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With the heat of summer in full swing, California employers covered by California Code of Regulations, Title 8, Section 3395 with employees who work outdoors may want to review their practices to ensure that they are complying with Cal/OSHA's heat illness prevention requirements. Free, Cool Water Covered employers in the state of California
must provide water to employees working outdoors. This water must be provided to employees "free of charge" and also must be "fresh, pure, [and] suitably cool." The employees working outdoors. This water must be provided to employees with at least "one quart [of water] per employees working outdoors. This water must be provided to employees working outdoors.
actual shade for employees. Shade is required when the temperature in the work area exceeds 80 degrees. Enough shade must be provided so that employees on rest or meal periods can sit normally without touching each other. The law also requires that employees on rest or meal periods can sit normally without touching each other.
does not exceed 80 degrees. Under the law, "[s]hade' means blockage of direct sunlight ... Shade is not adequate when heat in the area of shade, which is to allow the body to cool ... Shade may be provided by any natural or artificial means that does not expose employees to unsafe or unhealthy conditions and that does
not deter or discourage access or use." High-Heat Procedures Covered California employees by assigning someone to monitor them
for symptoms of heat illness or implementing a buddy system; reminding employees to drink the fresh, pure, and suitably cool water you have provided for them; and conducting pre-shift meetings to discuss high-heat procedures. Emergency Response Procedures Covered employees must have an emergency plan in place in case of heat illness. The
employer must have a reliable means of summoning emergency services. When contact is established, the employer must ensure that clear and precise directions to the work site can be provided to emergency responders. If necessary, the employer should be prepared to transport the employee to a place where he or she can be reached by an
emergency medical provider. If an employee has signs of severe heat illness, the employees "acclimatization Employees that an employee who has
been newly assigned to a high-heat area be closely observed by a supervisor or designee for the first 14 days of the employee's employees shall be closely observed by a supervisor or designee during a heat wave. A "heat wave" means "any day in which the predicted high
temperature for the day will be at least 80 degrees Fahrenheit and at least ten degrees Fahrenheit higher than the average high daily temperature in the preceding five days." Heat Illness Prevention Plan Covered employers must develop and implement written, effective heat illness prevention plans. A plan should include procedures for providing
sufficient water, procedures for providing access to shade; high-heat procedures; and acclimatization methods and procedures. T8CCR 3395(b) Definitions state: "Shade" means blockage of direct sunlight.
Shade is not adequate when heat in the area of shade to a person inside it, unless the car is running with air conditioning. Shade may be provided by any natural or artificial means that does not expose employees to
unsafe or unhealthy conditions and that does not deter or discourage access or use. T8CCR 3395(d) Access to shade states: (1) Shade shall be present when the temperature exceeds 80 degrees Fahrenheit, the employer shall have and maintain one or more areas with
shade at all times while employees are present that are either open to the air or provided with ventilation or cooling. The amount of shade present shall be at least enough to accommodate the number of employees on 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 amount of shade present during meal period who remain onsite. (2) 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 be allowed and encouraged to take a preventative cool- down rest in the shade when
they feel the need to do so to protect themselves from overheating. Such access to shade shall be permitted at all times. An individual employee who takes a preventative cool-down rest (A) shall be encouraged to remain in the shade; and (C) shall not be ordered
back to work until any signs or symptoms of heat illness have abated, but in no event less than 5 minutes in addition to the time needed to access the shade. (4) If an employee exhibits signs or reports symptoms of heat illness while taking a preventative cool-down rest or during a preventative cool-down rest period, the employee shall provide
appropriate first aid or emergency response according to subsection (f) of this section. Exceptions to subsections (d)(1) and (d)(2): (1) Where the employer can demonstrate that it is infeasible or unsafe to have a shade structure, or otherwise to have shade present on a continuous basis, the employer may utilize alternative procedures for providing
access to shade if the alternative procedures provide equivalent protection. (2) Except for employers in the agricultural industry, cooling measures other than shade (e.g., use of misting machines) may be provided in lieu of shade if the employer can demonstrate that these measures are at least as effective as shade in allowing employees to cool.
T8CCR 3395 (i)(1) states the following: (i) Heat Illness Prevention Plan. The employer's shall be in writing in both English and the language understood by the majority of the employees and shall be made available at the worksite to employees and to
representatives of the Division upon request. The Heat Illness Prevention Plan may be included as part of the employer's Illness and Injury Prevention Program required by section 3203, and shall, at a minimum, contain: (1) Procedures for the provision of water and access to shade. Guidance, Best Practices and Warnings To prevent heat illness, there
must be a balance between heat load on the body (heat produced internally by the body and gained from external sources) and heat released from the body to cool. When to Provide Shade? Cal/OSHA requires that when temperature in the workplace exceeds 80 degrees, shade structures must be erected if no other shade is readily
available. Even if temperatures do not exceed 80 degrees, shade must still be available, and it is helpful to have the shade erected if the weather is hot enough that the shade can help employees cool off. Employers should monitor predicted weather is hot enough that the shade erected if the weather is hot enough that the shade erected if the weather is hot enough that the shade erected if the weather is hot enough that the shade erected if the weather is hot enough that the shade erected if the weather is hot enough that the shade erected if the weather is hot enough that the shade erected if the weather is hot enough that the shade erected if the weather is hot enough that the shade erected if the weather is hot enough that the shade erected if the weather is hot enough that the shade erected if the weather is hot enough that the shade erected if the weather is hot enough that the shade erected if the weather is hot enough that the shade erected if the weather is hot enough that the shade erected if the weather is hot enough that the shade erected if the weather is hot enough that the shade erected if the weather is hot expected if the weather is hot expecte
temperature will probably exceed 80 degrees. Employers are expected to know if the temperature is in fact exceeding 80 degrees at the worksite. Amount of Shade "Recovery and rest period" refers to the normal breaks. Employers are required to provide enough shade to accommodate all of the employees who are on such a break at any point in
time. This does not mean that employers are required to provide enough shade to accommodate all of the employees on the shift at the same time. Employers may, for example, rotate the breaks among employees. They may also erect additional structures on an as-needed basis. During meal periods, the employer must provide enough shade for all of
the employees who choose to remain in the general area of work or in areas designated for recovery and rest periods. Employers may rotate employees who choose to spend meal periods in their own air-conditioned vehicles.
However, employers may not require or pressure employees to eat their lunch in their own vehicles or go off site to eat. Ways To Provide Cooling You need to provide shade as required to employees to allow their bodies to cool during breaks (see Benefits of Rest Breaks), at lunch, or during a preventative cool down rest periods (see Preventative Cooling You need to provide shade as required to employees to eat.
Down Rest Periods) should one become necessary. Except for employees, see Shade and Other Cooling Measures (in lieu of shade) to provide cooling Measures (in lieu of 
workplace and demonstrate that they are at least as effective as shade in allowing employees to cool. Also, during high heat you may need to add one or more Alternative Cooling Measures to prevent heat illness. No matter how you choose to provide cooling for your employees remember to ensure that: Sufficient supplies of potable drinking water
are close by Individuals are encouraged to frequently drink sufficient amounts of water Employees are able to assume comfortable body postures You also must ensure that the shade is easy for employees to reach and they do not have to encounter any obstacles or hazardous or unreasonably unpleasant conditions while moving towards the shade or
resting in the shade. You can provide cooling from shade by using: Pop-ups Canopies Umbrellas Structures that are mechanically ventilated or open to air movement (e.g., semi finished garages or other unfinished structures that are mechanically ventilated or open to air movement (e.g., semi finished garages or other unfinished structures). If two or more stories are available employees can rest in the lowest floor in the shade. Tarpaulins tied to 4 posts Lean-tos
Conex mounted RV canopies Full and thick tree canopies that block direct sunlight Buildings Enclosed areas only if they provide cooling from Shade in the open air Providing Cooling from Shade in the op
monitor the temperature during the work hours, perform hourly checks of the temperature at the worksite on the day of work and set up the shade immediately if the temperatures exceeds 80 Degrees. Set-up shades such that there will always be room for employees wanting to have rest under the shade and for handling emergency situations during
shaded area before assuming that sufficient shadow is being cast to protect employees throughout the shift. Have a designated person to point out the daily location of the shade structures to the workers. Do not let employees sit directly on the ground as it may add more heat to the body. Instead, provide blankets, chairs, benches, etc. 2 weeks in
advance (or as many days in advance as possible), go on the internet (www.noaa.gov), call the National Weather Service or check the 
 underneath or near equipment (e.g., tractors) or vehicles as they expose employees to other potential hazards Access to shade is effective only when it does not deter or discourage access or use. Do not have shade located: Across a fence or obstacles Too far from work area Such that employees have to cross traffic or waterways to reach the shade
Near areas with dirty, dusty and unsanitary conditions. For non-agricultural employers, when it is not possible to erect a shade structure, the employer may use alternative procedures for providing access to
shade. Before using alternative cooling measures make sure they are safe to use for the conditions in your workplace and you must demonstrate that they are at least as effective as shade in allowing employees to cool. Alternative cooling measures include, but are not limited to, cooling employees by: Putting them in an air-conditioned environment, if
available Using misting machines Using cooling vests (e.g., commercially available ice vests) Using water-cooled garments (e.g., hoods, vests and "long johns"). These require a battery-driven circulating pump, liquid-ice coolant, and a container Using battery operated, portable cooling devices or equipment Using air cooled garments (e.g., suits or
