

HEAT ILLNESS PREVENTION PROGRAM

Facility Name:

This written program documents the procedure necessary to comply with the required elements of the Postal Service's Heat Illness Prevention Program (HIPP). This document will be reviewed annually to ensure effectiveness and compliance. Copies of this document are available to employees upon request.

The HIPP is triggered during the period of April 1 through October 31 and at any other time when weather reports issued by the National Weather Service (NWS)¹ for a particular work location indicate that the outdoor heat index temperatures are expected to exceed 80 degrees Fahrenheit during the course of a workday or work shift.

Methods of Compliance

Oversight

The installation head for the facility will be responsible for the implementation of this HIPP for their employees, provided the facility meets the heat exposure criteria outlined above.

The Postal Service's Chief Human Resources Officer, or his or her designee, will oversee the HIPP from a national perspective.

Each Vice President Area Retail & Delivery Operations, Vice President Regional Processing Operations and Vice President Logistics, designates an Area/Regional coordinator who will be responsible for ensuring the implementation and management of the HIPP in his or her coverage area. The Area Occupational Safety and Health (OSH) staff will ensure operational leadership is knowledgeable in the risks, physiological responses to, and controls for heat index temperatures exceeding 80 degrees Fahrenheit, and will have the following knowledge and skills:

- An understanding of the signs and symptoms of heat-related disorders, the most common pre-disposing conditions, likely causes, prevention, and first aid in order to provide guidance and training to Area/Regional employees.
- An understanding of the causes of heat stress.
- An understanding of the general controls for heat stress that include training, work practices, and surveillance.
- The ability to audit compliance with the HIPP.

¹ NWS weather reports can be obtained at <https://www.weather.gov/>

Training and Mobile Delivery Device Messaging

Training

1. Initial

The Postal Service will require initial completion of an online training course on heat stress by all employees in every facility, during employee orientation. This course will discuss the effects of heat on the body, outline the risk factors for heat-related illness, and describe the associated responses for each. This training will also explain several control measure techniques and safe work practices that can be used to prevent heat-related illness, as outlined in this document.

2. Annual Refresher

Each employee shall receive the Heat Illness and Prevention #2501, refresher training as an annual refresher prior to April 1 each year. Employees who are absent when the refresher training is provided are required to be provided with the training prior to returning to street duties² during the period April 1 through October 31.

3. Mailed Resources

Informational resources will be mailed to all employees annually.

Mobile Delivery Device Messaging

From April 1 through October 31, Mobile Delivery Device (MDD) messaging will be disseminated from the National level, addressing issues related to heat exposure and the prevention of heat-related illness with a focus on matters such as proper attire, sufficient hydration, effects of personal medical conditions or medications, how to recognize signs and symptoms of heat-related illness, other weather related concerns, and guidance on how to respond in an emergency.

Several safety talks addressing issues related to heat exposure and prevention of heat-related illness are available through Learning Management System (LMS) Training Library and the SHMT Library. These talks may be provided to all employees throughout the higher heat months and documented locally.

Monitoring for Signs and Symptoms

All employees will be provided the below visual aids (Figure 2 and 3) containing the various symptoms of heat-related illness. These visual aids may be used to assist in identifying common signs of heat-related illness and provide appropriate actions to help guide decisions by employees and supervisors to seek medical attention.

The following Figure is intended to provide specific first aid measures for each condition and should not be implied to reflect any progression in severity. Employees working away from a Postal Service facility should immediately call 911 and then their supervisor, if able, when they experience signs or symptoms of heat stress, as referenced in Figure 2 below. Proper hydration and seeking prompt medical attention should be ensured at any time the below referenced symptoms arise during the course of a workday.

When in doubt, do not hesitate to call 911. Employees and supervisors may use personal cell

phones and other mobile electronic devices to communicate or to contact 911. As a reminder, for safety reasons, cell phones and other mobile electronic devices should never be used by an employee while driving or operating postal vehicles or equipment.

² Returning employees will be provided the Heat Illness Prevention Program annual refresher training prior to returning to their street duties.

