Heat Illness Prevention Plan

Instructions

Use this plan to document compliance with the Heat Illness Prevention guidelines that might apply to your work environment. Complete the text in **[Bold]** with your facility/location information.

Scope

This Heat Illness Prevention Plan is available to all employees and regulatory representatives upon request.

Purpose

The Heat Illness Prevention Plan was developed to protect employees from heat-related exposures and illnesses. **[Organization Name]** understands that employees who work in indoor or outdoor hot environments for extended periods are at risk for heat-related illnesses and that every employee has the right to a heat-illness-free workplace.

[Organization Name] is committed to taking every precaution to protect employees exposed to heat stress, including establishing safe work practices, heat illness prevention controls, and emergency preparedness, which will be detailed in this plan. **[Organization Name]** complies with local, state, and federal regulations and follows best practices. This plan is available to all employees in English, the language most employees understand. Please also refer to relevant state-specific heat illness prevention addendums and requirements.

Heat stress hazards will be evaluated prior to the start of and during work activities.

Goals

The goals for our plan include:

- Documenting the minimum essential heat illness prevention steps that apply to most work settings.
- Acknowledging that some employees will be more susceptible to heat illnesses than others.
- Understanding the importance of acclimatization, hydration, shade, cool-down rest periods, training, etc.
- Recognize signs and symptoms of different heat illnesses.
- Know what to do if you or someone else is experiencing signs of a heat illness.

General Criteria

This program applies whenever an employee is required to perform work activities indoors or outdoors in a high-heat environment that puts them at risk for heat-related Illnesses. At a minimum, we recognize the U.S. Occupational Safety and Health Administration's (OSHA) definition of heat-related days of interest are days that exceed 80° F for heat illness risk unless more stringent standards apply or tasks put employees at risk of heat illness at lower temperatures because of clothing or personal protective equipment (PPE), radiant heat sources, or other factors. Heat illness regulations may vary between state plans. Please refer to the relevant state-specific illness prevention addendums and requirements.

Exceptions

Employees who always work in temperature-controlled environments, such as air-conditioned spaces. While employees who work in a climate-controlled space are generally excluded from the procedures in this plan, they need to be aware of acclimatization protocols should their work change and heat illness symptoms that could occur if they leave a climate-controlled area.

Management

Management is responsible for the following:

- The formation and implementation of **[Organization Name]**'s Heat Illness Prevention Plan
- Making the written plan available to all employees on-site in English and other languages most employees understand.
- Providing sufficient water, shade, rest areas, and other heat illness controls for employees
- Establishing work practices to minimize heat stress risks, such as acclimatization, required rest periods, employee monitoring, and strategic scheduling.
- Providing access to first aid and emergency response procedures
- Assuring that employees will not experience retaliation for reporting heat illness symptoms or unaddressed heat stress hazards.
- Designating a procedure for contacting emergency services.
- Providing training to any employee who could be exposed to the risk of heat illness before the employee starts work on:
    - Plan requirements
    - Work practices
    - Heat illness prevention, detection, and treatment
    - Who to contact in an emergency.
- Provide all supervisors with a copy of this plan and train them in the following:
    - Requirements of this Heat Illness Prevention Plan and how to implement these requirements.
    - Procedures must be followed when an employee exhibits symptoms of a possible heat illness, including first aid and emergency procedures.
    - How to monitor weather conditions and indoor/outdoor temperatures, check extended weather forecasts, and respond to hot weather advisories.

Plan Administrator

[Responsible Person] shall administrate the Heat Illness Prevention Plan for **[Organization Name]**. The Plan Administrator is responsible for the following tasks:

- Developing and overseeing the **[Organization Name]**'s Heat Illness Prevention Plan
- Conduct periodic heat stress hazard assessments of the grounds and facilities.
- Determining control methods to eliminate or reduce the risks.
- Maintaining plan records.
- Reviewing this policy at least once a year and updating it as needed.

Supervisors

Supervisors are responsible for the following:

- Implementing the Heat Illness Prevention Plan as set out by the employer.
- Completing all necessary heat illness prevention training.
- Assess heat stress conditions prior to the start of and during work activities.

- Know how to monitor employees for the signs and symptoms of heat illness and how to follow emergency response procedures.
- Know how to monitor weather reports and respond to heat advisories.
- Reporting any heat stress hazards that need to be addressed.

