

FOR CONTRACTORS

HEAT ILLNESS PREVENTION

Training. Water, Shade and Rest.

Heat-related illnesses occur when the body is not able to lose enough heat to balance the heat generated by physical work and external heat sources.

What To Do

Have a written plan on how you're going to provide training, water, shade and rest. And what to do if someone shows signs of heat illness.

1. Notify your employees of **HEAT ILLNESS PREVENTION PRACTICES**;
2. Provide the required **WATER, SHADE, and REST** to prevent heat illness; and
3. Develop a **WRITTEN PLAN** for preventing & treating heat illness.

Docs for Compliance

1. Cal/OSHA's [Preventing Heat Illness](#) for your employees in English & Spanish (Print & Distribute to Employees).
2. Cal/OSHA's [Heat Illness Prevention Standard](#) which defines Water, Shade, Rest.
3. Sample Cal/OSHA [Heat Illness Prevention \(HIP\)](#), This is a "Fillable" sample HIP form (starting on page 3).

Water. Shade. Rest.

Training

Train all employees and supervisors about heat illness prevention. One piece of training is Cal/OSHA's pamphlet on [Preventing Heat Illness](#) for your employees in English and Spanish.

Water

Provide enough fresh water so that each employee can drink at least **8 oz. water every 15 minutes = 1 quart per hour**. And encourage your employees to do so.

Shade and Rest

Provide access to shade and encourage employees to take a **cool-down rest in the shade for at least 5 minutes**. Employees should not wait until they feel sick to cool down. **Shade structures must be in place upon request or when temperatures exceed 80 degrees.**

Moderate Heat = 80 degrees
High Heat = 95 degrees or greater

High Heat – 95 degrees

At 95 degrees or more, implement the following measures:

- **Ensure effective communication is maintained** – by voice, observation, or electronic means – so that employees at the work site can contact a supervisor when necessary. An electronic device, such as a cell phone or text messaging device, may be used for this purpose only if reception in the area is reliable.
- **Observe employees for alertness & signs or symptoms of heat illness.** The employer shall ensure:
 - Supervisor or designee observation of 20 or fewer employees; or
 - Mandatory buddy system; or
 - Regular communication with sole employee, ie: radio or cell phone; or

Other effective means of observation:

- **Designate one or more employees on each worksite as authorized to call for emergency medical services**, and allow other employees to call for emergency services when no designated employee is available.
- **Remind employees to drink plenty of water** throughout the work shift...and make sure you provide **2 gallons of water per employee in an 8-hour work day**.
- **Hold pre-shift meetings before the commencement of work to review the high heat procedures**, encourage employees to drink plenty of water, and remind employees of their right to take a cool-down rest when necessary.

Written Procedures

HEAT ILLNESS PREVENTION STANDARD

The Heat Illness Prevention Standard defines requirements for water, shade and emergency procedures. Subsections c, d, e, f and g particularly apply.

EMPLOYERS: CAL/OSHA SAMPLE HIP FORM

The employer is required to develop and implement a written plan and procedures for preventing and treating heat illness – including how to handle medical emergencies and steps to take if someone shows signs or symptoms of heat illness – based on the Cal/OSHA Heat Illness Prevention Standard. The plan must be in English and in the language understood by the majority of the employees. It must be made available at the work site to employees and to representatives of OSHA upon request.

The HIP must contain the following from the Heat Illness Prevention Standard:

1. **Procedures for the provision of water and access to shade:** subsections (c) and (d)
2. **High Heat Procedures:** subsection (e)
3. **Emergency Response Procedures:** subsection (f)
4. **Acclimatization Methods and Procedures:** subsection (g)