 - Traffic will make me late for an appointment with the boss.
 - I won't be caught.
 - *This is a rare circumstance for EMS workers.*
 - Passes the test.



The ambulance

- Generalization test.
 - *Problem:*
 - The **scope** is too narrow.
 - Why wouldn't I use the siren if I were late for a job interview, a flight, etc. etc.?
 - Nothing in my rationale distinguishes these cases.
 - *In effect,*
 - I am using the siren because I really want to get there on time.
 - Not generalizable.



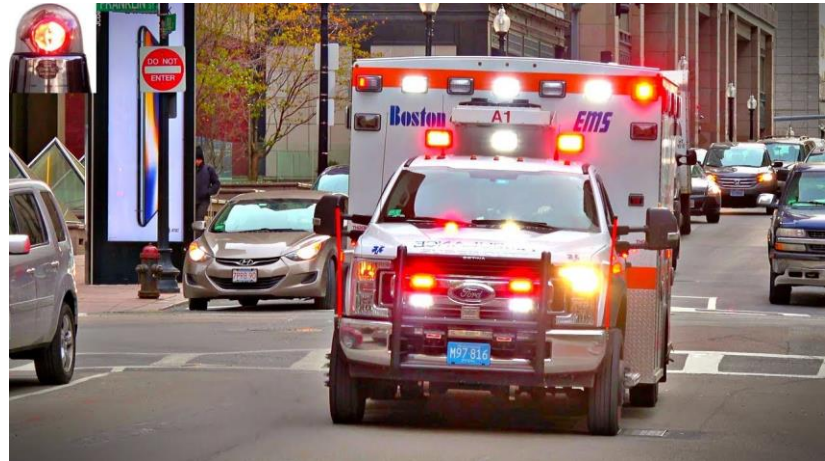
The ambulance

- Generalization test.
 - *But I insist:*
 - I would use the siren only in these particular circumstances.
 - *Then why?*
 - I don't have to **predict** what I would do.
 - I must have a **rationale** for singling out these particular circumstances.
 - I don't have one.
 - *So I fail the test.*



The ambulance

- Utilitarian test.
 - *Screaming through traffic without a patient does not maximize utility.*
 - The risk of an accident outweighs any benefit to me.
 - *It is different with a patient in the ambulance.*
 - Expected benefit of prompt medical attention outweighs expected cost.
 - *So I fail the test.*



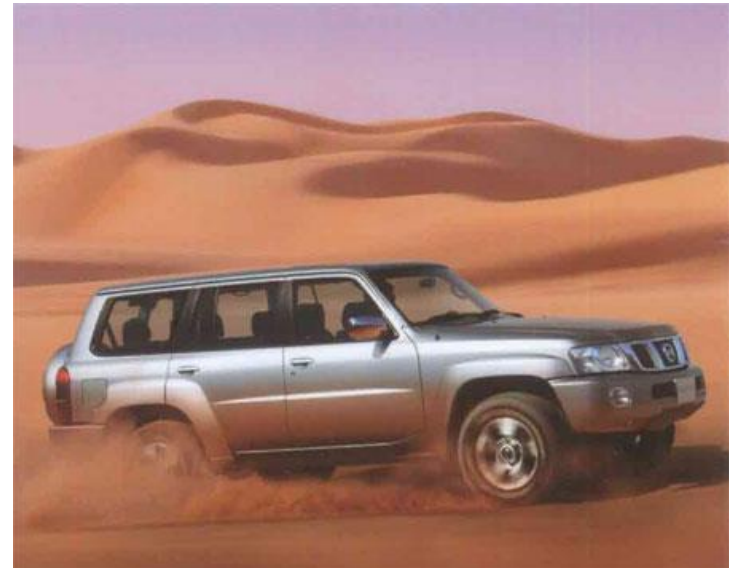
The ambulance

- Scorecard.
 - *Generalization test: fail*
 - *Utilitarian test: fail*
 - *Autonomy test: not applied*



A damaged car

- I want to buy a new car from a dealership.
 - *And trade in my old car.*
 - We negotiate a price for the new and old cars.
 - *But I'm not sure I like the deal.*
 - The salesman gives me a lunch voucher, so I can think about it over lunch.



