



# OSHA #BeatTheHeat Social Media Toolkit

*It's time to #BeatTheHeat and educate workers about the dangers of heat exposure! We want workers to know the signs of heat illness, know how to treat it and how to use it as an organizing demand. We are asking allies to use this social media toolkit to advocate for restaurant workers, who are often subjected to extreme temperatures. Excessive heat can be an organizing demand, and we are inspiring workers to come together to demand safer working conditions by creating #HeatSquads: groups of two or more workers who educate the workforce, monitor working conditions and form part of the organizing committee. No worker should be subjected to illness, injury, or worse, on the job. Let's turn up the heat on workplace organizing and #BeatTheHeat! Thanks for your support and don't forget to tag ROC United!*

**Campaign Start: May 25, 2023**

## **Content**

**Hashtag:** #BeatTheHeat, #HeatSquad

**Downloads:** [Palm Card](#), [Images](#), Videos

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## [PALM CARD Download](#)

### Signs of heat illness

headache, nausea, dizziness, weakness, irritability, confusion, thirst, heavy sweating and a body temperature greater than 100.4°F

### How to treat

remove from the hot area, give liquids to drink, apply cold compresses/have the worker apply cold water to the head, neck, face and wrists

**Know the signs of heat illness  
and turn up the heat  
on workplace organizing!**

### How to prevent

take frequent breaks  
sip water  
find shade/cool areas  
form a Heat Squad!



**Download the  
OSHA Heat Index  
app for more info**



### Workplace Demand examples

functioning air conditioning  
shaded patios  
increased ventilation  
access to cold water  
breaks  
fixing broken equipment  
safe workplace  
a voice on the job



### Heat Squads

Heat Squads are the eyes and ears that keep coworkers safe from extreme heat. Talk to a couple of coworkers about forming a Heat Squad to make sure everyone is hydrated, has a space to cool off and takes their breaks. Use the Heat Squad as an organizing committee and turn up the heat on workplace organizing year-round!





## **Tweets** tag [@rocunited](#) [@OSHA\\_DOL](#)

**Tweet 1:** #BeatTheHeat by recognizing the signs of heat illness in your coworkers: headache, nausea, dizziness, weakness, irritability, confusion, thirst, heavy sweating & a body temperature over 100.4F. Guide them out of the heat, grab them some water and cool them down.

**Tweet 2:** #BeatTheHeat: 3 out of 4 fatalities from heat illness happen during the first week of work. It takes time to acclimate to hot environments like kitchens or unshaded patios. Talk to your coworkers about staying hydrated & encourage them to take frequent breaks in cooler areas.

**Tweet 3:** Heat illness can happen if you're working in a poorly ventilated kitchen or serving tables on the patio. #BeatTheHeat at your restaurant by encouraging your coworkers to drink water every 15 minutes and take breaks when needed.

**Tweet 4:** #BeatTheHeat in hot restaurant kitchens, form a #HeatSquad with your coworkers to create cooler solutions. Recognize the signs of heat illness & your squad can serve as the 🧐 and 🗣️ of your workplace to identify violations, ensure proper hydration & demand workplace changes

**Tweet 5:** Know the signs of heat illness and turn up the heat on workplace organizing! Confusion, nausea, heavy sweating and weakness mean it's time to get the worker out of the heat and cool them down with sips of cold water and cold compresses. Form a #HeatSquad and beat extreme heat!

**Tweet 6:** We know restaurant kitchens are hot, but that doesn't mean FOH isn't feeling the heat! BOH, let FOH stand in the walk-in and cool off. FOH, get BOH ice water to drink. When we work together we can #BeatTheHeat by forming a #HeatSquad to create the workplace we deserve!

**Tweet 7:** Form a #HeatSquad with 2 or more coworkers to address extreme heat conditions with the boss and increase compliance at work. No worker should have to endure temperatures that result in illness, injury, or worse. Turn up the heat on your employer by organizing your own Squad!

