
Company Name

Heat Illness Prevention Plan

This written Heat Illness Prevention Plan is designed to prevent health effects from work environments where there is a higher risk for heat illness.

Prior to each workday, the forecasted temperature and humidity for the worksite will be reviewed. A thermometer or internet application will be used to monitor temperatures and to ensure that once the temperature exceeds a Heat Index of 80 degrees Fahrenheit, additional preventive measures are implemented.

Drinking water will be available on site and the employer will encourage frequent drinking of water to prevent dehydration. All water containers will be kept in a sanitary condition and must be from approved for potable drinking water systems. When the heat index equals or exceeds 90 degrees Fahrenheit, employees will be encouraged to drink plenty of water and management will ensure employees cool-down at designated times during the shift.

Effective communication by voice, direct observation, buddy system, or electronic means will be maintained so that the employer can ensure recognition of symptoms of heat illness. Effective direct observation for signs and symptoms of heat illness will be conducted several times per day.

When employees are exposed to temperatures exceeding 90 degrees Heat Index, employees will be provided at least one 10-minute "preventative cool-down rest period" every two hours. Enough cooling areas will be available at the site to accommodate all of the employees who are on a break.

Acclimatization is the temporary adaptation of the body to work in the heat that occurs gradually when a person is exposed. New employees and newly assigned employees to high heat tasks will be closely observed for the first 14 days. The intensity of the work will be lessened during a two-week break-in period by scheduling less physically demanding work during the hot parts of the day. The workload may be gradually increased each day.

Emergency service providers will be called immediately if an employee displays signs or symptoms of severe heat illness (e.g., decreased level of consciousness, staggering, vomiting, disorientation, irrational behavior, incoherent speech, convulsions, or does not get better after drinking cool water).

The site will use _____ (name of closest clinic or hospital) when an employee with symptoms of possible heat illness is in need emergency medical services. Steps will immediately be taken to keep the employee cool to

prevent the progression to more serious illness. Under no circumstances will the affected employee be left unattended. All employees and managers are to be trained on emergency response procedures.

Training must be provided in a language and vocabulary the employees understand. Training records will be maintained and will include the date of the training, who performed the training, who attended the training, and the subject(s) covered.

Training will include the following:

1. The elements of the company health illness prevention plan
2. How to track the heat risk by monitoring temperature and weather applications
3. Responsibility to provide cool potable water
4. The different heat illnesses and that they may progress quickly from mild signs and symptoms to serious and life-threatening
5. Emergency response procedures
6. High-heat procedures including when to modify work schedules, increase the number of water and rest breaks, or cease work if necessary
7. Acclimatization procedures
8. Environmental and personal risk factors of heat illness and the importance of immediately reporting signs and symptoms of heat illness.

Appendix to Heat Illness Prevention Plan

Working in extreme hot temperatures can overwhelm the body's internal temperature control system. When the body is unable to cool itself, heat related stress can result. Heat stress can contribute to adverse health effects which range in severity from discomfort to death. This appendix contains the procedures and practices for safely working in temperature extremes.

Risk Factors

The following are **environmental risk factors** for heat illness:

- Air temperature above 90 degrees F (32.2 degrees C).
- Relative humidity above 40 percent
- Radiant heat from the sun and other sources
- Conductive heat sources such as dark-colored work surfaces
- Lack of air movement
- Physical effort needed for the work
- Use of nonbreathable protective clothing and other personal protective equipment

The following are **personal risk factors** for heat illness:

- Lack of acclimation to warmer temperatures
- Poor general health
- Dehydration
- Alcohol consumption
- Caffeine consumption
- Previous heat-related illness
- Use of prescription medications that affect the body's water retention or other physiological responses to heat such as beta blockers, diuretics, antihistamines, tranquilizers, and antipsychotics.

Employees are responsible for knowing and educating themselves about their own personal risk factors that may increase their chance for suffering a heat-related illnesses.