A damaged car

- While driving the old car back from lunch,
 - *I have a minor accident.*
 - The damage is not conspicuous, but the bumper must be replaced..
 - *I estimate the repair bill at \$1000.*



A damaged car

- The dealer doesn't notice any damage.
 - *The price he offered me for my old car was \$1000 below book value.*
 - *Should I go ahead with the deal...*
 - Without mentioning the damage?



A damaged car

- Utilitarian test.
 - *The utility cost is greater to me than to the dealer.*
 - Partly because the repair cost to me is inflated.
 - *So failure to mention the damage creates a net increase in utility.*
 - It passes the test.



A damaged car

- Generalization test.
 - *We have a sales agreement.*
 - Violating an agreement merely for personal benefit is not generalizable.
 - *The dealer offered to buy the old car **in the condition he saw it...***
 - Not in a wrecked condition.



A damaged car

- Generalization test.
 - *I might argue: if I had not damaged the car, it would have still suffered minor wear and tear.*
 - It would not be the same car as the dealer saw, and this is consistent with the agreement.



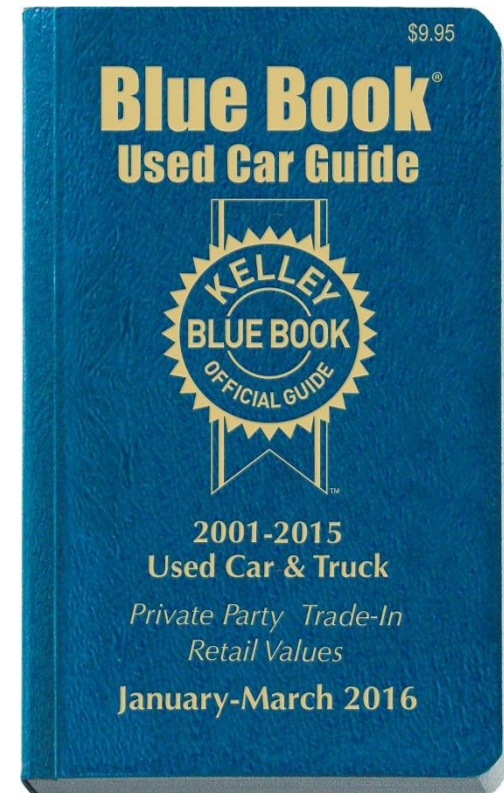
A damaged car

- Generalization test.
 - *I might argue: if I had not damaged the car, it would have still suffered minor wear and tear.*
 - It would not be the same car as the dealer saw, and this is consistent with the agreement.
 - But the dealer **expects** wear and tear on a lunch trip.
 - **This much** is part of the deal.
 - But selling a more seriously damaged car is a **breach of contract**.



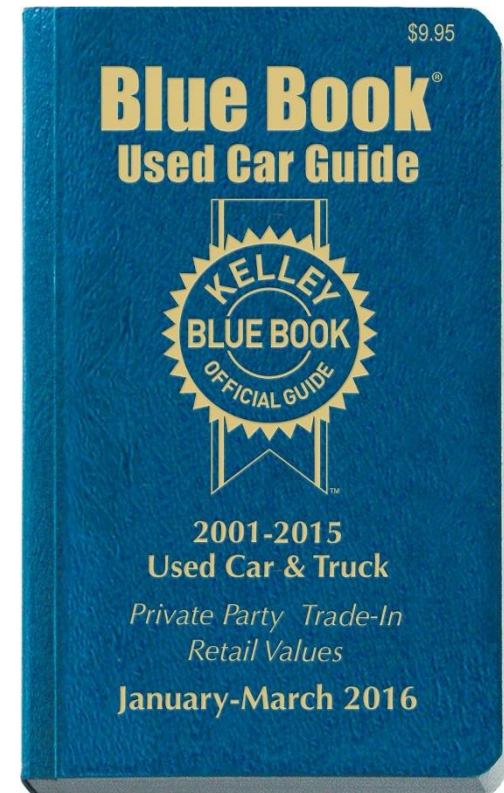
A damaged car

- A “fair” price.
 - *How about the book value of the car?*
 - The dealer offered me \$1000 below book value.
 - The cost is \$1000 (less for him).
 - So we’re even.