hoods) Subchapter 7. General Industry Safety Orders Group 2. Safe Practices and Personal Protection Article 10. Personal Safety Devices and Application.(1) This section shall be known and may be cited as the Maria Isabel Vasquez Jimenez heat illness standard, and shall apply to all outdoor places of
employment. Exception: If an industry is not listed in subsection (a)(2), employers in that industry are not required to comply with subsection (e):(D) Oil and gas extraction(E) Transportation or delivery of agricultural products, construction
materials or other heavy materials (e.g. furniture, lumber, freight, cargo, cabinets, industrial or commercial materials), except for employment that consists of operating an air-conditioned vehicle and does not include loading or unloading or unloadin
application of other sections of Title 8, including, but not necessarily limited to, sections 1512, 1524, 3203, 3363, 3400, 3439, 3457, 6251, 6512, 6969, 6975, 8420 and 8602(e). Note No. 1: The measures required here may be integrated into the employer's written Injury and Illness Program required by section 3203, or maintained in a separate
document. Note No. 2: This standard is enforceable by the Division of Occupational Safety and Health pursuant to Labor Code sections 6310, 6311, and 6312 to discharge or discriminate in any other manner against
employees for exercising their rights under this or any other provision offering occupational safety and health protection to employees. "Acclimatization means temporary adaptation of the body to work in the heat that occurs gradually when a person is exposed to it. Acclimatization peaks in most people within four to fourteen days of regular work for
occur, including air temperature, relative humidity, radiant heat from the sun and other sources, conductive heat sources such as the ground, air movement, workload severity and duration, protective equipment worn by employees. "Landscaping" means providing landscape care and maintenance services and/or
installing trees, shrubs, plants, lawns, or gardens, or providing these services in conjunction with the design of landscape plans and/or the construction (i.e., installation) of walkways, retaining walls, decks, fences, ponds, and similar structures, except for employment by an employer who operates a fixed establishment where the work is to be
performed and where drinking water is plumbed. "Personal risk factors for heat illness" means factors such as an individual's age, degree of acclimatization, health, water retention or other physiological responses to heat. "Shade
means blockage of direct sunlight. One indicator that blockage is sufficient is when objects do not cast a shadow in the area of shade is not adequate when heat in the area of shade is not adequate when heat in the area of shade is not adequate when heat in the area of shade is not adequate when heat in the area of shade is not adequate when heat in the area of shade is not adequate when heat in the area of shade is not adequate when heat in the area of shade is not adequate when heat in the area of shade is not adequate when heat in the area of shade is not adequate when heat in the area of shade is not adequate when heat in the area of shade is not adequate when heat in the area of shade is not adequate when heat in the area of shade is not adequate when heat in the area of shade is not adequate when heat in the area of shade is not adequate when heat in the area of shade is not adequate when heat in the area of shade is not adequate when heat in the area of shade is not adequate when heat in the area of shade is not adequate when heat in the area of shade is not adequate when heat in the area of shade is not adequate when heat in the area of shade is not adequate when heat in the area of shade is not adequate when heat in the area of shade is not adequate when heat in the area of shade is not adequate when heat in the area of shade is not adequate when heat in the area of shade is not adequate when heat in the area of shade is not adequate when heat in the area of shade is not adequate when heat in the area of shade is not adequate when heat in the area of shade is not adequate when heat in the area of shade is not adequate when heat in the area of shade is not adequate when heat in the area of shade is not adequate when heat in the area of shade is not adequate when heat in the area of shade is not adequate when heat in the area of shade is not adequate when heat in the area of shade is not adequate when heat in the area of shade is not adequate when heat in the area of shade is not adequate when heat in th
inside it, unless the car is running with air conditioning. Shade may be provided by any natural or artificial means that does not deter or discourage access or use. "Temperature" means the dry bulb temperature in degrees Fahrenheit obtainable by using a thermometer to measure access or use. "Temperature" means that does not deter or discourage access or use. "Temperature" means the dry bulb temperature in degrees Fahrenheit obtainable by using a thermometer to measure access or use. "Temperature" means the dry bulb temperature in degrees Fahrenheit obtainable by using a thermometer to measure access or use. "Temperature" means the dry bulb temperature in degrees Fahrenheit obtainable by using a thermometer to measure access or use. "Temperature" means the dry bulb temperature in degrees Fahrenheit obtainable by using a thermometer to measure access or use. "Temperature" means the dry bulb temperature in degrees Fahrenheit obtainable by using a thermometer to measure access or use. "Temperature" means the dry bulb temperature in degrees Fahrenheit obtainable by using a thermometer to measure access or use. "Temperature" means the dry bulb temperature in degrees Fahrenheit obtainable by using a thermometer to measure access or use. "Temperature" means the dry bulb temperature in degree access or use. "Temperature" means the dry bulb temperature in degree access or use. "Temperature in degree access or use." "Temperature in degree access o
the outdoor temperature in an area where there is no shade. While the temperature measurement must be taken in an area with full sunlight, the bulb or sensor of the thermometer should be shielded while taking the measurement, e.g., with the hand or some other object, from direct contact by sunlight. (c) Provision of water. Employees shall have
access to potable drinking water meeting the requirements of Sections 1524, 3363, and 3457, as applicable, including but not limited to the requirements that it be fresh, pure, suitably cool, and provided to employees are working. Where drinking water is
not plumbed or otherwise continuously supplied, it shall be provided in sufficient quantity at the beginning of the work shift to provide one quart per employee per hour for drinking for the entire shift. Employers may begin the shift as needed to allow
employees to drink one quart or more per hour. The frequent drinking of water, as described in subsection (h)(1)(C), shall be encouraged.(e) High-heat procedures when the temperature equals or exceeds 95 degrees Fahrenheit. These procedures shall include the following to the extent
practicable:(1) Ensuring that effective communication by voice, observation, or electronic means is maintained so that employees at the work site can contact a supervisor when necessary. An electronic device, such as a cell phone or text messaging device, may be used for this purpose only if reception in the area is reliable.(2) Observing employees
for alertness and signs or symptoms of heat illness. The employee shall ensure effective employees, or (B) Mandatory buddy system, or (C) Regular communication with sole employee such as by radio or cellular phone,
or(D) Other effective means of observation.(3) Designating one or more employees to call for emergency medical services when no designated employees to call for emergency medical services when no designated employees to call for emergency medical services when no designated employees to call for emergency medical services.
meetings before the commencement of work to review the high heat procedures employees to drink plenty of water, and remind employees of their right to take a cool-down rest when necessary.(f) Emergency Response Procedures including:(1) Ensuring that
effective communication by voice, observation, or electronic means is maintained so that employees at the work site can contact a supervisor or emergency medical services when necessary. An electronic device, such as a cell phone or text messaging device, may be used for this purpose only if reception in the area is reliable. If an electronic device, such as a cell phone or text messaging device, may be used for this purpose only if reception in the area is reliable. If an electronic device, such as a cell phone or text messaging device, may be used for this purpose only if reception in the area is reliable. If an electronic device, such as a cell phone or text messaging device, may be used for this purpose only if reception in the area is reliable. If an electronic device, such as a cell phone or text messaging device, may be used for this purpose only if reception in the area is reliable.
will not furnish reliable communication in the work area, the employer will ensure a means of summoning emergency medical services will be provided. (A) If a supervisor observes, or any employee
reports, any signs or symptoms of heat illness in any employee, the supervisor shall take immediate action commensurate with the severity of the illness (such as, but not limited to, decreased level of consciousness, staggering, vomiting, disorientation, irrational behavior or convulsions)
medical services and, if necessary, transporting employees to a place where they can be reached by an emergency medical provider. (1) All employees shall be closely observed by a supervisor or
designee during a heat wave. For purposes of this section only, "heat wave" means any day in which the predicted high temperature for the day will be at least ten degrees Fahrenheit and at least ten degrees Fahrenheit higher than the average high daily temperature in the preceding five days. (2) An employee who has been newly assigned to a high
of heat illness:(A) The environmental and personal risk factors for heat illness, as well as the added burden of heat illness, as well as the employer's procedures for complying with the requirements of this standard, including, but not limited to, the employer's responsibility to provide
water, shade, cool-down rests, and access to first aid as well as the employees' right to exercise their rights under this standard without retaliation. (C) 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. (E) The different types of heat illness, and appropriate first aid and/or emergency responses to the different types of heat illness, and appropriate first aid and/or emergency responses to the different types of heat illness, and in addition, that heat illness may progress quickly from mild symptoms and signs to serious and life threatening illness. (F) The importance to
employees of immediately reporting to the employer, directly or through the employee's supervisor, symptoms or signs or symptoms or signs or symptoms of possible heat illness, including how emergency medical services will be provided should they become necessary
(H) The employer's 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. (I) The employer's procedures for ensuring that, in the event of an emergency medical services, and if necessary, for transporting employees to a point where they can be reached by an emergency medical service provider.
needed to emergency responders. These procedures shall include designating a person to be available to ensure that should reasonably be anticipated to result in exposure to the risk of heat illness effective training on
the following topics shall be provided to the supervisor:(A) The information required to be provided by section (h)(1) above.(B) The procedures the supervisor is to follow when an employee exhibits signs or reports symptoms consistent with possible provisions in this section.(C) The procedures the supervisor is to follow when an employee exhibits signs or reports symptoms consistent with possible provisions in this section.
