



Heat Stress Checklist
Based on the Regulations Effective May 1, 2015

California employers are required to take these four steps to prevent heat stress:

1. Training -Train all employees and supervisors about heat illness prevention.
2. Water - Provide enough fresh water so that each employee can drink at least 1 quart per hour, and encourage them to do so.
3. Shade - Provide access to shade and encourage employees to take a cool-down rest in the shade for at least 5 minutes. They should not wait until they feel sick to cool down.
4. Planning - Develop and implement written procedures for complying with the Cal/OSHA Heat Illness Prevention Standard.

Access to Water	Is Your Company In Compliance?
Potable drinking water must always be placed in locations readily accessible to all employees. The water provided must be fresh and pure, suitably cool, and in sufficient amounts, taking into account the air temperature, humidity, and the nature of the work performed, to meet the needs of all employees.	
Potable drinking water must be provided at no cost to the employee.	
Maintain, at all times, sufficient quantities of cool potable drinking water (i.e. enough to provide at least one quart or four 8-ounce cups, per hour per employee per hour for the entire shift).	
The water must always be cool, and in very hot weather it is recommended that employers have ice on hand to keep the water cool.	
Water must be fit to drink. Water containers must be filled directly from a potable water supply. Water containers CAN NOT be refilled from non-potable water sources (i.e. sprinkler or firefighting systems), or connections that allow for potentially harmful contamination of public water systems (i.e. water hose) or from non-approved or non-tested water sources (i.e. untested-wells).	

Care must be taken to prevent contamination of the drinking water supplied to the workers	
A water-supply procedure that depends on replenishment during the work shift is out of compliance if it is not reliable. An employer is also out of compliance if at any time drinking water is not available to employees, or if the practice is to wait until the water vessel is empty to replenish it. It is similarly impermissible for an employer to replenish the drinking-water supply only when requested by employees.	
<i>Distance:</i> Water must always be readily accessible. This means that the water should be as close to the employee as is practicable, given the working conditions and layout of the worksite. If an inspector questions whether the water supply is close enough to the employees, he or she will ask the supervisor present to explain the factors taken into consideration by the employer in determining the placement of water. DOSH must by law accept placement of the water at a distance that is reasonable under the circumstances.	
Employers should build their water placement strategies around a sound understanding of the fact that the more an employee has to interrupt work in order to drink, the greater will be the likelihood that the employee will not be drinking as much water as is necessary to protect fully against heat illness. An employer may choose to augment an existing water supply that is compliant and readily accessible by providing a beverage container (preferably insulated) to be carried and used by the employee while working. The employee must be encouraged to refill the container from the water supply.	
<i>Encouragement to drink water:</i> The standard requires not only that water be provided, but that employers encourage employees to drink it frequently. The importance of this cannot be overstated. Employees are there to work, and many of them may not feel how urgently their bodies need water. This is an unfortunate but preventable cause of heat illness.	
<i>Water temperature and use of ice:</i> When temperatures exceed 90 degrees F, having ice on hand to cool the water is recommended. Cool water adds the extra benefit of providing direct cooling to the	

body immediately upon consumption, independent of perspiration. However, care must be taken to ensure that water is not too cold as to discourage workers from drinking it.	
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Access to Shade	
Shade Up: When the temperature exceeds 80° F	
<ul style="list-style-type: none"> • Have and maintain one or more areas of shade at all times, when employees are present. 	
<ul style="list-style-type: none"> • Locate the shade as close as practical to the area where employees are working. 	
<ul style="list-style-type: none"> • Provide enough shade to accommodate all of the employees on recovery or rest periods, and those taking on site meal periods. 	
<ul style="list-style-type: none"> • Access to shade must be permitted at all times. 	
<ul style="list-style-type: none"> • Encourage employees to take a cool-down rest in the shade, for a period of no less than 5 minutes at a time. 	
<ul style="list-style-type: none"> • 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 	
When the temperature does not exceed 80° F, provide timely access to shade upon request.	
In situations where the employer can demonstrate that it is not safe or feasible to provide shade, an employer can utilize established procedures for providing shade upon request or, for non-agricultural employers, alternative cooling measures that provide equivalent protection.	

Weather Monitoring and Acclimatization	
Instruct supervisors to track the weather of the job site [by monitoring predicted temperature highs and periodically using a thermometer.]	
Determine, and instruct supervisors on, how weather information will be used to modify work schedule, increase number of water and rest breaks or cease work early if necessary.	
As an employer, you are responsible for the working conditions of your employees, so you must act effectively when conditions result in sudden exposure to heat that your workers are not used to.	
Establish and publish a policy for your company to	
<ul style="list-style-type: none"> lessen the intensity and/or shift length of the newly-hired employees' work during a two or more week break-in period; 	
<ul style="list-style-type: none"> modify the work schedule or reschedule non essential duties, during the hot summer months; 	
<ul style="list-style-type: none"> be extra-vigilant with your employees to recognize immediately symptoms of possible heat illness. 	

