

# SAMPLE SAMPLE SAMPLE

## COMPANY

# HEAT ILLNESS PREVENTION PLAN

### **Scope and Application for COMPANY.**

This section of the IIPP applies to the control of risk of occurrence of heat illness on COMPANY' outdoor work locations. All foreman have been trained on how to monitor weather reports and how to respond to hot weather advisories. COMPANY foremen have also been trained in the prevention & recognition of Heat Illness through signs and symptoms which may occur as follows: heat rash, heat cramps, fainting, heat exhaustion, &/or heat stroke. Preventing all of these symptoms is the key in keeping all of our employees healthy & safe at COMPANY outdoor sites.

### **Definitions.**

"Acclimatization" means temporary adaptation of the body to work in the heat that occurs gradually when a person is exposed to it. Acclimatization peaks in most people within four to fourteen days of regular work for at least two hours per day in the heat.

"Heat Illness" means a serious medical condition resulting from the body's inability to cope with a particular heat load, and includes heat cramps, heat exhaustion, heat syncope and heat stroke.

"Environmental risk factors for heat illness" means working conditions that create the possibility that heat illness could occur, including air temperature, relative humidity, radiant heat from the sun and other sources, conductive heat sources such as the ground, air movement, workload severity and duration, protective clothing and personal protective equipment worn by employees.

"Personal risk factors for heat illness" means factors such as an individual's age, degree of acclimatization, health, water consumption, alcohol consumption, caffeine consumption, and use of prescription medications that affect the body's water retention or other physiological responses to heat.

"Shade" means blockage of direct sunlight. One indicator that blockage is sufficient is when objects do not cast a shadow in the area of blocked sunlight. Shade is not adequate when heat in the area of shade defeats the

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purpose of shade, which is to allow the body to cool. For example, a car sitting in the sun does not provide acceptable shade to a person inside it, unless the car is running with air conditioning. Shade may be provided by any natural or artificial means that does not expose employees to unsafe or unhealthy conditions and that does not deter or discourage access or use.

“Temperature” means the dry bulb temperature in degrees Fahrenheit obtainable by using a thermometer to measure the outdoor temperature in an area where there is no shade. While the temperature measurement must be taken in an area with full sunlight, the bulb or sensor of the thermometer should be shielded while taking the measurement, e.g., with the hand or some other object, from direct contact by sunlight.

## **Access to water.**

Drinking water. COMPANY Employees shall have access to potable drinking water free of charge that meets the requirements of Cal/OSHA Title 8 Sections 1524, 3363, and 3457, as applicable, including but not limited to the requirements that it be fresh, pure, suitably cool and provided to employees free of charge. Drinking water shall be located as close as practicable to the areas where COMPANY employees are working. On job sites where drinking water is not plumbed or otherwise continuously supplied, COMPANY shall supply sufficient quantity of water at the beginning of the work shift to provide one quart per employee per hour for drinking for the entire shift. COMPANY may begin the shift with smaller quantities of water if they have effective procedures for replenishment during the shift as needed to allow employees to drink one quart or more per hour. The frequent drinking of water shall be encouraged, consistent with the provisions of this IIPP.

## **Water Replenishment.**

One of the many actions COMPANY takes in preventing heat illness is replenishing drinking water on each of our jobsites in the following steps:

1. At the start of a job, a designated individual will post signs to remind employees to Drink Plenty of Water.”
2. At the beginning of each workday, the foremen will arrive with drinking water in a clean cooler as well as disposable drinking cups for entire crew.

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3. When the 1<sup>st</sup> morning break occurs, a designated individual will check & refill drinking water if its level has reached the ½ way point of the cooler. \*\*Additional water is available at the nearest store\*\*.
4. After lunch break occurs, a designated person will check & refill the drinking water supply if it has reached the ½ way point or below in the cooler.
5. When the afternoon break occurs, a designated person will check and refill drinking water if it has reached the ½ way point or below in the cooler.
6. At the end of the day or prior to the next day's use, the drinking water cooler will be cleansed & sanitized in preparation for the next work day supply.

