HEAT ILLNESS PREVENTION

OSHA SAFETY MANUAL
Applies to “outdoor places of employment.”

- Agriculture
- Construction
- Landscaping
- Oil and gas extraction
- Transportation or delivery of materials except where vehicle is air-conditioned and employees are not required to load/unload
Employers shall establish, implement, and maintain an effective Heat Illness Prevention Plan; the HIPP must be:

- in writing, and
- available at the worksite

The HIPP must be in English and in the language understood by the majority of employees.
PROVISION OF WATER

• At least one quart per employee, per hour

• Fresh and pure

• Suitably cool (cooler than the outside temperature, but not so cool as to cause discomfort)

• As close as practicable to the areas where employees are working
ACCESS TO SHADE

- Shade must be present when temperature exceeds 80 degrees.

- Enough shade to accommodate all employees on rest, recovery, and meal breaks.

- As close as practicable to the areas where employees are working.

- Alternative measures may be taken which are at least as effective as shade (such as misting machines) – but not in the agricultural industry.
ACCESS TO SHADE

• Employees shall be encouraged to take preventative cool-down rest breaks in shade when they feel the need to do so, and encouraged to remain until symptoms have abated (no less than 5 minutes)

• Employer shall closely monitor employees taking preventative rest breaks

• If an employee exhibits signs or reports symptoms of heat illness, the employer shall implement emergency response procedures
HIGH-HEAT PROCEDURES

(when temperature reaches 95 degrees)

- Effective communication with supervisors by voice, observation, or mobile phone
- Observation of employees by one or more of the following methods:
  - Direct supervision of 20 or fewer employees
  - Mandatory buddy system
  - Regular communication with sole employee
  - Other effective means
HIGH-HEAT PROCEDURES

• Designate authorized employees at each site to contact emergency medical services

• Remind employees to drink plenty of water throughout the shift

• Pre-shift meetings to:
  • Review high heat procedures
  • Remind employees to drink plenty of water
  • Take cool-down rest breaks whenever necessary

• Additional requirements for employees in Agriculture (10 minute break every two hours, etc.)
EMERGENCY RESPONSE PROCEDURES

- Supervisor’s response to signs and symptoms of heat illness, including first aid measures and summoning emergency medical services

- Immediate action by supervisor based on level of heat illness

- Contacting emergency medical services and providing clear and precise directions
• Close supervision of employees during “heat wave” – “Heat Wave” means:
  • Predicted temperature above 80°F, and
  • 10°F hotter than average high temperature of preceding 5 days
• In “high heat areas,” close observation of employees during first 14 days of employment
Training must be provided to address “the employer’s procedures for complying with this standard.

- Including right of employees to exercise their rights without retaliation
MANDATORY WRITTEN PROCEDURES

• Every HIPP shall include the following written procedures:
  • Provision of water
  • Access to shade
  • Emergency Response Procedures
  • Acclimatization
  • High-Heat Procedure