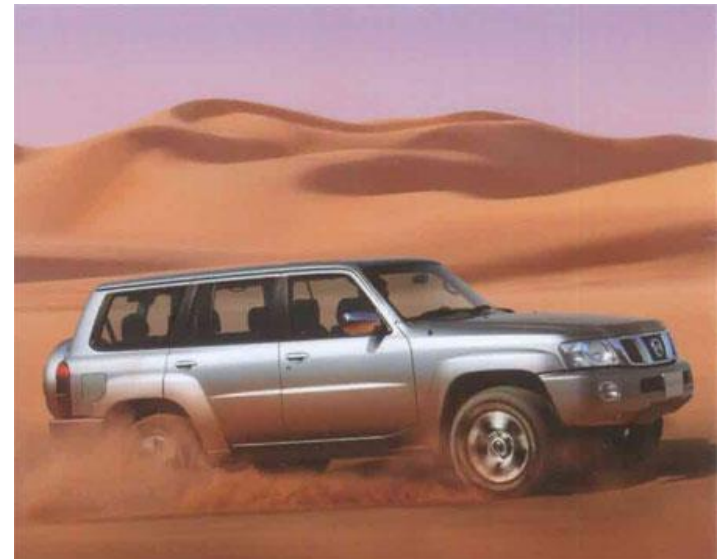
A damaged car

- A “fair” price.
 - *How about the book value of the car?*
 - The dealer offered me \$1000 below book value.
 - The cost is \$1000 (less for him).
 - So we’re even.
 - *What does “fair” mean?*
 - The price (fair or not) is part of our agreement.
 - There was no fraud or deception.
 - If I don’t like the price, I can renegotiate.



A damaged car

- Scorecard.
 - *Generalization test: fail*
 - *Utilitarian test: pass*
 - *Autonomy test: not applied*
- I have to pass all the tests.



Boss's expense account

- My boss asked me to accompany him on a trip to San Francisco.
 - *I booked my flight through the company travel service.*
 - I asked the agent to charge the trip to my boss's account.
 - *The agent remarked that a 3rd party was going at company expense.*
 - I recognized the name of my boss's wife (different surname than my boss)
- What to do?



Boss's expense account

- Two issues:
 - *Is my boss's conduct unethical?.*
 - *If so, should I report it to the company?*



Boss's expense account

- Is my boss's conduct unethical?
 - *He deceived the company.*
 - He represented his wife's expenses as a legitimate business expense.
 - Deception merely for convenience is not generalizable.



Boss's expense account

- Is my boss's conduct unethical?
 - *He deceived the company.*
 - He represented his wife's expenses as a legitimate business expense.
 - Deception merely for convenience is not generalizable.
 - *He broke an agreement to follow company rules.*
 - Also ungeneralizable.



Boss's expense account

- Is it OK if I keep quiet about this?
 - *Utilitarian outcome is unclear.*
 - Whistle-blowing cases can be **very** unclear.

Boss's expense account

- Is it OK if I keep quiet about this?
 - *Utilitarian outcome is unclear.*
 - Whistle-blowing cases can be **very** unclear.
 - *Generalizable?*
 - **No**, if I have oversight responsibilities (I don't).
 - No, if reporting this is part of company code of conduct (it isn't).
 - Yes, because small irregularities are frequently caught by control mechanisms. I could still accomplish my purpose if act is generalized.

Boss's expense account

- Scorecard.
 - *Generalization test: pass*
 - *Utilitarian test: pass (because outcome unpredictable)*
 - *Autonomy test: not applied*
- OK to keep quiet.
 - *Reporting would also probably pass the tests.*



Whistle blowing

- Can be internal or external.
 - *In-house or public.*
 - Whistle-blowing cases can be **very** unclear.
- Substantial risk to whistle-blower.
 - *Company may ignore it (e.g., Boeing 737 Max)*
 - “Anonymous” hot line?
 - *Retaliation possible.*
 - External whistle-blower may suffer mental and physical health consequences.
 - E.g., Roger Boisjoly.



Refusing MMR vaccine

- Safety of MMR (measles/mumps/rubella) vaccine questioned
 - *A 1998 Lancet article claimed link between MMR and autism/colitis.*
 - Based on 12 children.
 - Later studies show **no connection**, including a 2002 Danish study of **half a million** children.
 - Article not **retracted** until **2010**.
 - Author eventually lost license to practice medicine.



Refusing MMR vaccine

- This boosted the anti-vaxxer movement
 - *In Europe and US.*
 - *Measles had been eliminated in the US by 2000.*
 - Resurfaced in an outbreak at Disneyland in 2014.
 - Unvaccinated children affected.
 - US vaccination rate had dropped to 92%.
 - 2017 outbreak in Italy infected 4000, 88% unvaccinated.
 - *Anti-vaxxer parents often refuse MMR for their kids on grounds of safety.*
 - They also claim measles is a “natural” part of growing up (a taste of the naturalistic fallacy).