Employees

Employees are responsible for the following:

- Understanding their right to a heat stress-free workplace and what heat stress mitigation steps to expect from their organization.
- Receiving appropriate training from their employer
- Knowing their role in heat-illness prevention and following guidelines to mitigate risks.
- Recognize the symptoms of heat illness and immediately report them.
- Reporting heat stress hazards that the Heat Illness Prevention Plan has not addressed.
- The Company complies with the Americans with Disabilities Act (ADA). Work with Human Resources on appropriate accommodations if your health condition could impact your heat stress tolerance. For example, certain medications can affect the body's ability to manage heat.
- Wear appropriate clothing and use the provided protective equipment as needed, or required, to assist your body in managing the effects of extreme temperatures.

Hazard Assessment

[Responsible Person] shall conduct the hazard assessment for **[Organization Name].** Employees' risk factors may vary based on their exertion level, clothing, exposure to heat sources, and environmental conditions**.** To fully assess the worker's total heat stress risk, the **[Responsible Person]** uses environmental measurements (heat index, wet bulb globe temperature), clothing adjustment factors, worksite conditions, and exertion level to determine the best employee protections. Job hazard analyses are conducted based on these measurements to protect indoor and outdoor workers from dangerous exposure.

Risk Factors

The table below provides Risk Factors associated with Heat Stress.

Worksite Temperatures	Humidity
Lack of air movement and exchange	Time employees spending working in heat
Time of day work takes place	Radiant heat sources (sunlight, fire, hot equip.)
Heat-producing work (welding, asphalt, forge)	Contact with hot objects, liquids, or steam
Required clothing and PPE	Strenuous work (see table below)

The table summarizes different types of work and their exertion levels.

Table 5. Recommended Exposure Limit (REL) for 75% Work & 25% Rest Each Hour

Work Category	Example	REL for 154 lb. Person	REL for 200 lb. Person	REL for 250 lb. Person	REL for 300 lb. Person
Light	Sitting, standing, light arm/hand work and occasional walking	87 °F	84 °F	82 °F	81 °F
Moderate	Normal walking, moderate lifting	84 °F	81 °F	79 °F	**78 °F ***
Heavy	Heavy material handling, walking at a fast pace	82 °F	**79 °F ***	**77 °F ***	**76 °F ***
Very Heavy	Pick and shovel work	79 °F	**77 °F ***	**75 °F ***	**73 °F ***

Adapted from NIOSH Criteria for a Recommended Standard: Occupational Exposure to Heat and Hot Environments *and* ACGIH "2017 TLVs and BEIs"

*** These activities are not recommended for persons of this body weight working under heat stress conditions. Special precautionary measures must be taken to reduce physical exertion and continually monitor workers for physiological signs of heat stress (e.g., body temperature and/or heart rate).**

Use the results to determine appropriate controls for mitigating hazards whenever possible, planning acclimatization, and scheduling to limit employee exposure.

The Responsible Person may be required to conduct additional assessments to determine an employee's actual heat exposure beyond utilizing the heat index. This could be due to indoor and outdoor exposure to radiant heat sources such as heat-generating equipment, such as forge work, asphalt pouring, or working near ovens while wearing additional PPE or heavy clothing. To determine the most accurate temperature the employees are being exposed to, a Wet Bulb Globe Temperature (WBGT) Meter is used to measure the temperature in the employee's working area. This reading is used with calculations for the employee's clothing and exertion level to determine their actual exposure level. Employers may use OSHA's Heat Stress Calculator to calculate if the heat-related work is within appropriate limits. For more information about calculations, refer to OSHA's Technical Manual for Heat Stress. [***Note:*** *This is an optional best practice.*]

Worksite Observations

The Responsible Person shall conduct periodic worksite observations to ensure that everyone follows heat illness prevention procedures and that hazards are sufficiently controlled.

Due to the hazard assessment, the Responsible Person determined that physiological monitoring is required in their worksite observations to evaluate the effectiveness of controls to protect employee wellbeing. [***Note:*** *This is an optional best practice.*]

Employees in high-risk heat areas can be monitored by tracking the following:

- Heart Rate
- Core Body Temperature
- Extent of Body Water Loss
- Recovery Heart Rate

Based on the result of the monitoring, the appropriate work-to-rest ratios can be established based on individual health and required monitoring. The Responsible Person determined the respective ratios and has documented this in the workplace hazard assessment. [***Note:*** *This is an optional best practice.*]

Training

The Responsible Person shall administrate the training program for **[Organization Name]** and keep training records.

Training Requirements

Both employees and supervisors must be trained on the topics below before beginning work.

- Training must be in a language the employees and supervisors understand.
- Refresher training is required annually or if the program is not followed or remembered.
- Training shall include an in-person opportunity for employees to ask about their worksite-specific information and practices.
- If discrepancies are found between work practices and the information in the training, either the training or the work practices (as appropriate) must be updated to match the other.

