

## **HEAT RELATED ILLNESS SAFETY PROGRAM**

Refer to Cal/OSHA, Title 8, California Code of Regulations, Section 3395, for the complete Cal/OSHA regulation on Heat Illness Prevention.

### PURPOSE

To provide a safe and healthful working environment and protect Toro Enterprises, Inc. employees who are exposed to temperature extremes, radiant heat, humidity, or limited air movement from heat related illnesses while working outdoors.

### POLICY

The workplace will be evaluated to determine if Toro Enterprises, Inc. employees are at risk from heat related illnesses during temperature extremes and hot weather while working. If it is determined that employees are at risk they will be trained to be aware of heat related illnesses, how to prevent heat related illnesses, the symptoms of heat related illnesses, and procedures to take if symptoms are present.

### IMPLEMENTATION OF TORO ENTERPRISES, INC. HEAT STRESS PROGRAM:

Toro Enterprises, Inc. will implement this Heat Stress Program when employees are at risk of heat related illnesses while they are working and are exposed to a combination of environmental risk factors such as temperature extremes, radiant heat, humidity, limited air movement, protective clothing, workload severity and duration.

Toro Enterprises, Inc. will use Heat Stress Index as a gauge. The charts on the next page show how to determine the apparent temperature by using the temperature and humidity readings for the day and how the apparent temperature (Heat Index) can affect the body. Temperature and humidity readings can be taken from the local news or a weather website.

### PROVIDING WATER AND SHADE FOR TORO STAFF

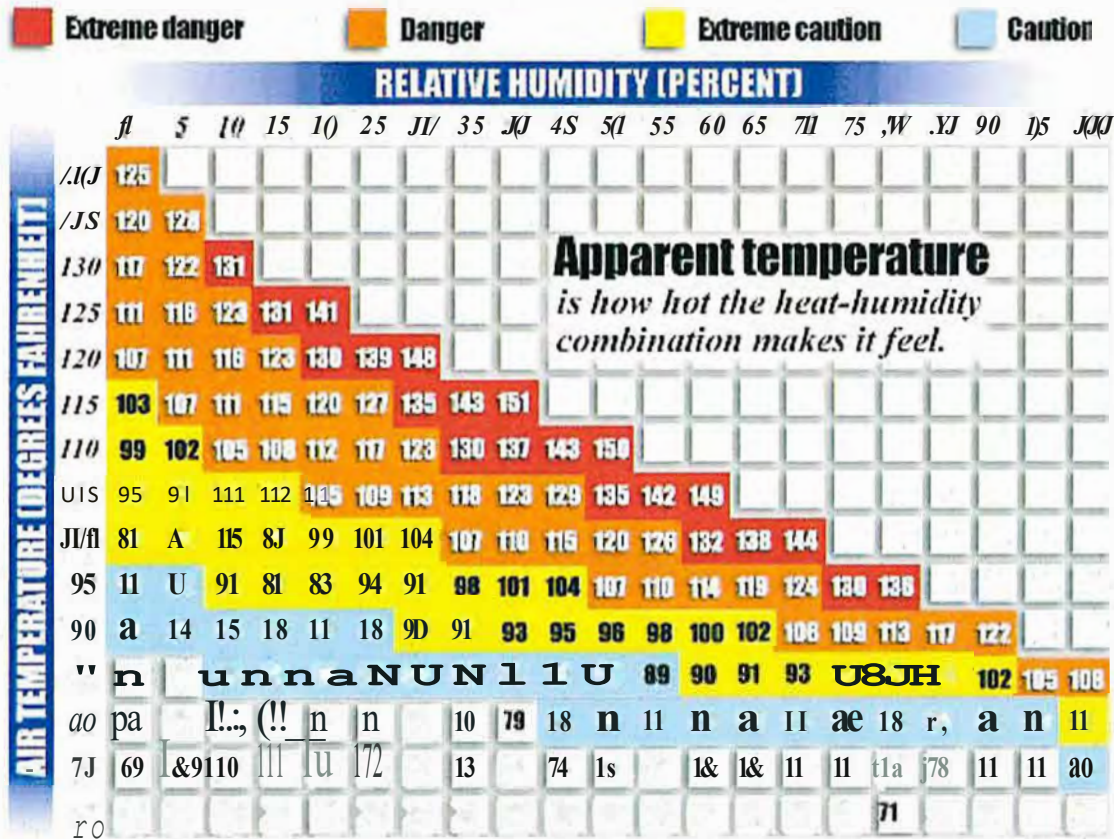
Some sites are equipped with air-conditioned trailers. Within the trailers water is provided through water bottles and water fountains.

For outdoor sites without job trailers or indoor sites without air conditioning and drinking fountains, the foreman will have a cooler of water bottles or a large cooler filled with water and ice on their truck. Single use disposable cups will be required if a large cooler filled with water and ice is used. If there are no shaded areas, a canopy will be erected.

One quart of water per hour per Toro person needs to be available at the jobsite. This will be accomplished through on hand supplies and the ability to restock through outside contractor deliveries (such as Arrowhead) and/or by going to local grocery stores or convenience stores.

SUBCONTRACTOR REQUIREMENTS

Subcontractors will be required to provide water and shade for their employees. They will also need to have a way of restocking water and ice. Although the subcontractor should be supplying their own water and shade, if needed they can come into the Toro trailer to cool down and get water. If there is no jobsite trailer, they can have water from the foreman's truck and use the Toro canopy, or other form of shade.



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Apparent temperature heat stress index

<u>CATEGORY</u>	<u>APPARENT TEMPERATURE</u>	<u>DANGERS</u>
<b>CAUTION</b>	80-90° F	Exercise more fatiguing than usual
<b>EXTREME CAUTION</b>	90-105° F	Heat cramps, exhaustion possible
<b>DANGER</b>	105-130° F	Heat exhaustion likely
<b>EXTREME DANGER</b>	Greater than 130° F	Heat stroke imminent

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TRAINING:

Training will be provided prior to job assignment.

Employee training: Training in the following topics will be provided to all supervisory and non-supervisory employees:

- environmental and personal risk factors for heat illness
- procedures for identifying, evaluating, and controlling exposures to the environmental and personal risk factors for heat illness
- the importance of frequent consumption of water
- the importance of acclimatization
- the different types of heat illness and the common signs and symptoms of heat illness
- the importance of immediately reporting to the employer or designee symptoms or signs of heat illness
- procedures for responding to symptoms of possible heat illness, including how emergency medical services will be provided should they become necessary
- procedures for contacting emergency medical services, and if necessary, for transporting employees to a point where they can be reached by medical service personnel
- how to provide clear and precise directions to the work site

Foreman training: Prior to assignment to supervision of employees working in the heat, training on the following topics will occur:

- the information provided for employee training
- procedures the supervisor will follow to implement controls as determined by the employer
- procedures the supervisor will follow when an employee exhibits symptoms consistent with possible heat illness, including emergency response procedures

CONTROLS FOR REDUCING HEAT EXPOSURE:

Toro Enterprises, Inc. construction employees will be able to rest inside the air conditioned job trailer or shaded area if they start to feel symptoms of heat stress. Water is available as well. Employees are encouraged to drink water and take rest breaks as needed; based on the heat stress index for the day. Job sites normally start at 6 A.M. and end mid-afternoon. Superintendent, foremen, project managers and project engineers will be trained in heat stress first aid awareness and actions in the event of a heat related illness.

FIRST AID AWARENESS AND ACTIONS IN THE EVENT OF A HEAT RELATED ILLNESS:

The following chart helps employees recognize the main types of heat related illnesses, symptoms, and the appropriate treatment to reduce the effects of the heat related illness.

	Symptoms	Treatment
Heat cramps	<ul style="list-style-type: none"> <li>• muscle spasms in legs or abdomen</li> </ul>	<ul style="list-style-type: none"> <li>• move person to a cooler location</li> <li>• stretch muscles for cramps</li> <li>• give cool water or electrolyte-containing fluid to drink</li> <li>• call 911 if not feeling better within 30 to 45 minutes</li> </ul>
Heat exhaustion	<ul style="list-style-type: none"> <li>• headaches</li> <li>• clumsiness</li> <li>• dizziness/lightheadedness/fainting</li> <li>• weakness/exhaustion</li> <li>• heavy sweating/clammy/moist skin</li> <li>• irritability/confusion</li> <li>• nausea/vomiting</li> <li>• paleness</li> </ul>	<ul style="list-style-type: none"> <li>• call 911 if not feeling better within a few minutes</li> <li>• move person to a cooler place (do not leave alone)</li> <li>• loosen and remove heavy clothing that restricts evaporative cooling</li> <li>• if conscious, provide small amounts of cool water to drink</li> <li>• fan person, spray with cool water, or apply a wet cloth to skin to increase evaporative cooling</li> </ul>
Heat stroke	<ul style="list-style-type: none"> <li>• sweating may or may not be present</li> <li>• red or flushed, hot dry skin</li> <li>• bizarre behavior</li> <li>• mental confusion or losing consciousness</li> <li>• panting/rapid breathing</li> <li>• rapid, weak pulse</li> <li>• seizures or fits:</li> </ul>	<ul style="list-style-type: none"> <li>• call 911</li> <li>• move person to a cooler place (do not leave alone)</li> <li>• cool worker rapidly</li> <li>• loosen and remove heavy clothing that restricts evaporative cooling</li> <li>• fan person, spray with cool water, <b>◆ apply a wet cloth to skin to increase evaporative cooling</b></li> </ul>

**Definitions**

Heat Related Illness (HRI) - 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 - 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. These conditions will be considered when determining that (the employer) is implementing controls and methods to reduce the potential for heat related illness.