heat illness, including emergency response procedures. (D) How to monitor weather reports and how to respond to hot weather advisories. (i) Heat Illness prevention plan. The plan shall be in writing in both English and the language understood by the
majority of the employees and shall be made available at the worksite to employees and to representatives of the Division upon request. The Heat Illness Prevention Plan may be included as part of the employer's Illness and Injury Prevention Plan may be included as part of the employer's Illness and Injury Prevention Plan may be included as part of the employer's Illness and Injury Prevention Plan may be included as part of the provision of water
and access to shade.(2) The high heat procedures in accordance with subsection (g).(3) Emergency Response Procedures in accordance with subsection (g).(4) Acclimatization methods and procedures in accordance with subsection (g).(5) Emergency Response Procedures in accordance with subsection (g).(6) Emergency Response Procedures in accordance with subsection (g).(7) Emergency Response Procedures in accordance with subsection (g).(7) Emergency Response Procedures in accordance with subsection (g).(8) Emergency Response Procedures in accordance with subsection (g).(9) Emergency Response Procedures (g).(9) Emergency Response (g).(9) Emergency Response (g).(9) Emergency Response (g).(9)
filed 8-22-2005 as an emergency; operative 8-22-2005 (Register 2005, No. 34). A Certificate of Compliance must be transmitted to OAL by 12-20-2005 as an emergency; operative 12-20-2005 (Register 2005, No. 51). A Certificate of
Compliance must be transmitted to OAL by 4-19-2006 or emergency language will be repealed by operation of law on the following day.3. New section refiled 4-19-2006 or emergency language will be repealed by
operation of law on the following day.5. Amendment filed 10-5-2010; operative 5-1-2010; operative 5-1-2015; operative 5-1-2015; operative 5-1-2015; operative 5-1-2015; operative 5-1-2015; operative 5-1-2010; operative 5-1-2010
pursuant to section 100, title 1, California Code of Regulations (Register 2020, No. 11). Heat Illness Prevention Water.Rest.Shade. For questions about indoor heat hazards at work, talk to a Cal/OSHA representative during business hours.
 illness. The law requires that you: Maintain a written Heat Illness Prevention Plan. Train employees on the signs, symptoms and emergency response procedures for heat illness. Provide enough cool, fresh water for employees to drink at least one
quarter of a gallon per hour, and encourage them to do so. Allow employees to take preventative cool-down rest breaks in the shade in addition to their regular breaks. Free Heat Illness Prevention. Use Cal/OSHA's online training tool for comprehensive
materials to help train workers or contact heat@dir.ca.gov to place a free order for printed materials. Employer Training Resources, when combined with training on your company's specific procedures, are designed to help you meet compliance with the Heat Illness Prevention standard. Visit the Resources page for a full list of
training and educational materials available for print order or download. In California Code of Regulations, Title 8 (T8CCR), sections 3395 and 3396. Employers may be covered under both the indoor and outdoor regulations if they
break, and accessible upon request even if the temperature is below 80 degrees; essentially, shade must be present when it's hot enough to pose a heat-related risk to employees. The standard applies to indoor workplaces where the temperature is 82°F or higher Employers can use air conditioning or fans to cool the workplace Employers can provide
personal heat protective equipment, like cooling vests Employers must provide shade when temperatures are 80°F or higher Employers must provide enough water so employees can drink at least 32 ounces per hour T8CCR 3395(b) Definitions state: "Shade" means blockage of direct sunlight. One indicator that blockage is sufficient is when objects
do not cast a shadow in the area of blocked sunlight. Shade is not adequate when heat in the area of shade, which is to allow the body to cool. For example, a car sitting in the sun does not provided by any natural
or artificial means that does not expose employees to unsafe or unhealthy conditions and that does not deter or discourage access or use. T8CCR 3395(d) Access to shade states: (1) Shade shall be present when the temperature exceeds 80 degrees Fahrenheit. When the outdoor temperature in the work area exceeds 80 degrees Fahrenheit, the
employer shall have and maintain one or more areas with shade at all times while employees are present that are either open to the air or provided with ventilation or cooling. The amount of shade present shall be at least enough to accommodate the number of employees on 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 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. (2)
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to remain in the shade; and (C) shall not be ordered back to work until any signs or symptoms of heat illness than 5 minutes in addition to the time needed to access the shade. (4) If an employee exhibits signs or reports symptoms of heat illness while taking a preventative cool-down rest or during a preventative cool-down r
down rest period, the employer shall provide appropriate first aid or emergency response according to subsections (d)(1) and (d)(2): (1) Where the employer can demonstrate that it is infeasible or unsafe to have a shade structure, or otherwise to have shade present on a continuous basis, the employer may
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if no other shade is readily available. Even if temperatures do not exceed 80 degrees, shade must still be available, and it is helpful to have the shade erected if the weather temperatures in advance (for example, by television or radio or on the
Internet) to know when the temperature will probably exceed 80 degrees are expected to know if the temperature is in fact exceeding 80 degrees are required to provide enough shade to accommodate all of the employees who are on such
a break at any point in time. This does not mean that employers are required to provide enough shade to accommodate all of the employees on the shift at the same time. Employers may, for example, rotate the breaks among employees on the shift at the same time. Employers may, for example, rotate the breaks among employees on the shift at the same time. Employers may, for example, rotate the breaks among employees on the shift at the same time.
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F. Or if you want to monitor the temperature during the work hours, perform hourly checks of the temperature at the worksite on the day of work and set up the shade immediately if the temperatures exceeds 80 Degrees. Set-up shades such that there will always be room for employees wanting to have rest under the shade and for handling the shade immediately if the temperature at the worksite on the day of work and set up the shade immediately if the temperature at the worksite on the day of work and set up the shade immediately if the temperature at the worksite on the day of work and set up the shade immediately if the temperature at the worksite on the day of work and set up the shade immediately if the temperature at the worksite on the day of work and set up the shade immediately if the temperature at the worksite on the day of work and set up the shade immediately if the temperature at the worksite on the day of work and set up the shade immediately if the temperature at the worksite on the day of work and set up the shade immediately if the temperature at the work and set up the shade immediately if the temperature at the work and set up the shade immediately if the temperature at the work and set up the shade immediately if the temperature at the work and set up the shade immediately if the temperature at the work and set up the shade immediately if the temperature at the work and set up the shade immediately if the temperature at the work and set up the shade immediately if the temperature at the work and set up the shade immediately if the temperature at the work and set up the shade immediately if the temperature at the work and set up the shade immediately if the temperature at the work and set up the shade immediately if the temperature at the work and set up the shade immediately in the shade immediately 
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the thickness and shape of the shaded area before assuming that sufficient shadow is being cast to protect employees throughout the shift. Have a designated person to point out the daily location of the shade structures to the workers. Do not let employees sit directly on the ground as it may add more heat to the body. Instead, provide blankets,
chairs, benches, etc. 2 weeks in advance (or as many days in advance as possible), go on the internet (www.noaa.gov), call the National Weather Service or check the Weather Service or check 
modifications will be necessary. This type of advance planning should take place all summer long. Prior to each worksite see Monitor The Weather. Based on the weather using www.noaa.gov or a thermometer at the worksite see Monitor The Weather. Based on the weather using www.noaa.gov or a thermometer at the worksite see Monitor The Weather.
rescheduling the job, working at night or during the cooler hours of the day, and increasing the number of water and rest breaks. The designated person can check the temperature every 60 minutes to ensure that once the temperature every 60 minutes to ensure that once the temperature every 60 minutes to ensure that once the temperature every 60 minutes to ensure that once the temperature every 60 minutes to ensure that once the temperature every 60 minutes to ensure that once the temperature every 60 minutes to ensure that once the temperature every 60 minutes to ensure that once the temperature every 60 minutes to ensure that once the temperature every 60 minutes to ensure that once the temperature every 60 minutes to ensure that once the temperature every 60 minutes to ensure that once the temperature every 60 minutes to ensure that once the temperature every 60 minutes to ensure that once the temperature every 60 minutes to ensure that once the temperature every 60 minutes to ensure that once the temperature every 60 minutes to ensure that once the temperature every 60 minutes to ensure that once the temperature every 60 minutes to ensure that once the temperature every 60 minutes to ensure that once the temperature every 60 minutes to ensure that once the temperature every 60 minutes to ensure that once the temperature every 60 minutes to ensure that once the temperature every 60 minutes to ensure that once the temperature every 60 minutes every 60 minutes every 60 minutes every 60 minutes every 60 min
wave, special precautions are taken. equals or exceeds 95 degrees Fahrenheit High Heat Procedures are implemented. Shade is adequate when it completely blocks the direct sunlight and allows the body to cool. In adequate when it
does not allow the body to cool. Do not provide shade by using: Metal storage sheds and other similar out-buildings unless they provide a cooling environment comparable to shade in the open air The interior of vehicles. This is because they keep heating up in the sun and do not provide cooling unless the air-conditioning system is continually running
and working effectively Areas underneath or near equipment (e.g., tractors) or vehicles as they expose employees to other potential hazards Access to shade is effective only when it does not deter or discourage access or use. Do not have shade located: Across a fence or obstacles Too far from work area Such that employees have to cross traffic or
waterways to reach the shade Near areas with dirty, dusty and unsanitary conditions Next to portable toilet facilities or where employees would sit on wet or muddy ground or come in contact with branches, brush, and thorns. For non-agricultural employees would sit on wet or muddy ground or come in contact with branches, brush, and thorns.
procedures for providing access to shade. Before using alternative cooling measures make sure they are at least as effective as shade in allowing employees by: Putting them
in an air-conditioned environment, if available Using machines Using cooling vests (e.g., commercially available ice vests) Using water-cooled garments (e.g., hoods, vests and "long johns"). These require a battery-driven circulating pump, liquid-ice cooling to the cooling vests (e.g., commercially available ice vests) Using water-cooled garments (e.g., hoods, vests and "long johns").