Figure 2

	Symptoms	First Aid*
Heat Stroke	<ul style="list-style-type: none"> • Confusion • Fainting • Seizures • Excessive sweating or red, hot, dry skin • Very high body temperature 	<p>Call 911</p> <p>While waiting for help:</p> <ul style="list-style-type: none"> • Worker should rest in a shady, cool area • Loosen clothing, remove outer clothing • Use a fan and place cold packs in armpits, if available • Wet worker with cool water, apply ice packs, cool compresses, or ice, if available • Drink fluids (preferably water) as soon as possible • Stay with worker until help arrives
Heat Exhaustion	<ul style="list-style-type: none"> • Cool, moist skin • Heavy sweating • Headache • Nausea or vomiting • Dizziness • Light-headedness • Weakness • Thirst • Irritability • Fast heartbeat 	<p>Call 911</p> <p>While waiting for help:</p> <ul style="list-style-type: none"> • Sit or lie down in a cool, shady area • Drink plenty of water or other cool beverages • Use cool compresses or ice packs, if available • Do not return to work that day
Heat Cramps	<ul style="list-style-type: none"> • Muscle spasms • Pain • Usually in abdomen arms or legs 	<ul style="list-style-type: none"> • Have worker rest in shady, cool area • Worker should drink water or other cool beverages • Wait a few hours before allowing worker to return to strenuous work • Have worker seek medical attention if cramps don't go away
Heat Rash	<ul style="list-style-type: none"> • Clusters of red bumps on skin • Often appears on neck, upper chest, folds of skin 	<ul style="list-style-type: none"> • Try to work in a cooler, less humid environment when possible • Keep the affected area dry
<p>*Remember, if you are not a medical professional, use this information as a guide only to help workers in need. **Before an employee who has been absent due to heat-related illness may return to work; management may request medical documentation clearing the employee to work. ELM §§ 865.1 and 865.3.</p>		

Figure 3

Prevent Heat Illnesses. Know the Signs and Act.

HEAT EXHAUSTION	OR	HEAT STROKE
Faint or dizzy		Throbbing headache
Heavy sweating		Excessive sweating or red, hot, dry skin
 Cool, pale, clammy skin		Very high body temperature 
Nausea or vomiting		Nausea or vomiting
Rapid, weak pulse		Rapid, strong pulse
Muscle cramps		May lose consciousness 
CALL 9-1-1 <ul style="list-style-type: none">• Get to a cooler, air conditioned place• Drink water, if fully conscious• Take a cool shower or use cold compresses		CALL 9-1-1 <ul style="list-style-type: none">• Take immediate action to cool the person until help arrives

SAFETY DEPENDS ON ME!
JAMES EARL RAY
FEDERAL BUREAU OF INVESTIGATION

**Seek Immediate Medical Assistance for Heat Related Illnesses.
Call 9-1-1.**

Emergency Planning and Response

All employees are encouraged to take immediate action if they observe another employee exhibiting signs or symptoms of heat-related illness. Employees should err on the side of caution and immediately call 911 whenever an employee complains of or is observed exhibiting signs of heat-related illness and it is determined medical intervention may be necessary. Other emergency planning and response procedures will include, but are not limited to, the following actions:

- Employees will be trained to recognize symptoms of heat-related illness and taught basic first aid measures related to heat stress as described in the Training section above.
- Employees observed by management exhibiting signs or symptoms of a heat-related illness will be monitored and shall not be left alone or sent home without being provided with emergency medical service.

Engineering and Administrative Controls

The Postal Service will implement procedures to ensure that:

- Potable water sources are available in all facilities and are monitored during regular safety inspections.
- A pamphlet promoting heat stress awareness is mailed annually to all employees.
- Stickers are installed in every vehicle identifying the signs and symptoms of heat-related illness.
- Laminated cards containing information identifying the signs and symptoms of heat-related illness are provided to all carriers and supervisors for attachment to identification badges.
- An escalation process is put in place to prioritize all requests for HVAC repairs and temporary abatement efforts in postal facilities.
- Postal vehicle fans are included in all preventive maintenance inspections and any necessary repairs are made.
- When the HIPP is in effect, supervisors, while performing required street observations, will remind employees to continue to hydrate while on their route, take necessary breaks and to call 911 if they experience heat related illnesses. Supervisors should emphasize these instructions to employees who are newly hired³ or returning from extended absence of seven or more consecutive days, if known.

³ Employees who are hired and who start employment with the Postal Service during the effective dates of the 2025 HIPP.

Appendix One

HEAT ILLNESS PREVENTION PROGRAM CERTIFICATION Postings (HIPP and Heat Illness Poster) and Safety Talk

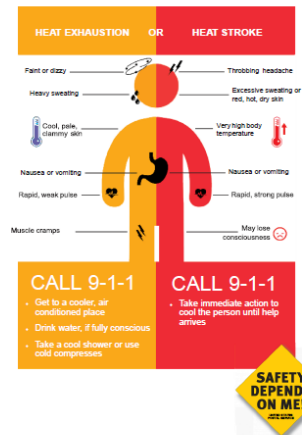
For Supervisors

The United States Postal Service (Postal Service) implemented the Heat Illness Prevention Program (HIPP) to protect employees from heat-related illnesses and to educate them on how to stay safe during hot weather. Included in this HIPP Certification is the HIPP document and the Safety Talk that is to be given to all employees. The Heat Illness Poster, which must be posted in all facilities, can be printed from the SHMT library. Additional collateral material can be ordered from the Topeka NDC.