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

Shade - Blockage of direct sunlight. Canopies, umbrellas and other temporary structures or devices may be used to provide shade. Some shade producing areas are not adequate to cool the body; for instance, a car sitting in the sun does not provide acceptable shade to a person inside it, unless the car is running with air conditioning.

Provision of Water

- D As part of Toro Enterprises' Effective Replenishment Procedures, the foreman will check the water level of all containers every 30 minutes, and more frequently when the temperature exceeds 85° f. When the water level within a container drops below 50%, water containers will be refilled with cool water. To accomplish this task, the foreman will carry 1-2 additional water containers (i.e. 5 gallon bottles) to replace water as needed.
- D When the temperature exceeds 80 degrees, the foreman will carry ice in separate containers, so that when necessary, it will be added to the drinking water to keep it cool.
- O The foreman will check the work site and place the water as close as possible to the workers. If field terrain prevents the water from being placed as close as possible to the workers, the foreman will bring bottled water or individual containers (in addition to disposable cups and water containers), so that workers can have drinking water readily accessible.
- O The foreman will ensure that the water containers are relocated to follow along as the crew moves, so drinking water will be readily accessible.
- D The foreman will be responsible for cleaning the water containers and ensuring that they are kept in sanitary condition (all necessary cleaning supplies are provided by the company).
- D The foreman will point out daily the location of the water coolers to the workers and remind them to drink water frequently. When the temperature exceeds or is expected to exceed 80 degrees F, the foreman will hold a brief 'tailgate' meeting each morning to review with employees the importance of drinking water, the number and schedule of water and rest breaks and the signs and symptoms of heat illness.
- D When the temperature equals or exceeds 80° F or during a heat wave, the foreman will increase the number of water breaks, and will remind workers throughout the work shift to drink water.
- D During employee training, the importance of frequent drinking of water will be stressed.

Provision of Shade

- D Each foreman will bring shade structures to the site, to accommodate at least 100 percent of the employees on the shift and either chairs, benches, sheets, towels or any other items to allow employees to sit and rest without contacting the bare ground: However, chairs, benches, etc. are not required for acceptable sources of shade such as trees.
- D The foreman will ensure that shade structures are opened and placed as close as practical to the workers, when the temperature equals or exceeds 80° F. When the temperature is below 80° F, the shade structures will be brought to the site, but will be opened and set in place upon worker(s) request. Note: The interior of a vehicle may not be used to provide shade unless the vehicle is air-conditioned and the air conditioner is on.
- D The foreman will point out the daily location of the shade structures to the workers as well as allow and encourage employees to take a 5 min cool-down rest in the shade, when they feel the need to do so to protect themselves from overheating.
- D The foreman will ensure that the shade structures are relocated to follow along with the crew and double-check that they are as close as practical to the employees, so that access to shade is provided at all times.

Monitoring the Weather

- D Prior to each workday, the foreman will review the forecasted temperature and humidity for the worksite and compare it against the National Weather service Heat Index to evaluate the risk level for heat illness, for instance whether or not workers will be exposed at a temperature and humidity characterized as either "extreme caution" or "extreme danger" for heat illnesses such as heat stroke. It is important to keep in mind that the temperature at which these warnings occur must be lowered as much as 15 degrees if the workers under consideration are in direct sunlight.
- D Prior to each workday, the foreman will be responsible for monitoring the weather (using [www.nws.noaa.gov](http://www.nws.noaa.gov) 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).
- D The foreman will be responsible for using a thermometer at the jobsite and checking 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 the workers and to make certain that once the temperature equals or exceeds 80 °F additional preventive measures such as the High Heat Procedures are implemented.

Handling a Heat Wave

- D If schedule modifications are not possible and workers have to work during a heat wave, the foreman will provide a tailgate meeting to reinforce heat illness prevention with emergency response procedures and review the weather forecast with the workers. In addition, the foreman will institute alternative preventive measures such as provide workers with an increase number of water and rest breaks, supervise workers to ensure that they do stop work and take these breaks, and observe closely all workers for signs and symptoms of heat illness.
- D During a heat wave or heat spike (e.g., a sudden increase in daytime temperature of 9 degrees or more), and the start of the workday, the foreman will hold a tailgate meeting with the workers to review the company heat illness prevention procedures, the weather forecast and emergency response.
- D The foreman will assign each employee a "buddy" to be on the lookout for signs and symptoms of heat illness and ensure that emergency procedures are initiated when someone displays possible signs or symptoms of heat illness.

High Heat Procedures

High Heat Procedures are additional preventive measures that this company will use when the temperature equals or exceeds 80 degrees Fahrenheit.

- D The foreman will ensure that effective communication by voice, observation, or electronic means is maintained so that employees at the worksite can contact a supervisor when necessary. If the foreman is unable to be near the workers to observe them or communicate with them, then 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.
- D The foreman will observe employees for alertness and signs and symptoms of heat illness.
- D The foreman will remind employees throughout the work shift to drink plenty of water.
- D The foreman will closely supervise a new employee, or assign a "buddy" or more experienced coworker for the first 14 days of the employee's employment by the employer, unless the employee indicates at the time of hire that he or she has been doing similar outdoor work for at least 10 of the past 30 days for 4 or more hours per day.

Acclimatization Procedures

- D Toro Enterprises will monitor the weather and in particular be on the look out for sudden heat wave(s), or increases in temperatures to which employees haven't been exposed to for several weeks or longer.
- D For new employees, the foreman will try to find ways to lessen the intensity of the employees work during a two-week break-in period (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.
- D The foreman will be extra-vigilant with new employees and stay alert to the presence of heat related symptoms.
- D The foreman will assign new employees a "buddy" or experienced coworker to watch each other closely for discomfort or symptoms of heat illness.
- D During a heat wave, the foreman will observe all employees closely (or maintain frequent communication via phone or radio) and be on the look out for possible symptoms of heat illness.
- D Toro Enterprises' training for employees and supervisors will include the importance of acclimatization, how it is developed and how these company procedures address it.

Emergency Response Procedures

- D Prior to assigning a crew to a particular worksite, the foreman will provide workers and the foreman a map along with clear and precise directions (such as streets or road names, distinguishing features and distances to major roads) of the site, to avoid a delay of emergency medical services.
- D All foremen and supervisors will carry cell phones or other means of communication, to ensure that emergency medical services can be called and check that these are functional at the worksite prior to each shift.
- D When an employee is showing symptoms of possible heat illness, the foreman will take immediate steps to keep the stricken employee cool and comfortable once emergency service responders have been called (to reduce the progression to more serious illness).
- D During a heat wave or hot temperatures, workers will be reminded and encouraged to immediately report to their supervisor any signs or symptoms they are experiencing.

Handling A Sick Employee

- D When an employee displays possible signs or symptoms of heat illness, a trained first aid worker or supervisor will check the sick employee and determine whether resting in the shade and drinking cool water will suffice or if emergency service providers will need to be called. Do not leave a sick worker alone in the shade, as he or she can take a turn for the worse!
- D When an employee displays possible signs or symptoms of heat illness and no trained first aid worker or supervisor is available at the site, call emergency service providers.
- 0 Call emergency service providers immediately if an employee displays signs or symptoms of heat illness (loss of consciousness, incoherent speech, convulsions, red and hot face), does not look OK or does not get better after drinking cool water and resting in the shade. While the ambulance is in route, initiate first aid (cool the worker: place in the shade, remove excess layers of clothing, place ice pack in the armpits and groin area and fan the victim). Do not let a sick worker leave the site, as they can get lost or die (when not being transported by ambulance and treatment has not been started by paramedics) before reaching a hospital!

- D consciousness, incoherent speech, convulsions, red and hot face), and the worksite is located more than 20 min away from a hospital, call emergency service providers, communicate the signs and symptoms of the victim and request Air Ambulance.

#### Employee & Supervisory Training

- D Toro Enterprises will ensure that all supervisors are trained prior to being assigned to supervise other workers. Training will include this company's written procedures and what steps supervisors will follow when employees' exhibit symptoms consisted with heat illness.
- D Toro Enterprises will ensure that all employees and supervisors are trained prior to working outside. Training will include the company's written prevention and emergency procedures.
- D The foreman will train employees on the steps that will be followed for contacting emergency medical services, including how they are to proceed when there are non-English speaking workers, how clear and precise directions to the site will be provided as well as stress the need to make visual contact with emergency responders at the nearest road or landmark to direct them to their worksite.
- O When the temperature exceeds 75 °F, the foreman will hold short 'tailgate' meetings to review the weather report, reinforce heat illness prevention with all workers and provide reminders to drink water frequently, to be on the lookout for signs and symptoms of heat illness and inform them that shade can be made available upon request.
- D The foreman will assign new employees a "buddy" or experienced coworker to ensure that they understood the training and follow company procedures.



**Heat Illness Prevention Regulation Amendments**  
California Code of Regulations, Title 8, Section 3395  
Guidance for Employers and Employees on the New Requirements  
*March 23, 2015*



## Contents

INTRODUCTION .....	1
(b) DEFINITIONS .....	2
(c) PROVISION OF WATER .....	3
(d) ACCESS TO SHADE .....	4
(e) HIGH-HEAT PROCEDURES .....	7
(f) EMERGENCY RESPONSE PROCEDURES .....	10
(g) ACCLIMATIZATION .....	13
(h) TRAINING .....	13
(i) HEAT ILLNESS PREVENTION PLAN .....	15

## INTRODUCTION

Changes to the Cal/OSHA heat illness prevention regulation are expected to go into effect on May 1, 2015. The tables in this document provide guidance to employers and employees on how to implement the new requirements. Please note that this document does not cover all possible situations. For additional information and materials, go to <http://www.dir.ca.gov/DOSH/HeatIllnessInfo.html>.

