YUBA COMMUNITY COLLEGE DISTRICT
Safety & Risk Management

Heat Illness Prevention Program

11-18-2024

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Scope

The Heat Illness Prevention Program applies to all indoor and outdoor places where employees are required to perform work functions when environmental risk factors for heat illness are present.

Purpose and Authority

The District has developed this Heat Illness Prevention Program to control the risk of occurrences of heat illness and to comply with the California Code of Regulation Proposed state Standard, Title 8, Chapter 4, Section 3395. The program is designed to educate employees and their supervisors on the symptoms of heat illness, causes of these symptoms, ways to prevent heat illness, and what to do if symptoms of heat illness are experienced. Employees that may fall under this regulation include but are not limited to maintenance, grounds, custodians, security personnel, academy instructors, and athletics employees.

The YCCD Heat Illness Prevention Program (HIPP) is intended to provide YCCD employees with a safer working environment and significantly reduce the severity and frequency of occupational heat-related illness in all outdoor places of employment. The HIPP applies to:

- All outdoor areas of the District where employees can be assigned to work, and where environmental conditions cannot be mitigated by active cooling methods.
- Indoor or covered facilities where the air temperature meets or exceeds 87 degrees Fahrenheit.
- Any college employee who is required to wear and perform work in full-body personal protective suits, regardless of interior or exterior ambient temperatures.

All employees and supervisors of those employees who perform job functions in areas where the environmental risk factors for heat illness are present shall comply with the procedures set forth in this program.

Responsibilities

Administration

The college Presidents or designee i.e., Directors, Dean or Safety Coordinators have overall authority and responsibility for implementing the provisions of this program. The college president or designee will:

- Ensure that these procedures are implemented and available to employees.
- Ensure that training is provided for employees.

- Ensure training is recorded and maintained.
- Ensure the provisions of this program are implemented.

The Vice Chancellor of Administrative Services (or designee) serves as the designated Heat Illness Prevention program (HIPP) Administrator and is responsible for the implementation and annual evaluation of the program. The Administrator will:

- Coordinate formal program reviews and revisions with the Director of Safety and Risk Management and the District's Safety Committee.
- Distribute the HIPP to the District community.
- Facilitate initial employee training for the appropriate District employees, managers and supervisors covered by this program.

Supervisor Responsibilities

It is the responsibility of the employee immediate supervisor to identify all employees required to work indoors or outdoors where the environmental risk factors for heat illness are present. Supervisors are responsible for enforcement of this program among the employees under their direction by carrying out the various duties outlined herein, setting acceptable safety procedures for each employee to follow and ensuring that employees receive the required Heat Illness Prevention training. Supervisors must also ensure that appropriate job specific safety training is received, and that safety responsibilities are clearly outlined in the job descriptions, which govern the employees under their direction.

Supervising others also carries responsibility for knowing how to safely accomplish the tasks assigned to each employee, for providing appropriate preventative controls (water, shade, PPE, etc.), and for evaluating employee compliance. Supervising new employees or new employees to the job site must consider the importance of acclimatization. These employees must be closely monitored for the first 14 days (See Appendix A).

Supervisors must evaluate work conditions before sending employees to perform outdoor work in hot conditions. Cal/OSHA defines a trigger temperature and "shade up" provisions when temperatures exceed 80°F, and "high heat" procedures at 95°F. Typically, temperatures above 80°F, especially with heavy physical work activities, would represent conditions where there is a risk of heat illness. Other factors, such as high humidity or work activities, restrict the body's ability to cool itself (i.e., protective clothing), and could result in heat illness at lower temperatures.

Employee Responsibilities

Immediate responsibility for workplace heat illness prevention and safety rests with each individual employee. Employees are responsible for following the established work procedures and safety guidelines in their area. Employees are also responsible for using the personal protective equipment issued to protect them from identified hazards, ensuring that they have adequate amounts of drinking water, access to shade, and for reporting any unsafe conditions to their supervisors.

All District employees are responsible for using safe work practices; following all directives, policies, and procedures; and assisting in maintaining a safe work environment.

This plan is in English and can be made available in other languages upon request. It is maintained at each worksite at and can be accessed electronically on the YCCD Safety and Risk Management web page. It is available to employees or their representatives upon request.

