

# COOL OFF

WHEN YOU'RE **OVERHEATED!**



## **ARTICLE 18 OF OUR TEAMSTER CONTRACT WITH UPS PROTECTS YOUR RIGHT TO PROTECT YOURSELF FROM HEAT ILLNESS**

You have the right to take a rest in a cool zone when you are experiencing symptoms of heat illness. This is **in addition to** your regular meal and ten-minute breaks.

*(Article 18, Section 27.13)*

### **FOLLOW THESE STEPS TO PROTECT YOURSELF AGAINST HEAT ILLNESS**



#### **STEP 1**

Recognize the early signs of heat illness: fatigue, dizziness, cramping, headache, nausea, or weakness.



#### **STEP 2**

Notify management. Tell them you are experiencing symptoms of heat stress and you need to take a break in a cool zone, per Article 18. Use the DIAD for all communication with management so you have a record.



#### **STEP 3**

Rest and rehydrate in a cool zone. When you have recovered, send a DIAD message informing management you are getting back on the road. If you are still experiencing symptoms, contact emergency services.

#### **ALWAYS WORK AS INSTRUCTED**

- If management directs you to use a cool zone, take your rest in that location.
- If management tells you to clock out or use a regular break to rest from heat, follow their instructions. Document the violation by taking pictures of the DIAD messages. Then, file a grievance under Article 18, Section 27 (13).

