

On The Alert!

Date: May 1, 2015
Attention: ASCIP Members
Affected Department(s): Risk Management/Administration, Athletics, Trainers
Applicability: K-12, Community Colleges, and Charter Schools

Heat Illness Prevention – Amendment Effective May 1, 2015

Effective May 1, 2014 California Code of Regulations, Title 8, Section 3395 on heat illness prevention (HIP) has been amended. This alert provides guidance on the new requirements. Please note that this alert does not cover all possible situations.

The amendments mandate changes in certain thresholds, procedures, and responses that impact training as well as potential liabilities and penalties.

- **Water:** “Fresh, pure, suitably cool” water must be located as close as practicable to where employees are working, with exceptions when employers can demonstrate infeasibility. Employers must provide enough fresh, pure, suitably cool water so that each employee can drink at least 1 quart or four 8 ounce glasses of water per hour, and must encourage them to do so.
- **Shade:** Employers must provide access to shade and encourage employees to take a minimum 5 minutes cool-down rest in the shade. Shade must be provided when the temperature reaches 80 °F (the current threshold is 85 °F), and must be sufficient to accommodate all employees on recovery or rest periods and those taking onsite meal periods.
- **Preventative cool-down rest:** Employees must be 1) monitored for symptoms of heat illness; 2) encouraged to remain in the shade; and 3) cannot go back to work until symptoms are gone. Employees with symptoms must be provided appropriate first aid or emergency response. Employers should not wait until employees feel sick to cool down.
- **High-heat procedures:** The trigger remains at 95 °F. Employer must ensure “effective” observation and monitoring, including a mandatory buddy system and regular communication with employees working by themselves. During high heat, employees must be provided with a minimum 10-minute cool-down period every two hours. This means that employees must be given an extra 10-minute rest period for workdays longer than 8 hours during high heat periods.
- **Emergency response procedures:** Requires effective communication; response to signs and symptoms of heat illness; and procedures for contacting emergency responders to help employees in distress.
- **Acclimation procedures:** New employees must be closely observed for their first two weeks on the job. Employers must closely observe all employees during a heat wave (80 °F).
- **Training:** Employees will need to be trained on the amended regulation effective May 1, 2015.

For more information:

- <http://www.dir.ca.gov/DOSH/HeatIllnessInfo.html>
- Department of Industrial Relations Heat Illness Prevention Regulation Amendments, California Code of Regulations, Title 8, Section 3395, Guidance for Employers and Employees on the New Requirements dated March 23, 2015 (pdf document)
- ASCIP 2015 Heat Illness Prevention Training (PowerPoint document)
ASCIP Heat Index and HIP Tracker (Excel file)

Please contact your ASCIP risk services consultant at (562) 404-8029 to discuss further.