Refusing MMR vaccine

- Some data
 - *Side effects of MMR vaccines (2016 CDC data):*
 - 16% get a mild fever.
 - 5% faint rash.
 - 1.3% swelling of salivary glands.
 - 0.03% temporary fever-induced seizure.
 - 0.003% bleeding disorders.
 - *Side effects of getting measles (2016 CDC data):*
 - 10% get an ear infection.
 - 10% diarrhea.
 - 5% pneumonia (fatal in severe cases).
 - 0.1% encephalitis (can lead to convulsions, deafness)
 - 0.1-0.2% **death**.

Refusing MMR vaccine

- Some data
 - *Effects of Italian measles outbreak:**
 - 5% got ear infection.
 - 16% diarrhea.
 - 14% stomatitis.
 - 9% conjunctivitis.
 - 9% hepatitis.
 - 8% pneumonia.
 - 6% respiratory insufficiency.
 - 3% bleeding disorders.
 - 0.2% seizures.
 - 2 of 4000 got encephalitis.
 - 3 of 4000 **died** (all unvaccinated).



*Filia et al., *Eurosurveillance*, Sep 2017.

Refusing MMR vaccine

- Utilitarian test
 - *This considers only the consequences of **one person's** vaccination.*
 - MMR is 93% effective against measles.
 - *Potential consequences of measles are far **worse**, and much **more likely**, than side effects of vaccination.*
 - Measles is easier to catch than flu (alho not Covid-delta)
 - A measles case **exposes others** (including immunocompromised) and is disruptive for other reasons.



Refusing MMR vaccine

- Utilitarian test
 - *This considers only the consequences of **one person's** vaccination.*
 - MMR is 93% effective against measles.
 - *Potential consequences of measles are far **worse**, and much **more likely**, than side effects of vaccination.*
 - Measles is easier to catch than flu (alho not Covid-delta)
 - A measles case **exposes others** (including immunocompromised) and is disruptive for other reasons.
 - *Yet if **nearly everyone** is vaccinated, the chance of contracting measles may be **small**.*
 - This **may** allow one to **pass** utilitarian test.
 - But we have a **free rider problem**, so we move to the generalization test.

Refusing MMR vaccine

- Generalization test
 - *We are **not** asking whether the government should mandate MMR vaccines.*
 - Only whether parents should allow it for their kids.



Refusing MMR vaccine

- Generalization test
 - *We are **not** asking whether the government should mandate MMR vaccines.*
 - Only whether parents should allow it for their kids.
 - *Possible reasons for refusing MMR:*
 - Vaccination is inconvenient and poses some risk.
 - Almost all kids (92%) are vaccinated, and this will largely protect my kids.
 - *This rationale is clearly **not generalizable**.*
 - If all parents acted on it, the second reason would no longer apply.



Refusing MMR vaccine

- Generalization test
 - *But consider a different set of reasons.*
 - Vaccination is inconvenient and poses some risk.
 - Getting measles is a natural part of growing up (i.e., we don't care if other kids are not vaccinated).



Refusing MMR vaccine

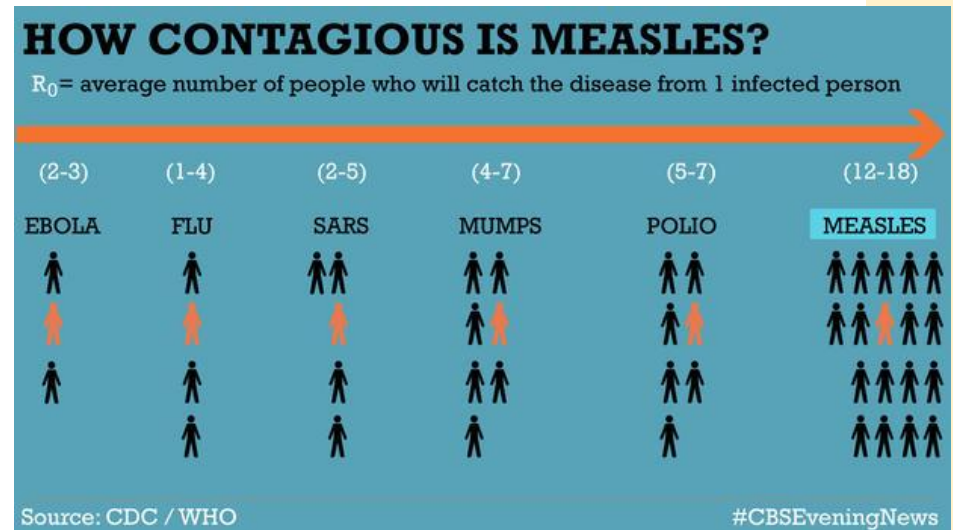
- Generalization test
 - *But consider a different set of reasons.*
 - Vaccination is inconvenient and poses some risk.
 - Getting measles is a natural part of growing up (i.e., we don't care if other kids are not vaccinated).
 - *This is generalizable, but the scope of the rationale is wrong.*
 - What if measles posed a **50% chance of death**?
 - Measles would no longer be seen as “a natural part of growing up.”