Signs and Treatment

While working in hot conditions, the human body may not be able to maintain a normal temperature just by sweating. If this happens, heat-related illnesses may occur. The most common health problems caused by hot work environments include:

Heat Stroke

This is the most serious heat related effect. Heat stroke occurs when the body temperature increases above 104°F. Signs and symptoms of heat stroke are confusion, loss of consciousness, seizures, and lack of perspiration. This condition must be treated as a medical emergency and the worker must receive immediate medical attention. While waiting on medical assistance, the victim should be moved to a cool/shaded area, cooled with water/wet towels/ice packs, and fanned to increase cooling.

Heat Exhaustion

Signs and symptoms of heat exhaustion include headache, nausea, dizziness, weakness, irritability, confusion, thirst, heavy perspiration, and a body temperature greater than 100.4°F. Employees experiencing heat exhaustion should be moved to a cool area, given fluids to drink and given cold compresses for their head, face and neck. If the employee resumes work before their core temperature returns to normal levels, symptoms may quickly return. If there is no intervention and the body's temperature regulation fails, heat exhaustion can rapidly progress to heat stroke, a life-threatening condition!

Heat Cramps

Signs and symptoms of heat cramps include muscle pains usually caused by the loss of body salts/fluids, this can happen later as well. Employees should replace fluid loss by drinking water and/or carbohydrate-electrolyte replacement liquids (e.g. Gatorade).

Heat Rash

Heat cramps usually affect workers who sweat a lot during strenuous activity. This sweating depletes the body's salt and moisture levels. Low salt levels in muscles causes painful cramps. Heat cramps may also be a symptom of heat exhaustion. Treatment for heat rash is to provide a cooler, less humid environment.

Dehydration

Dehydration is a major factor in most heat disorders. Signs and symptoms of dehydration include increasing thirst, dry mouth, weakness or light-headedness (particularly if worse upon standing), and a darkening of the urine or a decrease in urination. Dehydration can be reversed or put back in balance by drinking fluids that contain electrolytes (i.e. Gatorade) that are lost during work-related activities. Avoid caffeinated drinks.

Prevention

While heat related illnesses are dangerous and potentially life threatening, they can be prevented. Prevention methods include:

Acclimatization

Acclimation is a process by which the physical processes of a workers body adjusts to the environment over a period of time. Based on data obtained from OSHA, this process usually takes five to seven days. This process could take up to three weeks depending on the individual and their work environment. According to the American Industrial Hygiene Association, the process requires a consistent work level for at least two hours each day during the acclimation period in order for a worker to become acclimatized. Mere exposure to heat does not confer acclimatization, nor does acclimatization at one heat stress level confer resistance to heat stress at a higher temperature or more vigorous workload. Workers who are not adequately acclimatized to the heat may experience temporary heat fatigue resulting in a decline in performance, coordination or alertness. They may also become irritable or depressed. This can be prevented through gradual adjustment to the hot environment. People in good physical condition tend to acclimatize better because their cardiovascular systems respond better.

Engineering Controls

For employees working indoors, the best way to prevent heat-related illness is to make the work environment cooler. Where and if possible, use air conditioning to cool the work area. Alternatively, increase the general ventilation as much as possible by opening windows or doors. When available, use cooling fans to aid in increasing ventilation.

Heat Index

The Heat Index is a single numeric value that uses both temperature and humidity to inform the public on how the weather outdoors "feels". The higher the Heat Index, the hotter the weather feels. OSHA has used the Heat Index to assign protective measures for workers as the Heat Index increases. These protective measures may reduce the likelihood of heat related illnesses. When the Heat Index is 80 degrees F or more, the company fully supports water, rest, shade and acclimatization.

Safe Work Practices

For employees working outdoors or working indoors without air conditioning or ventilation, take scheduled breaks in cool areas. Ensure there is plenty of cool water to drink and take water breaks as needed. Immediately report any problems to a supervisor. Supervisors should consider scheduling the hottest work for the coolest part of day, assigning more employees (ig rotate employees for shorter periods) to high demand tasks, and using work-saving devices (e.g. power tools, hoists or lifting aids) to reduce the body's work load. All Team Members should watch out for the safety of their coworkers.

