



Chicago Public Library Employees Union

Emergency Guidance Reminders - High Heat

According to Fleet & Facilities Management (2FM), the temperature range for city cooling centers is **72-76 degrees**. If your branch is warming above this range or experiencing any facility issue that impacts your work, follow these steps:

1. Email your engineer and District Chief (DC) immediately. CC the Local - afscme.local1215@gmail.com - and the Health and Safety committee, local1215hands@gmail.com.
 - a. Attach photos for evidence, such as pictures of the thermostat, leaking from the ceiling, etc.
2. Follow up with phone calls to the engineer and DC.
3. Keep the DC and the Local updated on repair progress and temperatures, as well as any impacts to service.
4. Patrons who are uncomfortable can be directed to call 311, email Deputy Commissioner Maggie Clemons and Brent Lipinski (whose emails are publicly available) informing them of the discomfort, or call the Alderman.

If you feel unwell, you are entitled to use benefit time to leave early and take care of yourself. You must inform your supervisor that you are feeling sick and need to go home.

You cannot be compelled to stay in a dangerous situation: labor law and our own contract tell us when we can refuse a direct order from management which would usually constitute insubordination. Our Contract Bargaining Agreement (CBA) says the following:

"...employees are obligated to follow instructions or orders of supervisors of the Employer, subject to discipline, except where the instruction or order is so inherently dangerous to the employee that it could cause death or serious physical harm or is unlawful."

Always reach out to a steward if you have questions about following an order from management. In an emergency, if you determine following an order would be dangerous to you, reach out afterward. The Local will have your back.