



Citation and Notification of Penalty

Company Name: U.S. Postal Service
Inspection Site: 1425 Military Road, Benton, AR 72015

Citation 1 Item 1 Type of Violation: **Serious**

OSH ACT of 1970 Section (5)(a)(1): The employer did not furnish employment and a place of employment which were free from recognized hazards that were causing or likely to cause death or serious physical harm to employees in that employees were exposed to excessive heat while delivering the U.S. mail. Such exposure(s) may lead to serious and life-threatening heat-related illnesses such as heat stroke or heat exhaustion.

On or about June 10, 2016, at job sites located on mail routes for the Benton Post Office, in and around Benton, Arkansas, employees were exposed to the hazard of excessive heat while walking and delivering mail in an outdoor environment.

Feasible and acceptable methods to abate this hazard include, but are not limited to:

1. Implement a heat stress management program with measures to address exposure to excessive heat. Such program may include the following:

Provide for a cool and shaded rest area. Ensure employees take their breaks in the shade or in a cool, climate-controlled area.

Develop a work/rest cycle based on validated measures of heat stress, such as a heat index or wet-bulb globe temperature index.

Limit time in the heat and/or increase recovery time spent in a cool environment.

Develop and implement procedures to be followed for heat-related emergency situations and procedures for first-aid to be administered immediately to employees in those situations. Train managers and supervisors to respond to employees reporting heat-related illness symptoms.

Assign a supervisor or other personnel to closely monitor employees for adequate hydration and work-rest cycles.

Provide training for employees prior to the arrival of excessively hot weather conditions



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regarding the health effects associated with heat stress, symptoms of heat induced illnesses, and the prevention of such illness.

Provide cooled air, cooled fluid or ice cooled conditioned clothing, such as ice vests or neck towels that can maintain the body's core temperature to below 98 degrees Fahrenheit.

2. Implement procedures for employees to report heat stress symptoms to management.
3. Ensure trained managers or supervisors to go into the field to check on employees when National Weather Service heat advisories are in effect.
4. Training managers, supervisors, and employees in the measures to take to prevent heat-related illnesses, how to recognize the signs and symptoms of heat-related illnesses, and the procedures to follow when they or others are experiencing heat-related illnesses. Such training could be conducted annually in advance of the hot weather season and throughout the season when excessive heat is predicted. All managers, supervisors, and employees could be required to confirm their receipt and understanding of the training and records of said training could be maintained.
5. Ensure managers and supervisors are communicating to employees USPS-disseminated heat stress information, including safety talks, fully and in a timely manner.
6. Reduce the metabolic demands of the job. Provide other means of carrying and transporting heavy mail loads aside from satchels for letter carriers to relieve physiological burden during the hot summer months.
7. During the summer months where excessive heat conditions may contribute to employee safety and health issues, begin mail delivery routes earlier in the work day to aid in the completion of outdoor work prior to the hottest hours of the day.

Abatement is required for this item.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

See pages 1 through 4 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.

U.S. Department of Labor
Occupational Safety and Health Administration

Inspection Number: 1162245
Inspection Date(s): 07/14/2016 - 08/30/2016
Issuance Date: 10/14/2016



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Company Name: U.S. Postal Service
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Date By Which Violation Must be Abated:
Proposed Penalty:

10/24/2016
\$12471.00

A handwritten signature in black ink that reads "Carlos M. Reynolds". The signature is written in a cursive style and is positioned above the printed name and title.

Carlos M. Reynolds
Area Director

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