

**Purpose** To help prevent heat-related illnesses and injuries.

**Scope** This policy applies whenever an employee performs work activities, whether in indoor or outdoor environments, where the heat index (apparent temperature) equals or exceeds 80 degrees Fahrenheit.

**Exemptions** Short duration tasks of 15 minutes or less per hour. Work inside buildings or structures where mechanical ventilation systems maintain temperatures below 80 degrees F.

## Policy Elements

- 1 Ready access to shade
- 2 Access to minimum supply of cool or cold water
- 3 Emergency medical plan to include heat illness response
- 4 Develop an acclimatization plan for workers
- 5 Heat illness prevention plan
- 6 Supervisor & employee documented training
- 7 Rest break schedules during High Heat periods
- 8 Definitions

**1** (Company Name) will provide access to shade as close as possible to the work area. The shade area will be open on at least 3 sides to open air and will be sufficiently sized to accommodate the number of workers at rest or eating.

**2** (Company Name) will provide cool or cold water at the rate of 32 ounces per hour, per worker, and allow sufficient time for workers to access and consume water throughout the day.

**3** (Company Name) will ensure that medical response personnel are available to provide care to employees showing signs or symptoms of heat illness. This can be achieved by a timely response from 911 services or by onsite First Aid / BLS trained individuals.

**4** (Company Name) will establish a written acclimatization plan for workers that accounts for the effects of clothing and PPE that may add to the overall heat burden, personal and environmental risk factors that may increase the risk of heat illness, methods to re-acclimatize workers who have been removed from the worksite for 8 days or more and the use of auxiliary cooling systems when used.

**5** (Company Name) will follow our written Heat Illness Prevention Plan and make available to employees on the worksite. Our plan will address how employees will be trained on heat illness hazards and prevention methods. It includes awareness of heat illness and dehydration symptoms as well as how water, shade, acclimatization and rest periods will be managed.

**6** (Company Name) will provide and document annual supervisor and employee training that includes the following:

- Environmental and personal risk factors
- Employers procedures for compliance with OAR 437-002-0156
- Importance of frequent consumption of water
- Concept, importance and methods for acclimatizing workers
- Signs, symptoms, progression and types of heat illnesses (exhaustion, stroke, syncope)
- Importance of immediate communication and reporting of workers exhibiting signs or symptoms of heat illness and fatigue
- The effects of nonoccupational factors such as drugs, alcohol, obesity, etc. and tolerance to heat stress

Training records will include the names of employees trained, the training date and the name of the trainer. Only the most recent training record for each affected employee must be maintained.

**7** High Heat Protocols - When the temperatures reach 90 degrees F and worker exposure cannot be reduced using engineering or administrative controls, (Company Name) will implement the following protocols:

- Ensure that all employees can contact a supervisor at any time using voice, electronic or other equally-effective means
- Use of buddy systems or regular communication / observation methods to identify heat illness signs or symptoms of those employees working alone
- Designate and equip at least one, or more, employees to call for emergency medical services when necessary
- Directly measure temperature and humidity at the location where work is actively being performed inside buildings and structures that do not have mechanical ventilation to determine the current indoor heat index. (The NIOSH Heat Safety Tool app may be used in lieu of taking direct measurements)
- Implement the written heat illness prevention break schedule based on the following parameters;
  - Heat index of 90 degrees F or greater = 10-minute break every 2 hours
  - Heat index of 100 degrees F or greater = 15-minute break every hour
- Rest break frequency / duration may need to be modified due to other factors such as the effects of PPE (arc rated suits, Tyvek suits etc.), relative humidity – indoors vs outdoors - and the intensity of the work being performed

## **8** Definitions

(a) Acclimatization - 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 seven to fourteen days of regular work for at least two hours per day in the heat. This time frame applies to fit individuals with no underlying medical conditions.

(b) Drinking water - Potable water that is suitable to drink and that is cool (66 °F □ 77 °F) or cold (35 °F □ 65 °F).

(c) Heat Illnesses - Medical conditions resulting from the body's inability to cope with a particular heat load, and includes heat cramps, heat exhaustion, heat syncope, and heat stroke.

(d) Shade - Blockage of direct sunlight is shade. One indicator that blockage is sufficient is when objects do not cast a shadow in the area of blocked sunlight. Shade is not sufficient when heat in the area of shade defeats the 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 working 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.