

Acclimatization

New employees. The employer must implement one of the following acclimatization protocols for each employee during their first week on the job:

(A) A plan that, at minimum, incorporates the measures in paragraph (f) whenever the heat index is at or above the initial heat trigger during the employee's first week of work; or

(B) Gradual acclimatization to heat in which the employee's exposure to heat is restricted to no more than: 20% of a normal work shift exposure duration on the first day of work, 40% on the second day of work, 60% of the third day of work, and 80% on the fourth day of work.

Returning employees. The employer must implement one of the following acclimatization protocols for each employee who has been away (e.g., on vacation or sick leave) for more than 14 days during their first week back on the job:

(A) A plan that, at minimum, incorporates the measures in paragraph (f) whenever the heat index is at or above the initial heat trigger during the employee's first week upon returning to work; or

(B) Gradual acclimatization to heat in which employee exposure to heat is restricted to no more than: 50% of a normal work shift exposure duration on the first day of work, 60% on the second day of work, and 80% of the third day of work.

Exception to acclimatization requirements. The requirements of paragraphs (e)(7)(i) and (ii) do not apply if the employer can demonstrate the employee consistently worked under the same or similar conditions as the employer's working conditions within the prior 14 days.