

## **Climate Risk Adaptation Resiliency Tool**

**The Postal Service uses the Corporate Energy Interface Resiliency Tool** to plan for disruptions caused by natural disasters and other risks.

### **The tool enables users to:**

- Identify facility leases that are about to expire.
- Map facilities and analyze for climate change risk including:
  - Sea level rise
  - Natural disasters such as wildfires, hurricanes and earthquakes
  - Ask the appropriate questions about building construction, safety features and backup systems.

### **Develop an emergency plan to:**

- Keep employees safe.
- Determine when and where to move vehicles and equipment
- To help create a cleanup plan to resume operations as quickly and safely as possible.
- Our goals for this tool are to provide a user guide and offer training to promote it and demonstrate its practical applications (**How about training for employees?**)

**Look at the USPS Climate Safety Emergency Plans for Employees and Improve protections for workers that live in zones where exposure to certain disasters are prevalent (fires, tornados, earthquakes, blizzards, etc.) Most likely your office hasn't even had drills and trainings on this.**

# How Can we get Involved

Just because the USPS says all these sustainability programs are happening doesn't mean it's at every facility. It's up to us to hold the Postal Service to truly take sustainability seriously at all facilities. You have an opportunity to help make Climate Justice a Reality!

Make sure You complete the Sign-In sheet providing APWU your name, your Email, Your Local and your cell phone # and you will be included on our APWU Climate Justice Network. The Network will provide news and information on Climate Justice activities as we also build a space on the APWU Website.

Th APWU Network will continue to keep you informed of various actions and new information about best practices in fighting Climate Justice Issues at work and in your community, through having a webpage on the APWU website. We have a goal of eventually having a map on the webpage where local and state presidents can add events, and actions they have or notify us of the activity they had that fought for climate justice. Members would have a place to find out about actions that are going to happen or get ideas of what others have been accomplishing around the country. We need to have a space to help share our work as we progress as a Climate Justice Union. The webpage can help us communicate your good works as we share them with APWU Members around the country.

## How to get Involved in your Local/State as a Committee Member

### Steps to Form a Committee

1. Contact your Local/State President to see if a committee exists, and tell them about your interest.

Normally, the Local Constitution states the Local President appoints all committees. If you know of other employees who are interested, let your President know. There may be an APWU Representative assigned to the USPS Safety Committee but there is no reason why we couldn't start up an APWU Climate Justice Committee and all work together.

Kinds of committees: APWU Local Union Climate Justice Committee

APWU Local Union Safety and Health Committee (add Climate Justice)

USPS Safety and Health Committee (a contractual requirement)

2. If one exists you could volunteer to become a member if there is an opening
3. Once you are on a Committee you can start working on making a difference
4. If there are no active committees you can request to help get a Climate Justice Committee started. This power point can help you begin setting goals and actions.

### **Organizing a Labor Climate Action Committee**

Think about helping to organize a Union Workplace Climate Action Committee go through your Local Union President to see if they are willing to support it, if not look for community Climate Action Coalition to get involved in. Keep your Local President in the loop of actions and tools that can assist in getting union members involved in climate actions at work and attend union meetings to update members of your climate activities and actions, speak up at safety talks at work. You can play a part in this movement.

### **Start Where You Are As an Individual:**

Approach those you think may already be concerned, even two workers can make a difference

Invite other workers to participate in informal and formal discussions.

Ask your local union president to join in the process.

Then ask your union president to establish a committee, or other process for working on climate justice

in conjunction with Safety & Health Committees and working within our Crafts

### **Start With Small Actions:**

Organize educational programs like a film or speaker series.

Pass a climate, just transition resolution.

Hold a meeting on labor and climate with other unions, AFL-CIO and climate groups.

Endorse and participate in a march, rally, or other public action in your community.

Find a climate project that can improve your workplace environment and plan a strategy

Know and build a relationship with your political leaders in your community and state

## **LIST OF ACTIVITIES POSTAL WORKERS CAN DO AT WORK**

- Research and provide a Heat and Cold Exposure Program inside and outside the Workplace
- Preparing facility for handling weather related emergencies, CPR/AED and workplace safety programs, trained Hazmat Spill Team and regular safety and health inspections and safety meetings, emergency drills
- Short staffing hiring and retention: projects to help end fatigue and injuries, and resolve short staffing
- Vote By Mail for Climate Action we need public politicians that support Climate Action
- Provide wellness/mental health seminars, strategies to bring workers together to mobilize safe environment
- Educational Programs/Workshops for Climate Justice projects for work and in the community
- Standup talks on Climate Change Actions for work and at home
- Reduce Plastic consumption in the Cafeteria/Breakroom (switch to stainless steel mugs, recycle program)
- Social media send and put together a message of the climate work postal workers do (see USPS Sustainability Report and look to add and make better the programs already in existence)
- Start a Greening Committee for USPS projects inside/outside landscape work with Maintenance (trees, plants, flowers) eliminating round up and hazardous other herbicides, Pollinator garden, eradicating invasive plant species on postal property,
- Switch to electric mowers, (no mow months to allow for pollination & Xeriscape arid climates)
- Establish migratory bird habitat on postal premises, and for other endangered species of flora & fauna
- Recycling in the Workplace and the Community