<b>(b) DEFINITIONS</b>		
<b>EXISTING LANGUAGE</b>	<b>AMENDED LANGUAGE</b>	<b>GUIDANCE ON THE NEW REQUIREMENTS</b>
<p>"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 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.</p>	<p>"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 purpose of shade, which is to allow the body to cool. <u>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.</u> Shade may be provided by any natural or artificial means that does not expose employees to unsafe or unhealthy conditions <b>and that does not deter or discourage access or use.</b></p>	<p>Shade must be easy for employees to reach. The requirement that shade "not deter or discourage access or use" means that workers should not encounter any obstacles or hazardous or unreasonably unpleasant conditions while moving towards the shade or resting in the shade.</p> <p>Examples:</p> <ul style="list-style-type: none"> <li>• Employees should not have to cross traffic or waterways to reach the shade.</li> <li>• The shade should not be located next to portable toilet facilities or where employees would sit on wet or muddy ground or come in contact with branches, brush, and thorns.</li> </ul>

<b>(c) PROVISION OF WATER</b>		
<b>EXISTING LANGUAGE</b>	<b>AMENDED LANGUAGE</b>	<b>GUIDANCE ON THE NEW REQUIREMENTS</b>
<p>Provision of water. Employees shall have access to potable drinking water meeting the requirements of Sections 1524, 3363, and 3457, as applicable. Where drinking water is not plumbed or otherwise continuously supplied, it shall be provided in sufficient quantity at the beginning of the work shift to provide one quart per employee per hour for drinking for the entire shift. Employers 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, as described in subsection (f)(1)(C), shall be encouraged.</p>	<p>Provision of water. Employees shall have access to potable drinking water meeting the requirements of Sections 1524, 3363, and 3457, as applicable <b>including but not limited to the requirements that it be fresh, pure, suitably cool, and provided to employees free of charge. The water shall be located as close as practicable to the areas where employees are working.</b> Where drinking water is not plumbed or otherwise continuously supplied, it shall be provided in sufficient quantity at the beginning of the work shift to provide one quart per employee per hour for drinking for the entire shift. Employers 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, as described in subsection (f)(1)(C), shall be encouraged.</p>	<p>The purpose of requiring that water be "fresh, pure, suitably cool, and provided to employees free of charge" and "located as close as practicable to the areas where employees are working" is to encourage workers to drink water often and avoid making the workers interrupt their work in order to do so. <u>To ensure that water is fresh, pure, and suitably cool, Cal/OSHA advises employers or supervisors visually examine the water and gourd some on their skin.</u></p> <p><b>Fresh and Pure</b>  <u>Water must be fit to drink</u> (i.e., potable) and free from odors that would discourage workers from drinking the water. If an employer supplies individual water containers, the containers must be clean, and a source of potable water (e.g., a municipal water source) must be readily available. 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 governmentally approved for potable drinking water systems, as shown on the manufacturer's label.</p> <p><b>Suitably Cool</b>  <u>During hot weather, the water must be cooler than the ambient temperature but not so cool as to cause discomfort.</u></p> <p><b>As Close As Practicable to Where Employees Are Working</b>  During a Cal/OSHA inspection, the inspector may ask the supervisor to describe the factors the employer considered in deciding where to place water. For example, although it may be impossible or prohibited by law to place water stations within rows of crops where employees are working, it may be possible to place the water stations at the end of rows. Because water containers are smaller than shade structures, they</p>

<b>(c) PROVISION OF WATER</b>		
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		can be placed closer to employees than shade structures can be. Placing water only in designated shade areas or where toilet facilities are located is not sufficient. When employees are working across large areas, water should be placed in multiple locations. For example, on a multi-story construction site, water should be placed in a safely accessible location on every floor where employees are working.

<b>(d) ACCESS TO SHADE</b>		
<b>EXISTING LANGUAGE</b>	<b>AMENDED LANGUAGE</b>	<b>GUIDANCE ON THE NEW REQUIREMENTS</b>
(1) Shade required to be present when the temperature exceeds 85 degrees Fahrenheit. When the outdoor temperature in the work area exceeds 85 degrees Fahrenheit, the employer 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.	(1) Shade required to <b>shall</b> be present when the temperature exceeds <u>80</u> degrees Fahrenheit. When the outdoor temperature in the work area exceeds <u>80</u> degrees Fahrenheit, the employer 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.	<p>The trigger temperature for shade being present is reduced from 85 to 80 degrees Fahrenheit. When temperatures exceed 80 degrees, shade structures must be erected if no other shade is readily available.</p> <p>Even if temperatures do not exceed 80 degrees, shade must still be available. For employers using shade structures, it is helpful to have the structures erected if the weather is hot enough that the shade can help employees cool off.</p> <p><u>Employers should monitor predicted weather temperatures in advance (for example, by television or radio or on the Internet) to know when the temperature will probably exceed 80 degrees. Employers are expected to know if the temperature is in fact exceeding 80 degrees at the worksite.</u></p>
The amount of shade present shall be	The amount of shade present shall be at	<u>"Recovery and rest period" refers to the normal breaks required to be</u>

**(d) ACCESS TO SHADE**

EXISTING LANGUAGE	AMENDED LANGUAGE	GUIDANCE ON THE NEW REQUIREMENTS
<p>at least enough to accommodate 25% of the employees on the shift at any time, so that they can sit in a normal posture fully in the shade without having to be in physical contact with each other. The shaded area shall be located as close as practicable to the areas where employees are working.</p>	<p>least enough to accommodate the <u>number of employees on-the-shift-at an-(time recovery or rest periods.</u> so that they can sit in a normal posture fully in the shade without having to be in physical contact with each other. The <u>shaded-area shade</u> shall be located as close as practicable to the areas where employees are working. <u>Subject to the same specifications, the amount of shade present during meal periods shall be at least enough to accommodate the number of employees on the meal period who remain onsite.</u></p>	<p><u>offered under Industrial Welfare Commission wage orders. The new rules require that enough shade be provided to accommodate all of the employees who are on such a break at any point in time.</u> This does not mean that employers are required to provide enough shade to accommodate all of the employees on the shift at the same time. Employers may, for example, rotate the breaks among employees. They may also erect additional structures on an as-needed basis.</p> <p>During meal periods, the employer must provide enough shade for all of the employees who choose to remain in the general area of work or in areas designated for recovery and rest periods. Employers may rotate employees in and out of meal periods, as with recovery and rest periods. Employers are not required to provide shade for employees who choose to spend meal periods in their own air-conditioned vehicles. However, employers may not require or pressure employees to eat their lunch in their own vehicles or go off-site to eat.</p>
<p>(3) Employees shall be 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 shall be permitted at all times.</p>	<p>(3) Employees shall be allowed and encouraged to take a <u>preventative</u> 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 shall be permitted at all times. <u>An individual employee who takes a preventative cool-down rest (A) shall be monitored and asked if he or she is experiencing symptoms of heat illness: (B) shall be encouraged to remain in the shade; and (C) shall not be</u></p>	<p>An employee may opt to take a "preventative cool-down rest" in the shade to help the body relieve excess heat. It is crucial that workers not be rushed while taking the cool-down rest.</p> <p>Water should be available in the rest area so that employees are encouraged to drink more water.</p> <p>The importance of prevention cannot be overstated. Employees who wait until symptoms appear before seeking shade and recovery are at significant risk of developing heat illness.</p> <p>The employee must be monitored during the cool-down rest and asked if he or she is experiencing any symptoms of heat illness including</p>

**(d) ACCESS TO SHADE**

EXISTING LANGUAGE	AMENDED LANGUAGE	GUIDANCE ON THE NEW REQUIREMENTS
	<p><u>ordered back to work until any signs or symptoms of heat illness have abated, but in no event less than 5 minutes in addition to the time needed to access the shade.</u></p>	<p>simple fatigue. If any signs or symptoms of heat illness are observed or reported, the employer must not order the employee back to work and must continuously observe the employee until the signs or symptoms have abated. <u>Common early signs and symptoms of heat illness may include, for example, pale skin, heavy sweating, headache, muscle cramps, and fatigue.</u> If no sign or symptom of heat illness is observed or reported, monitoring may be periodic, not continuous.</p>
<p>[None]</p>	<p><u>(4) If an employee exhibits signs or reports symptoms of heat illness while taking a preventative cool-down rest or during a preventative cool-down rest period, the employer shall provide appropriate first aid or emergency response according to subsection (f) of this section.</u></p>	<p>The terms "preventative cool-down rest" and "preventative cool-down rest period" refer to two different sets of requirements. The requirements for "preventative cool-down rest periods" are set forth in section (e), below.</p> <p>If an employee exhibits or complains of any sign or symptom of heat illness, first-aid procedures should be initiated without delay.</p> <p><u>Progression to more serious illness can be rapid, and can include altered coordination and speech, mental confusion, unusual behavior, nausea, vomiting, hot dry skin, unusually profuse sweating, loss of consciousness, and seizures.</u> The affected employee may be unable to self-diagnose these problems.</p> <p>If heat illness is suspected, emergency medical personnel should be contacted immediately. <u>No employee with signs or symptoms of heat illness should be left unattended or sent home without being offered on-site first aid or provided emergency medical services, as discussed in subsection (f).</u></p>