It is the responsibility of the Facility head to ensure that the following tasks have been completed:

1. The HIPP is posted in the facility in a conspicuous location.
2. The Heat Illness Poster is posted in the facility in a conspicuous location.
3. The HIPP safety talk has been given to all employees.
4. Employees have been provided with Heat Illness Prevention badge cards.
5. Heat Illness Prevention stickers have been placed in all owned and leased Postal Service vehicles.

Prevent Heat Illnesses. Know the Signs and Act.



You must document the completion of this Safety Talk locally and maintain records for three years. This must be completed by April 1st each year.

Attachments:

- HIPP document, HIPP Safety Talk
- Copy of Heat Illness Poster



Heat Illness Prevention Program

Safety Talk | HIPP

#2068

The purpose of the Postal Service's **Heat Illness Prevention Program (HIPP)** is to protect our employees against heat-related illnesses. A copy of the HIPP and Heat Illness Poster will be posted in a conspicuous place in every Postal Service facility and will be available for review by all employees. The Heat Illness Poster can be printed from SHMT and additional posters, vehicle stickers and badge cards can be ordered from the Topeka NDC.

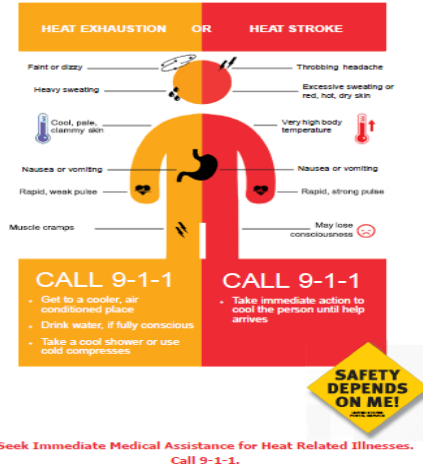
The HIPP is triggered during the period of April 1 through October 31 and at any other time when weather reports issued by the National Weather Service (NWS) for a particular work location indicate that the outdoor heat index temperatures are expected to exceed 80 degrees Fahrenheit during the course of a workday or work shift.

To assist in recognizing the signs and symptoms of heat-related illness, all employees will be provided the below visual aids illustrating the various symptoms of, and proper first aid responses to, heat-related illness. These visual aids may be used to assist in identifying common signs of heat-related illness and provide appropriate actions to help guide decisions to seek medical attention.

	Symptoms	First Aid*
Heat Stroke	<ul style="list-style-type: none"> Confusion Fainting Seizures Excessive sweating or red, hot, dry skin Very high body temperature 	Call 911 While waiting for help: <ul style="list-style-type: none"> Worker should rest in a shady, cool area Loosen clothing, remove outer clothing Use a fan and place cold packs in armpits, if available Wet worker with cool water, apply ice packs, cool compresses, or ice, if available Drink fluids (preferably water) as soon as possible Stay with worker until help arrives
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Heat Rash	<ul style="list-style-type: none"> Clusters of red bumps on skin Often appears on neck, upper chest, folds of skin 	<ul style="list-style-type: none"> Try to work in a cooler, less humid environment when possible Keep the affected area dry

*Remember, if you are not a medical professional, use this information as a guide only to help worker s in need.
**Before an employee who has been absent due to heat-related illness may return to work, management may request medical documentation clearing the employee to work. ELM §§ 965.1 and 965.3.

Prevent Heat Illnesses. Know the Signs and Act.





Seek Immediate Medical Assistance for Heat Related Illnesses. Call 9-1-1.

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Employees should report any signs or symptoms of heat-related illness to their supervisor, who should then call 9-1-1 immediately if it is determined that medical attention is necessary. However, if the employee determines that medical attention may be necessary prior to calling the supervisor, the employee should not hesitate to call 9-1-1 first.

Always Remember: Safety Depends on Me!

Prevent Heat Illnesses. Know the Signs and Act.

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<ul style="list-style-type: none">• Get to a cooler, air conditioned place• Drink water, if fully conscious• Take a cool shower or use cold compresses		<ul style="list-style-type: none">• Take immediate action to cool the person until help arrives



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