Identifying Heat Illness

Heat illness is a group of serious and escalating medical conditions that can result from the body's inability to cope with a particular heat load. These illnesses include heat fatigue, heat cramps, heat rash, fainting/syncope, heat exhaustion, and heat stroke. The National Institute of Occupational Safety and Health's (NIOSH) publication Working in Hot Environments describes the symptoms and response measures for several types of heat illness, as follows:

Transient Heat Fatigue

Transient heat fatigue refers to the temporary state of discomfort and mental or psychological strain arising from prolonged heat exposure. Workers unaccustomed to the heat are particularly susceptible and can suffer, to varying degrees, a decline in task performance, coordination, alertness, and vigilance. The severity of transient heat fatigue will be lessened by a period of gradual adjustment to the hot environment (heat acclimatization).

Heat Cramps

Heat cramps are painful spasms of the muscles that occur among those who sweat profusely in heat and drink large quantities of water, but do not adequately replace the body's salt loss. The drinking of large quantities of water tends to dilute the body's fluids, while the body continues to lose salt. Shortly thereafter, the low salt level in the muscles causes painful cramps. The muscles affected may be part of the arms, legs, or abdomen, but tired muscles (those used in performing the work) are usually the ones most susceptible to cramps. Cramps may occur during or after

work hours and may be relieved by taking salted liquids by mouth. CAUTION: Persons with heart problems or those on a low sodium diet who work in hot environments should consult a physician about what to do under these conditions.

Heat Rash

Heat rash, also known as prickly heat, is likely to occur in hot, humid environments where sweat is not easily removed from the surface of the skin by evaporation, and the skin remains wet most of the time. The sweat ducts become plugged, and a skin rash soon appears. When the rash is extensive, or when it is complicated by infection, prickly heat can be extremely uncomfortable and may reduce a worker's performance. The worker can prevent this condition by resting in a cool place part of each day, and by regularly bathing and drying the skin.

Heat Syncope

Heat syncope or fainting is a mild form of heat illness that often results from physical exertion when it is hot. It occurs when the body, in an effort to cool itself, causes the blood vessels to dilate to such an extent that blood flow to the brain is reduced. Inadequate fluid replacement, which leads to dehydration, usually contributes greatly to this illness. Symptoms include faintness, dizziness, headache, increased pulse rate, restlessness, nausea, vomiting, and brief loss of consciousness. In cases of heat syncope, lie or sit down the worker in shade or a cool area, elevate the feet, hydrate with fluids, and refrain from vigorous activity.

Heat Exhaustion

Heat exhaustion includes several clinical disorders having symptoms which may resemble the early symptoms of heat stroke. Heat exhaustion is caused by the loss of large amounts of fluid by sweating, sometimes with excessive loss of salt. A worker suffering from heat exhaustion still sweats but experiences extreme weakness or fatigue, giddiness, nausea, or headache. In more serious cases, the victim may vomit or lose consciousness. The skin is clammy and moist, the complexion is pale or flushed, and the body temperature is normal or only slightly elevated. In most cases, treatment involves having the victim rest in a cool place and drink plenty of liquids. Victims with mild cases of heat exhaustion usually recover spontaneously with this treatment. Those with severe cases may require extended care for several days. There are no known permanent effects. CAUTION: Persons with heart problems or those on a low sodium diet who work in hot environments should consult a physician about what to do under these conditions.

Heat Stroke

Heat stroke is the most serious of health problems associated with working in hot environments. It occurs when the body's temperature regulatory system fails and sweating becomes inadequate. The body's only effective means of removing excess heat is compromised with little warning to the victim that a crisis stage has been reached. A heat stroke victim's skin is hot, usually dry, red, or spotted. Body temperature is usually 105°F or higher, and the victim is mentally confused, delirious, in convulsions, or unconscious. Unless the victim receives quick and appropriate treatment, death can occur. Any person with signs or symptoms of heat stroke requires immediate hospitalization. However, first aid should be immediately administered. This includes removing the victim to a cool area, thoroughly soaking the clothing with water, and vigorously fanning the body to increase cooling. Further treatment at a medical facility will be directed to the continuation of the cooling process and the monitoring of complications which often accompany the heat stroke. Early recognition and treatment of heat stroke are the only means of preventing permanent brain damage or death.

