

# INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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July 27, 2022

Mr. Marty Urquhart, Central Region VP of Labor Relations, S&H Committee Co-chair  
United Parcel Service

Dear Mr. Urquhart:

The Teamsters Union, as a designated employee representative, is very interested in the health and safety of our members employed by United Parcel Service (UPS). Per Section 5(a)(1) of the Occupational Safety and Health Act (the "General Duty Clause"), the employer is required to furnish to its employees "employment and a place of employment which are free from recognized hazards that are causing or are likely to cause death or serious physical harm to his employees..."

Occupational heat-related injuries (HRIs) have continued to adversely affect UPS employees nationwide. As detailed below, UPS has been cited by the Occupational Safety and Health Administration (OSHA) on multiple occasions concerning heat-related injuries, which makes this a known occupational hazard.

Year	State	OSHA Citation
2021	Texas	Yes
2019	Connecticut	Hazard Alert Letter
2019	Florida	Yes
2017	California	Yes
2016-16-06	Texas	Hazard Alert Letter
2016-22-06	Florida	Hazard Alert Letter
2016-30-06	Kansas	Hazard Alert Letter

2016-19-07	Florida	Hazard Alert Letter
2016-28-07	Texas	Hazard Alert Letter
2016-05-08	Kansas	Hazard Alert Letter
2016-10-08	Kansas	Hazard Alert Letter
2016-23-08	Florida	Hazard Alert Letter
2015-06-11	California	Yes
2015-31-07	California	Yes
2015-11-08	California	Yes
2011	Illinois	Yes

As reported by local news stations, documented in OSHA complaints, and detailed in grievances by Teamster local unions, we know that UPS employees are experiencing adverse health effects from HRIs across the US. Both OSHA and NIOSH (National Institute of Occupational Safety and Health) has prescribed feasible methods to control occupational heat exposure. We are interested to know what methods UPS have developed to control this known occupational hazard to employees.

At a minimum, provide this union with a copy of the following documents:

- Heat illness/injury prevention plan,
- The hazard assessment performed for all job classifications at risk of heat exposure,
- Employee acclimatization schedule or plan,
- All training materials on heat-related injury/illness control and prevention,
  - Including materials defining manager/supervisor responsibilities
  - Including materials educating employees on awareness of heat hazards
- UPS's procedures for the provision of water and access to shade,
  - How/when are drivers alerted to the location of access to shade/water/air-conditioned areas in the event they experience symptoms of heat stress?
- A description of the administrative controls and work practices UPS has implemented to control heat exposure,
- What method has been identified to facilitate employee notification to UPS management of heat-related symptoms?
  - How and when were employees trained on this method of communication?
- How does the company respond when the National Weather Service issues a heat advisory or heat warning?
  - Are managers required to check on employees on days when the National Weather Service issues a heat advisory? What method is used for this?

- What engineering controls have been introduced to reduce the risk of heat exposure?
- How is employee heat stress measured?
- What personal protective equipment (PPE) has been provided to employees, if any, to help control HRIs? Provide the associated hazard analysis for the PPE selected.
- What are the managers'/supervisors' responsibilities when an employee reports symptoms of heat exposure? Responsibilities during the emergency response?
- Are first aid kits available at satellite locations, in package cars, golf cars, and fulfillment centers to aid in controlling a heat-related emergency?
  - Are employees trained on their locations and use?
  - What are the contents of the first aid kit? What is the restocking schedule?
- How many centers and satellite locations are **not** equipped with operable ice machines?
- Are all centers equipped with operable water fountains?
- WOR report (July 2021 -July 2022) per region and district for shifters, pkg car delivery classifications to include utility/ cover drivers/ relief drivers, 22.4 drivers, and article 40 drivers.

We would appreciate a response to this request within fifteen (15) working days of receipt of this letter.

Respectfully,



Enjoli DeGrasse, MSPH, CIH  
Deputy Director

Safety and Health Department, International Brotherhood of Teamsters

ED/fp

CC: Johnny Sawyer, Teamsters Package Division Office Coordinator  
Matt Higdon, Teamsters Package Division Grievance Panel Coordinator  
Rob Reddix, Teamsters/UPS Safety and Health Committee Union Co-Chair