air cooled garments (e.g., suits or hoods) On June 20, 2024, the Occupational Safety and Health Standards Board approved California Code of Regulations, Title 8, section 3396, "Heat Illness Prevention in Indoor Places of Employment". This standard applies to most workplaces where the indoor temperature reaches 82°F. It establishes required
safety measures for indoor workplaces to prevent worker exposure to risk of heat illness. This standard went into effect on July 23, 2024. For outdoor heat illness in both indoor and outdoor workplaces under California Code of
Regulations, Title 8 (T8CCR), sections 3395 and 3396. Employers may be covered under both the indoor and outdoor Heat (T8CCR 3395) Indoor Heat (T8CCR 3396) Scope and Application Applies
to outdoor workplaces Applies to indoor workplaces when the indoor temperature is greater than 82°F Provide access to potable water that is fresh, suitably cool, and free of charge Located as close
as possible to work areas and cool-down areas Access to Shade and Cool-Down Areas For outdoor workplaces, shade must be available upon request For indoor workplaces, provide access to at least one cool-down area which must be kept at a
temperature below 82°F Shade and cool-down areas must be: Blocked from direct sunlight Large enough to accommodate the number of workers on rest breaks so they can sit comfortably without touching each other Close as possible to the work areas For indoor workplaces, the cool-down areas must be kept at less than 82°F and shielded from
other high-radiant heat sources Cool-Down Rest Periods Encourage workers to take preventative cool-down rest periods for symptoms of heat-related illness High-Heat Procedures Have and implement procedures to deal with heat when the
temperature equals or exceeds 95°F Procedures must include: Observing and communicating effectively with workers to drink water and take cool-down rest breaks Not applicable to Outdoor Workplaces Measure the temperature and heat index and record
whichever is greater whenever the temperature or heat index reaches 87°F (or temperature reaches 82°F for workers working in clothing that restricts heat removal or high-radiant-heat areas) Implement control measures to keep workers safe. Feasible engineering controls must be implemented first. Monitoring the Weather Monitor outdoor
temperature and ensure that once the temperature exceeds 80°F, shade structures will be opened and made available to the workers When it is at least 95°F, implement high-heat procedures Train supervisors on how to check weather reports and how to respond to weather advisories For indoor workplaces that are affected by outdoor temperatures
train supervisors on how to check weather reports and how to response to any workers showing heat illness signs or symptoms, including contacting emergency medical services Acclimatization Closely observe new workers and newly assigned workers
working in hot areas during a 14-day acclimatization period, as well as all workers working during a heat wave Training Employers must provide training to both workers and supervisors Heat Illness Prevention Plan Establish, implement, and maintain an effective written Outdoor Heat Illness Prevention Plan that includes procedures for providing
drinking water, shade, preventative rest periods, close observation during acclimatization, high-heat procedures, training, prompt emergency response Establish, implement, and maintain an effective written Indoor Heat Illness Prevention Plan that includes procedures for providing drinking water, cool-down areas, preventative rest periods, close
observation during acclimatization, assessment and measurement of heat, training, prompt emergency response, and feasible control measures that are provided below, be reviewed with an employer's existing procedures to ensure that workers are
protected. Indoor Heat Illness Prevention Outdoor Heat Illness
shade, which is to allow the body to cool. For example, a car sitting in the sun does not provide acceptable shade to a person inside it, unless the car is running with air conditioning. Shade may be provided by any natural or artificial means that does not expose employees to unsafe or unhealthy conditions and that does not deter or discourage access
or use. T8CCR 3395(d) Access to shade states: (1) Shade shall be present when the temperature exceeds 80 degrees Fahrenheit, the employer shall have and maintain one or more areas with shade at all times while employees are present that are either open to the air or
provided with ventilation or cooling. The amount of shade present shall be at least enough to accommodate the number of employees on 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. (2) Shade shall be at least enough to accommodate the number of employees on the meal period who remain onsite.
area does not exceed 80 degrees Fahrenheit employers shall either provide shade as per subsection (d)(1) or provide timely access to shade upon an employee's request. (3) Employees shall be allowed and encouraged to take a preventative cool- down rest in the shade when they feel the need to do so to protect themselves from overheating. Such
access to shade shall be permitted at all times. An individual employee who takes a preventative cool-down rest (A) shall be encouraged to remain in the shade; and (C) shall not be ordered back to work until any signs or symptoms of heat illness have abated, but in
no event less than 5 minutes in addition to the time needed to access the shade. (4) If an employee exhibits signs or reports symptoms of heat illness while taking a preventative cool-down rest or during a 
section. Exceptions to subsections (d)(1) and (d)(2): (1) Where the employer can demonstrate that it is infeasible or unsafe to have a shade structure, or otherwise to have a shade present on a continuous basis, the employer may utilize alternative procedures for providing access to shade if the alternative procedures provide equivalent protection. (2)
Except for employers in the agricultural industry, cooling measures other than shade (e.g., use of misting machines) may be provided in lieu of shade in allowing employees to cool. T8CCR 3395 (i)(1) states the following: (i) Heat Illness Prevention Plan. The
employer's shall establish, implement, and maintain, an effective heat illness prevention plan. The plan shall be in writing in both English and the language understood by the majority of the employees and shall be made available at the worksite to employees and to representatives of the Division upon request. The Heat Illness Prevention Plan may be
included as part of the employer's Illness and Injury Prevention Program required by section 3203, and shall, at a minimum, contain: (1) Procedures for the provision of water and access to shade. Guidance, Best Practices and Warnings To prevent heat illness, there must be a balance between heat load on the body (heat produced internally by the
body and gained from external sources) and heat released from the body to cool. When to Provide Shade? Cal/OSHA requires that when temperature in the workplace exceeds 80 degrees, shade must still be
available, and it is helpful to have the shade erected if the weather is hot enough that the shade can help employees cool off. Employers should monitor predicted weather temperature will probably exceed 80 degrees. Employers are expected to know if
the temperature is in fact exceeding 80 degrees at the worksite. Amount of Shade "Recovery and rest period" refers to the normal breaks. Employers are required to provide enough shade to
accommodate all of the employees on the shift at the same time. Employers may, for example, rotate the breaks among employees. They may also erect additional structures on an as-needed basis. During meal periods, the employees who choose to remain in the general area of work or in areas
designated for recovery and rest periods. Employers may rotate employees in and out of meal periods, like with recovery and rest periods. Employers may not require or pressure employees to eat their lunch in
their own vehicles or go off site to eat. Ways To Provide Cooling You need to provide shade as required to employees to allow their bodies to cool during breaks (see Benefits of Rest Breaks), at lunch, or during a preventative cool down rest periods (see Benefits of Rest Breaks), at lunch, or during a preventative cool down rest periods (see Benefits of Rest Breaks), at lunch, or during a preventative cool down rest periods (see Benefits of Rest Breaks), at lunch, or during a preventative cool down rest periods (see Benefits of Rest Breaks), at lunch, or during a preventative cool down rest periods (see Benefits of Rest Breaks), at lunch, or during a preventative cool down rest periods (see Benefits of Rest Breaks), at lunch, or during a preventative cool down rest periods (see Benefits of Rest Breaks), at lunch, or during a preventative cool down rest periods (see Benefits of Rest Breaks), at lunch, or during a preventative cool down rest periods (see Benefits of Rest Breaks), at lunch, or during a preventative cool down rest periods (see Benefits of Rest Breaks), at lunch, or during a preventative cool down rest periods (see Benefits of Rest Breaks), at lunch, or during a preventative cool down rest periods (see Benefits of Rest Breaks), at lunch, or during a preventative cool down rest periods (see Benefits of Rest Breaks).
Agriculture, you can use one or more Alternative Cooling Measures (in lieu of shade) to provide cooling Measures you must make sure they are at least as effective as shade in
allowing employees to cool. Also, during high heat you may need to add one or more Alternative Cooling Measures to prevent heat illness. No matter how you choose to provide cooling for your employees remember to ensure that: Sufficient supplies of potable drinking water are close by Individuals are encouraged to frequently drink sufficient
amounts of water Employees are able to assume comfortable body postures You also must ensure that the shade is easy for employees to reach and they do not have to encounter any obstacles or hazardous or unreasonably unpleasant conditions while moving towards the shade or resting in the shade. You can provide cooling from shade by using
Pop-ups Canopies Umbrellas Structures that are mechanically ventilated or open to air movement (e.g., semi finished garages or other unfinished structures). If two or more stories are available employees can rest in the lowest floor in the shade. Tarpaulins tied to 4 posts Lean-tos Conex mounted RV canopies Full and thick tree canopies that
block direct sunlight Buildings Enclosed areas only if they provide cooling comparable to shade in the open air Providing Cooling from Shade it is a good idea to set up the shade in advance, if at 5:00 p.m. the night before, the temperature is predicted to exceed 80° F. Or if you want to monitor the temperature during the work hours, perform hourly
checks of the temperature at the worksite on the day of work and set up the shade immediately if the temperatures exceeds 80 Degrees. Set-up shades such that there will always be room for employees wanting to have rest under the shade and for handling emergency situations during warm or hot weather, high heat and a heat wave. Set-up in
advance portable umbrellas, canopies, and other portable devices used for providing shade Move portable devices used to provide shade, have a designated person evaluate the thickness and shape of the shaded area before assuming that sufficient shadow is
being cast to protect employees throughout the shift. Have a designated person to point out the daily location of the shade structures to the workers. Do not let employees sit directly on the ground as it may add more heat to the body. Instead, provide blankets, chairs, benches, etc. 2 weeks in advance (or as many days in advance as possible), go on
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the internet (www.noaa.gov), call the National Weather Service or check the Weather Channel TV to view the extended weather forecast in order to plan in advance the work schedule modifications will be necessary. This type of advance planning should take place all summer
long. Prior to each workday, have a designated person monitor the weather using www.noaa.gov or a thermometer at the worksite see Monitor The Weather. Based on the weather using the cooler hours of the day, and increasing the
number of water and rest breaks. The designated person can check the temperature every 60 minutes to ensure that once the temperature every 60 minutes are accessible to the workers. indicates an upcoming heat wave, special precautions are taken. equals or exceeds 95 degrees Fahrenheit High Heat
Procedures are implemented. Shade is adequate only when it completely blocks the direct sunlight and allows the body to cool. In adequate when it does not allow the body to cool. Do not provide shade by using: Metal storage sheds and
other similar out-buildings unless they provide a cooling environment comparable to shade in the open air The interior of vehicles. This is because they keep heating up in the sun and do not provide a cooling unless the air-conditioning system is continually running and working effectively Areas underneath or near equipment (e.g., tractors) or vehicles
as they expose employees to other potential hazards Access to shade is effective only when it does not deter or discourage access or use. Do not have shade located: Across a fence or obstacles Too far from work area Such that employees have to cross traffic or waterways to reach the shade Near areas with dirty, dusty and unsanitary conditions Next
to portable toilet facilities or where employees would sit on wet or muddy ground or come in contact with branches, brush, and thorns. For non-agricultural employers, when it is not possible to erect a shade structure, the employer may use alternative procedures for providing access to shade. Before using alternative cooling measures make sure
they are safe to use for the conditions in your workplace and you must demonstrate that they are at least as effective as shade in allowing employees by: Putting them in an air-conditioned environment, if available Using misting machines Using cooling vests (e.g.,
commercially available ice vests) Using water-cooled garments (e.g., hoods, vests and "long johns"). These require a battery-driven circulating pump, liquid-ice coolant, and a container Using battery operated, portable cooling devices or equipment Using air cooled garments (e.g., south or hoods) When do shade structures have to be available? Is it
only during heat waves? Once the temperature exceeds 80 degrees Fahrenheit (26.7 degrees Celsius), employers must have shade at any temperature, even below 80 degrees. Is shade only for workers who are sick? Shade is for all workers
at any time. Employers are required to provide shade to any worker that requests it. The employer is required to provide enough shade for all employees remaining on site and taking their meal period. Where should shade be located?
