



HEAT ILLNESS PREVENTION

Meets California OSHA Requirements
Integrated Water Services, Inc.
(the Company)



Purpose

Work performed outdoors in California must comply with the Heat Illness Prevention program. This program is designed to reduce the risk of work-related heat illnesses.

Scope

This applies to all Company work performed in California.

Requirements

The heat prevention program/procedures shall be made available to employees. Heat prevention procedures shall be in writing and made available to employees.

High-Heat Procedures

High-heat procedures shall include, but are not limited to:

- Effective communication by voice, observation or electronic means
- Observation of employees for alertness and signs/symptoms of heat illness
- Designating one or more employees on each worksite as authorized to call for emergency medical services
- Reminding employees to drink water throughout the shift
- Pre-shift meetings before beginning work to review the high heat procedures, encourage drinking water, and remind employees of their right to take a cool-down rest when necessary.
- Emergency response procedures
- Acclimatization
- Training

All managers and supervisors are responsible for implementing and maintaining the Heat Illness Program in their work areas.

Access to Potable Drinking Water

Employees shall have access to fresh, pure and suitably cool potable drinking water at no charge. Where it is not plumbed or otherwise continuously supplied, it shall be provided in sufficient quantity at the beginning of the work shift, but not less than one quart per hour per employee.

Access to Shade

The Company must ensure there is access to shade when workers are exposed to temperatures at or above 80 degrees Fahrenheit. At or below 80 degrees Fahrenheit the Company shall have timely access to shade upon request. For temperatures at or above 80 degrees Fahrenheit, one or more areas with shade shall be provided at all times while employees are present. Shade shall accommodate the number of employees on recovery or rest periods.

The amount of shade present shall be at least enough to accommodate the number of employees recovery or rest periods, so that they can sit in a normal posture fully in the shade without having to be in physical contact with each other. The shade shall be located as close as practicable to the areas where employees are working. 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.



Shade shall be available when the temperature does not exceed 80 degrees Fahrenheit. When the outdoor temperature in the work area does not exceed 80 degrees Fahrenheit employers shall either provide shade or provide timely access to shade upon an employee's request.

Written Procedures

The heat prevention program/procedures shall be made available to employees. The procedures for the Company shall be in writing and shall be made available to employees.

Each work site shall develop site specific procedures but shall include the minimum:

- Bring at least 2 quarts per employee at the start of the shift and the supervisors/designated persons will monitor water containers every 30 minutes, and employees are encouraged to report to supervisor/designated person low levels or dirty water.
- Supervisors will provide frequent reminders to employees to drink frequently.
- Every morning there will be short tailgate meetings to remind workers about the importance of frequent consumption of water throughout the shift during hot weather.
- Place water containers as close as possible to the workers.
- When drinking water levels within a container drop below 50%, the water shall be replenished immediately or water levels should not fall below the point that will allow for adequate water during the time necessary to effect replenishment.
- Disposable/single use drinking cups will be provided to employees or provisions will be made to issue employees their own cups each day.
- Supervisors will set-up an adequate number of umbrellas, canopies or other portable devices at the start of the shift and will relocate them to be closer to the crew, as needed.
- Non-agricultural employers can use other cooling measures if they demonstrate that these methods are as effective as shade.
- Working hours will be modified to work during the cooler hours of the day, when possible.
- When a modified or shorter work-shift is not possible, more water and rest breaks will be provided.
- Supervisors will continuously check all employees and stay alert to the presence of heat related symptoms.
- Supervisors will carry cell phones or other means of communication, to ensure that emergency services can be called and check that these are functional at the worksite prior to each shift.
- Every morning, workers will be reminded about address and directions to the worksite to inform medical responders and emergency procedures.
- All newly hired workers will be assigned a buddy or experienced coworker to ensure that they understood the training and follow the company procedures.

Training Employees on Heat Illness Prevention

Employees will receive training in the Company heat illness prevention procedures. Training will include:

- The environmental and personal risk factors for heat illness;
- The Company procedures for complying with the requirements of this standard (Section 3395. Heat Illness Prevention in Outdoor Places of Employment).
- The importance of frequent consumption of small quantities of water, up to 4 cups per hour, when the work environment is hot and employees are likely to be sweating more than usual in the performance of their duties;
- The importance of acclimatization;



- The different types of heat illness and the common signs and symptoms of heat illness;
- The importance to employees of immediately reporting to the employer, directly or through the employee's supervisor, symptoms or signs of heat illness in themselves, or in co-workers;
- The Company procedures for responding to symptoms of possible heat illness, including how emergency medical services will be provided should they become necessary;
- The Company procedures for contacting emergency medical services, and if necessary, for transporting employees to a point where they can be reached by an emergency medical service provider;
- The Company procedures for 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.

Training Supervisors on Heat Illness Prevention Prior to Supervision

Supervisors must be trained in heat related illness prior to supervision of employees working in the heat. Training shall include:

- The procedures the supervisor is to follow to implement the applicable procedures to prevent heat illness.
- The procedures the supervisor is to follow when an employee exhibits symptoms consistent with possible heat illness, including emergency response procedures.

Training Documentation

All training is to be documented, including a description of the training with employee names, training dates, type(s) of training and training provider name. This documentation shall be maintained for at least one (1) year.