Heat Illness Risk Factors

Personal Risk Factors

Personal risk factors for heat illness can include:

- General Health and Age: Those at risk of heat-related illnesses include people older than 65 years old, overweight, ill, or those taking certain medications.
- Acclimatization: The temporary adaptation of the body to work in the heat occurs gradually with exposure to ambient heat. The body needs time to adapt. When temperatures rise suddenly, employees are at an increased risk for heat illness while acclimating. Acclimatization is particularly important for employees who are returning to work after a prolonged absence, recent illness, or recently moving from a cool to hot climate. For work under very hot conditions, a period of four to fourteen days of progressively increasing work time is recommended. For less severe conditions, two to three days of increasing work activity and duration are recommended.
- Alcohol and Caffeine: Alcoholic beverages and drinks containing caffeine will dehydrate the body and increase the risk of heat illnesses.

Environmental Risk Factors

Environmental risk factors for heat illness are defined in the regulation as “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." The Heat Index (HI) is the temperature the body feels when heat and humidity are combined. HI is applicable to areas and conditions where high humidity is a factor. The chart below shows the HI that corresponds to the actual air temperature and relative humidity. This chart is based upon shady, light wind conditions. Exposure to direct sunlight can increase the HI by up to 15°F. This table can be used in consideration of the risk factors and the subsequent need for water, rest, and shade. Regardless of the actual ambient temperature, the provision of water and shade as described above should be implemented whenever the HI exceeds 90°F (See Appendix B).