## **Access to shade.**

COMPANY requires shade to be present when the temperature exceeds 80 degrees Fahrenheit. When the outdoor temperature in the work area exceeds 80 degrees Fahrenheit, COMPANY shall have and maintain one or more areas with shade at all times while employees are present that are either open to the air or provided with ventilation or cooling. The amount of shade present will be at least enough to accommodate the number of COMPANY employees on recovery or rest periods, so that they can sit in a normal posture fully in the shade without having to be in physical contact with each other. COMPANY shall ensure that enough shade is present during meal periods to accommodate the number of COMPANY employees that remain on site during the meal period. The shade will be located as close as practicable to the areas where COMPANY employees are working.

COMPANY requires shade to be available when the temperature is 80 or less degrees Fahrenheit. When the outdoor temperature in the work area does not exceed 80 degrees Fahrenheit COMPANY will either provide shade or provide timely access to shade upon an employee's request.

COMPANY Employees are allowed and encouraged to take a cool-down rest in the shade for a period of no less than five minutes at a time when they feel the need to do so to protect themselves from overheating. Such access to shade is permitted at all times.

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When a COMPANY employee takes a preventative cool-down rest ("PCDR"), the supervisor or designee shall:

1. Monitor the employee on the PCDR and inquire if the employee is experiencing any symptoms of heat illness;
2. Encourage the employee to remain in the shade until cooled down;
3. Not order the employee back to work until all signs or symptoms of heat illness have abated.
4. In all cases, the employee shall be required to remain in the shade for at least 5 minutes. The time taken to arrive at the shade shall not be counted as time in the shade.

One of the many actions COMPANY takes in preventing heat illness is providing shade on each of our jobsites as follows:

1. At the beginning of each day where the temperature exceeds 80 degrees, shade will be present and access provided at all times. The shade will support the number of COMPANY employees needing shade at any given time on the site so that they can sit in a normal posture without touching one another while remaining covered by the shade.
2. When the temperature is 80 degrees or less, shade will be made available upon request of any COMPANY employee.
3. COMPANY employees are encouraged to take a cool down rest in the shade for 5 minutes or more anytime they feel the need to protect themselves from overheating or feel the need to do so.

*Note: Where the COMPANY job site creates a condition where it is infeasible or unsafe to have a shade structure, or otherwise to have shade present on a continuous basis, COMPANY will establish and utilize written alternative procedures for providing access to shade that provides equivalent protection. The alternative procedures should be maintained at the jobsite with this plan.*

*Note: Cooling measures other than shade (e.g., use of misting machines) may be provided in lieu of shade if upon written approval by COMPANY management where these measures are at least as effective as shade in allowing employees to cool.*

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## **High-heat procedures.**

COMPANY will implement high-heat procedures when the temperature equals or exceeds 95 degrees Fahrenheit. COMPANY procedures shall include the following to the extent practicable as determined by the onsite Foreman or onsite safety person:

Where practicable, COMPANY will ensure that effective communication by voice, observation, or electronic means is maintained so that employees at the work site can contact COMPANY foreman 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.

Where practicable, COMPANY Foreman will observe employees for alertness and signs or symptoms of heat illness. COMPANY employees will be observed/monitored by implementing one or more of the following at the job site:

1. The foreman or designee shall observe 20 or fewer employees; or
2. Establish a "buddy system"; or
3. The foreman may establish another effective means of observation consistent with the above objectives.

COMPANY foreman shall designate one or more of its employees at the site to call for emergency medical services. Where a designated employee is unavailable, any other employee is authorized to call for emergency medical services.

Where practicable, COMPANY will remind employees throughout the work shift to drink plenty of water, verbally, through signs, buddy systems, or other means used by foreman.

COMPANY foreman shall conduct a review of the High Heat Procedures above at the beginning of each workday on each "High Heat" day. In addition, the review shall include encouragement to drink plenty of water throughout the day and remind the employees of their right to take a cool-down rest period in the shade as necessary.

## **Acclimatization.**

COMPANY foreman or a designee shall be closely observe all COMPANY employees during a heat wave. A "heat wave" is any day in which the predicted high temperature for the day will be at least 80 degrees Fahrenheit

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and at least ten degrees Fahrenheit higher than the average high daily temperature in the preceding five days. "Heat Waves" will be determined by the site foreman based on monitoring the temperatures at the site over 5 day periods.

COMPANY foreman or a designee shall be closely observe COMPANY employees who are newly assigned to a high heat area during the first 14 days of the COMPANY employee's employment.

