

Identification, Intervention, Reporting and Training

(3) *Observation for signs and symptoms.* The employer must implement at least one of the following methods of observing employees for signs and symptoms of heat-related illness:

- (i) A mandatory buddy system in which co-workers observe each other; or
- (ii) Observation by a supervisor or heat safety coordinator, with no more than 20 employees observed per supervisor or heat safety coordinator.
- (iii) For employees who are alone at a work site, the employer must maintain a means of effective, two-way communication with those employees (e.g., by electronic means (such as a handheld transceiver, phone, or radio)) and make contact with the employees at least every two hours.

(4) *Hazard Alert.* Prior to the work shift or upon determining the high heat trigger is met or exceeded, the employer must notify employees of the following:

- (i) The importance of drinking plenty of water;
- (ii) Employees' right to, at employees' election, take rest breaks if needed and the rest breaks required by paragraph (f)(2);
- (iii) How to seek help and the procedures to take in a heat emergency; and
- (iv) For mobile work sites, the location of break area(s) required by paragraph (e)(3) or (e)(4) and drinking water required by paragraph (e)(2).

(5) *Excessively high heat areas.* The employer must place warning signs at indoor work areas with ambient temperatures that regularly exceed 120°F. The warning signs must be legible, visible, and understandable to employees entering the work areas.

(g) *Heat illness and emergency response and planning.*

(1) As part of their HIIPP, the employer must develop and implement a heat emergency response plan that includes:

- (i) A list of emergency phone numbers (e.g., 911, emergency services);
- (ii) A description of how employees can contact a supervisor and emergency medical services;
- (iii) Individual(s) designated to ensure that heat emergency procedures are invoked when appropriate;
- (iv) A description of how to transport employees to a place where they can be reached by an emergency medical provider;
- (v) Clear and precise directions to the work site, including the address of the work site, which can be provided to emergency dispatchers; and
- (vi) Procedures for responding to an employee experiencing signs and symptoms of heat-related illness, including heat emergency procedures for responding to an employee with suspected heat stroke.

(2) If an employee is experiencing signs and symptoms of heat-related illness, the employer must:

- (i) Relieve them from duty;
- (ii) Monitor them;
- (iii) Ensure they are not left alone;
- (iv) Offer them on-site first aid or medical services before ending monitoring; and
- (v) Provide them with the means to reduce their body temperature.

(3) If an employee is experiencing signs and symptoms of a heat emergency, the employer must:

- (i) Take immediate actions to reduce the employee's body temperature before emergency medical services arrive;

- (ii) Contact emergency medical services immediately; and
- (iii) Perform activities described in paragraph (g)(2)(i) through (g)(2)(iv).

(h) *Training.*

(1) *Initial training.* Prior to any work at or above the initial heat trigger, the employer must ensure that each employee receives training on, and understands, the following:

- (i) Heat stress hazards;
- (ii) Heat-related injuries and illnesses;
- (iii) Risk factors for heat-related injury or illness, including the contributions of physical exertion, clothing, personal protective equipment, a lack of acclimatization, and personal risk factors (e.g., age, health, alcohol consumption, and use of certain medications);
- (iv) Signs and symptoms of heat-related illness and which ones require immediate emergency action;
- (v) The importance of removing personal protective equipment that may impair cooling during rest breaks;
- (vi) Importance of taking rest breaks to prevent heat-related illness or injury, and that rest breaks are paid;
- (vii) Importance of drinking water to prevent heat-related illness or injury;
- (viii) The location of break areas;
- (ix) The location of employer-provided water;
- (x) The importance of employees reporting any signs and symptoms of heat-related illness they may experience, and those they observe in co-workers;
- (xi) All policies and procedures that are applicable to the employee's duties, as indicated in the work site's HIIPP;
- (xii) The identity of the heat safety coordinator(s);
- (xiii) The requirements of this standard;
- (xiv) How the employee can access the work site's HIIPP; and
- (xv) Employees have a right to the protections required by this standard (e.g., rest breaks, water) and employers are prohibited from discharging or in any manner discriminating against any employee for exercising those rights.

(xvi) If the employer is required by paragraph (f)(5) to place warning signs for excessively high heat areas, they must train employees in the procedures to follow when working in these areas.

(2) *Supervisor training.* The employer must ensure that each supervisor responsible for supervising employees performing any work at or above the initial heat trigger and each heat safety coordinator receives training on, and understands, both the topics outlined in paragraph (h)(1) and the following:

- (i) The policies and procedures developed to comply with the applicable requirements of this standard, including the policies and procedures for monitoring heat conditions developed to comply with paragraphs (d)(1) and (d)(3)(ii); and
- (ii) The procedures the supervisor or heat safety coordinator must follow if an employee exhibits signs and symptoms of heat-related illness.

(3) *Annual refresher training.* The employer must ensure that each employee receives annual training on, and understands, the subjects addressed in paragraph (h)(1) of this standard. The employer must also ensure that each supervisor and heat safety coordinator additionally receives annual training on, and understands, the topics addressed in paragraph (h)(2). For employees who perform work outdoors, the employer must conduct the annual refresher training before or at the start of heat season.

(4) *Supplemental training.* The employer must ensure that each employee promptly receives, and understands, additional training whenever:

- (i) Changes occur that affect the employee's exposure to heat at work (e.g., new job tasks);
- (ii) The employer changes the policies or procedures addressed in paragraph (h)(1)(xi) of this standard;

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(iii) There is an indication that the employee has not retained the necessary understanding; or

(iv) A heat-related injury or illness occurs at the work site that results in death, days away from work, medical treatment beyond first aid, or loss of consciousness.

(5) *Presentation*. Training must be provided in a language and at a literacy level each employee, supervisor, and heat safety coordinator understands. The employer must provide employees with an opportunity for questions and answers about the training materials.

(i) *Recordkeeping*. If the employer conducts on-site measurements at indoor work areas pursuant to paragraph (d)(3)(ii), they must have written or electronic records of those indoor work area measurements and retain those records for 6 months.

(j) *Requirements implemented at no cost to employees*. The implementation of all requirements of this standard must be at no cost to employees, including paying employees their normal rate of pay when compliance requires employee time.