



Pacific Maritime Association

Accident Prevention Department
555 Market Street, 3rd Floor
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SAFETY BULLETIN 3-2013

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California Standard for Heat Illness

Overview:

The California Occupational Safety and Health Standards Board on August, 2010 approved revisions to Title 8 Section 3995 Heat Illness Prevention. The changes apply to outdoor places of work for our industry. The regulations are written to easily cite the employer for minor infractions. The full regulations are located at; <http://www.dir.ca.gov/Title8/3395.html>

The main points of these regulations for management are:

- Requires a written company plan.
- Supervisors must be “effectively” trained.
- Employees must be “effectively” trained before exposure.
- Provide shade if the temperature exceeds 85 degrees.
- Implement High Heat Procedures if the temperatures equal or exceed 95 degrees.
- Summon emergency medical assistances IMMEDIATELY as necessary.
- Provide first aid IMMEDIATELY as necessary.
- Designating a person to be available to ensure that emergency procedures are invoked.

High-heat procedures include the following to the extent practicable:

- (1) Providing effective communication (by voice, observation, or electronic means) so that employees at the work site can contact a supervisor when necessary. (Note: This is something to consider if persons are required to work alone.)
- (2) Observing employees for alertness and signs or symptoms of heat illness. (At this heat level some plan needs to be in place to observe employees.)
- (3) Reminding employees throughout the work shift to drink plenty of water. (At this heat level some plan for notification/reminding employees to rehydrate is necessary.)
- (4) Close supervision of a new employee by a supervisor or designee for the ***first 14 days*** of the employee's employment ***by the employer***, unless the employee indicates at the time of hire that he or she has been doing similar outdoor work for at least 10 of the past 30 days for 4 or more hours per day. (Note this regulation is not written for our industry and is confusing. It does not indicate if the observation need be made for the first 14 days only if at risk to the exposure to heat stress or not. It does not indicate that persons who routinely work in our industry can be considered “observed”. If the employee does not indicate to the employer then the default is observation. This is unrealistic. However on days exceeding 95

degrees, employers need to have some plan to determine and identify workers who are not acclimatized and must pay close attention to their condition if they are at risk of heat stress.)

These regulations require “effective” training of Supervisors and Employees on the reasonable assumption that someone may be exposed to even the risk of heat illness.

Employee training. Effective training in the following topics **shall be provided** to **each** supervisory and non-supervisory employee **before** the employee begins work **that should reasonably be anticipated to // result in exposure to // the risk of heat illness:**

- (A) The environmental and personal risk factors for heat illness, as well as the added burden of heat load on the body caused by exertion, clothing, and personal protective equipment.
- (B) The employer's procedures for complying with the requirements of this standard.
- (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.
- (D) The importance of acclimatization.
- (E) The different types of heat illness and the common signs and symptoms of heat illness.
- (F) The importance to employees of immediately reporting to the employer symptoms or signs of heat illness in themselves, or in co-workers.
- (G) The employer's procedures for responding to symptoms of possible heat illness, including how emergency medical services will be provided.
- (H) The employer's procedures for contacting emergency medical services, and if necessary, for transporting employees to an emergency medical service provider.
- (I) The employer's procedures for ensuring that, in the event of an emergency, clear and precise directions to the work site can and will be provided as needed to emergency responders. These procedures shall include designating a person to be available to ensure that emergency procedures are invoked when appropriate.

(2) ***Supervisor training.*** Prior to supervising employees performing work 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 the employer to the employees above.
- (B) The procedures the supervisor is to follow to implement the applicable provisions in the regulations.
- (C) The procedures the supervisor is to follow when an employee exhibits symptoms consistent with possible heat illness, including emergency response procedures.
- (D) How to monitor weather reports and how to respond to hot weather advisories. (Note the regulations have nothing requiring “response to hot weather advisories” only actions at the 85 degree and 95 degree trigger points.)

The **employer's procedures** for complying with each requirement of this standard shall be in writing and **shall be made available to employees** and to representatives of the Division upon request.

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Cal OSHA has a number of informational and training materials on its website referenced below. PMA has tried to include all the employee training points on the Heat Stress Safety Tip Flyer (May 2013). Cal OSHA has developed a “Supervisors Checklist” referenced below. We believe that this will be the Cal OSHA enforcement officer check list as well.

Employers should take note of these regulations.

References:

Title 8 Article 3395 Heat Illness Prevention

<http://www.dir.ca.gov/Title8/3395.html>

Cal OSHA Heat Illness Prevention e-Tool

<http://www.dir.ca.gov/dosh/etools/08-006/index.htm>

Cal OSHA Heat Safety Supervisors Daily Checklist

http://www.99calor.org/_downloads/Employers_training_Kit/daily_checklist_english.pdf.