## **LIST OF ACTIVITIES POSTAL WORKERS CAN DO AT WORK**

- Contact Safety & Health Committee look at building projects Solar Roof, Greening Parking Roof,
- Water testing, and clean water availability for workers (provide workers reusable steel water bottle)
- Better ventilation, air pollution (protect from jet fuel, smoke from fires, chemical fumes, radiation, paper dust, air quality testing of exposure ongoing regular basis, heat exposure and methane gases),
- Cleaning Airducts, filters, (black mold) (COVID) asbestos training, special COVID air filters, exposure and removal projects to make building a greening environment
- Eliminate a significant source of carbon emissions from facility, recycle furniture and equipment
- Electric Vehicles/ transition/training in MVS and Maintenance and charging stations for both workers and community, promote environmental awareness throughout facility, USPS and Union social media promotion
- Conduct an energy audit to identify efficiency improvements, possibly switch to a renewable utility provider
- Rechargeable batteries, better ergonomic equipment design, better space design,
- Bike racks, carpooling program, parking spots, transportation, public transit (reduce fuel use)
- Parking lot flooding due to trapping asphalt and need for removal, and use of safer parking material
- Insect, animal infestation outbreaks
- Food waste compost, composting workshop, Garden in Lunch/break area courtyard, herbs grown inside to be shared, reduce waste, employee contest, host community/USPS Cleanup Day
- Recycle glass, plastic, paper/cardboard, vacuum cleaners recycling, cafeteria/breakrooms, recycle electronics quarterly, biodegradable cleaning products, eliminate roundup and other hazardous herbicides
- Noise Inspections decibel readings, and more safe and efficient lighting improvements

## **Envision further Climate Safety Projects**

- Include supporting local projects Pressure your employer to go green at the workplace providing a climate-safe workplace, that is ready to protect workers from climate disasters, fires, flooding, tornados, earthquakes, and workplace hazards and prepared equipment and resources**
- Investigate measures at work that can provide climate-safe energy, work with other climate organizations**
- Use union safety committees to help enforce and provide a safe work environment, report to workers, use bulletins**
- Hold a meeting with other postal union local committees on climate safety agendas**
- Pass a Climate Resolution to take to the local union meeting, and/or to the APWU National Convention**
- Organize educational programs, speakers, program strategies your members can participate in**
- Look at just transition to jobs that can exist in the USPS, electric vehicle mechanics, solar unit scheduled maintenance training programs (solar locations CA, NJ, DC, MA), legislation for transition costs, plan for grants, investigate renewable energy certificates, negotiations with energy suppliers to provide a certain percentage of power from renewable energy sources.**
- Fight workplace closings from extreme weather events, help provide clean up and repair, or local alternative options to keep the post office in the town make sure emergency facilities or mobile unit is available for the community**
- File OSHA claims when necessary, where management is not providing climate safety, or for retaliatory actions**
- Research climate best practices for protecting workers through union contract language, OSHA, DOL, etc.**
- Build political clout in your community/state to help fight for climate justice and transitions**
- Get involved in climate actions from Earth Day to May Day building sustained labor-climate organizing**





**2023 All-Craft Convention, Las Vegas Climate Roundtable**





## Basics For Running an Effective Climate Committee

- Identify a clear purpose of the committee, take time to assess the problems and discuss the goals and challenges
- Appoint a chairperson (to facilitate the meetings, delegate responsibilities, coordinate the work) and a person to record and keep records, notes, minutes
- Recruit members that reflect the diversity of the union's membership (shift, work, area, age, gender, race/ethnicity, sexual orientation) utilize a survey, decide if you want to include the community, and what program planning makes sense by involving recruits in the decision-making process.
- Each person on the committee must be responsible for specific tasks. Every member is involved, plan community forums or public hearings when political issues are important.
- Set a regular date, time, place for committee meetings, and make them short and well organized near work
- President should maintain regular communications with all committee chairs
- Require each committee chair to give a report at the local membership meetings, summarize the activities and recommendations on the actions the local should take and commitment to short-term or long-term goals
- Give recognition for the committee's achievements as they reach their goals and take actions that make a difference on the workroom floor.

