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RE: Injury HIPP (Heat Illness Prevention Plan)

AML-American Made Logistics

Effective Date: August 1, 2024

Location: San Diego, California

1. Introduction

AML-American Made Logistics (AML) is committed to ensuring the health and safety of all employees who may be exposed to heat-related risks. This Heat Illness Prevention Plan (HIPP) complies with California's Title 8, Section 3395 and integrates changes introduced on July 23, 2024. The plan is applicable to all outdoor and high-heat environments.

2. Responsibilities

Management

- Provide the resources needed to implement this plan effectively.
- Ensure supervisors and employees are trained in heat illness prevention and response.

Supervisors

- Monitor environmental and work conditions.
- Enforce compliance with heat illness prevention measures.
- Implement high-heat procedures when necessary.

Employees

- Follow heat illness prevention procedures.
- Stay hydrated and use shade as needed.
- Report symptoms of heat illness in themselves or coworkers.

Program Administrator

- Name: Coree Barrett
- Contact: Service@AmericanMadeLogistics.com or (619) 914-1667
- Responsibilities include:
 - Implementing and maintaining the program.
 - Conducting periodic inspections.
 - Ensuring corrective actions are taken.

3. Access to Water

- Potable drinking water will be provided at no cost to employees and will be:
 - Fresh, pure, and cool.
 - Readily available in quantities sufficient to provide at least 1 quart per employee per hour.
 - Located as close as possible to the worksite.
- July 23, 2024 Updates:
 - Employers must inspect and document water availability every two hours during high-heat conditions.

4. Access to Shade

- Shade structures will be provided when temperatures exceed 80°F.
 - They must accommodate all employees on break without crowding.
 - Employees must have access to shaded areas at all times for recovery periods or when feeling symptoms of heat illness.
- Employees will not be required to wait until their break to access shade if they feel unwell.
- July 23, 2024 Updates:
 - Shade inspections must be logged and corrective actions taken immediately if deficiencies are identified.

5. High-Heat Procedures

Mandatory when temperatures reach 95°F or higher:

1. Pre-Shift Meetings:
 - Supervisors will review high-heat procedures and remind employees to stay hydrated and use shade.
2. Buddy System:
 - Employees will monitor each other for signs of heat illness.
3. Rest Periods:
 - Scheduled rest breaks will be increased in frequency and duration.
4. Communication:
 - Maintain effective communication (e.g., radios, cell phones) to ensure rapid emergency response.

6. Emergency Response

- Supervisors will:
 - Recognize symptoms of heat illness (e.g., dizziness, fatigue, nausea).
 - Take immediate action by:
 - Moving the affected person to a shaded or cool area.
 - Providing water and first aid.
 - Contacting emergency services if symptoms worsen.
 - Emergency response protocols, including location access for paramedics, will be posted at all worksites.

7. Acclimatization

- New employees or those returning after an absence of 7 or more days will:
 - Gradually increase workloads over a period of 7–14 days.
 - Be closely monitored for signs of heat illness.
- July 23, 2024 Updates:
 - Acclimatization procedures must include a written plan to document and track employee adjustment periods.

8. Monitoring Weather and Work Conditions

- Daily weather forecasts will be monitored for extreme heat warnings.
- Supervisors will:
 - Adjust work schedules to avoid peak heat hours when possible.
 - Ensure shade and water availability is enhanced during heat waves.

9. Training

For Employees

- Recognizing symptoms of heat illness.
- Importance of hydration and use of shade.
- How to report symptoms in themselves or coworkers.

For Supervisors

- Implementing and enforcing the HIPP.
- Identifying and responding to heat illness symptoms.
- Emergency response procedures.

Training will be conducted:

- Before starting work in outdoor or high-heat conditions.
- Annually.
- Whenever changes are made to the HIPP.

10. Recordkeeping

AML will maintain the following records for at least 3 years:

- Water and shade inspections: Include corrective actions taken.
- Training records: Document dates, content, and attendance.
- Acclimatization logs: Track employee progress during adjustment periods.
- Incident reports: Document heat-related illnesses and corrective actions.

11. Program Review and Updates

- The HIPP will be reviewed:
 - Annually.
 - After incidents of heat illness.
 - In response to regulatory updates.
- Updates will be communicated to all employees and supervisors.

Acknowledgment I acknowledge that I have read and understood RE: Injury HIPP (Heat Illness Prevention Plan). I agree to follow the safety guidelines and report hazards promptly.

Employee Name: _____

Signature: _____

Date: _____

Contact Information

For questions about the HIPP, contact the HIPP Administrator:

- Name: Coree Barrett or Shane Beyer
- Phone: (619) 914-1667
- Email: Service@AmericanMadeLogistics.com