High Heat Procedures - When the temperature equals or exceeds 95° F additional preventive measures are required:	
Industries covered by this subsection:	
<ul style="list-style-type: none"> Agriculture 	
<ul style="list-style-type: none"> Construction 	
<ul style="list-style-type: none"> Landscaping 	
<ul style="list-style-type: none"> Oil and Gas Extraction 	
<ul style="list-style-type: none"> Transportation or delivery of agricultural, construction materials or other heavy materials. 	
1. Ensure effective communication (by voice, observation or electronic means).	
2. Observe employees for alertness and signs and symptoms of heat illness	
3. Give more frequent reminders to drink plenty of water.	
4. Closely supervise new employees, for the first 14 days.	
5. <i>Water temperature and use of ice:</i> When temperatures exceed 90 degrees F, having ice on hand to cool the water is recommended. Cool water adds the extra benefit of providing direct cooling to the body immediately upon consumption, independent of perspiration. However, care must be taken to ensure that water is not too cold as to discourage workers from drinking it.	

Employee and Supervisory Training	
Ensure all employees and supervisors are trained before beginning work that should reasonably be anticipated to result in a heat illness.	
Ensure all employees and supervisors are on the environmental and personal risk factors for heat illness, as well as the added burden of heat load on the body	
Your company's heat illness prevention procedures to include	
<ul style="list-style-type: none"> • procedures for water replenishment during the shift as needed, 	
<ul style="list-style-type: none"> • employee access to shade and how employees will be encouraged to take a cool-down rest in the shade, 	
<ul style="list-style-type: none"> • acclimatization and weather monitoring, 	
<ul style="list-style-type: none"> • high heat procedures, 	
<ul style="list-style-type: none"> • employee and supervisor training: 	
<ul style="list-style-type: none"> • responding to symptoms of possible heat illness, 	
<ul style="list-style-type: none"> • how emergency medical services will be provided should they become necessary, 	
<ul style="list-style-type: none"> • how emergency medical services providers will be contacted, 	
<ul style="list-style-type: none"> • how employees will be transported to a point where they can be reached by an emergency medical service provider if necessary, 	
<ul style="list-style-type: none"> • how, in the event of an emergency, clear and precise directions to the worksite will be provided as needed to the emergency responder, and 	
<ul style="list-style-type: none"> • how a designated person will be available to ensure that emergency procedures are invoked when appropriate. 	
Importance of frequent consumption of small quantities of water. Employers must emphasize this in their training sessions and stress the importance of frequent drinking of water throughout the day, especially in high heat. This can be significantly facilitated by steps such as removing any barriers that may exist to access, making the access distance as short as reasonable, and making the water station inviting by using ice and shade.	
Different types of heat illness, common signs and symptoms	
Importance of acclimatization	
Importance of immediately reporting signs or symptoms of heat illness to a supervisor	
Procedures for responding to possible heat illness Procedures to follow when contacting emergency medical services, providing first aid, and if necessary transporting employees.	

Procedures that ensure clear and precise directions to the work site, including designating a person to be available to ensure that emergency procedures are invoked when appropriate.	
Supervisory Training	
The information required to be provided by this regulation.	
The procedures to follow to implement the applicable provisions in this section.	
Procedures to follow when an employee exhibits symptoms consistent with possible heat illness, including emergency response procedures and first aid.	
How to monitor the weather reports and how to respond to hot weather advisories.	

Written Procedures Including Emergency Response	
As long as they are effective, your Heat Illness Procedures can be integrated into the IIPP.	
Maintain the procedures on site or close to the site, so that it can be made available to employees and representatives of Cal/OSHA upon request.	
Detail how your company will:	
<ul style="list-style-type: none"> • Provide access to water & shade. 	
<ul style="list-style-type: none"> • Monitor the weather. 	
<ul style="list-style-type: none"> • Institute high heat procedures and address lack of acclimatization. 	
<ul style="list-style-type: none"> • Train all employees and supervisors. 	
<ul style="list-style-type: none"> • Respond to heat illnesses without delay, provide first aid and emergency services. 	
<ul style="list-style-type: none"> • Provide clear and precise directions to the worksite. 	
Citations may occur if the outdoor temperature in the work area exceeds 80° F and any of these required elements is not present at the site:	
<ul style="list-style-type: none"> • Drinking water 	
<ul style="list-style-type: none"> • Shade 	
<ul style="list-style-type: none"> • Trained employees or supervisor 	
<ul style="list-style-type: none"> • Emergency response procedures 	
Order Prohibiting Use (OPU) and a Serious Citation if the heat and lack of facilities create an imminent hazard. An OPU may be issued if:	
❖ The temperature is ≥ 95° and water, shade, training or emergency procedures are not in place;	
❖ The temperature is ≥ 85°, and there is a heat wave, heavy workload or other critical factor putting employees in danger.	

An OPU:	
❖ Will shut down the operation, and;	
❖ Work will not be allowed to resume until the employer demonstrates that the imminent hazard has been corrected.	

- ❖ Visit the Cal/OSHA Heat Illness Webpage:
 - ❖ <http://www.dir.ca.gov/DOSH/HeatIllnessInfo.html>
- For Heat Illness Materials, Visit: WWW.99calor.org

How to reach us

Visit www.dir.ca.gov/dosh/consultation.html for complete listing of our services. **Contact the nearest office at:**

State wide Toll Free No.	800-963-9424
CentralValley/Fresno	559-454-1295
San Francisco/Oakland	510-622-2891
No. California/Sacramento	916-263-0704
San Diego/Imperial	619-767-2060
San Bernardino	909-383-4567
Santa Fe/Los Angeles/Orange	714-562-5525
San Fernando Valley	818-901-5754
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