**Tweet 8:** This summer #BeatTheHeat and use extreme workplace conditions as an organizing demand: functioning air conditioning or fans, increased ventilation, shaded patios, access to cold water, breaks and dignity on the job. Form a #HeatSquad and have a #HotLaborSummer





**Tweet 9:** Build solidarity and #BeatTheHeat by offering coworkers ice water or covering their section while they take a break in the shade or walk-in. If you've been burned by your employer, form a #HeatSquad and hold them accountable. DM to talk to an organizer!

**Tweet 10:** Want a safer workplace? #HeatSquads are groups of workers who monitor workplace heat conditions, know the signs of heat illness, educate their coworkers and help organize their workplace. #BeatTheHeat and support your coworkers today!

**Tweet 11:** A job for the #HeatSquad! Find the #CoolZones in your restaurant \*before\* extreme heat becomes a problem: the walk-in, a shaded walkway, under the air conditioning vent, etc and tell others. Move workers experiencing #HeatIllness to the #CoolZone to help them recover.

**Tweet 12:** A job for the #HeatSquad! Learn how to make a cold compress: run a kitchen towel under cold water, wring it out and apply to the forehead, neck and/or wrists of a coworker who is experiencing #HeatIllness. No worker should be left alone and all workers deserve a safe workplace.

**Tweet 13:** A job for the #HeatSquad! Frequent breaks can help prevent heat illness. Learn the meal and break laws in your city/state. If workers aren't offered the breaks they're due, work with your coworkers to write a demand letter to keep your workplace safe.

**Tweet 14:** Did you know that wearing waterproof clothing is one of the risk factors for experiencing heat illness? #BeatTheHeat by wearing breathable, lightweight clothing and informing your coworkers so they too can stay cool at work!



## Captions tag [@roc\\_united](#) on IG and [@ROCUnited](#) on FB

**Caption 1:** #BeatTheHeat by recognizing the signs of heat illness in your coworkers: headache, nausea, dizziness, weakness, irritability, confusion, thirst, heavy sweating & a body temperature over 100.4F. Guide them out of the heat, grab them some water and place ice cubes on pulse points such as the wrists & side of the neck.

**Caption 2:** No worker should have to tolerate extreme heat conditions. To keep your coworkers safe, learn the signs of heat illness: confusion, nausea, dizziness, headache, irritability, heavy sweating and a body temperature over 100.4F #BeatTheHeat

**Caption 3:** #BeatTheHeat: Did you know that 3 out of 4 fatalities from heat illness happen during the first week of work? It takes time for your body to become acclimated to hot environments such as restaurant kitchens or serving tables on the patio. Be a cool cucumber and inform your new coworkers about staying hydrated and encourage them to take frequent breaks in the walk-in cooler or shaded areas

**Caption 4:** Heat illness can happen whether you're working in a poorly ventilated kitchen or serving tables on the patio in the summer heat. #BeatTheHeat at your restaurant by encouraging your coworkers to drink water every 15 minutes and placing ice cubes on pulse points such as the wrists and sides of the neck.

**Caption 5:** Form a #HeatSquad committee with 2 or more coworkers to address extreme heat conditions with the boss and increase compliance at work. No worker should have to endure temperatures that result in illness, injury, or worse. Turn up the heat on your employer by organizing your own Squad! #BeatTheHeat

**Caption 6:** #BeatTheHeat in hot restaurant kitchens and form a #HeatSquad with your coworkers to create cooler solutions. By recognizing the signs of heat illness and preventative measures, your squad can serve as the eyes and ears of your workplace to identify violations, ensure proper hydration and demand workplace changes.

**Caption 7:** #BeatTheHeat in the workplace and build solidarity with your coworkers by offering some ice water or covering their section while they take a break in the shade or walk-in. If you've been burned by your employer, form a #HeatSquad and hold them accountable. DM to talk to an organizer!

**Caption 8:** If you can't #BeatTheHeat, get out of the kitchen and fire up your coworkers! Organize a squad to demand solutions from the boss such as functioning air conditioning or



fans, increased ventilation, shaded patios, and access to cold water and breaks. Call it #HeatSquad and have a #HotLaborSummer

**Caption 9:** Did you know that wearing waterproof clothing is one of the risk factors for experiencing heat illness? #BeatTheHeat by wearing breathable, lightweight clothing and informing your coworkers so they too can stay cool at work!

**TOO HOT  
AT WORK?**