**(e) HIGH-HEAT PROCEDURES**

EXISTING LANGUAGE	AMENDED LANGUAGE	GUIDANCE ON THE NEW REQUIREMENTS
<p>The employer shall implement high-heat procedures when the temperature equals or exceeds 95 degrees Fahrenheit. These procedures shall include the following to the extent practicable:</p> <p>...</p> <p>(2) Observing employees for alertness and signs or symptoms of heat illness.</p> <p>(3) Reminding employees throughout the work shift to drink plenty of water.</p>	<p>The employer shall implement high-heat procedures when the temperature equals or exceeds 95 degrees Fahrenheit. These procedures shall include the following to the extent practicable:</p> <p>...</p> <p>(2) Observing employees for alertness and signs or symptoms of heat illness. <b>The employer shall ensure effective employee observation/ monitoring by implementing one or more of the following:</b></p> <p><b>(A) Supervisor or designee observation of 20 or fewer employees, or</b></p> <p><b>(B) Mandatory buddy system, or</b></p> <p><b>(C) Regular communication with sole employee such as by radio or cellular phone.or</b></p> <p><b>(D) Other effective means of observation.</b></p> <p><b>(3) Designating one or more employees on each worksite as authorized to call for emergency medical services, and allowing other employees to call for emergency services when no designated employee is available.</b></p>	<p><u>During periods of high heat, it is crucial that employees be monitored for early signs and symptoms of heat illness. This helps ensure that sick employees receive treatment immediately and serious illness does not develop. If an employee suffers syncope (fainting), disorientation, loss of consciousness, or other symptoms of heat illness while working unobserved, initial medical treatment may be delayed, with serious or fatal consequences.</u></p> <p>Because each work site is unique, the new provisions give employers options and flexibility in observing and monitoring employees. When employees work in small groups of no more than 20 workers, direct observation by a supervisor or designee may be sufficient. When there are too many employees to allow direct observation, the employer may use the buddy system and pair up employees. With the buddy system, the employer must train the employees to stay in contact, observe each other throughout the day, and immediately report any signs or symptoms of heat illness. For employees who are required to work alone, the employer may communicate with the employee by radio or cell phone in locations where there is adequate coverage. The employee must be contacted regularly and as frequently as possible throughout the day, since an employee in distress may not be able to summon help on his or her own.</p> <p>The new provisions allow employers to use different methods to monitor for heat illness. Whatever method is used, the employer must be able to ascertain the condition of employees at regular intervals and provide emergency services when an employee reports symptoms of heat illness or is unable to respond.</p>

<b>(e) HIGH-HEAT PROCEDURES</b>		
<b>EXISTING LANGUAGE</b>	<b>AMENDED LANGUAGE</b>	<b>GUIDANCE ON THE NEW REQUIREMENTS</b>
	111 Reminding employees throughout the work shift to drink plenty of water.	All employees must be trained to recognize the signs and symptoms of heat illness and must be allowed to call for emergency medical services when necessary. If, however, all employees in a crew are designated to call for emergency medical services, many will be reluctant to do so. Therefore, employers must specifically assign one or a small number of employees per crew to call for emergency medical services. A designated employee may be either supervisory or non-supervisory.
(4) Close supervision of a new employee by a supervisor or designee for the first 4 days of the employee's employment by the employer, unless the employee indicates at the time of hire that he or she has been doing similar outdoor work for at least 10 of the past 30 days for 4 or more hours per day.	{4}-Giese 51:113eFVisiaR-af-a-Rew-eFA13la•ree 01, a s1:113eFsa-f-a-F-eligAee fo ft-le-fif5t 14-elays-a f-the-eFA13la•ee's-eFA13la .FAe At B'f-t-le-efifle•,er,-l!Aless-the-eFAple•,ee iRelieates-at-the-time-ef:-H!Fe-that-He-eF sHe-Has-seeA-eieiAg-siFai1af-e1:1teef weFk-feF-at-least-1Q-ef-t-le-13ast-Q -eats foF-4-eF-mere-hmJFs-peF-day-	See subsection (g), Acclimatization, below.
[None]	<u>{S} Pre-shift meetings before the commencement of work to review the high heat i;irocedures, encourage employees to drink plen!Y of water, and remind employees of their right to take a cool-down rest when necessart.</u>	<u>Pre-shift meetings are meant to briefly remind sui;iervisors and emi;iloyees to review high-heat i;irocedures. They are not meant to review eve!)l element i;ireviously covered in regular training or in orientation.</u>  <u>The emi;iloyer may determine whether the training is required based on the predicted temperature in the area.</u>  Topics that should be covered in pre-shift meetings include staying hydrated and taking preventative cool-down rests, identifying the employees who should call for emergency medical services when needed, and how employees will be observed. For employees working

<b>(e) HIGH-HEAT PROCEDURES</b>		
EXISTING LANGUAGE	AMENDED LANGUAGE	GUIDANCE ON THE NEW REQUIREMENTS
		remotely, the employer may conduct pre-shift meetings by cell phone or radio.
(None]	<p>(6) For employees employed in agriculture, the following shall also apply:</p> <p>When temperatures reach 95 degrees or above, the employer shall ensure that the employee takes a minimum ten minute net preventative cool down rest period every two hours. The preventative cool down rest period required by this paragraph may be provided concurrently with any other meal or rest period required by Industrial Welfare Commission Order No. 14 if the timing of the preventative cool down rest period coincides with a required meal or rest period thus resulting in no additional preventative cool down-rest period required in an eight hour work day. If the workday will extend beyond eight hours, then an additional preventative cool down-rest period will be required at the conclusion of the eighth hour of work; and if the work day extends beyond ten hours, then another preventative cool down-rest period will be required at the</p>	<p>This subsection applies only to agricultural work sites.</p> <p>When the temperature equals or exceeds 95 degrees, employers must provide one 10-minute "preventative cool-down rest period" every 2 hours. During the first 8 hours of a shift, the cool-down periods may be provided at the same time as the rest periods already required by Industrial Welfare Commission Order No. 14.</p> <p>If employees work longer than 8 hours, the employer must provide an additional 10-minute cool-down rest period every 2 hours. For example, if the shift extends beyond 8 hours, an additional rest period is required at the end of the 8th hour of work. If the shift extends beyond 10 hours, another is required at the end of the 10th hour.</p> <p><u>Employers must ensure that employees actually take the cool-down rest periods required under this section. Merely offering the opportunity for a break is not enough.</u></p> <p>Employers are required to provide additional breaks as soon as the temperature equals or exceeds 95 degrees. For example, even if the temperature does not reach 95 degrees until the last half of an 8-hour shift, if the shift will last longer than 8 hours, the employer must ensure that employees take cool-down rest periods starting at the end of the 8th hour of work.</p> <p>Cal/OSHA does not require employers to keep records of the rest</p>

<b>(e) HIGH-HEAT PROCEDURES</b>		
<b>EXISTING LANGUAGE</b>	<b>AMENDED LANGUAGE</b>	<b>GUIDANCE ON THE NEW REQUIREMENTS</b>
	<p><u>conclusion of the tenth hour and so on.</u>  <u>For purposes of this section,</u>  <u>preventative cool down rest period has</u>  <u>the same meaning as "recovery period"</u>  <u>in Labor Code Section 226.7(a).</u></p>	<p>periods provided under this subsection, but doing so is the best practice and would benefit them.</p>

<b>(f) EMERGENCY RESPONSE PROCEDURES</b>		
<b>EXISTING LANGUAGE</b>	<b>AMENDED LANGUAGE</b>	<b>GUIDANCE ON THE NEW REQUIREMENTS</b>
<p>[Emergency response procedures were previously required only as an element of training.]</p>	<p><u>(0 Emergency Response Procedures.</u>  <u>The Employer shall implement effective</u>  <u>emergency response procedures</u>  <u>including:</u></p>	<p>Emergency medical services must be provided as quickly as possible if an employee suffers heat illness. Establishing emergency response procedures is particularly important at non-fixed or remote work sites or at work sites where access is difficult.</p>
<p>[See above]</p>	<p><u>(1) Ensuring that effective</u>  <u>communication by voice, observation,</u>  <u>or electronic means is maintained so</u>  <u>that employees at the work site can</u>  <u>contact a supervisor or emergency</u>  <u>medical services when necessary. An</u>  <u>electronic device, such as a cell phone</u>  <u>or text messaging device, may be used</u>  <u>for this purpose only if reception in the</u>  <u>area is reliable. If an electronic device</u>  <u>will not furnish reliable communication</u>  <u>in the work area, employer will ensure a</u></p>	<p>If employees cannot reach emergency medical services directly (because cell phone coverage is inadequate, for example), the employer must designate a person who can immediately contact emergency services on behalf of the employees. The employees must be able to reach this person quickly (such as by radio) to request that emergency medical services be summoned.</p> <p><u>If, however, employees are able to contact emergency medical services directly, they must be allowed to do so in an emergency and not be required to contact a supervisor first.</u></p>

<b>(f) EMERGENCY RESPONSE PROCEDURES</b>		
<b>EXISTING LANGUAGE</b>	<b>AMENDED LANGUAGE</b>	<b>GUIDANCE ON THE NEW REQUIREMENTS</b>
	<p>means of summoning emergency medical services.</p>	
<p>[See above]</p>	<p>(2) Responding to signs and symptoms of possible heat illness, including but not limited to first aid measures and how emergency medical services will be provided.</p> <p>(A) If a supervisor observes, or any employee reports, any signs or symptoms of heat illness in any employee, the supervisor shall take immediate action commensurate with the severity of the illness.</p> <p>(B) If 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 employer must implement emergency response procedures.</p> <p>(C) An employee 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 in accordance with the employer's procedures.</p>	<p>Employers must ensure that supervisors and employees are trained to recognize the signs and symptoms of heat illness, take steps immediately to prevent the progression of heat illness, provide basic first aid (such as cooling towels and shade), obtain emergency medical services, and not allow an employee with signs or symptoms of heat illness to be left alone or sent home without being offered onsite first aid or provided with emergency medical services.</p> <p>Employers, however, are not required to provide medical personnel on site, and supervisors and employees are not expected to have medical expertise to diagnose heat illness.</p>