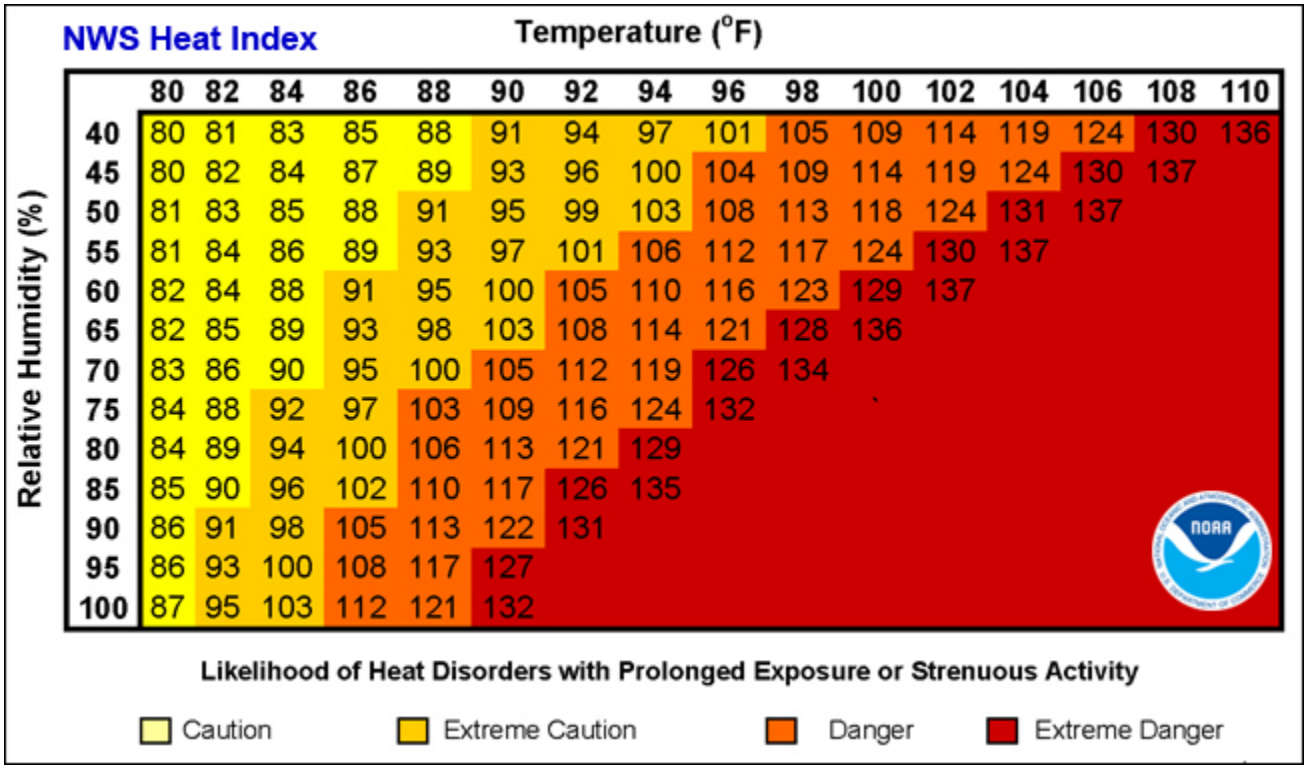

Table 1. Heat index and likelihood of heat disorders (source: National Weather Service)

Program Procedures

General Prevention

- Rest in shaded areas

- Stay hydrated.
- Avoid vigorous physical activities in hot and humid weather.
- At work, if you must perform physical activities in hot weather:
    - Drink plenty of fluids.
    - Avoid alcohol, coffee, and tea.
    - Take frequent mini breaks to hydrate yourself.
    - As practical, wear hats, light colored, and light/loose clothes

Provision of Water

- Supervisors are responsible for ensuring employees have an adequate supply of drinking water.

- Fresh, pure, suitably cool water will be provided to employees free of charge. Employees will have access to water fountains, water dispensers, bottled water, or single-use or disposable cups. If not plumbed, water will be supplied in a quantity sufficient to provide at least one quart per employee per hour for drinking for the entire shift.

- Supervisors will ensure that the water is fresh, pure, and suitably cool. During hot weather or high indoor heat workings conditions, the water will be cooler than the ambient temperature, but not so cool as to cause discomfort.

- The water will be in designated cool-down areas and as close as possible to the areas where employees are working outdoors.

- Supervisors will remind employees and encourage employees to frequently consume small quantities of water throughout their shift.

- All water containers will be kept in a sanitary condition. Water from non-approved or non-tested water sources (e.g., untested wells) is not acceptable. If hoses or connections are used, they must be approved for potable drinking water systems, as shown on the manufacturer's label.

- For outdoor work locations, when the temperature equals or exceeds 95 degrees Fahrenheit, or during a heat wave, pre-shift meetings will be conducted before the commencement of work to both encourage employees to drink plenty of water and to remind employees of their right to take a cool-down rest when necessary. Additionally, the number of water breaks will increase. Supervisors will lead by example and remind employees throughout the work shift to drink water.

Control Measures for Indoor Places of Employment

Control measures will be implemented when either of the following occurs:

- Indoor temperature or heat index is 87 degrees Fahrenheit or higher.
- Indoor temperature is 82 degrees Fahrenheit or higher and employees are either:

- Wearing clothing that restricts heat removal or
- Working in an area with high radiant heat.

Feasible engineering controls will be implemented first to reduce the temperature and heat index to below 87°F (or temperature to below 82°F for employees working in clothing that restricts heat removal or working in high radiant heat areas). Administrative controls will be added if feasible engineering controls are not enough to comply with the standard. If both feasible engineering and administrative controls are not enough to decrease the temperature and minimize the risk of heat illness, then personal heat-protective equipment will be provided.

Any of the following engineering controls may be implemented to lower the indoor temperature, heat index, or both to the lowest possible level. These controls help make the work environment cooler or create a barrier between the employee and the heat:

- Cooling fans or air conditioning
- Increased natural ventilation, such as open windows and doors when the outdoor temperature or heat index is lower than the indoor temperature and heat index.
- Local exhaust ventilation at points of high heat production or moisture (such as exhaust hoods in laundry rooms)
- Reflective shields to block radiant heat.
- Insulating/isolating heat sources from employees, or isolating employees from heat source.
- Evaporative coolers
- Dehumidifiers

The following administrative controls will be implemented once all feasible engineering controls have been implemented. These controls are modified work practices that can reduce heat exposure by adjusting work procedures, practices, or schedules:

- Modify work schedules and activities to times of the day when the temperature is cooler or schedule shorter shifts, especially during heat waves. For newly hired employees and unacclimatized existing employees, gradually increase shift length over the first one to two weeks.
- Require mandatory rest breaks in a cooler environment, such as a shady location or an air-conditioned building. The duration of the rest breaks should increase as heat stress rises.
- Schedule work at cooler periods or times of day, such as early morning or late afternoon.
- Rotate job functions among employees to help minimize exertion and heat exposure. If employees must be in proximity to heat sources, mark them clearly, so they are aware of the hazards.
- Require employees to work in pairs or groups during extreme heat so they can monitor each other for signs of heat illness.