Refusing MMR vaccine

- Generalization test
 - *But consider a different set of reasons.*
 - Vaccination is inconvenient and poses some risk.
 - Getting measles is a natural part of growing up (i.e., we don't care if other kids are not vaccinated).
 - *This is generalizable, but the scope of the rationale is wrong.*
 - What if measles posed a **50% chance of death**?
 - Measles would no longer be seen as “a natural part of growing up.”
 - *The real reason:*
 - Vaccination poses **more risk** than measles.
 - *We have seen this rationale is clearly **not generalizable**.*
 - Universal measles is much riskier than universal vaccination.

Refusing MMR vaccine

- Autonomy test
 - One is not *rationally constrained* to believe that foregoing MMR vaccine results in illness.
 - Causing illness is normally a violation of autonomy, but illness here is only a possibility or probability.
 - However, if parents **know** that their kids will be exposed to measles, we have an autonomy violation.
 - Because measles is extremely contagious.



Refusing MMR vaccine

- Scorecard for refusing MMR.
 - *Generalization test: fail*
 - *Utilitarian test: may pass if vaccination rate is high*
 - *Autonomy test: pass unless one knows kids will be exposed.*



Covid vaccine

- Before proceeding...
 - *We recognize 2 people who did something **very ethical**.*

Covid vaccine

- Before proceeding...
 - *We recognize 2 people who did something **very ethical**.*



Drew Weissman and Katalin Karikó
Developers of messenger RNA technology
behind Pfizer/BioNTech and Moderna vaccines

Received Friday the Lasker Clinical Medical Research Award
Previous recipients include Jonas Salk and Anthony Fauci
Karikó, Hungarian immigrant, persisted despite rejection & demotion

Refusing Covid vaccine

- Utilitarian test
 - *Unlike MMR, there is a **clear and overwhelming** utilitarian obligation to get vaccinated for Covid.*
 - Unless one has a specific risk of allergic reaction.
 - Unless one has very limited contact with other people.



Refusing Covid vaccine

- Utilitarian test
 - *Unlike MMR, there is a **clear and overwhelming** utilitarian obligation to get vaccinated for Covid.*
 - Unless one has a specific risk of allergic reaction.
 - Unless one has very limited contact with other people.
 - *Lack of vaccination poses several risks:*
 - Significant probability of contracting a **serious case**, especially if one is older or has underlying conditions.
 - Consequent risk to others, including **hospital staff** and patients denied proper treatment due to lack of resources.
 - **Cost** imposed on medical system (average of \$24,000 per patient hospitalized)
 - Risk of **infecting family and others**, even if one is not personally vulnerable.