The shade should be located as close as practicable to the areas where employees are working. Do workers get an extra break to prevent heat illness? In addition to regular breaks, employees have the right to a minimum 5-minute cool down rest in the shade at any time during the shift, and employees are reminded that they have an obligation to tell
employees that they have these rights without retaliation. When temperatures reach or exceed 95 degrees, agricultural employees take a minimum ten-minute cool-down rest at the end of the 8th and 10th hours of work is also required. How much water
should an employee be drinking in a 10-hour shift? It is recommended that workers drink four cups (eight cones) of water every hour. It is best to drink small amounts of water for each employee for a ten hour shift, or
have effective replenishment procedures should they start with less water. If a worker brings their own container with water does that mean it is their responsibility to bring water? No, employees are required to provide workers bring their own container with water does that mean it is their responsibility to bring water? No, employees are required to provide workers bring their own container with water does that mean it is their responsibility to bring water?
their own water, the employer must have enough potable water for each worker to drink 4 cups every hour throughout the entire workday, at no cost to the worker must be as close as practicable to where workers are working. This can vary
based on the working conditions and layout of the worksite. What type of training must employers prevention before working outdoors where there is a risk of heat illness. This includes: information on what to do in an emergency and who to
call for medical help; factors that put you at greater risk for heat illness; specific company heat illness prevention and emergency procedures; key prevention and emergency procedures; key prevention steps; the concept, importance, and methods of acclimatization (gradually and safely getting used to working in the heat); and common signs and symptoms of heat illnesses. All training must be
done in a language and manner that all employees understand. Who should be on the clock (paid) when they participate in workplace health and safety training and pre-shift meetings. What should be done if an employee starts to get sick from the heat? Employers must have a
plan that describes what to do if an employee shows signs or symptoms of heat illness, including who will be contacted for medical help. The employer must also provide training on steps to take in case of an emergency, including appropriate first aid procedures for heat illness; and how to give clear and precise directions to the work site if a call to
911 is needed. Workers are not responsible for any medical or ambulance costs related to workplace illness or injuries. How do workers report hazards to Cal/OSHA? Can it be anonymous? Cal/OSHA is the agency responsible for enforcing workplace health and safety for all workers report hazards to Cal/OSHA? Can it be anonymous? Cal/OSHA is the agency responsible for enforcing workplace health and safety for all workers report hazards to Cal/OSHA? Can it be anonymous? Cal/OSHA is the agency responsible for enforcing workplace health and safety for all workers report hazards to Cal/OSHA?
a workplace hazard, you can report the problem to Cal/OSHA. You don't have to give your name, but if you do, it will remain confidential. Call Cal/OSHA send someone out for an inspection when a worker calls? Cal/OSHA takes
all reports seriously. Cal/OSHA investigators will inspect a worksite if the information reported indicates that the employer is violating worker health and safety standards or worksite if the information on Heat
Illness Prevention in Outdoor Places of Employment. For questions related to indoor work, see the FAQs for Indoor Places of employment. In addition, the following industries are subject to additional requirements in high heat (temperature that
equals or exceeds 95 F) (see Q&A No. 8a and 8b): Agriculture, Construction, Landscaping, Oil and gas extraction, and Transportation and delivery of agriculture, lumber, freight, cargo, cabinets, industrial or commercial materials). The standard's provisions apply at all times when
workers work outdoors. Some provisions are triggered at specific times, for instance, the shade requirement described in Q&A No. 7 and the High-Heat Procedures addressed by Q&A No. 8 a. What is meant by "outdoor places of employment"? The term indoor is defined in California Code of Regulations Title 8 section 3396 as follows: "Indoor" refers
to a space that is under a ceiling or overhead covering that restricts airflow, whether open or closed along its entire perimeter by walls, doors, windows, dividers, or other physical barriers that restricts airflow, whether open or closed. Generally, any workplace with a roof and enclosed sides is considered an indoor workplace. Work areas that are not indoors
are considered outdoors and covered by California Code of Regulations Title 8, section 3395, Heat Illness Prevention in Outdoor Places of Employment. For example, a building that provides sufficient ventilation and cooling, either by natural or mechanical means, and blocks exposure to direct sunlight will be considered an indoor workplace. Partial
structures such as lean-tos and structures with one or more open sides are outdoor workplaces. Open areas like agricultural fields, forests, parks, equipment and storage yards, outdoor workplaces also include construction sites in which no building shell has
been completed and areas of construction sites that are outside of any building shells that may be present. Outdoor places of employment? Yes. They include requirements
for employers to provide for drinking water, first aid, and emergency response. There are also requirements tailored to specific industrial operations. Areas where these regulations overlap or augment 8 CCR §3395 will be noted in the more specific industrial operations. Areas where these regulations overlap or augment 8 CCR §3395 will be noted in the more specific industrial operations.
Relative humidity Radiant heat from the sun and other sources, like machinery, stoves, ovens, etc. Conductive equipment worn by workers What is the best way to monitor the weather and evaluate the severity of environmental risk factors for heat
illness? Some requirements of the standard are triggered by outside temperatures. It is, therefore, critical that employers track the weather and routinely check for approaching heat waves are one of the main causes of heat-related illnesses and fatalities in the state. For example, according to an analysis by Cal/OSHA of heat related
illnesses in 2006, 84% of the confirmed occupational heat illnesses in 2006 occurred during the July heat wave. This finding highlights the value of training supervisors so that they can make the fullest use of their supervisory power to
control safety on the job. Knowing how to monitor weather reports, making it a daily practice to do so, and taking appropriate action in response to predicted hot weather are all an essential part of a supervisor's training, hence the requirement that this training be provided to all supervisors whose workers perform outdoor work. The National
Weather Service forecasts the temperature in various locations in California. In addition, the National Weather Service's Heat Risk map provides a forecast risk of heat-related impacts for the worksite on hot days. A simple thermometer available at hardware
stores can be used to measure the outdoor ("dry bulb") temperature, as long as it is taken in an area where there is no shade. The temperature measurement must be taken in an area with full sunlight (with the hand or some other object) while taking the
measurement. What is considered sufficient access to drinking water? Adequate water is required at all times, regardless of outdoor temperature and must be made available at no cost to the worker. Water is the body's single best defense against heat other than removing heat exposure itself. In conditions of high heat and strenuous work, the human
body can lose over a quart of fluid per hour just by sweating. Continuous replacement of this lost fluid is critical to allowing the body to maintain the life-preserving cooling benefits of perspiration. This is why it is so important to ensure the presence of, ready access to, and consumption of pure, fresh, and cool drinking water. The water must be
potable (i.e., fit to drink), fresh, pure, suitably cool, and provided to workers free of charge. Water must be located as close as practicable to the areas where workers free of charge. Water must be located as close as practicable to the areas where workers free of charge. Water must be located as close as practicable to the areas where workers free of charge.
is fresh, pure, and suitably cool, Cal/OSHA advises employers or supervisors to visually examine and smell/taste the water from odors that would discourage workers from drinking it. If an employer supplies individual water containers, the
containers must be clean, and a source of potable water (e.g., a municipal water source) must be readily available. Water from non-approved or non-tested water sources (e.g., untested wells) is not acceptable. If hoses or connections are used, they must be manufacture-approved for potable drinking water systems, as shown on the manufacturer's
label. When is water suitably cool? Water provided to workers, whether by Igloo® or other container, is not required to be maintained at a specific temperature. Rather, the employer should ensure that the water is cool enough to be pleasant and not so cool as to cause discomfort. In hot weather, it is recommended that employers have ice on hand to
keep the water cool. When is water as close as practicable to where workers are working? Potable drinking water must always be placed in locations readily accessible to all workers can easily drink while working. When a worker has to interrupt work in order to drink, the chances go down that the worker will drink enough water to
protect fully against heat illness. Employers are, therefore, encouraged to consider creative means of placing water near working workers (for instance, on harvesting machinery). During a Cal/OSHA inspection, the inspector may ask the supervisor to describe the factors the employer considered in deciding where to place water. For example,
although the employer may state it is impossible to place water stations within rows of crops where workers are smaller than shade structures, they can be placed closer to workers than shade structures. Placing water only in designated shade
areas or where toilet facilities are located may not be sufficient. When workers are working across large areas, water should be placed in multiple location on every floor where workers are working. Employers may supply workers with individual
water bottles/containers (preferably insulated) provided hygiene is ensured (i.e., clean bottles for each worker) and a source for water replenishment is readily available. It is not permissible for an employer to require workers to supply their own water or water containers, even if the employer reimburses the workers for the cost. What is the required
amount of water and what are "effective procedures for replenishment"? When unlimited drinking water is not immediately available from a plumbed system or otherwise continuously supplied, the employer must provide enough water for every worker to be able to drink one quart of water, or four eight-ounce cups, per hour. If an employer chooses
not to provide the full-shift quantity of drinking water at the start of a work shift (e.g., two gallons per worker for an eight-hour shift), the standard requires effective written procedures for drinking-water replenishment allowing each worker to drink one quart per hour. In other words, a sufficient quantity of water must always be present and readily
accessible allowing every worker to consume at least one quart of water per hour until the water supply has been replenishment during the work shift is out of compliance if at any time drinking water is not available to workers, 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 workers. What is meant by encouragement to drink it frequently.