## Setting SMART Climate Justice Goals

**Specific** - Identify a specific result or outcome to be achieved

**Measurable** - Be able to quantify – and verify – the results measure your progress

**Attainable/Assignable** - Specifies how it would be achieved and who will do it

**Realistic** - Offer a challenge that is within the power of the group to attain

**Time-based** - Specifies a time frame for the goal to be achieved

**Example: Goal to have an APWU Climate Justice Committee**

**SMART – E-Board plan a recruitment program for members by October 1, select a chairperson and committee members by November 1, Set goal to address the environmental needs of facilities in the local, set strategy for January 2025 climate projects and actions.**

**Example: Goal to improve communications with members about Climate Issues and Actions to take**

**SMART - Climate Justice Committee set up, produce and distribute a two-page monthly newsletter, ask for help,(APWU Climate Justice News) beginning September 1, 2024**

**Example: Plan a Climate Justice Webinar or Educational Action Party for Union Members**

**SMART - Plan the November 15 membership meeting with a Climate Justice Party after the Meeting, each officer and each steward responsible to bring a member from the workroom floor with them to the meeting and the event, provide projects and goals, sign-ups, refreshments, video, organizing games etc.**

Research is an important part of protecting workers from the affects of Climate Change with our heat rising, and storms and fires continuing to grow. Postal Workers have experienced it all, and it's important to make sure they are aware of management's responsibilities as well as understanding their right not to risk their lives and put themselves and others in grave danger.

What are the new OSHA temperature regulations?

The new rules require employers to provide heat safety training, cooling areas and water when the indoor temperature reaches 82 degrees. If the temperature exceeds that, then required measures can include cooling devices, adjustments in work schedules, more breaks and slower production pace. Jun 21, 2024

## Employers are Responsible for Protecting Workers from Heat Illness

By law employers are responsible for providing workplaces free of known safety hazards, including extreme heat.

It is your responsibility to:

- Provide workers with water, rest and shade.
- Allow new or returning workers to gradually increase workloads and take more frequent breaks during the first week of work as they build a tolerance for working in the heat.
- Plan for emergencies and train workers on prevention.
- Monitor workers for signs of illness.



[osha.gov/heat](https://www.osha.gov/heat)

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## Climate Actions Include Filling Out a PS Form-1767

### Example:

The USPS has failed to provide the action plan, training and protections that will be provided when USPS workers are exposed to smoke Inhalation of airborne particles from a nearby Fire Disaster.

**Corrective Action:** That the USPS schedule within the next 30 days training to all postal workers on the protections the USPS will provide employees to include, in stock of N-95 Masks, inside and outside protection from smoke inhalation, what air ventilations systems and filters will be utilized to flush smoke-filled building air, portable air cleaners, updated filters and indoor air quality, what monitoring and checks will be done and amount of air change per hour that will be used to clean air, water hydration plans, extra breaks, and/or administrative leave for employees exposed, and/or evacuation of building when necessary.

**You can find a fillable PS Form 1767 on APWU.org under Industrial Relations Director Charlie Cash click on block "Safety and Health" then click PS Form 1767 that is listed.**

UNITED STATES POSTAL SERVICE		Report of Hazard, Unsafe Condition or Practice		Hazard Control Number (Assigned by Safety Officer)
<b>I. EMPLOYEE'S ACTION</b> <i>Area (Specify Work Location)</i>				
Describe hazard, unsafe condition or practice. Recommended corrective action.				
Employee	Print and Sign			Date and Tour
<b>II. SUPERVISOR'S ACTION</b> <i>Recommend or describe action taken to eliminate the hazard, unsafe condition or practice. (If corrective action has been taken, indicate the date of abatement.)</i>				
Supervisor	Print and Sign			Date
<b>III. APPROVING OFFICIAL'S ACTION (Check One and Complete)</b>				
The following corrective action was taken to eliminate the hazard, unsafe condition or practice (Indicate date of abatement):				
A work order has been submitted to the manager, plant maintenance to effect the following change:				
There are no reasonable grounds to determine such a hazard exists. This decision is based upon:				
Approving Official	Print and Sign	Date	Date Employee Notified	
<b>IV. MAINTENANCE ACTION (Complete if Necessary)</b>				
Maintenance Supervisor	Print and Sign	Date	Date Hazard Abated	
PS Form 1767, March 2017 PSN 7530-01-000-9422				
WHITE - Local Safety Office (After Abatement) PINK - Local Safety Office (Initial Notice)				
YELLOW - Approving Official BLUE - Employee				