Employee Training Requirements	Supervisor Training Requirements
• The details of this heat illness prevention plan • How employees have a right to report heat illness concerns without fear of retaliation • Environmental and personal risk factors that affect heat illnesses. • The different types of heat illnesses, their symptoms, and the appropriate first aid and emergency responses • The concept, importance, and methods of acclimatization	All of the Employee Training Requirements plus the following: • Required procedures, frequency, and timing for complying with heat illness prevention, including, but not limited to, the employer's responsibility to provide water, heat conditions information (including employees' risks of experiencing a heat-related illness), shade, preventative rest breaks, and access to first aid. • Monitoring weather reports

• The employer's specific processes for reducing heat illness threats in the workplace. • The importance of frequent consumption of small quantities of water (up to 32 oz. per hour) • The importance for employees to immediately tell their supervisor if they or a coworker may be experiencing signs of a heat illness. • Steps for contacting emergency medical services, including how to proceed when there are non-English speaking employees and how to give clear and precise directions to the site	• Calculating heat index values • When to implement high heat procedures and what they consist of • Knowing what the supervisor's responsibilities are during emergency heat illness situations.

Increasing Training Effectiveness

- **[Designated Person**] will hold short daily meetings with employees and supervisors to review basic safety information and specific hazards, such as the current weather. *[**Note:** This is an optional best practice.]*
- If a heat wave or high heat is anticipated, supervisors and employees should be warned before their shifts and reminded of the special high heat procedures.
- Training will include question-and-answer sessions and practical demonstrations to ensure understanding. *[**Note**: This is an optional best practice.]*

Drinking Water

Employees must be given access to potable drinking water at no charge. The Responsible Person oversees distributing and replenishing water. [Note: This is an optional best practice.]

Water shall be placed [Insert Locations Here]. [Note: Locations should be as near as possible to where employees are working, and there should be enough locations so employees will have sufficient water. Placing water only in designated shade areas may not be enough.]

Water should be:

- Fresh and free of contaminants
- Free of taste or smell that would discourage employees from drinking it.
- The temperature should be between 50-60° F.
- Obtained from an approved source (e.g., Hoses must be government-approved, and wells must be tested.).

Additional Requirements

- The water must be sufficient for the number of employees. Employers must provide at least 1 quart of water per employee per hour of work for the entire shift.

- The water must be replenished before employees report it, or they feel the need to ration their consumption.
- During a heat wave, the water must be replenished more often to keep it available and cool.
- Water containers (and all spouts and levers) will be kept clean.
- Employers will provide single use drinking cups. [***Note:*** *This is an optional best practice.*]
- Employers will provide accessible sanitation facilities. [***Note:*** *This is an optional best practice.*]
- As needed, as employees move, water will be moved closer to them. [***Note:*** *This is an optional best practice.*]
- As needed, employers will provide electrolyte-replacement drinks or powders to help replenish lost salts on high-heat days. [***Note:*** *This is an optional best practice.*]

Supervisors are Responsible for the Following

- Drinking sufficient water during the shift.
- Also, drinking sufficient water before and after work. [***Note:*** *This is an optional best practice.*]
- Encouraging the frequent drinking of small amounts of water throughout the shift. In high-heat environments, remind employees that drinking extra water may be necessary.
- Discouraging the choice of drinks with caffeine or sugar may dehydrate employees instead of water. Also, discourage the drinking of alcohol.
- Monitor the water supply. If applicable, water containers will be refilled with cool drinking water when the water level within a container drops below 50% of the capacity. Additional water containers will be delivered to replace water as needed. Supervisors will test drinking water periodically to ensure that it is suitably cool. During hot weather, the water must be cooler than the ambient temperature but not so cool as to cause discomfort.
- If employees become dehydrated and cannot alleviate symptoms with the steps below, get immediate medical attention.

Employees are Responsible for the Following

- Drink up to 4 cups per hour, especially when the weather is hot.
- Also, drink sufficient water before and after work. [***Note:*** *This is an optional best practice.*]
- Be aware that you may need to drink more in high-heat situations.
- Monitor yourself for signs of dehydration. If you feel dehydrated:
    - Inform your supervisor.
    - Rest in the shaded resting area.
    - Drink water in small amounts but frequently.

Access to Shade

Access to shaded areas will be provided to employees as needed. Employees are encouraged to use these areas when they feel overheated. Use of shaded regions must always be permitted.