The importance of this cannot be overstated. Workers are there to work, and many of them may not feel how urgently their bodies need water. The 2006 Cal/OSHA Heat Illness analysis showed that although 90% of the workers suffering from heat illnesses were dehydrated. The tendency of workers
to be unaware of and/or not respond to their body's need to hydrate is an unfortunate but preventable cause of heat illness. In their worker training sessions, employers must emphasize the importance of drinking water frequently throughout the day, especially in high heat. By 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, employers can actively facilitate and encourage the frequent drinking of water. Are there other regulations that apply to the provision of drinking water: These standards require employers
to provide sufficient quantities of drinking water in the work settings covered by the particular standard. What is considered sufficient access to shade? When temperatures do not exceed 80 F, employers must still provide timely access to shade
if requested by a worker. It is helpful to have the shade erected if the weather is hot enough that the shade erected if the weather is hot enough that the shade erected if the weather is hot enough that the shade erected if the weather is hot enough that the shade erected if the weather is hot enough that the shade erected if the weather is hot enough that the shade erected if the weather is hot enough that the shade erected if the weather is hot enough that the shade erected if the weather is hot enough that the shade erected if the weather is hot enough that the shade erected if the weather is hot enough that the shade erected if the weather is hot enough that the shade erected if the weather is hot enough that the shade erected if the weather is hot enough that the shade erected if the weather is hot enough that the shade erected if the weather is hot enough that the shade erected if the weather is hot enough that the shade erected if the weather is hot enough that the shade erected if the weather is hot enough that the shade erected if the weather is hot enough that the shade erected if the weather is hot enough that the shade erected if the weather is hot enough that the shade erected if the weather is hot enough that the shade erected if the weather is hot enough that the shade erected if the weather is hot expected in the shade erected if the weather is hot expected in the shade erected if the weather is hot expected in the shade erected if the weather is hot expected in the shade erected in the shade erected
in fact exceeding 80 F at the worksite. What are appropriate sources of shade? Shade may be provided by any natural or artificial means that do not expose workers to unsafe or unhealthy conditions and do not deter or discourage use. For example, buildings, canopies, lean-tos, or other partial or temporary structures that are either ventilated or open
to air movement may provide shade for breaks or preventative cool-down rests for outdoor workers. Trees can also provide shade if the following conditions are met: The canopy of the trees must be sufficiently dense to provide substantially complete
blockage of direct sunlight, and The branches from the trees must not be so low to the ground that workers must crouch or cannot sit up straight without contacting vegetation Spots of sunlight. Where trees or other vegetation are used to provide shade
the thickness and shape of the canopy must, given the changing angles of the sun, result in a sufficient shadow being cast to protect workers from the sun during the entire shift. The interior of a vehicle may not be used to provide shade unless the vehicle is air-conditioned and the air conditioner is running throughout the workday. Similarly, metal
storage sheds and other outbuildings do not provide a cooling environment comparable to shade in open air (i.e., they must be mechanically ventilated or open to air movement). When is shade of sufficient quality? Shade is blockage of direct sunlight. Blockage is
sufficient when objects do not cast a shadow in the shaded area used to provided in a shaded unenclosed area in the same location. What is acceptable access and location? Shade must be easy for workers to reach and its location must not deter or
discourage access or use. Workers should not have to encounter any obstacles or hazardous or unreasonably unpleasant conditions to reach the shade nor should it be located next to portable toilet facilities or where workers would sit on wet
or muddy ground or come in contact with branches, brush, and thorns. The shaded area must let workers assume a comfortable posture and must not cause exposure to another health or safety hazard. Therefore, the shade requirement cannot be met by using areas underneath mobile equipment, like a tractor, or areas that require workers to crouch
in order to sit fully in the shade. The shade, whether natural or structural, must be as close as practicable to where working, given the working, given the working conditions and layout of the working where to place shade
structures. Because shade is more portable than bathroom facilities, it can and should be placed closer to where workers work. This may involve placing shade structures in multiple areas over large worksites and/or moving the structures as the work area changes (such as movement across fields and rows). How much shade must be available?
Employers must ensure there is enough shade for all workers taking a rest and recovery period (breaks) at any one time to sit comfortably and fully in the shade without touching each other. This does not mean that employers may, for
example, rotate the breaks among workers. They may also erect additional structures on an as-needed basis. Any such procedure must be clearly and accurately described above for breaks also apply to meal breaks. The only difference is that employers
are required to provide shade for all workers who choose to remain in the general area of work or in areas designated for recovery and rest periods. Employers are not required to provide shade for workers who choose to spend meal periods in their own air-
conditioned vehicles. However, employers may not require or pressure workers to eat their lunch in their own vehicles or go off site to eat. What if it is unsafe to provide a shade structure? When provides equivalent protection. For
example, it may be unsafe to erect a shade structure near the edge of a trench or ravine, or when high winds could cause a shade structure placed near workers to blow away and hit them or create a hazard to others in the area. Furthermore, establishing a shade structure on a continuous basis may be infeasible for workers who constantly move from
site to site (e.g., meter readers or irrigation installers). In these cases, the employers may provide cooling measures other than shade? Nonagricultural employers may provide cooling measures other than shade if they
can demonstrate that the alternative is at least as effective as shade. For example, misting machines are acceptable when the employer can demonstrate that they are at least as effective as shade at allowing the body to cool. What are the requirements for encouraging workers to rest in the shade? The employer is required to allow and encourage
workers to take a cool-down rest in the shade for a period of no less than five minutes at a time when they feel the need to do so to protect themselves from overheating. Waiting until symptoms appear before seeking shade and recovery creates a significant risk of developing heat illness. It is crucial that workers not be rushed while taking the cool-
down rest, since the purpose of the cool-down rest in the shade is to reduce heat stress on the worker. Shade removes sunlight as a source of heat, and since people produce more metabolic heat while working, resting out of direct sunlight reduces heat stress while also reducing the heart rate. Encouraging workers to take a cool-down rest in the
shade is of primary importance particularly for workers who are paid on a piece-rate basis, as they would be less inclined to use this preventive rest. Water should be available in the rest area so that workers are encouraged to drink more water. Workers must be monitored during a cool-down rest and asked if they are experiencing any symptoms of
heat illness, including simple fatique. If any signs or symptoms of heat illness are observed or reported, the employer must not order the worker until the signs or symptoms of heat illness may include pale skin, heavy sweating, headache, muscle
cramps, and fatigue. If no sign or symptom of heat illness is observed or reported, monitoring may be periodic, rather than continuous. If a worker exhibits or complains of any sign or symptom of heat illness, appropriate first aid, and emergency response procedures (if necessary) should be initiated without delay. Progression to more serious illness
can be rapid and can include altered coordination and speech, mental confusion, unusual behavior, nausea, vomiting, hot dry skin, unusually profuse sweating, loss of consciousness, and seizures. The affected worker may be unable to self-diagnose these problems. If heat illness is suspected, emergency medical personnel should be contacted
immediately. No worker with signs or symptoms of heat illness should be left unattended or sent home without being offered onsite first aid or provided emergency medical services, as discussed in subsection (e) of 8 CCR §3395 (see Q&A No.9). "Preventative cool-down rest periods" at agricultural worksites are discussed in subsection (e) of 8 CCR
water is plumbed), Oil and gas extraction, and Transportation (except for employment that consists of operating an air-conditioned vehicle and does not include loading and unloading). When temperatures reach or exceed 95 F, employers listed in subsection (e)
of 8 CCR §3395 and described below: How should employers monitor workers during high heat? During periods of high heat, it is crucial that workers be monitored for early signs and symptoms of heat illness to help ensure that sick workers be monitored for early signs and symptoms of heat illness is arrested. If a worker suffers syncope
no more than 20 workers, direct observation by a supervisor or designee may be sufficient. When there are too many workers to allow direct observation, the employer must train the workers to stay in contact, observe each other throughout the day, and
immediately report any signs or symptoms of heat illness. For workers who are required to work alone, the employer may communicate with the worker by radio or cell phone, provided there is adequate coverage. The worker must be contacted regularly and as frequently as practicable throughout the day, since a worker in distress may not be able to
summon help on his or her own. Employers may use different methods to monitor for heat illness. Whatever method is used, the employer must be able to ascertain the condition of workers at regular intervals and provide emergency services when a worker reports symptoms of heat illness or is unable to respond. Who should be authorized to call for
emergency services? All workers must be trained to recognize the signs and symptoms of heat illness and must be allowed to call for emergency medical services, many will be reluctant to do so. Therefore, employers should specifically assign one
or a small number of workers per crew to call for emergency medical services. A designated worker may be either supervisory or non-supervisory. When pre-shift meetings are required, what should they cover? Pre-shift meetings are not meant to