Any of the following personal heat-protective equipment may be provided if feasible engineering controls do not decrease the temperature enough and administrative controls do not minimize the risk of heat illness. This personal protective equipment consists of special cooling devices that the employee wears on their body that can protect them in hot environments:

- Water and/or air-cooled garments, cooling vests, jackets, and neck wraps. The cooling source can be reusable ice packs or cooled air connected to an external source.
- Insulated suits
- Heat-reflective clothing.
- Infrared reflecting face shields

Access to Cool-Down Areas for Indoor Places of Employment

- Cool-down areas(s) will be designated by supervisors for employees working indoors. The supervisor will ensure the temperature in the indoor cool-down areas is consistently maintained at less than 82 degrees Fahrenheit.

- The supervisor will ensure a cool-down area(s) will be available at the site to accommodate all the employees who are on a break at any point in time and will be large enough so that all employees on break can sit without having to be in physical contact with each other.

- Supervisors will inform employees of the location of the cool-down area(s) and will encourage and allow employees to take cool-down breaks in the cool-down area(s) whenever they feel they need a break. An employee who takes a preventative cool-down rest break will be monitored and asked if they are experiencing symptoms of heat illness. In no case will the employee be ordered back to work until signs or symptoms of heat illness have abated (see the section on Emergency Response for additional information). If an employee exhibits signs or symptoms of heat illness while on a preventative cool-down rest, then appropriate first aid or emergency response will be provided. Preventative cool-down rest periods will be at least 5 minutes, in addition to the time needed to access the cool-down area.

Access to Shade for Outdoor Places of Employment

Shade will be as close as practicable to the employees when the outdoor temperature equals or exceeds 80 degrees Fahrenheit. When the temperature is below 80 degrees Fahrenheit, access to shade will be provided promptly, when requested by an employee.

Note: The interior of a vehicle will not be used to provide shade unless the vehicle has a working air conditioner and is cooled down ahead of time.

- Enough shade will be available at the site to accommodate all the employees who are on break at any point in time. During meal periods, there will be enough shade for all employees who choose to remain in the general area of work or in areas designated for recovery and rest periods. To ensure that the provided shade will be enough, supervisors will rotate employees in and out of breaks, including meal periods, and recovery and rest periods, if the number of employees in the crew is higher than the number that can fit comfortably under the shade.

- Employees will be informed of the location of the shade and will be encouraged to take a five-minute cool-down rest in the shade. Such access will always be permitted. An employee who takes a preventative cool-down rest break will be monitored, encouraged to remain in the shade, and asked if they are experiencing symptoms of heat illness. In no case will the employee be ordered back to work until signs and symptoms of heat illness have abated, and in no event less than 5 minutes in addition to the time needed to access the shade. See the section on Emergency Response for additional information.

- As crews move, shade structures will be relocated to be placed as close as practicable to the employees so that access to shade is always provided. The supervisor will ensure this is done. All employees on a recovery, rest break, or meal period will have full access to shade so they can sit in a normal posture without having to be in physical contact with each other.

- Before trees or other vegetation are used to provide shade, the thickness and shape of the shaded area will be evaluated to ensure that sufficient shadow is cast to protect employees throughout the workday, as the shade moves.

- In situations where it is not safe or feasible to provide access to shade (e.g., during high winds), the unsafe or unfeasible conditions will be documented, and alternative procedures will be used to provide access to shade that provides equivalent protection.

High Heat Procedures

High-Heat procedures are required when the temperature equals or exceeds 95 degrees Fahrenheit in outdoor places of employment.