Training

Workers who may be exposed to extreme hot conditions must receive training prior to working in such conditions and on an annual basis.

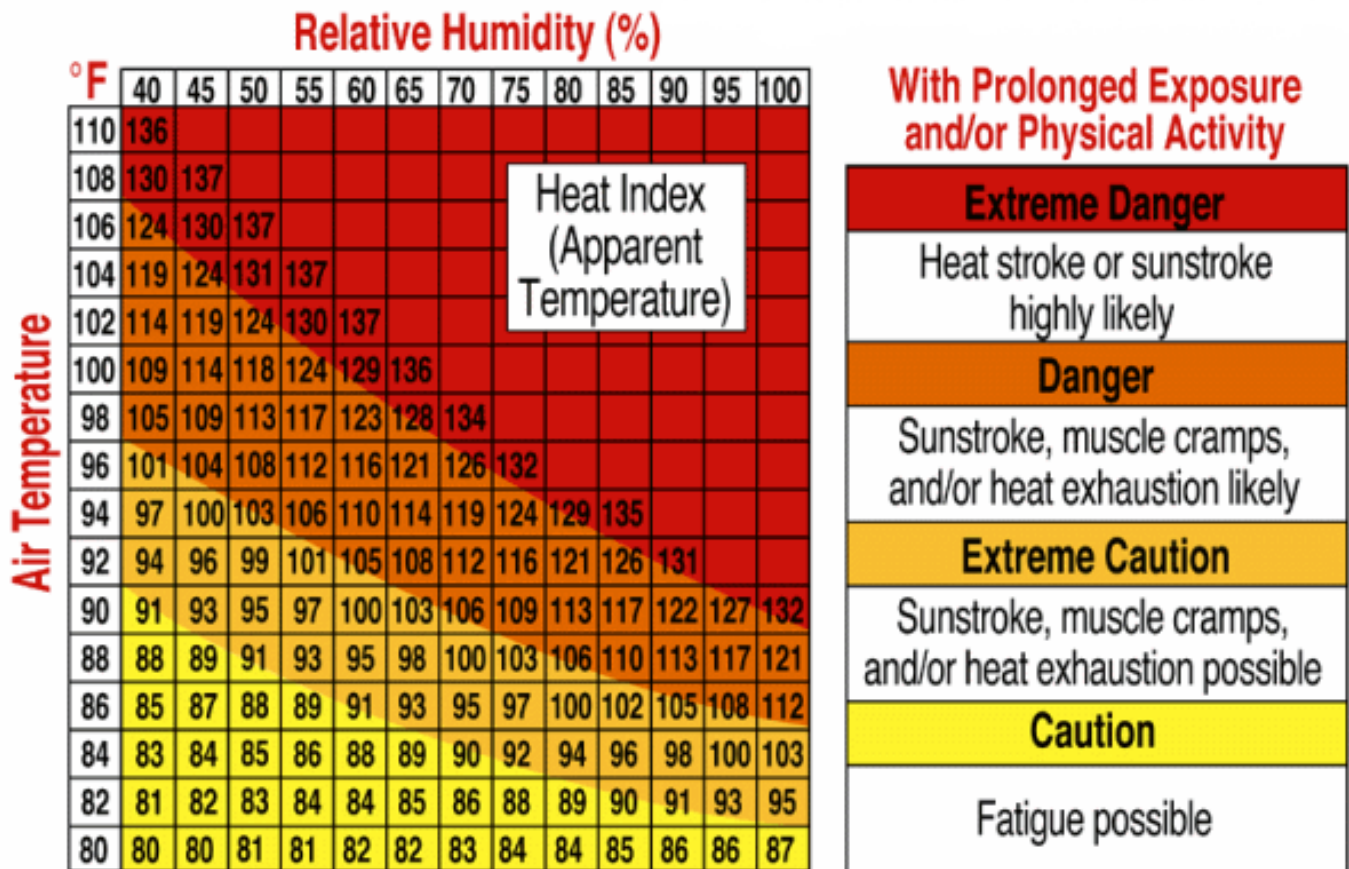
The chart below provides information to our employees about the risk to themselves, at certain temperatures, of suffering a heat-related illness.