<b>(f) EMERGENCY RESPONSE PROCEDURES</b>		
<b>EXISTING LANGUAGE</b>	<b>AMENDED LANGUAGE</b>	<b>GUIDANCE ON THE NEW REQUIREMENTS</b>
[See above]	{3} Contacting emergency medical services and, if necessary, transporting employees to a place where they can be reached by an emergency medical provider.	<p>The employer's procedures must include contacting emergency medical services when necessary. The procedures must include immediate steps to keep a stricken employee cool and comfortable once emergency service responders have been called. The goal is to stop the rapid progression to more serious illness, which can include mental confusion, loss of consciousness, and seizures.</p> <p>When necessary, employers must be prepared to transport employees safely to a place where they can be reached by an emergency medical provider.</p>
[See above]	{4} 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.	<p>Mobile crews must be provided with a map of their location or detailed directions that can be given to emergency responders.</p>

<b>(g) ACCLIMATIZATION</b>		
<b>EXISTING LANGUAGE</b>	<b>AMENDED LANGUAGE</b>	<b>GUIDANCE ON THE NEW REQUIREMENTS</b>
[Acclimatization was previously required only as an element of training.]	<p><u>(g) Acclimatization</u></p> <p><u>(1) All employees shall be closely observed by a supervisor or designee during a heat wave. For purposes of this section only, "heat wave" means any day in which the predicted high temperature for the day will be at least 80 degrees Fahrenheit and at least ten degrees Fahrenheit higher than the average high daily temperature in the preceding five days.</u></p> <p><u>(2) An employee who has been newly assigned to a high heat area shall be closely observed by a supervisor or designee for the first 14 days of the employee's employment.</u></p>	<p>Acclimatization is a process by which the body adjusts to increased heat exposure. The body needs time to adapt when working in hotter environments. Employees are more like to develop heat illness if not allowed or encouraged to take it easy when a heat wave strikes or when starting a job that newly exposes them to heat. Acclimatization is fully achieved in most people within 4 to 14 days of regular work involving at least 2 hours per day in the heat.</p> <p><u>During heat waves and with new employees, employers must be extra-vigilant. A supervisor or designee must closely observe employees. Best practices include finding ways to lessen the intensity of employees' work during a heat wave and during 2-week break-in periods of new employees.</u></p>

<b>(h) TRAINING</b>		
<b>EXISTING LANGUAGE</b>	<b>AMENDED LANGUAGE</b>	<b>GUIDANCE ON THE NEW REQUIREMENTS</b>
(1) Employee training. Effective training in the following topics shall be provided to each supervisory and non-supervisory employee before the employee begins work that should reasonably be anticipated to result in	(1) Employee training. Effective training in the following topics shall be provided to each supervisory and non-supervisory employee before the employee begins work that should reasonably be anticipated to result in exposure to the	<p>Employers must train all employees, both supervisory and non-supervisory, on the policies and procedures established to comply with this regulation.</p> <p><u>Training must be provided before the beginning of work involving a risk of heat illness. The training should be provided when an employee is</u></p>

## (h) TRAINING

EXISTING LANGUAGE	AMENDED LANGUAGE	GUIDANCE ON THE NEW REQUIREMENTS
<p>exposure to the risk of heat illness:</p> <p>...</p> <p>(8) The employer's procedures for complying with the requirements of this standard.</p> <p>(D) The importance of acclimatization.</p> <p>(E) The different types of heat illness and the common signs and symptoms of heat illness.</p>	<p>risk of heat illness:</p> <p>...</p> <p>(B) The employer's procedures for complying with the requirements of this standard, <u>including, but not limited to, the employer's responsibility to provide water, shade, cool-down rests, and access to first aid as well as the employees' right to exercise their rights under this standard without retaliation.</u></p> <p>(D) The <u>concept, importance, and, methods</u> of acclimatization, <u>pursuant to the employer's procedures under subsection (il(4)).</u></p> <p>(E) The different types of heat illness aA4, the common signs and symptoms of heat illness. <u>and appropriate first aid and/or emergency responses to the different types of heat illness, and in addition, that heat illness may progress quickly from mild symptoms and signs to serious and life threatening illness.</u></p>	<p><u>hired, with refresher training as needed. Training that is given close in time to the hot season is more effective than training given during colder seasons without follow-up refresher training.</u></p> <p>The changes in this subsection include new elements of the content of required training. Cal/OSHA evaluates compliance by examining both content and how it is presented. To be effective, training must be understood by employees and given in a language the employees understand. The test of compliance is whether training has occurred, whether the required content has been provided, and whether the training has been effective in communicating the essentials to employees.</p> <p>To evaluate compliance, Cal/OSHA personnel ask supervisory and non-supervisory employees about required training elements. The questions are designed to determine whether employees received training through methods generally recognized as effective and whether they understood its content. Inspectors will not expect all answers to be correct but will look for indicators that the employer has made a good-faith effort to communicate all the essential information.</p> <p>Employers must ensure that their work procedures are consistent with the information provided in the training.</p> <p><u>Cal/OSHA requires employers to maintain records of the training required in this subsection, as specified in the California Code of Regulations, title 8, section 3203 (Injury and Illness Prevention Program).</u></p>

**(i) HEAT ILLNESS PREVENTION PLAN**

EXISTING LANGUAGE	AMENDED LANGUAGE	GUIDANCE ON THE NEW REQUIREMENTS
<p>(f)(3) The employer's procedures for complying with each requirement of this standard required by subsections (f)(1)(B), (G), (H), and (I) shall be in writing and shall be made available to employees and to representatives of the Division upon request.</p>	<p>ill <u>Heat Illness Prevention Plan</u>. The employer <u>shall establish, implement, and maintain an effective</u> procedures for complying with each requirement of this standard required by subsections (f)(1)(B), (G), (H), and (I) <u>heat illness prevention plan</u>. The plan shall be in writing <u>in both English and the language understood by the majority of the employees</u> and shall be made available <u>at the worksite</u> to employees and to representatives of the Division upon request. <u>The Heat Illness Prevention Plan may be included as part of the employer's Illness and Injury Prevention Program required by section 3203, and shall, at a minimum, contain:</u></p> <p><u>(1) Procedures for the provision of water and access to shade.</u></p> <p><u>(2) The high heat procedures referred to in subsection (e).</u></p> <p><u>(3) Emergency Response Procedures in accordance with subsection (f).</u></p> <p><u>(4) Acclimatization methods and procedures in accordance with subsection (g).</u></p>	<p>The employer must develop, put in writing, and implement effective procedures for complying with the requirements of this standard. A compliant Heat Illness Prevention Plan includes the following:</p> <ul style="list-style-type: none"> <li>• Procedures for providing sufficient water, as described in subsection (c)</li> <li>• Procedures for providing access to shade, as described in subsection (d)</li> <li>• High-heat procedures in accordance with subsection (e)</li> <li>• Emergency response procedures, outlined in subsection (f)</li> <li>• Acclimatization methods and procedures in accordance with subsection (g)</li> </ul> <p>Employees and supervisors must be trained in these procedures so they understand and can implement the employer's plan. The most successful employers teach and make their system work using a teamwork approach.</p> <p><u>The Heat Illness Prevention Plan must be written both in English and in the language understood by the majority of employees. It must be available to employees at the worksite, as well as to representatives of Cal/OSHA upon request. The plan will be considered available at the worksite if, for example, it can be displayed for employees on a cell phone or other electronic device upon request.</u></p> <p><u>The Heat Illness Prevention Plan may be integrated into the employer's Injury and Illness Prevention Program required under the California Code of Regulations, title 8, section 3203.</u></p>

# MODELO DE PROCEDIMIENTOS DEL EMPLEADOR PARA LA PREVENCIÓN DE ENFERMEDADES CAUSADAS POR EL CALOR

Mayo 2015



Los empleadores de California que tienen lugares de trabajo al aire libre deben cumplir con la Norma sobre Prevención de Enfermedades Causadas por el Calor (*Heat Illness Prevention Standard*) del Código de Reglamentaciones de California, Título 8, Artículo 3395 (T8 CCR 3395). Estos procedimientos se elaboraron para ayudar a los empleadores a definir sus propios procedimientos para la prevención de enfermedades causadas por el calor y para disminuir el riesgo de que los empleados sufran enfermedades causadas por el calor en el trabajo.

Estos procedimientos no tienen por finalidad sustituir ni reemplazar la aplicación de ninguna otra reglamentación establecida en el Título 8, en especial del Programa de Prevención de Lesiones y Enfermedades (*Injury and Illness Prevention Program; IIPP*) establecido en el Título 8, Artículo 3203. El Artículo 3203 del Título 8 del CCR exige a los empleadores establecer, implementar y mantener vigente un Programa de Prevención de Lesiones y Enfermedades. Las medidas que se enumeran en el presente documento pueden incorporarse al Programa de Prevención de Lesiones y Enfermedades del empleador. Los empleadores deben tener en cuenta que también existen otras normas para la prevención de enfermedades causadas por el calor, como el requisito de suministrar agua potable, primeros auxilios y respuesta ante una emergencia..

