



Date: May 1, 2015
Attention: ASCIP Members
Subject: Heat Illness Prevention Revisions Effective May 1, 2015
Affected Department: All District Departments
Applicability: K-12 Districts and Community College Districts

BACKGROUND:

The California Code of Regulations, Title 8, Section 3395 has been amended and is in effect on May 1, 2015. The new requirements include potable water, shade, preventative cool-down rest periods, high heat procedures, acclimation, and training requirements. Districts should update their heat illness prevention plans and train their employees for compliance with the new regulations. The purpose of this notice is to provide a summary of the new requirements.

CONCERNS:

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

GUIDANCE/RECOMMENDATIONS:

Below is a summary of the Heat Illness Prevention regulation revisions:

Water: “Fresh, pure, suitably cool (or cooler than the ambient temperature)” 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 per hour, or four 8 ounce glasses, of water per hour, and must encourage them to do so.

Previously, the standard stated that employers had to provide employees with access to potable drinking water that was clean and maintained through individual dispensers, faucets, or drinking fountains.

Shade: Employers must provide access to shade and encourage employees to take a 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. This must be provided when the temperature reaches 80 degrees F (previously the threshold was 85 degrees F), and it must 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 be ordered 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. See “Heat Illness” Safety Spotlight on the ASCIP website heat-related illnesses and first aid measures.

High-heat procedures: Trigger remains at 95 degrees 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 workers in distress.

Acclimation procedures: Employers must closely observe all employees during a heat wave (80 degrees F). New employees must be closely observed for their first two weeks on the job.

TIPS FOR COMPLIANCE:

1. Review your heat illness and prevention plan and amend it so that it reflects the new requirements for the above changes. ASCIP has provided a sample template for you to use and customize.
2. Closely monitor temperature changes to ensure that you are following the amendment’s acclimatization requirements. ASCIP created a Heat Index Tracker that can be used to track temperatures.
3. Conduct a site inspection or work site as applicable to ensure that shade and water is being provided as close as practicable to the areas employees are working.
4. Train your employees and supervisors on the revised heat illness plan and procedures, cool-down rest breaks, and monitoring procedures. Retrain your employees on how to prevent heat illness. ASCIP has prepared a sample PowerPoint presentation for members to customize.

ASCIP STAFF CONTACT:

Contact ASCIP Risk Services staff (562) 404-8029 should you have questions or need further assistance.

RESOURCES:

- 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)
- Heat Illness Safety Spotlight including signs and prevention tips
- Heat Related Illness and First Aid Measures handout
- ASCIP Heat Index and HIP Tracker (Excel file)
- PowerPoint Staff Training Tool