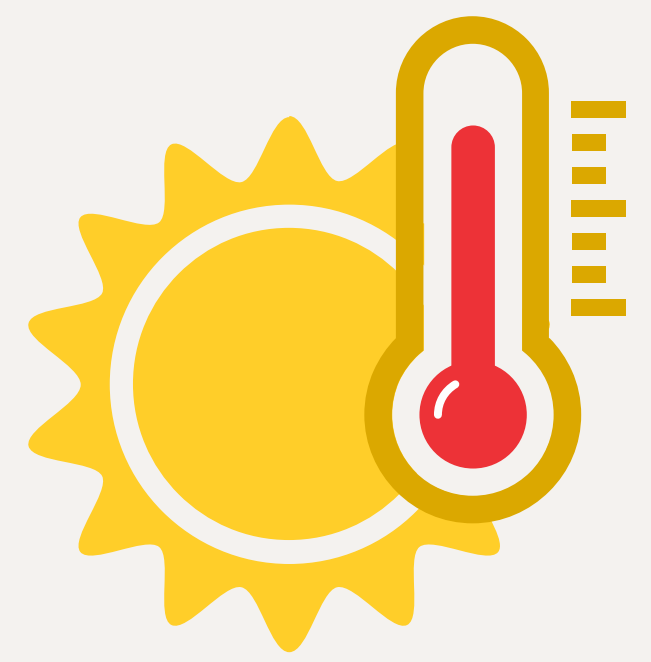


Strategic & Operational Steps to: HEAT ILLNESS PREVENTION



At the **strategic** level, employers must focus on these requirements:

- **Heat Hazard Identification and Assessment** to monitor indoor and outdoor temperatures requiring immediate protective measures for all employees
- **Preventive Measures** to mitigate heat-related risks
- **Training and Education** to ensure employees and supervisors are aware of the dangers of heat-related illnesses, the symptoms, and the importance of preventive measures
- **Emergency Planning and Response** procedures to implement regarding safety for all
- **Recordkeeping and Reporting** of all heat-related incidents and outcomes, including corrective action plans.



At the **operational** level, here are 10 steps employers can take to protect workers from heat-related injuries and illnesses – and avoid legal scrutiny:

- 01 Plan ahead.**

Draft a prevention program to mitigate against heat-related injuries and illnesses. Conduct a hazard analysis of all of your job duties or positions that could involve exposure to extreme heat, including an analysis of outdoor and indoor workspaces.
- 02 Train your workers.**

Provide training to all of your workers on how to prevent heat illnesses, and make sure managers know to take the lead when it comes to spotting potential problems and ensuring compliance.
- 03 Don't take risks.**

Provide medical screening for all workers who will work in high-heat settings.
- 04 Keep an eye out.**

Designate someone at each worksite to monitor worker health and conditions on days of extreme heat. Consider requiring a buddy system on hot days and enforcing a procedure for employees to report heat stress symptoms.
- 05 Let them rest.**

Provide unscheduled rest breaks and require work/rest periods. Best practice: Require rest breaks of up to five minutes in shade every hour, or 10 minutes every two hours, when temperatures are above 87.8°F.
- 06 Provide water.**

Provide unlimited, easy access to cool water. Employees should drink 4 to 6 ounces every 15 to 20 minutes, but no more than 1 quart/hour and 12 quarts/24 hours.
- 07 Offer cover.**

Provide access to shaded areas and cooling fans. Provide hats for outdoor workers in the sun.
- 08 Be flexible.**

Consider changing start times and days during a project to avoid high-heat hours. Or, consider rotating crews of workers to minimize work during the hottest hours.
- 09 Get your workers ready.**

Require an acclimatization period for workers not used to working in the heat, including guidance on work periods, rest breaks, job tasks, and more.
- 10 Be prepared for the worst-case scenario.**

Ensure access to first aid and prompt medical attention for symptomatic employees.