**importante:** Estos procedimientos describen los pasos básicos aplicables a la mayoría de los lugares de trabajo al aire libre que son esenciales para reducir la frecuencia con que ocurren las enfermedades causadas por el calor. En los ambientes de trabajo donde existe un mayor riesgo de producirse enfermedades causadas por el calor (por ejemplo, durante una ola de calor u otras condiciones ambientales o laborales extremas), el empleador debe tomar mayores precauciones y otras medidas de protección adicionales a las descritas en este documento, según sea necesario para proteger a los empleados.

Para implementar de manera efectiva estos procedimientos en su compañía, le recomendamos leer atentamente los puntos clave de este documento, luego desarrolle procedimientos que correspondan a su lugar de trabajo. El Plan de Prevención de Enfermedades Causadas por el Calor se debe escribir en inglés y el lenguaje que se entienda por la mayoría de los empleados y debe estar disponible en el sitio de trabajo. Ponga en práctica los procedimientos en su compañía y capacite a los empleados y supervisores. Le recomendamos hacer un seguimiento para asegurarse de que se están cumpliendo los procedimientos.

Además, para adaptar con éxito estos procedimientos a sus actividades laborales, debe evaluar y considerar las condiciones particulares que existen en el lugar de trabajo, por ejemplo:

- (1) Cantidad de empleados
- (2) Duración del turno de trabajo
- (3) Temperatura ambiente (que puede tomarse con la ayuda de un simple termómetro mediante un monitoreo del clima)
- (4) Presencia de equipos de protección personal u otras fuentes de calor

Una vez mas, recuerde que estos procedimientos no incluyen todos los ambitos laborales posibles. Por eso, es importante que su compania evalúe y tenga en cuenta las condiciones que puedan ocasionar enfermedades causadas por el calor en su lugar de trabajo en particular.

**Obligatorio - Los procedimientos escritos tambien deben:**

1. Identificar a la persona o personas designadas para la tarea o tareas especificas (por ejemplo, el supervisor, el encargado, el coordinador de seguridad, el jefe de cuadrilla).
2. Suministrar las indicaciones especificas necesarias para llevar a cabo la tarea y asegurarse de que esta se realice de manera exitosa (por ejemplo, la cantidad y el tamaño de recipientes de agua/estructuras para dar sombra que debe haber; la distancia a la cual deben colocarse; la frecuencia del reabastecimiento del nivel de agua, del seguimiento del clima, de las pausas para beber agua y la frecuencia con la que se debe recordar a los trabajadores que beban agua, etc.) [Para obtener mas información, consulte las [preguntas y respuestas](#) sobre cumplimiento de las normas de prevención de enfermedades causadas por el calor.]
3. Detallar cómo deben comunicarse estos procedimientos a los empleados y, en especial, a las personas que tienen asignadas estas tareas (por ejemplo, mediante una capacitación, una reunion), y también cómo se verificará que se respeten las instrucciones y los procedimientos de la compañía.

## **(NOMBRE DEL EMPLEADOR)**

**La persona o personas designadas que se indican a continuacion (Administrador del Programa, Coordinador de Seguridad /Supervisor/Encargado/Supervisor de Campo/Jefe de Cuadrilla) tienen la autoridad y la obligación de poner en practica las disposiciones de este programa en este sitio de trabajo.**

**Nombre/Carta/Numero de Telefono**

1.	_____	_____
2.	_____	_____
3.	_____	_____
4.	_____	_____
5.	_____	_____

*NOTA: Cualquiera de los siguientes puntos correspondientes a la prestación de agua, sombra, alto calor, métodos de aclimatación y procedimientos de emergencia deben tener lenguaje adicional agregado para proporcionar detalles específicos sobre cómo su compañía pretende implementar estas disposiciones en el sitio de trabajo.*

**Ejemplos de procedimientos a considerar para el suministro de agua (entre otros):**

- D Se colocaran recipientes con agua potable (de 5 a 10 galones [20 a 40 litros] cada uno) en el sitio de trabajo, para que haya al menos 2 cuartos de galón de agua por empleado al inicio de cada turno de trabajo. Todos los trabajadores tendran acceso a agua potable, ya sea que trabajen en forma individual o en grupos mas pequerios.
- D Se pondra a disposici6n de las trabajadores conos de papel o vasos desechables, que se mantendran limpios hasta su uso.
- D Como parte de los procedimientos efectivos de reabastecimiento, se verificara peri6dicamente el nivel de agua de todos las recipientes (por ejemplo, cada hora o cada 30 minutos) y con mayor frecuencia cuando la temperatura aumenta. Cuando el nivel de agua de un recipiente se reduzca a menos de la mitad, debe volver a llenarse con agua fresca. Se cargaran recipientes de agua adicionales (por ejemplo, botellones de 5 galones [20 litros]) para reponer el agua cuando fuera necesario.
- D El agua sera fresca, pura, y adecuadamente fria y se le proporcionara a las empleados sin costo. Los supervisores examinaran visualmente el agua y la pondran sobre su piel para asegurarse de que el agua este adecuadamente fria. Durante tiempo de calor, el agua debe estar mas fria que la temperatura ambiental pero no tan fria coma para que cause incomodidad.
- D Los recipientes de agua se colocaran lo mas cerca posible de los trabajadores (segun el terreno y las condiciones del sitio de trabajo), para alentar a los trabajadores a tomar agua con frecuencia. Si debido a las condiciones del terreno no es posible colocar las recipientes de agua cerca de los trabajadores, se distribuira agua embotellada o en recipientes individuales para que lostrabajadores puedan acceder facilmente al agua potable.
- D Ya que las contenedores de agua son mas pequerios que las estructuras de sombra, se pueden colocar mas cerca a los empleados que las estructuras de sombra. El poner el agua solamente en areas designadas o donde se encuentran las excusados no es suficiente. Cuando las empleados estan trabajando en areas extensas, el agua se colocara en varies lugares. Por ejemplo, en un sitio de construcci6n de varies pisos, se deberia colocar agua en un lugar de acceso facil en cada piso donde esten laborando los trabajadores.
- D Los recipientes de agua se mantendran en condiciones higienicas. El agua de fuentes no aprobadas o no inspeccionadas (por ejemplo, pozos no inspeccionados) no es aceptable. Si se usan mangueras o conexiones, estas deben ser aprobadas por el gobierno para sistemas de agua potable para beber, come se muestra en la etiqueta del fabricante.
- D Diariamente se les recordara a las trabajadores d6nde se encuentran las recipientes de agua fresca y la importancia de beber agua con frecuencia. Cuando la temperatura supere las 80° F (26.7 °C), o se espera que los supere, se organizaran breves reuniones informales par la mariana, para repasarcon los empleados la importancia de beber agua, la cantidad de pausas que deben realizar para beber agua y para descansar, la programaci6n de estas pausas, y las signos y sintomas de las enfermedades causadas por el calor.
- D Se utilizaran dispositivos sonoros (coma silbatos o bocinas) para recordarles a los empleadosque tomen agua.
- D Cuando la temperatura alcance o supere las 95° F (35 °C), o durante una ola de calor, se llevaran a cabo reuniones antes del comienzo del turno de trabajo para animar a las trabajadores que beban bastante agua, y recordarle a las empleados de su derecho de tomar un descanso para refrescarse cuando se necesario. Ademass, se aumentara la cantidad de pausas para beber agua, y se recordara a los trabajadores que tomen agua durante el turno de trabajo.
- D Los contenedores de agua individual o el agua embotellada proporcionadas se identificaran adecuadamente para eliminar la posibilidad de beber del contenedor o botella de un compariero de trabajo.

## Procedimientos para acceder a un lugar con sombra (entre otros):

- D** Las estructuras para dar sombra se armaran y colocaran lo mas cerca posible de los trabajadores, cuando la temperatura alcance o supere los 80° F (26.7 °C). Cuando la temperatura sea menor a 80° F (26.7 °C), se brindara rapido acceso a un lugar con sombra cuando el trabajador asi lo solicite.
- Importante:** Nose podra utilizar el interior de un vehiculo coma media para brindar sombra, salvoque cuente con aire acondicionado y este se encuentre encendido.
- D** El lugar de trabajo debera contar con suficientes estructuras de sombra para abarcar a todos los empleados que esten en un descanso en cualquier momenta dado. Durante las periodos de almuerzo habra suficiente sombra para todos los empleados que elijan permanecer en el area general de trabajo o en areas designadas para periodos de recuperaci6n y descanso. (Los empleadores pueden turnar a los empleados para que tomen y terminen sus periodos de almuerzo, asi coma las periodos de recuperaci6n y de descanso.)
- D** Diariamente, se les informara a los trabajadores la ubicaci6n de las estructuras de sombra y se les alentara a que tomen un descanso de cinco minutos para refrescarse. Un empleado que tome un periodo de descanso para refrescarse sera vigilado y se le preguntara si el/ella esta experimentando sintomas de enfermedad causada por el calor y de ninguna manera se le ordenara que regrese a trabajar hasta que las senales de enfermedad causada par el calor se hayan calmado. (Ver tambien la secci6n sobre Respuesta de Emergencia para informaci6n adicional.
- D** Las estructuras de sombra se moveran a medida que los trabajadores se desplazan y se colocaran lo mas cerca posible de los empleados, para que tengan acceso a un lugar con sombra en todo momenta. Todos los empleados que esten en un periodo de recuperaci6n, periodo de descanso o periodo de almuerzo tendran acceso complete a la sombra para que puedan sentarse en una postura normal sin tener que estar en contacto fisico con los demas.
- O** En situaciones donde se utilicen arboles u otro tipo de vegetaci6n para dar sombra (como en las huertas), se evaluara el espesor de la vegetaci6n y la forma del area con sombra, antes de suponer que se cuenta con sombra suficiente para proteger a los empleados.
- O** Cuando no fuera seguro o viable brindar acceso a un lugar con sombra (por ejemplo, cuando hay vientos fuertes), se deberan documentar las condiciones inseguras o inviables, y los pasos que se tomaran para brindar sombra si se solicita.
- D** Para empleadores no agricolas, cuando no fuera seguro o viable proporcionar sombra, (equipo m6vil y riesgos de vehiculos, vientos fuertes), se documentaran las condiciones inseguras o inviables, y los pasos que se tomaran para brindar medias alternativos para refrescarse con la misma protecci6n que un lugar con sombra.