review every element previously covered in regular training or in orientation. The employer may determine whether the training is required based on the predicted temperature in the area. Topics that should be covered in pre-shift meetings include staying hydrated and taking cool-down rests, identifying the workers who should call for emergency
medical services when needed, and how workers will be observed. For workers working remotely, the employer may conduct pre-shift meetings by cell phone or radio. When are preventative cool-down rest
period" every 2 hours. During the first 8 hours of a shift, the cool-down periods may be provided at the same time as the rest periods must be counted by Industrial Welfare Commission Order No. 14 (8 CCR §11140). Such rest periods must be counted as hours, the employer must provide an additional 10-
minute cool-down rest period every 2 hours. For example, if the shift extends beyond 8 hours, an additional rest period is required at the end of the tenth hour. Employers must ensure that workers actually take the cool-down rest periods required under
this section. Merely offering the opportunity for a break is not enough. Employers are required to provide additional breaks as soon as the temperature does not reach 95 F. For example, even if the temperature does not reach 95 F until the last half of an eight-hour shift, the employer must ensure that workers take cool-down rest periods starting
at the end of the eighth hour of work if the shift will last longer than eight hours. Cal/OSHA does not require employers to keep records of breaks issued under this section, but doing so is the best practice and would benefit them. What emergency response procedures must an employer implement? The importance of rapidly and effectively obtaining
emergency medical services in the event of a serious injury or illness cannot be overstated. Particularly at non-fixed worksite is served by the 911 system, needs to be ready to contact and communicate with emergency responders. Emergency
medical services must be provided as quickly as possible if a worker suffers heat illness. The employer's procedures must include contacting emergency medical services when necessary, as well as taking immediate steps to keep a stricken worker cool and comfortable once emergency service responders have been called. The goal is to stop the rapid
progression to more serious illness, which can include mental confusion, loss of consciousness, and seizures. As a result, employers must ensure that supervisors and workers are trained to recognize the signs and symptoms of heat illness, take steps immediately to prevent the progression of heat illness, provide basic first aid (such as cooling towels
and shade), obtain emergency medical services, and not allow a worker with signs or symptoms of heat illness to be left alone or sent home without being offered onsite first aid or provided with emergency medical services. Employers, however, are not required to provide medical personnel on site, and supervisors and workers are not expected to
have medical expertise to diagnose heat illness. Establishing emergency response procedures is particularly important at non-fixed or remote worksites or worksites or worksites or worksites or worksites that are difficult to locate or access. If workers cannot reach emergency medical services directly (because cell phone coverage is inadequate, for example), the employer must designate
a person who can immediately contact emergency services on behalf of the workers and can provide emergency services with accurate directions to the worksite. The workers must be able to reach this person quickly (such as by radio) to request that emergency medical services be summoned. If, however, workers are able to contact emergency
medical services directly, they must be allowed to do so in an emergency and must not be required to contact a supervisor first. Employers must be previded with a map of their location or detailed,
clear, and precise directions that can be given to emergency responders. Employers should also be aware that the following title 8 regulations require first aid and emergency responses in specific industries: What is acclimatization is a process by which
the body adjusts to increased heat exposure. The body needs time to adapt when working in hotter environments. Workers are more likely to develop heat illness if they are not allowed or encouraged to take it easy when a heat wave strikes or when starting a job that newly exposes them to heat. Acclimatization is fully achieved in most people within
4 to 14 days of regular work involving at least 2 hours per day in the heat. Employers must be vigilant, especially with new workers who are not acclimatized and during heat waves. A supervisor or designee must closely observe workers who are not acclimatized and during heat waves. A supervisor or designee must be vigilant, especially with new workers. The commonly-understood definition of "observation" includes verbal communication as well as visually checking
on a worker. Best practices include finding ways to lessen the intensity of workers' work during a heat wave and during their first two weeks work in a hot environment. For purposes of this section, "heat wave" means any day in which the predicted high temperature for the day will be at least 80 F and at least 10 degrees Fahrenheit higher than the
average high daily temperature for the preceding five days. How is training evaluated for compliance with the standard? Employers must train all workers, both supervisory, on the risk factors for heat illness, and policies and procedures established to comply
with this regulation. Training must be provided before the beginning of work involving a risk of heat illness. Training that is given close in time to the hot season is more effective than training given during colder seasons without follow-up refresher training. As a best practice, some employers use a daily "tailgate meeting" approach for the refresher
training, starting out each work shift with a brief safety reminder about issues considered particularly relevant to the work to be performed that day. The basic test of training is its effective, training must be understood by workers and given in a
language the workers understand. The test of compliance is whether training has occurred, whether the required content has been effective in communicating the essentials to workers. To evaluate compliance, Cal/OSHA personnel ask supervisory and nonsupervisory workers about required training
elements. The questions are designed to determine whether workers received training through methods generally recognized as effective and whether they understood its content. Inspectors will not expect all answers to be correct but will look for indicators that the employer has made a good-faith effort to communicate all the essential information
Employers must ensure that their work procedures are consistent with the information provided in the training. Cal/OSHA recommends that employers must be trained on.
Such training is crucial: the 2006 Cal/OSHA Heat Illness analysis showed that 63% of the supervisors of workers who died from heat stroke had not been trained in the prevention of heat illness es. The additional topics for supervisors are as follows: The procedures the supervisor must follow to implement the company's Heat Illness Prevention Plan
(see Q&A no. 12), The procedures to follow when a worker exhibits or reports symptoms consistent with possible heat illness, including which steps to follow to provide first aid and immediate medical treatment, How to monitor weather reports and supervisors must be trained on every detail
of the employer's emergency response procedures. What written procedures should an employer develop, put in writing, and implement effective procedures for complying with the requirements of this standard. A compliant Heat Illness Prevention Plan (HIPP) includes the
following subsections of 8 CCR §3395: Procedures for providing sufficient water, as described in subsection (e), Emergency response procedures for providing access to shade, as described in subsection (f), and Acclimatization methods and procedures in
accordance with subsection (g). A heat illness prevention plan that is little more than a restatement of the safety orders does not satisfy the standard; instead, it must be specific and customized to the employer's plan. The
most successful employers teach and make their system work using a teamwork approach. The HIPP must be written both in English and in the language understood by the majority of workers. It must be available to workers at the work site, as well as to representatives of Cal/OSHA upon request. The plan will be considered available at the work site
if, for example, it is accessible on a cell phone or other electronic device that is available for workers to use for this purpose upon request. The HIPP may be integrated into the employer's Injury and Illness Prevention Program required under 8 CCR §3203. Cal/OSHA offers a Written Model Program that can be used to help develop an HIPP. Where
can I get more information on heat illness? Numerous resources and heat illness reminding all employers to protect outdoor workers from heat illness as excessive heat watches have been issued throughout California. The temperature is forecast to exceed
100 degrees in many parts of the state this week. Employers in California must take steps to provide outdoor workers fresh water, rest, shade and training. Cal/OSHA's heat illness by providing water, rest, shade and training. Cal/OSHA's heat illness prevention standard applies to all outdoor workers fresh water, rest, shade and training.
access to shade at 80 degrees and whenever requested by a worker, cool-down rest breaks in addition to regular breaks and maintain a written prevention plan with training on the signs of heat illness and what to do in case of an emergency. In certain industries, when the temperature at outdoor worksites reaches or exceeds 95 degrees, Cal/OSHA's
standard requires additional protections. The industries with high-heat requirements are agriculture, construction, landscaping, oil and gas extraction and transportation of agricultural products, construction materials or other heavy indusial and commercial products. High-heat procedures include ensuring employees are observed regularly for signs
of heat illness and establishing effective communication methods so workers can contact a supervisor when needed. Employers with outdoor workers in all industries must take the following steps to prevent heat illness: Plan - Develop and implement an effective written heat illness prevention plan that includes emergency response procedures
Training - Train all employees and supervisors on heat illness prevention. Water - Provide drinking water that is fresh, pure, suitably cool and free of charge so that each workers to do so. Rest - Encourage workers to do so. Encourage work
the need to do so to protect themselves from overheating. Workers should not wait until they feel sick to cool down. Shade - Provide proper shade when temperatures exceed 80 degrees. Workers have the right to request and be provided shade to cool off at any time. Cal/OSHA's Heat Illness Prevention special emphasis program includes enforcement
of the heat regulation as well as multilingual outreach and training programs for California's employers and workers. Details on heat illness prevention web page and the 99calor.org informational website. A Heat Illness Prevention online tool is also
available on Cal/OSHA's website. Cal/OSHA helps protect workers from health and safety hazards on the job in almost every workplace in California. Employers and workers who have questions or need assistance with workplace in California.