These procedures shall include the following, to the extent practicable:

- Ensure that effective communication by voice, observation, or electronic means is maintained so that employees at the work site can contact a supervisor when necessary. An electronic device, such as a cell phone or handheld radio, may be used for this purpose only if reception in the area is reliable.

- Observe employees for alertness and signs or symptoms of heat illness.

- Pre-shift meetings will be held 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.

- Cal/OSHA requires close supervision of all new employees by a supervisor or designee for the first 14 days of the employee's employment unless the employee indicates at the time of hire that he or she has been doing similar outdoor work for at least ten of the past 30 days for four or more hours per day.

Heat Wave Procedures

Heat wave means any day in which the predicted high temperature for the day will be at least 80 degrees Fahrenheit and at least 10 degrees Fahrenheit higher than the average high daily temperature in the preceding five days.

- During a heat wave, a supervisor or designee will closely observe all employees.
- During a heat wave or heat spike, the workday will be cut short or rescheduled (e.g., conducted at night or during cooler hours).
- During a heat wave or heat spike and before starting work, meetings will be held to review the company Heat Illness Prevention Procedures, the weather forecast, and emergency response procedures. Additionally, if schedule modifications are not possible, employees will be provided with an increased number of water and rest breaks and observed closely for signs and symptoms of heat illness.
- Each employee will be partnered with another employee to be on the lookout for signs and symptoms of heat illness and to ensure that emergency procedures are initiated when someone displays signs or symptoms of heat illness.

Procedures for Emergency Response

Recommended Equipment

First aid kit, radios, cell phones, smartphones, or other forms of communication, flashlights, and reflective vests.

Employee Procedures

Any employee who recognizes the symptoms or signs of heat illness in themselves, or in coworkers, shall immediately report this condition to their supervisor. When you recognize signs of heat illness in yourself or in a co-worker:

- Move them to a shaded area for a recovery period of at least five minutes.

- If the condition is uncertain, severe (such as, but not limited to, decreased level of consciousness, staggering, vomiting, disorientation, irrational behavior, or convulsions) or the employee does not recover quickly, then emergency medical care is needed.
- Someone exhibiting signs or symptoms of heat illness shall be monitored and shall not be left alone or sent home without being offered onsite first aid and/or being provided with emergency medical services.
- Immediately report to your supervisor any symptoms or signs of heat illness you may be experiencing or observing in a co-worker.
- Call 911.

Supervisor Procedures

Supervisors must:

- Carry cell phones, radios, or other means of communication, ensuring emergency services can be called, and verifying the radios or other means of communication are functional prior to each shift.
- Observe employees for alertness and signs or symptoms of heat illness. Ensure effective employee observation/monitoring by implementing one or more of the following:
    - Supervisor or designee observation of twenty or fewer employees, or
    - Mandatory buddy system, or
    - Regular communication with sole employee such as by radio or cellular phone.
- Know the exact work locations and have clearly written and precise directions to the worksite for emergencies.
- Remind employees throughout the work shift to drink plenty of water.
- Conduct 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.
- Keep a written copy of the Heat Illness Prevention manual at the worksite, available to employees and representatives of Cal/OSHA. The plan should be in both English, and the language understood by the majority of the employees.

Emergency Contact Procedures

- Call 911.
- Be ready to provide emergency response personnel with directions to work location.

Response to Heat Stroke Symptoms

- Victims of heat stroke must receive immediate treatment to avoid permanent organ damage.
- Always notify emergency services (911) immediately. If their arrival is delayed, they can give further instructions for treatment of the victim.

- If possible, get the victim to a shady area to rest.
- Remove heavy clothing or change to lightweight attire.
- Cool the victim; effective cooling measures include:
    - Administering cool, non-alcoholic beverages.
    - Applying cool or tepid water to the skin (i.e., spray the victim with cool water from a garden hose). Providing a cool shower or sponge bath.
    - Move to an air-conditioned environment or fan the victim to promote evaporation.
    - Place ice packs under armpits and groins.
    - Monitor body temperature with a thermometer, and continue cooling efforts until the body temperature drops to 101-102°F.