## Procedimientos para el monitoreo del clima (entre otros):

- O** El supervisor recibira capacitaci6n e instrucci6n sobre c6mo verificar con anticipaci6n el pron6stico extendido del tiempo. Los pron6sticos meteorol6gicos pueden verificarse con la ayuda de Internet (<http://www.weather.gov/>) o llamando a los numeros telef6nicos del Servicio Meteorol6gico Nacional (consulte los numeros de California a continuaci6n) o consultando el canal The Weather Channel. Asi, se podra planificar el horario de trabajo con anticipaci6n, tomando en cuenta si se espera una ola de calor o altas temperaturas. Este tipo de planificaci6n anticipada debe realizarse durante todo elverano.

## **CALIFORNIA Dial-A-Forecast**

Eureka 707-443-7062  
Hanford 559-584-8047  
Los Angeles 805-988-6610 (#1)  
Sacramento 916-979-3051  
San Diego 619-297-2107 (#1)  
San Francisco 831-656-1725 (#1)

- D** Antes de cada jornada laboral, se revisara la temperatura y humedad pronosticadas para el lugar de trabajo y se las comparara con el indice de Caler def Servicio Meteorol6gico Nacional para evaluar el nivel de riesgo de aparici6n de enfermedades causadas por el calor. Se determinara si los trabajadores estaran expuestos a temperaturas y humedades clasificadas coma de "extrema precauci6n" o "peligro extreme", ya que podrian ocasionar enfermedades causadas por el calor. Es importante destacar que la temperatura a la cual se dan estas advertencias debe reducirse por lo menos 15 grades, si las trabajadores en cuesti6n estan expuestos al sol directo.
- D** Antes de cada jornada laboral, el supervisor debe monitorear el clima del lugar de trabajo (ingresando al sitio web [www.nws.noaa.gov](http://www.nws.noaa.gov) o con la ayuda de un simple term6metro, que puede comprarse en la mayorfa de las ferreterias). Esta informaci6n climatica es decisiva y debe tenerse en cuenta para decidir si es necesario realizar modificaciones al horario o programa laboral (por ejemplo, dejar de trabajar mas temprano, reprogramar el trabajo, trabajar por la noche o durante las horas mas frescas del dia, aumentar la cantidad de pausas para beber agua y descansar).
- D** Se utilizara un term6metro en el lugar de trabajo para verificar si hay un aumento repentino de la temperatura y para garantizar que, una vez que la temperatura supere los 80° F (26.7° C), seabriran las estructuras para dar sombra y los trabajadores tendran acceso a ellas. Adem as, cuando la temperatura alcance o supere los 95° F (35° C), se deberan tomar medidas preventivas adicionales, como la implementaci6n de los procedimientos para altas temperaturas.

### **Que hacer frente a una ola de calor:**

Para fines de esta secci6n, "ola de calor" significa cualquier dia en el que la temperatura alta pronosticada durante el dia sera de al menos 80 grades Fahrenheit y al menos diez grades Fahrenheit superiores a la temperatura alta promedio diaria durante los cinco dias anteriores.

- D** Durante una ola de calor o un pico de calor, se interrumpira o se reprogramara la jornada (por ejemplo, se trabajara por la noche o durante las horas mas frescas def dia).
- D** Durante una ola de calor o un pico de calor, y antes de comenzar a trabajar, deben organizarse reuniones informales para repasar los procedimientos de prevenci6n de enfermedades causadas por el calor de la compariia, el pron6stico del tiempo y la respuesta ante una emergencia. Adem as, si no fuera posible implementar las modificaciones programadas, los trabajadores recibiran mas agua y descansos que los habituales y se los observara de cerca para descartar cualquier serial o sintomade enfermedades causadas por el calor.
- D** A cada empleado se le asignara un "compafiero" que estara atento a cualquier signo o sfntoma de enfermedades causadas por el calor, y que adem as se asegurara de que se activen las procedimientos de emergencia cuando alguien presenta un posible signo o sintoma de esta enfermedad.

## Procedimientos para altas temperaturas (entre otros):

**Los procedimientos para altas temperaturas son medidas preventivas adicionales que esta compañía utilizara cuando la temperatura alcance o supere los 95 grados Fahrenheit.**

D Se debe mantener una comunicación efectiva, ya sea oral, observación directa (en caso de cuadrillas de 20 trabajadores o menos) sistema obligatorio de compañeros, o a través de medios electrónicos, para que los empleados que se encuentran en el lugar de trabajo puedan contactarse con un supervisor cuando sea necesario. Si el supervisor no puede estar cerca de los trabajadores (para observarlos o comunicarse con ellos), se puede utilizar un dispositivo electrónico, como un teléfono celular o un aparato para enviar mensajes de texto, siempre y cuando haya buena recepción en el área.

D Se debe mantener una comunicación fluida con los empleados que trabajan solos o en grupos pequeños (manténgase informado por vía telefónica o mediante una radio de dos vías), para estar atento a cualquier posible síntoma de enfermedades causadas por el calor. Se hará contacto con el(los) empleado(s) regularmente y tan frecuentemente como sea posible durante todo el día, ya que un empleado en problemas podría no poder pedir ayuda por sí mismo o misma.

D Se debe observar a los empleados. Comunicación eficaz y observación directa de estar alerta a los signos y síntomas de las enfermedades causadas por el calor se llevarán a cabo frecuentemente. Cuando el supervisor no este disponible, una persona alterna responsable se debe asignar para que este alerta a los signos y síntomas de enfermedades causadas por el calor. Si un observador, tal observador designado, o cualquier empleado reporta cualesquier signos o síntomas de enfermedades causadas por el calor en cualquier empleado, el supervisor o la persona designada tomara acción inmediata de acuerdo a la severidad de la enfermedad (ver los Procedimientos de Respuesta de Emergencia) recibirá el entrenamiento adecuado para saber que medidas tomar en caso de presentarse alguna enfermedad causada por el calor.

D Se debe recordar a los empleados que tomen bastante agua durante el turno de trabajo y tomar periodos de descanso para refrescarse cuando lo necesiten.

Además de los procedimientos para altas temperaturas mencionadas anteriormente, los siguientes procedimientos para altas temperaturas solo se aplican a los sitios de trabajo agrícola.

D Cuando la temperatura es igual o superior a 95 grados, a los empleados se le proporcionará un "periodo de descanso de enfriamiento preventivo" de 10 minutos cada 2 horas. (Durante las primeras 8 horas de un turno, los periodos de enfriamiento se pueden proporcionar, a la misma hora que los periodos de descanso ya requeridos por la Orden No. 14 de la Comisión de Bienestar Industrial.)

D A los empleados que trabajen más de 8 horas se les proporcionará un periodo de descanso adicional de 10 minutos de enfriamiento cada 2 horas, (por ejemplo, si el turno se extiende más allá de 8 horas, se requiere un periodo de descanso adicional al final de la octava hora de trabajo, si el turno se extiende más allá de 10 horas, se requiere otro y al final de la décima hora, y así sucesivamente.)

D A todos los empleados se les requiere tomar los periodos de descanso de enfriamiento y limitarse a ofrecer la oportunidad para un descanso no es suficiente.

D Cuando la temperatura es igual o superior a 95 grados, se llevarán registros que documenten el hecho de que se proporcionan y se toman los periodos de descanso de enfriamiento obligatorios.

## Procedimientos para la aclimatación (entre otros):

La aclimatación es el cambio fisiológico temporal y gradual que se produce en el cuerpo cuando la carga térmica originada en el medio ambiente a la cual el cuerpo está acostumbrado aumenta significativamente y repentinamente debido a cambios ambientales bruscos. En términos más simples, el cuerpo necesita tiempo para adaptarse cuando la temperatura aumenta repentinamente. Por eso, los empleados corren el riesgo de sufrir enfermedades causadas por el calor si no se toman el trabajo con calma frente a una ola de calor cuando comienzan un empleo nuevo que les exige estar expuestos a temperaturas muy altas a las que el cuerpo todavía no se adaptó.

Una aclimatación inadecuada puede ser mucho más peligrosa en condiciones de altas temperaturas y estrés físico. Los empleadores son responsables de las condiciones laborales de sus empleados y deben actuar de manera eficaz cuando debido a estas condiciones los empleados queden repentinamente expuestos a un grado de calor al que no están acostumbrados.