Refusing Covid vaccine

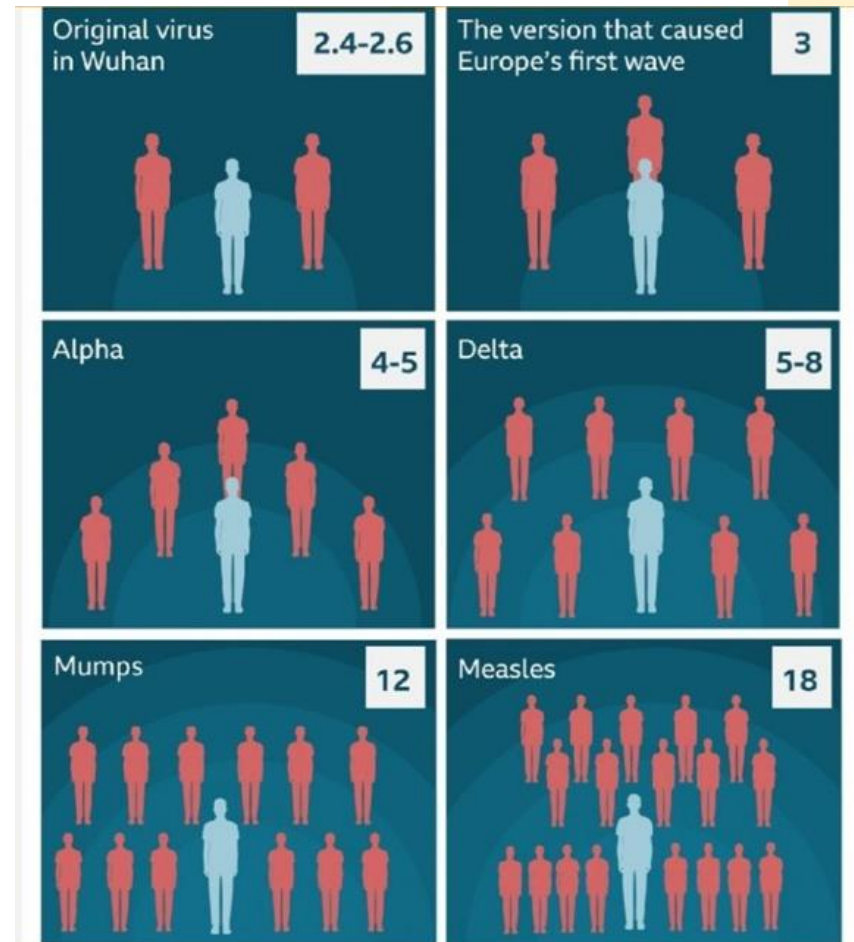
- Generalization test
 - *Reason for refusing vaccine (same as MMR):*
 - Risk of vaccination exceeds risk from Covid.
 - *This isn't a rational belief even **before** generalizing*
 - Unless one can expect allergic reaction, or has very limited contact with others.
 - It is obviously false after generalizing, because we have seen how fast Covid can grow without vaccines, even when lockdown and masking policies were in effect.

Refusing Covid vaccine

- Generalization test
 - *Reason for refusing vaccine (same as MMR):*
 - Risk of vaccination exceeds risk from Covid.
 - *This isn't a rational belief even **before** generalizing*
 - Unless one can expect allergic reaction, or has very limited contact with others.
 - It is obviously false after generalizing, because we have seen how fast Covid can grow without vaccines, even when lockdown and masking policies were in effect.
 - *Ethics doesn't prevent people from being **irrational!***
 - Of course it doesn't.
 - Medical science doesn't prevent people from refusing vaccines. Physics doesn't prevent people from driving too fast on a slippery road, etc.
 - We don't reject the theory on that basis.

Refusing Covid vaccine

- Autonomy principle
 - *There may be cases in which vaccine refusal violates autonomy.*
 - For example, one is certain to become **contagious** (if not ill), due perhaps to working closely with an unvaccinated public...
 - ...and one is caring for a **high-risk** individual at home.



Refusing Covid vaccine

- Scorecard for refusing the vaccine.
 - *Generalization test: fail*
 - *Utilitarian test: fail*
 - *Autonomy test: may fail in a few cases.*



Forcing Covid vaccine

- Another question
 - *Is it ethical to force a vaccine on someone physically?*
 - Isn't refusing the vaccine unethical, so that we have no violation of autonomy?



Forcing Covid vaccine

- Another question
 - *Is it ethical to force a vaccine on someone physically?*
 - Isn't refusing the vaccine unethical, so that we have no violation of autonomy?
 - *The autonomy principle requires **minimal coercion**.*
 - No matter how one might force another to submit to a jab, it would **interfere with something ethical** that person is doing at the time.
 - ...unless the person is, say, robbing a bank, in which case coercion is consistent with the autonomy principle...
 - ...but only to stop the theft, not to give a shot.
 - *Requiring vaccination **to receive service** (e.g. at a restaurant) is another matter...*