- The Responsible Person shall oversee the proper implementation of the shaded areas.
- The Responsible Person will communicate to employees the current location of shaded areas every day. [***Note:*** *This is an optional best practice.*]

- The type of shade provided is **[describe shaded areas here]**. [***Note:*** *If multiple types of shade are provided or if it depends on the day, give an overview of the options that may be used*.]
- Shaded rest areas are located **[insert locations here]**. [***Note:*** *If the locations are permanent, consider creating a map for employees. If the locations depend on the day, list the spots where they might be or give an overview.*]

Shaded Area Requirements

- The shade must be strong enough to cool employees down. Other shadows should not be visible in the shade.
- Shade will be provided by the employer when the air temperature exceeds 80°F.
- If the temperature is less than 80°F, shade should still be available and must be provided upon employee request.
- The Responsible Person will monitor when the air exceeds (and exceeds) 80°F.
- The air will be monitored hourly at the worksite, and the shade will be set up immediately if 80°F is exceeded. [***Note:*** *This is one sample option*.]
- If the temperature is expected to exceed 80°F, the shade will be set up at 5:00 p.m. the previous night. [***Note:*** *This is another sample option*.]
- It should be located as close as practical to areas where employees work.
- Shade must be easy to access.
- The shaded area must not be unsafe, unhealthy, or insufficiently cool. Nothing about it should discourage access or use.
- Shaded areas should be large enough to accommodate all employees on meal, rest, or recovery periods without crowding. (i.e., Employees should not be in contact with each other or unable to sit usually.)
- Employees will be provided with places to sit, not directly on the ground, as this will allow better cooling. [***Note:*** *This is an optional best practice*.]
- Employers and supervisors must not pressure employees to leave the site or use their air-conditioned vehicles for lunch: there must be enough room for all employees who wish to stay on-site for lunch.
- If shaded areas cannot be permanent, alternate shade solutions that provide equivalent protection can be used.
- If natural vegetation is used for shade, the Responsible Person will evaluate the shade for effectiveness.

Employee Responsibilities

Employees are responsible for doing the following:

- Take ordinary rest breaks in the shaded area.
- Monitor themselves for signs of heat stress and go to the shaded area when they need to cool down. (This is a “preventive cool-down rest period.”)
- Report any problems with the shaded area to the Responsible Person.

Employees Using Shaded Areas for Preventive Cool-Down

- The Responsible Person will do the following:
    - Encourage employees to stay in the shade until they feel better.
    - Monitor employees.

  - Ask them if they are experiencing symptoms of heat illness.
  - If an employee reports symptoms of heat illness, activate emergency services for the employee.
- The employee will not be returned to work before the symptoms have ended and, at a minimum, given at least 5 minutes to rest.

Monitoring and Scheduling

Monitoring

- Monitor employees for signs of heat illness.
- The Responsible Person will monitor when the air exceeds (and exceeds) 80°F.

Throughout the summer, weather and temperature will be monitored two weeks ahead, and the work schedule will be planned to accommodate the expected weather.

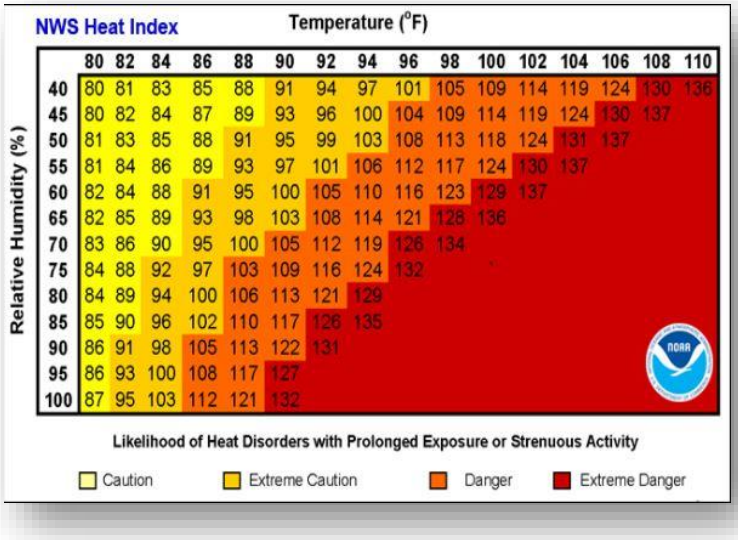
Measurements

The application of this program depends on the heat index values employees are exposed to. The **heat index** measures how hot it feels when relative humidity and the actual air temperature are considered.

OSHA's & NIOSH's Heat Safety Tool mobile app can determine the outdoor heat index in the area where work will be performed. In addition to providing real-time heat index values, this tool features hourly forecasts, first aid measures for heat-related illnesses, and precautionary recommendations specific to heat index-associated risk levels.