- D Se debe monitorear el clima todos los días. El supervisor estará atento a cualquier ola de calor o aumento repentino de la temperatura a la cual los empleados no hayan estado expuestos por varias semanas o más tiempo.
- D **Durante una ola de calor o un pico de calor se interrumpirá la jornada laboral (por ejemplo, a las 12 p.m.), se reprogramará (es decir, se trabajará por la noche o durante las horas más frescas del día) o, de ser posible, se suspenderá por ese día.**
- D Cuando se trate de empleados nuevos, o de esos que han sido asignados nuevamente a un área de alto calor, serán observados estrechamente por el supervisor o el designado por los primeros 14 días. Se debe disminuir la intensidad del trabajo durante un período de adaptación de dos semanas (por ejemplo, programar el trabajo que requiera menos esfuerzo físico y que pueda realizarse más lento durante las horas más calurosas del día y el trabajo más pesado durante las horas más frescas del día, es decir, primeras horas de la mañana o por la tarde). Se deben documentar las medidas que se tomen para disminuir la intensidad de la carga de trabajo de los empleados nuevos.
- D El supervisor o la persona designada debe prestarles mucha atención a los empleados nuevos y estar atento a la aparición de síntomas relacionados con enfermedades causadas por el calor.
- D A los empleados nuevos se les debe asignar un "compañero" o colega con más experiencia para que se vigilen mutuamente y estén atentos a cualquier malestar o síntoma de enfermedades causadas por el calor.
- D Durante una ola de calor, se debe observar atentamente a todos los empleados (o mantener una comunicación fluida por teléfono o radio), y estar atento a posibles síntomas de enfermedades causadas por el calor.
- D Los empleados y supervisores recibirán una capacitación sobre la importancia de la aclimatación, cómo se logra y que disponen sobre este tema los procedimientos de la compañía.

## Procedimientos para respuesta ante una emergencia (entre otros):

- D Antes de asignar un grupo de trabajadores a un lugar de trabajo en particular, hay que asegurarse de que una persona calificada, debidamente capacitada y con el equipo necesario esté disponible en el lugar, para prestar primeros auxilios de ser necesario.
- D Antes de comenzar el turno de trabajo, se debe determinar si en ese lugar de trabajo existen problemas de comunicación debido al idioma y, de ser necesario, se deben tomar las medidas correspondientes (por ejemplo, asignarle al encargado o a un trabajador que hable inglés la responsabilidad de llamar para pedir servicios médicos de emergencia) para asegurarse de que se llame de inmediato al servicio médico de emergencia en caso de producirse una situación de emergencia.

- D Los encargados y supervisores deben contar con telefonos celulares u otros medios de comunicaci6n, para poder comunicarse con los servicios medicos de emergencia. Adem as, se debe verificar que estos aparatos electr6nicos funcionen bien antes de cada turno de trabajo.
- D Cuando un empleado presente sintomas de una posible enfermedad causada per el calor, despues de llamar al servicio de emergencia, se debe actuar de inmediato para mantener al empleado afectado fresco y c6modo (y asf evitar que la situaci6n empeore).
- D En lugares remotos, coma granjas rurales, descampados y zonas no urbanizadas, el supervisor debe designar a un empleado, o a varios, para que se dirijan hasta la carretera o autopista mas cercana, donde el equipo de respuesta a emergencias pueda verlos. Si hay poca luz natural, se debera entregar chalecos reflectantes o linternas a las empleados designados, para que puedan indicarle al personal de emergencias el camino hasta el lugar de trabajo, que posiblemente no se distinga desde la carretera o la autopista.
- D Durante una ola de calor o altas temperaturas, se recordara y recomendara a las trabajadores que informen inmediatamente a su supervisor cualquier serial o sfntoma que experimenten.
- D La capacitaci6n para empleados y supervisores incluire todos los detalles de estos procedimientos escritos de emergencia.

### **Como ocuparse de un empleado enfermo:**

- D **Cuando un empleado presente posibles senates o sintomas de una enfermedad causada porel calor, un supervisor o trabajador capacitado en primeros auxilios debe revisarlo y determinarsi alcanza con descansar a la sombra y beber agua fresca, o si es necesario llamar a los servicios de emergencia.** ¡No deje a un trabajador enfermo solo en la sombra, ya que su condi6n podria empeorar!
- D Cuando un empleado presente posibles seriales o sfntomas de una enfermedad causada per el calor, y no haya ningun supervisor o empleado capacitado en primeros auxilios disponible en el lugar, llame a los servicios de emergencia.
- D **Llame a los servicios de emergencia de inmediato si un empleado muestra signos o sintomas de una enfermedad causada por el calor (perdida, decremento del conocimiento, tambalearse, v6mitos, desorientaci6n, comportamiento irracional, habla incoherente, convulsiones, rostro enrojecido y caliente), no tiene buen aspecto o no mejora despues de beber agua fresca y descansar a la sombra. Mientras la ambulancia esta en camino, comience a brindar primeros auxilios (refresque al trabajador: col6quelo a la sombra, quitele las prendas excesivas de ropa, coloque bolsas de hielo debajo de las axilas yen el area de la ingle, y 8 abaniquele).** ¡No permita que un trabajador enfermo abandone el lugar de trabajo, ya que podria perderse o incluso morir antes de llegar al hospital!
- D Si un empleado no tiene buen aspecto y muestra signos o sintomas graves de una enfermedad causada por el calor (perdida del conocimiento, dice incoherencias, convulsiones, rostro enrojecido y caliente), y el lugar de trabajo se encuentra a mas de 20 minutos de un hospital, llame a losservicios de emergencia, informe los signos y sintomas de la persona afectada, y solicite una ambulancia aerea.

### **Procedimientos para la capacitaci6n de empleados y supervisores (entre otros):**

Para ser eficaz, la capacitaci6n debe ser entendida par las empleados y darse en un idioma que los empleados entiendan. Todos los empleadores deben mantener registros de la capacitaci6n que muestre la fecha de la capacitaci6n, quien llev6 a cabo la capacitaci6n, quien asisti6 a la capacitaci6n y los temas que se cubrieron.

- D Se capacitara a los supervisores antes de asignarlos a la supervision de otros trabajadores. La capacitaci6n debe incluir los procedimientos escritos de esta compariia y los pasos que deben seguir los supervisores cuando las empleados presentan sintomas relacionados con enfermedades causadas por el calor.
- O Los supervisores recibiran capacitaci6n sobre su responsabilidad de proporcionar agua, sombra, descansos de enfriamiento, y acceso a primeros auxilios, asi como el derecho de los empleados a ejercer sus derechos bajo este estandar sin represalias.
- O Los supervisores recibiran capacitaci6n en primeros auxilios y/o respuesta de emergencia a diferentes tipos de enfermedades causadas por el calor adecuadas y, ademas, que las enfermedades causadas par calor pueden progresar rapidamente de sintomas y signos leves a enfermedad grave que amenaza la vida.
- D Se capacitara a los supervisores sobre c6mo revisar el clima en el lugar de trabajo (monitoreando los aumentos de temperatura pronosticados y mediante el uso peri6dico de un term6metro). Los supervisores recibiran instrucciones sabre c6mo se utilizara la informaci6n climatica para modificar las horarios de trabajo programados, para aumentar la cantidad de agua y descansos programados o para terminar de trabajar antes, si fuera necesario.
- O Se capacitara a todos los empleados y supervisores antes de trabajar al aire libre. Lacapacitaci6n incluire todos los procedimientos de esta compariia para implementar un Plan de Prevenci6n de Enfermedades Causadas por el Calor efectivo, entre otros: proveer suficiente agua, proveer acceso a la sombra, procedimientos para altas temperaturas, procedimientos para una respuesta ante una emergencia y la aclimataci6n, que se encuentran por escrito en los procedimientos de prevenci6n de esta compariia.
- D Se capacitara a los empleados sabre los pasos que deben seguir para contactar a las servicios medicos de emergencia; par ejemplo, c6mo actuar si hay trabajadores que no hablan ingles, c6mo dar instrucciones claras y precisas al personal de emergencias para que puedan llegar sin demora al lugar de trabajo y la importancia de hacer contacto visual con el eRuipo de respuesta a emergencias en la carretera o serial distintiva mas cercana para mostrarles c6mo llegar hasta el sitio.
- D Cuando se espera que la temperatura supere los 80° F (26.?° C), deben organizarse breves reuniones informales para revisar el pron6stico del clima, repasar las medidas de prevenci6n de enfermedades causadas por el calor con los empleados, recordarles que beban mucha agua, comunicarles que se les dara acceso a un lugar con sombra cuando asi lo soliciten y recordarles que deben estar atentos a las seriales y sfntomas relacionados con enfermedades causadas por el calor.
- D A los nuevos empleados se les asignara un "compariero" o colega con mas experiencia para asegurarse de que comprendan la capacitaci6n y sigan los procedimientos de la compariia.

**Recursos (entre otros):**

Preguntas y Respuestas Sobre la Aplicaci6n de la Prevenci6n de las Enfermedades Causadas Por el Calor:

<http://www.dir.ca.gov/dosh/Spanish/heatIllnessQA.html>

Etool (e-herramienta) - Prevenci6n de las Enfermedades Causadas por el Calor:

<http://www.dir.ca.gov/dosh/etools/08-006sp/index.htm>

Sitio web de Cal/OSHA para la Prevenci6n de Enfermedades Causada por el Calor:

<http://www.dir.ca.gov/DOSH/Spanish/HeatIllnessInfo.html>

# Shade Up:

When the temperature exceeds 85° F

- ❖ Have and maintain one or more areas of shade at all times, when employees are present.
- ❖ Locate the shade as close as practical to the area where employees are working.



# Shade Up:

When the temperature exceeds 85° F

- ❖ Provide enough shade to accommodate at least 25% of the employees on the shift at any one time. However, retain the ability to permit access to all workers that request it.
- ❖ Remember: Access to shade must be permitted at all times.



## Access to Shade, cont.



- ❖ Encourage employees to take a cool-down rest in the shade, for a period of no less than 5 minutes at a time.



- ❖ Shaded area must not cause exposure to another health or safety hazard. Areas underneath mobile equipment (e.g. tractor), or areas that require crouching in order to sit fully in the shade are not acceptable.