

Victory!

Another Step Forward to Improve Tier 6

- ✓ Final average salary is now the top 3 earning years, instead of 5, which will increase the value of your pension.
- ✓ Any overtime earnings will continue to be excluded from the pension contribution rate for 2 more years.

Members did this by holding rallies, making calls, sending emails, and lobbying legislators.

For More Information
cseany.org/issues





Fight Back With The Truth

CSEA is under attack by the Freedom Foundation with intentionally deceptive mailers, emails, and social media. They want to take your power, time to fight back!



CSEA vs. The Freedom Foundation

The Freedom Foundation claims leaving CSEA will save you money!

But what are you trading for that?

What does your union membership really mean for you and your family?

CSEA Membership Means:	Freedom Foundation Offers:
<ul style="list-style-type: none">✓ A voice in the workplace✓ A secure retirement✓ Better pay & benefits✓ Greater bargaining power✓ Job security✓ A safe work environment✓ Exclusive membership benefits	

Has the Freedom Foundation really done anything to make your work life better?

To find more Truths
visit cseany.org/truth

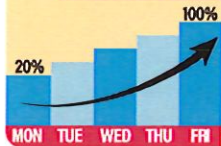


Prevent Heat Illness at Work

Outdoor and **indoor** heat exposure can be dangerous.

Ways to Protect Yourself and Others

Ease into Work. Nearly 3 out of 4 fatalities from heat illness happen during the first week of work.



- ✓ **New and returning workers** need to build tolerance to heat (acclimatize) and take frequent breaks.
- ✓ **Follow the 20% Rule.** On the first day, work no more than 20% of the shift's duration at full intensity in the heat. Increase the duration of time at full intensity by no more than 20% a day until workers are used to working in the heat.



Drink Cool Water

Drink cool water even if you are not thirsty — at least 1 cup every 20 minutes.



Take Rest Breaks

Take enough time to recover from heat given the temperature, humidity, and conditions.



Find Shade or a Cool Area

Take breaks in a designated shady or cool location.



Dress for the Heat

Wear a hat and light-colored, loose-fitting, and breathable clothing if possible.



Watch Out for Each Other

Monitor yourself and others for signs of heat illness.



If Wearing a Face Covering

Change your face covering if it gets wet or soiled. Verbally check on others frequently.

First Aid for Heat Illness

The following are signs of a medical emergency!



- Abnormal thinking or behavior
- Slurred speech
- Seizures
- Loss of consciousness

1

» **CALL 911 IMMEDIATELY**

2

» **COOL THE WORKER RIGHT AWAY WITH WATER OR ICE**

3

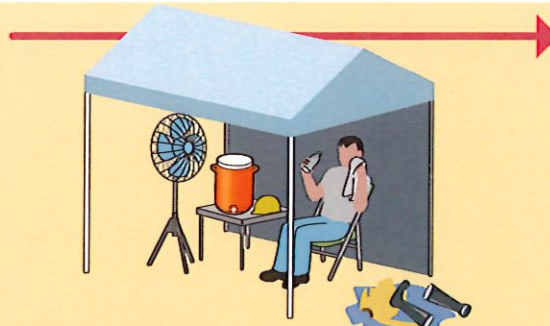
» **STAY WITH THE WORKER UNTIL HELP ARRIVES**



Watch for any other signs of heat illness and act quickly. When in doubt, call 911.

If a worker experiences:

Headache or nausea
Weakness or dizziness
Heavy sweating or hot, dry skin
Elevated body temperature
Thirst
Decreased urine output



Take these actions:

- » Give water to drink
- » Remove unnecessary clothing
- » Move to a cooler area
- » Cool with water, ice, or a fan
- » Do not leave alone
- » Seek medical care if needed



Occupational
Safety and Health
Administration

**For more information: 1-800-321-OSHA (6742)
TTY 1-877-889-5627 www.osha.gov/heat**

Federal law entitles you to a safe workplace. You have the right to speak up about hazards without fear of retaliation. See www.osha.gov/workers for information about how to file a confidential complaint with OSHA and ask for an inspection.