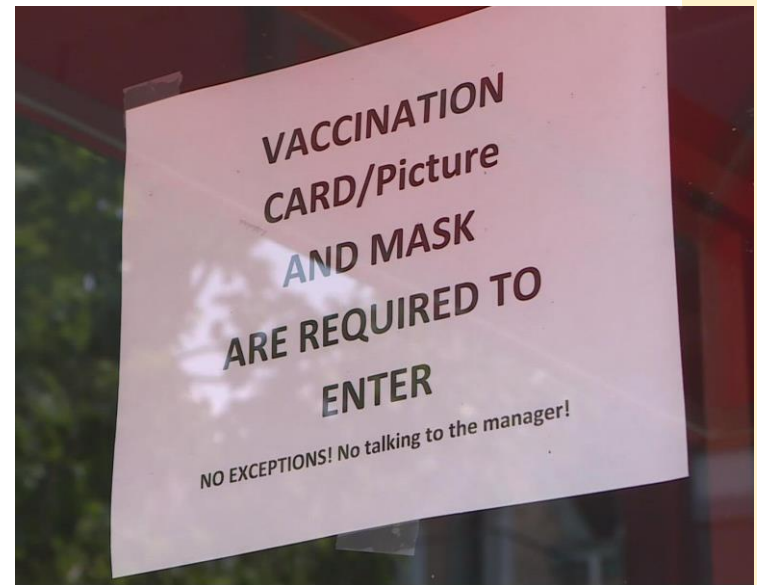
Requiring Covid vaccine

- Is it ethical to require Covid vaccination for service in a restaurant or admission to a theater?
 - *It is **no violation of autonomy.***
 - One cannot have an action plan of being served in a restaurant or entertained in a theater, with or without vaccination.
 - Refusal of service therefore **violates no action plan.**



Requiring Covid vaccine

- Is it ethical to require Covid vaccination for service in a restaurant or admission to a theater?
 - *It is probably no violation of the **utilitarian** principle.*
 - In fact, it is probably **obligatory**, because requiring vaccination reduces spread of disease at a small cost to the patron (who can eat or watch TV at home).
 - If there is a significant probability that the patron will **attack** the maître d' or usher, the calculation changes.
 - *No evident reason it violates **generalizability**.*



Requiring Covid vaccine

- Scorecard for requiring the vaccine.
 - *Generalization test: pass*
 - *Utilitarian test: pass unless risk of significant backlash*
 - *Autonomy test: pass*



Requiring masks

- Is it ethical to require a mask for entry into a store?
 - *It is **no violation of autonomy**.*
 - For reasons already noted.
 - *It could violate the **utilitarian** principle.*
 - If there is a chance of a violent reaction from patrons, which has repeatedly occurred.
 - An alternative is to offer a mask politely or simply to post a sign requesting masks.



Requiring masks

- Is it ethical to require a mask for entry into a store?
 - *It is **no violation of autonomy**.*
 - For reasons already noted.
 - *It could violate the **utilitarian** principle.*
 - If there is a chance of a violent reaction from patrons, which has repeatedly occurred.
 - An alternative is to offer a mask politely or simply to post a sign requesting masks.
 - No reason it violates **generalizability**.



Requiring masks

- Isn't this supposed to be a **free country**?
 - *We are not asking whether the **government** should have a mask mandate.*



Requiring masks

- Scorecard for requiring masks.
 - *Generalization test: pass*
 - *Utilitarian test: pass unless risk of significant backlash*
 - *Autonomy test: pass*



Vaccination for work

- Is it ethical for firms to require employees to get vaccinated or be fired?
 - *OSHA is expected to issue regulations mandating that all firms that employ at least 100 people must require vaccination or regular testing.*
 - Vaccines specifically required for Federal employees and contractors, as well as most health care employees.
 - *We are asking whether a **private business** can ethically impose some kind of vaccine requirement.*
 - We **assume** that **no law** requires or prohibits such a policy.



[Article in The Hill](#) See [my ethics blog](#) for more detailed arguments.



Instead of ethically dubious mandates, employers can try 'soft' vaccine policies

BY JOHN HOOKER, OPINION CONTRIBUTOR — 08/07/21 01:01 PM EDT
THE VIEWS EXPRESSED BY CONTRIBUTORS ARE THEIR OWN AND NOT THE VIEW OF THE HILL

Just In...