Employee and Supervisor Training

All employees, including supervisors, who may work in conditions where there are environmental risk factors for heat illness shall be provided with Heat Illness Prevention training on the information contained in this document including:

- 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.
- Procedures for complying with the Cal/OSHA requirements.
- The importance of frequent consumption of water and sufficient access to water.
- The importance of acclimatization.
- The different types of heat illness, and the common signs and symptoms of heat illness.
- Importance of employees immediately reporting symptoms or signs of heat illness in themselves, or in co-workers and made aware that heat illness may progress quickly from mild signs and symptoms to a serious, life-threatening illness.
- Procedures for responding to symptoms of heat illness.
- Procedures for contacting emergency medical services and providing clear and precise directions to the work site.

In addition, prior to supervising employees performing work that should reasonably be anticipated to result in exposure to the risk of heat illness, effective training on the following topics shall be provided to the supervisor:

- The supervisor shall be trained on their responsibilities in this Heat Illness Prevention Program manual.
- The procedures the supervisor is to follow when an employee exhibits symptoms consistent with heat illness, including emergency response procedures.
- How to monitor weather reports, and how to respond to hot weather advisories

- Supervisors will be instructed on how weather information will be used to modify work schedules, increase the number of water and rest breaks, or cease work early if necessary.

In addition to initial training, all employees will be retrained annually.

Training records will be maintained by the supervisor and will include the name of the employee, the completion date, and the subject(s) covered.

APPENDIX A: Acclimatization Guidance

Acclimatization is the temporary adaptation of the body to work in the heat that occurs gradually when a person is exposed to it. The body needs time to adapt when temperatures rise suddenly, and an employee risks heat illness by not taking it easy when a heat wave or heat spike strikes, or when starting a new job that exposes the employee to heat to which the employee's body has not yet adjusted. Inadequate acclimatization can be significantly more perilous in conditions of high heat and physical stress. The following are additional protective procedures that will be implemented when conditions result in sudden exposure to heat that employees are not accustomed to.

- The weather will be monitored daily. The supervisor will be on the lookout for heat waves, heat spikes, or temperatures to which employees have not been exposed for several weeks or longer.
- New employees and those who have been newly assigned to a high-heat area will be closely observed by the supervisor or designee for the first 14 days. For heavy work under very hot conditions, a period of four to fourteen days of progressively increasing work time is recommended. For less severe conditions, two to three days of increasing work activity and duration are recommended.
- The supervisor or designee will engage in regular communication throughout the shift with the employee for visual observation and to inquire if the employee is experiencing symptoms of heat illness.
- The intensity of the work will be lessened during a two-week break-in period by using procedures such as scheduling slower paced, less physically demanding work during the hot parts of the day and the heaviest work activities during the cooler parts of the day (early morning or evening). Steps taken to lessen the intensity of the workload for new employees will be documented.
- For indoor work areas, this 14-day observation period applies when the temperature or heat index equals or exceeds 87 degrees Fahrenheit, or when the temperature or heat index equals or exceeds 82 degrees Fahrenheit when an employee wears clothing that restricts heat removal or when an employee works in a high radiant heat area.

APPENDIX B: Monitoring the Weather

Supervisors may find a HI chart, radio, cell phone, and thermometer helpful in monitoring the weather. Supervisors can access the National Weather Service (NWS) for weather based on location zip code, or check the Weather Channel TV Network to view the extended weather forecast in order to plan in advance of the work schedule, know whether a heat wave is expected, and if additional schedule modifications will be necessary. Supervisors Prior to each workday, supervisors should:

- Review the forecasted temperature and humidity for the worksite and compare it against the National Weather Service HI guideline to evaluate the risk level for heat illness. o Employees working in direct sunlight are at greater risk, and there is a need to adjust the HI down 15°F.
- Monitor the weather (using NWS or with the aid of a simple thermometer) at the worksite. This critical weather information will be taken into consideration to determine when it will be necessary to make modifications to the work schedule (such as stopping work early, rescheduling the job, working at night or during the cooler hours of the day, increasing the number of water, and rest breaks).
- Use a thermometer at the work location or NWS and check the temperature every 60 minutes to monitor for sudden increases in temperature to ensure that once the temperature exceeds 80°F, the shade structures are opened and accessible to workers, and to make certain that once the temperature equals or exceeds 95°F additional high-heat procedures are implemented.