## **Training.**

Employee training. COMPANY training includes the following topics for both supervisors and non-supervisor employees before the COMPANY employees begin work where it is anticipated that an exposure to the risk of heat illness exists:

1. The environmental and personal risk factors for heat illness, as well as the added burden of heat load on the body caused by exertion, clothing, and personal protective equipment.
2. COMPANY' procedures for complying with the requirements of the COMPANY heat illness prevention program, including, but not limited to, COMPANY' responsibility to provide water, shade, cool-down rests, and access to first aid as well as the COMPANY employees' right to exercise their rights without retaliation.
3. The importance of frequent consumption of small quantities of water, up to 4 cups per hour, when the work environment is hot and employees are likely to be sweating more than usual in the performance of their duties.
4. The concept, importance, and methods of acclimatization identified in this plan.
5. The different types of heat illness, the common signs and symptoms of heat illness, and appropriate first aid and/or emergency responses to the different types of heat illness, and in addition, how heat illness may progress quickly from mild symptoms and signs to serious and life threatening illness.
6. The importance to employees of immediately reporting to their foreman, symptoms or signs of heat illness in themselves, or in co-workers.

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7. COMPANY' procedures for responding to signs or symptoms of possible heat illness, including how emergency medical services will be provided should they become necessary.
8. COMPANY' procedures for contacting emergency medical services, and if necessary, for transporting employees to a point where they can be reached by an emergency medical service provider.
9. COMPANY' procedures for ensuring that, in the event of an emergency, clear and precise directions to the work site can and will be provided as needed to emergency responders. The foreman is designated by the site foreman by COMPANY to be available to ensure that emergency procedures are invoked when appropriate.

Supervisor training. Prior to supervising COMPANY employees performing work that should reasonably be anticipated to result in exposure to the risk of heat illness COMPANY foremen will be trained on the following topics:

1. The same training information provided to all employees above.
2. The procedures the COMPANY foreman is to follow to implement the applicable provisions in the COMPANY heat illness prevention program.
3. The procedures the COMPANY foreman will follow when a COMPANY employee exhibits signs or reports symptoms consistent with possible heat illness, including emergency response procedures.
4. How to monitor weather reports and how to respond to hot weather advisories provided through agencies such as the National Weather Service at [www.nws.noaa.gov](http://www.nws.noaa.gov), service telephone numbers below, the Weather Channel TV Network, or other local news and weather stations on TV and radio.

CALIFORNIA Dial-A-Forecast  
Eureka 707-443-7062  
Hanford 559-584-8047  
Los Angeles 805-988-6610(#1)  
Sacramento 916-979-3051  
San Diego 858-297-2107(#1)  
San Francisco 831-656-1725(#1)

Emergency Response Procedures.

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COMPANY Foreman and employees shall follow the procedures set forth below detailing all requirements as it relates to emergency situations that require medical attention and employee transport. These procedures include:

1. Communication by voice, observation, oral communication or electronic means so that COMPANY employees at the work site can contact their foreman or emergency medical services when necessary. Cell phone or text messaging may be used for this purpose only if reception at the jobsite is reliable. If cell phone or radio communication at the site is not reliable, the plan shall establish another means summoning emergency medical services to the site.
2. The employees shall understand the methods of responding to signs and symptoms of possible heat illness, including but not limited to first aid measures and the procedures for obtaining emergency medical services at each site. The foreman shall communicate this information at the beginning of each project to all employees on the site.

When the COMPANY foreman, or any employee reports, any signs or symptoms of heat illness in any employee, the foreman shall take immediate action commensurate with the severity of the illness.

When the signs or symptoms are indicators of severe heat illness (such as, but not limited to, decreased level of consciousness, staggering, vomiting, disorientation, irrational behavior or convulsions), the emergency response procedures shall be implemented.

When an employee exhibits signs or symptoms of heat illness the COMPANY foreman (or designee) will monitor the employee and will not leave the employee alone or send the employee home without being offered onsite first aid and/or provide the employee with emergency medical services in accordance with these procedures.

Following these procedures, where necessary, the employee shall be transported to a place where the employee can be reached by the emergency medical provider.

Clear and precise directions to the site shall be established at each site so that they can be given to the emergency medical provider.