Pressure grows to cut diplomatic red tape for Afghans left behind
ADMINISTRATION — 52M 39S AGO

Cheney on same-sex marriage opposition: 'I was wrong'
HOUSE — 56M 59S AGO

News anchor suspended over request to cover 'missing white woman syndrome'
NEWS — 1H 11M AGO

Cheney says a lot of GOP lawmakers have privately encouraged her fight against Trump
HOUSE — 1H 13M AGO

Mourners gather in person and online for Gabby Petito's funeral
STATE WATCH — 1H 24M AGO

2 SHARES

SHARE

TWEET



It is frustrating when so many people refuse the wonderful vaccines that can put COVID-19 behind us. This has led to calls for employers and schools to mandate vaccines.

While an outright vaccine requirement — get vaccinated or be fired — is ethically problematic for most employers, there are a number of other options that are ethical and perhaps equally effective. They include incentives and such "soft" vaccine requirements as shots-or-tests. As for schools, an age-appropriate vaccine requirement is perfectly ethical.

Vaccination for work

- Autonomy test.
 - *This one is easy.*
 - An employee cannot have an action plan of being employed, with or without vaccination.
 - Thus, requiring vaccination is inconsistent with no action plan.
 - And there is no violation of autonomy



Vaccination for work

- Generalization test.
 - *This one is harder.*
 - *When one takes a job, there is an **implied agreement** about what will be required.*
 - Requiring an Amazon warehouse worker to babysit the boss's kids is a breach of the implied agreement.
 - Requiring an invasive medical procedure could fall into the same category.
 - **Except** for occupations where such a requirement could be expected, due to **prior practice** or a **sensitive health situation** (hospital, nursing home, school).



Vaccination for work

- Generalization test.
 - *Isn't there an understanding that an employee will not create a safety hazard?*
 - Yes. A vaccine mandate is OK if an **individual employee** poses a significant risk that is not mitigated by masks, testing, or distancing.
 - For example, employees recently exposed to Covid or who are likely to be exposed.
 - But it is not enough that unvaccinated employees **as a group** pose a hazard even with masks, etc
 - The employment **agreement** is between the company and an **individual**, not the whole work force.

Vaccination for work

- Generalization test.
 - *Isn't there an understanding that an employee will not create a safety hazard?*
 - Yes. A vaccine mandate is OK if an **individual employee** poses a significant risk that is not mitigated by masks, testing, or distancing.
 - For example, employees recently exposed to Covid or who are likely to be exposed.
 - But it is not enough that unvaccinated employees **as a group** pose a hazard even with masks, etc.
 - The employment **agreement** is between the company and an **individual**, not the whole work force.
 - *However, a **union member** implicitly agrees to abide by result of collective bargaining.*
 - So a vaccine mandate is **OK if the union agrees.**

Vaccination for work

- Generalization test.
 - *Meanwhile, a **vaccine-or-test** policy is generalizable.*
 - Could be **nearly as effective** as vaccine mandate.
 - Employers frequently require noninvasive medical tests (e.g., drug tests).
 - A mask requirement is also OK. A mask can be viewed as part of the uniform.
 - A work-at-home requirement is OK. Employers regularly specify the work location.

Vaccination for work

- Generalization test.
 - *Meanwhile, a **vaccine-or-test** policy is generalizable.*
 - Could be **nearly as effective** as vaccine mandate.
 - Employers frequently require noninvasive medical tests (e.g., drug tests).
 - A mask requirement is also OK. A mask can be viewed as part of the uniform.
 - A work-at-home requirement is OK. Employers regularly specify the work location.
 - *It is OK to require vaccination of **new** employees.*
 - There is not yet an agreement.
 - They know what they are getting into.
 - *It is OK to require vaccination of **temporary workers***
 - Same reason.

Vaccination for work

- Utilitarian test.
 - *This **could fail** even when a vaccine or vaccine-or-test policy is generalizable..*
 - A requirement could **create resistance** and lead to large-scale **resignations**.
 - The resulting harm may **outweigh** the benefits of vaccination and/or testing.
 - This is an especially hard dilemma for small business, which often lacks the resources to require testing.



Vaccination for work

- Scorecard for employer vaccine requirement.
 - *Generalization test: **fail** at some businesses*
 - **Pass** at hospitals, schools, other sensitive environments
 - **Pass** for new employees, temporary workers, union members
 - Vaccine-or-test is **OK anywhere**
 - *Utilitarian test: **depends** on employee reaction*
 - *Autonomy test: **pass**.*