Note: heat-related illnesses can occur at a heat index of less than 91 degrees Fahrenheit.

Heat index	Risk level	Protective measures
Less than 91 °F (33 °C)	Lower (caution)	Basic health and safety planning
91 OF to 104 °F (33 °C to 39 °C)	Moderate	Implement precautions and heighten awareness
103 °F to 115 OF (39 °C to 46 °C)	High	Additional precautions to protect workers
Greater than 115 °F (46 °C)	Very high to extreme	Even more aggressive protective measures

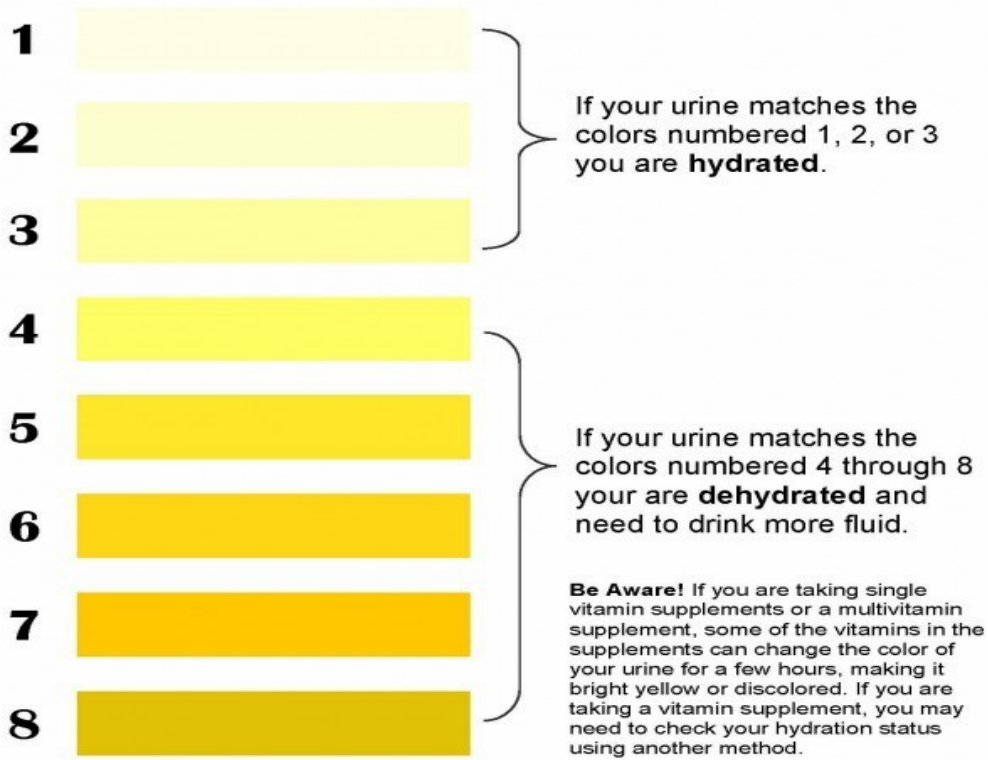
Adapted from Criteria for a Recommended Standard Occupational Exposure to Heat and Hot Environments Revised Criteria 2016 DEPARTMENT OF HEALTH AND HUMAN SERVICES Centers for Disease Control and Prevention National Institute for Occupational Safety and Health

The heat index is a simple tool and a useful guide for employers/employee to protect everyone in hot conditions



Am I Hydrated? Urine Color Chart

This urine color chart is a simple tool you can use to assess if you are drinking enough fluids throughout the day to stay hydrated.



Your Nose Knows!

While some foods, like asparagus, can cause your urine to smell different, a strong smelling odor can also be a sign of dehydration.