workplace safety and health hazards can be filed confidentially with Cal/OSHA district offices. Media Contact: InfoCons@dir.ca.gov, or call your local Cal/OSHA Consultation Office The California Department of Industrial Relations, established in
1927, protects and improves the health, safety, and economic well-being of over 18 million wage earners, and helps their employers comply with state labor laws. DIR is housed within the Labor & Workforce Development Agency T8CCR 3395(b) Definitions state: "Shade" means blockage is sufficient issued within the Labor & Workforce Development Agency T8CCR 3395(b) Definitions state: "Shade" means blockage is sufficient issued within the Labor & Workforce Development Agency T8CCR 3395(b) Definitions state: "Shade" means blockage is sufficient issued within the Labor & Workforce Development Agency T8CCR 3395(b) Definitions state: "Shade" means blockage of direct sunlight. One indicator that blockage is sufficient issued within the Labor & Workforce Development Agency T8CCR 3395(b) Definitions state: "Shade" means blockage is sufficient issued within the Labor & Workforce Development Agency T8CCR 3395(b) Definitions state: "Shade" means blockage is sufficient issued within the Labor & Workforce Development Agency T8CCR 3395(b) Definitions state: "Shade" means blockage is sufficient issued within the Labor & Workforce Development Agency T8CCR 3395(b) Definitions state: "Shade" means blockage is sufficient issued within the Labor & Workforce Development Agency T8CCR 3395(b) Definitions state: "Shade" means blockage is sufficient issued within the Labor & Workforce Development Agency T8CCR 3395(b) Definitions state and the Labor & Workforce Development Agency T8CCR 3395(b) Definitions state and the Labor & Workforce Development Agency T8CCR 3395(b) Definitions state and the Labor & Workforce Development Agency T8CCR 3395(b) Definitions state and the Labor & Workforce Development Agency T8CCR 3395(b) Definitions state and the Labor & Workforce Development Agency T8CCR 3395(b) Definitions state and the Labor & Workforce Development Agency T8CCR 3395(b) Definitions state and the Labor & Workforce Development Agency T8CCR 3395(b) Definition and the Labor & Workforce Development Agency T8CCR 3395(b) Definition and the Labor & 
when objects do not cast a shadow in the area of blocked sunlight. Shade is not adequate when heat in the area of shade defeats the purpose of shade to a person inside it, unless the car is running with air conditioning. Shade may be provided
by any natural or artificial means that does not expose employees to unsafe or unhealthy conditions and that does not deter or discourage access or use. T8CCR 3395(d) Access to shade states: (1) Shade shall be present when the temperature exceeds 80 degrees
Fahrenheit, the employer shall have and maintain one or more areas with shade at all times while employees are present that are either open to the air or provided with ventilation or cooling. The amount of shade present shall be at least enough to accommodate the number of employees on recovery or rest periods, so that they can sit in a norma
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 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. (2) 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 employees shall be available when the temperature in the work area does not exceed 80 degrees Fahrenheit.
allowed and encouraged to take a preventative cool-down rest in the shade when they feel the need to do so to protect themselves from overheating. Such access to shade shall be monitored and asked if he or she is experiencing symptoms of heat
illness; (B) shall be encouraged to remain in the shade; and (C) shall not be ordered back to work until any signs or symptoms of heat illness have abated, but in no event less than 5 minutes in addition to the time needed to access the shade. (4) If an employee exhibits signs or reports symptoms of heat illness while taking a preventative cool-down
rest or during a preventative cool-down rest period, the employer shall provide appropriate first aid or emergency response according to subsections (d)(1) and (d)(2): (1) Where the employer can demonstrate that it is infeasible or unsafe to have a shade structure, or otherwise to have shade present on a
continuous basis, the employer may utilize alternative procedures for providing access to shade if the alternative procedures provided in lieu of shade if the employer can demonstrate that
these measures are at least as effective as shade in allowing employees to cool. T8CCR 3395 (i)(1) states the following: (i) Heat Illness prevention plan. The plan shall be in writing in both English and the language understood by the majority of the
employees and shall be made available at the worksite to employees and to representatives of the Division upon request. The Heat Illness Prevention Plan may be included as part of the employees and Injury Prevention Plan may be included as part of the employees and Injury Prevention Plan may be included as part of the employees and Injury Prevention Plan may be included as part of the employees and Injury Prevention Plan may be included as part of the employees and Injury Prevention Plan may be included as part of the employees and Injury Prevention Plan may be included as part of the employees and Injury Prevention Plan may be included as part of the employees and Injury Prevention Plan may be included as part of the employees and Injury Prevention Plan may be included as part of the employees and Injury Prevention Plan may be included as part of the employees and Injury Prevention Plan may be included as part of the employees and Injury Prevention Plan may be included as part of the employees and Injury Prevention Plan may be included as part of the employees and Injury Prevention Plan may be included as part of the employees and Injury Prevention Plan may be included as part of the employees and Injury Prevention Plan may be included as part of the employees and Injury Prevention Plan may be included as part of the employees and Injury Prevention Plan may be included as part of the employees and Injury Prevention Plan may be included as part of the employees and Injury Prevention Plan may be included as part of the employees and Injury Prevention Plan may be included as part of the employees and Injury Prevention Plan may be included as part of the employees and Injury Plan may be included as part of the employees and Injury Prevention Plan may be included as part of the employees and Injury Plan may be included as part of the employees and Injury Plan may be included as part of the employees and Injury Plan may be included as part of the employees and Injury Plan may be included as part of the employees and
shade. Guidance, Best Practices and Warnings To prevent heat illness, there must be a balance between heat load on the body to cool. When to Provide Shade? Cal/OSHA requires that when temperature in the workplace
exceeds 80 degrees, shade structures must be erected if no other shade is readily available. Even if temperatures do not exceed 80 degrees, shade must still be available, and it is helpful to have the shade erected if the weather is hot enough that the shade erected if the weather is hot enough that the shade erected if no other shade is readily available, and it is helpful to have the shade erected if the weather is hot enough that the shade erected if no other shade is readily available.
advance (for example, by television or radio or on the Internet) to know when the temperature will probably exceed 80 degrees at the worksite. Amount of Shade "Recovery and rest period" refers to the normal breaks. Employers are expected to know if the temperature is in fact exceeding 80 degrees at the worksite.
to accommodate all of the employees who are on such a break at any point in time. This does not mean that employers are required to provide enough shade to accommodate all of the employees on the shift at the same time. Employers are required to provide enough shade to accommodate all of the employees on the shift at the same time. Employers are required to provide enough shade to accommodate all of the employees on the shift at the same time.
basis. During meal periods, the employer must provide enough shade for all of the employees who choose to remain in the general area of work or in areas designated for recovery and rest periods. Employers are not required to provide shade for
employees who choose to spend meal periods in their own air-conditioned vehicles. However, employees to eat their lunch in their own vehicles or go off site to eat. Ways To Provide Cooling You need to provide shade as required to employees to allow their bodies to cool during breaks (see Benefits of Rest
Breaks), at lunch, or during a preventative cool down rest periods (see Preventative Cooling Measures in Agriculture, you can use one or more Alternative Cooling Measures (in lieu of shade) to provide cooling to your employees, see Shade and Other Cooling Measures. To use these
Alternative Cooling Measures you must make sure they are safe to use for the conditions in your workplace and demonstrate that they are at least as effective as shade in allowing employees to cool. Also, during high heat you may need to add one or more Alternative Cooling Measures to prevent heat illness. No matter how you choose to provide
cooling for your employees remember to ensure that: Sufficient supplies of potable drinking water are close by Individuals are encouraged to frequently drink sufficient amounts of water Employees are able to assume comfortable body postures You also must ensure that the shade is easy for employees to reach and they do not have to encounter any
obstacles or hazardous or unreasonably unpleasant conditions while moving towards the shade or resting in the shade or open to air movement (e.g., semi finished garages or other unfinished structures). If two or more stories are
available employees can rest in the lowest floor in the shade. Tarpaulins tied to 4 posts Lean-tos Conex mounted RV canopies Full and thick tree canopies that block direct sunlight Buildings Enclosed areas only if they provide cooling comparable to shade in the open air Providing Cooling from Shade It is a good idea to set up the shade in advance, if
at 5:00 p.m. the night before, the temperature is predicted to exceed 80° F. Or if you want to monitor the temperature at the work hours, perform hourly checks of the temperature at the worksite on the day of work and set up the shade immediately if the temperature exceeds 80 Degrees. Set-up shades such that there will always be room for
employees wanting to have rest under the shade and for handling emergency situations during warm or hot weather, high heat and a heat wave. Set-up in advance portable umbrellas, canopies, and other portable devices used for providing shade Move portable shade areas as close to work areas as possible. In situations where trees or other
vegetation are used to provide shade, have a designated person evaluate the thickness and shape of the shaded area before assuming that sufficient shadow is being cast to protect employees throughout the shift. Have a designated person to point out the daily location of the shade structures to the workers. Do not let employees sit directly on the
ground as it may add more heat to the body. Instead, provide blankets, chairs, benches, etc. 2 weeks in advance (or as many days in advance to plan in advance the work schedule. Find
out whether high heat is expected and if additional work schedule modifications will be necessary. This type of advance planning should take place all summer long. Prior to each worksite see Monitor The Weather. Based on the weather, make
modifications to the work schedule such as stopping work early, rescheduling the job, working at night or during the cooler hours of the day, and increasing the number of water and rest breaks. The designated person can check the temperature every 60 minutes to ensure that once the temperature: exceeds 80 degrees Fahrenheit, the shade
structures are accessible to the workers, indicates an upcoming heat wave, special precautions are taken, equals or exceeds 95 degrees Fahrenheit High Heat Procedures are implemented. Shade is adequate only when it completely blocks the direct sunlight and allows the body to cool. In adequate shade people and objects in the shade do not cast
shadows in the area of blocked sunlight. Shade is not adequate when it does not allow the body to cool. Do not provide a cooling environment comparable to shade in the open air The interior of vehicles. This is because they keep heating up in the sun and do not
provide cooling unless the air-conditioning system is continually running and working effectively Areas underneath or near equipment (e.g., tractors) or vehicles as they expose employees to other potential hazards Access to shade is effective only when it does not deter or discourage access or use. Do not have shade located: Across a fence or
obstacles Too far from work area Such that employees have to cross traffic or waterways to reach the shade Near areas with dirty, dusty and unsanitary conditions Next to portable toilet facilities or where employees would sit on wet or muddy ground or come in contact with branches, brush, and thorns. For non-agricultural employers, when it is not
possible to erect a snade structure, the employer may use alternative procedures for the conditions in your workplace and you must demonstrate that they are at least as effective as snade in allowing employees to cool. Afternative cooling
measures include, but are not limited to, cooling employees by: Putting them in an air-conditioned environment, if available Using misting machines Using cooling vests (e.g., commercially available ice vests) Using water-cooled garments (e.g., hoods, vests and "long johns"). These require a battery-driven circulating pump, liquid-ice coolant, and a
container Using battery operated, portable cooling devices or equipment Using air cooled garments (e.g., suits or hoods)
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