If access to the mobile app is unavailable, the outdoor heat index can be determined by referencing the Heat Index Chart below. The relative humidity and air temperature must be determined in a shaded area, away from radiant heat sources.





The indoor heat index can also be determined by referencing the Heat Index Chart upon identifying the relative humidity and air temperature in the location where work will be performed. Complete these measurements away from radiant heat sources.

Remember: Heat index values do not account for heat produced by radiant heat sources. Hazards associated with radiant heat exposure should be assessed as described in the Hazard Assessment section and documented to determine an employee's actual level of heat exposure.

Scheduling

- Scheduling accommodations may include:
  - Working during cooler hours
  - Working at night
  - Stopping work early
  - Rescheduling the entire job
  - Increased breaks
- In general, reschedule strenuous jobs for the coolest part of the day.
- Special precautions are required for temperatures about 80°F, temperatures above 95°F, and heat waves.

Acclimatization and New Employee Procedures

[Organization Name] requires employees to be acclimatized to better tolerate heat in the workplace. Acclimatization is the physical process of adapting to a different thermal environment, allowing better heat toleration. Acclimatization procedures require gradual exposure that gives the employee time to adjust to each level of exposure.

Acclimatization is essential for new employees but is necessary for all employees when the temperature significantly changes, or the employee has been away from the environment for an extended period.

Heat stress is much more likely if these procedures are not followed.

The Responsible Person and supervisors observe new employees in high-heat areas during their first 14 days of employment.

Re-Acclimatization

Re-acclimatization is necessary if:

- Employees are away for a week or more.
- The temperature increases significantly.

Heat Wave and Extreme Heat Procedures

Heat Wave Procedures

- A heat wave is defined as consistent temperatures over 80°F or if the temperature is 10° higher than the average daily temperatures in the preceding five days.
- Assign supervisors to observe and monitor employees during a heat wave closely.
- Institute a ratio of one supervisor to 20 or fewer employees, a mandatory buddy system, or a consistent practice for supervisors to check on employees.
- Pre-shift meetings to review high-heat procedures with employees are recommended.

Extreme Heat Procedures

When worksite temperatures equal or exceed 95°F, the employer will enact extreme heat procedures:

- Changes in normal emergency response procedures include **[Insert any changes or delete this bullet if not applicable.]**.
- In high heat conditions, employees will be closely observed by **[their supervisor or designated person]** for signs of heat illness.
- New employees will be supervised for acclimatization. However, acclimatized employees are still at risk for heat illness.
- Employees' heart rates and body temperatures will be monitored. Shorten work cycles and increase rest periods if body temperatures are over 98.6°F or heart rates are over 110 beats per minute. [***Note:*** *This is an optional best practice.*]
- Effective communication and monitoring will be assured by **[Insert the method used].** [***Note:*** *Choose* ***at least one*** *of the following options: instituting a ratio of one supervisor to 20 or fewer employees, a mandatory buddy system that requires training or a communication system to remain in regular contact with each employee.*].
- Communications between employees and supervisors will be established and maintained so that employees can quickly contact a supervisor, when necessary, by **[Insert the method used.** [***Note:*** *If cell phones are used, there must be reception*.]
- Mandatory 10-minute break periods are required for every two hours worked. Supervisors must enforce this rule.
- Pre-shift meetings will occur to review procedures and to remind employees to drink water and take cool-down rests if needed.
- Supervisors must remind employees to rest and drink water. Employees should drink more water than usual.
- Convective heat will be controlled by [**Insert the method used.** *For example, decreasing air velocity and clothing covering exposed skin are helpful.*]

Emergency Response Procedures

[Organization Name] provides appropriate care for all employees who report or show symptoms of heat illness.

Roles and Contacts

- The following persons are designated to call for emergency medical services: **[Responsible Persons]**.
- In an emergency, if no designated person or supervisor is available to call for emergency services, all employees are permitted to do so directly.
- To call emergency services **[Appropriate Directions, e.g., "Call 911"]**.
- Employees feeling or witnessing signs of heat stress should contact **[Designated Person or a Supervisor]** by **[Method of Contact].** [***Note:*** *If there is no reception for electronic devices, another method should be in place*.]
- The following individuals can provide first aid: **[Applicable Names]**.
- **[Responsible Person(s)]** will evaluate whether there is a language barrier at the worksite and plan how to overcome this in an emergency. [***Note:*** *This is an optional best practice.]*
- Medical facilities are located: **[Medical Facilities Used and Their Locations]**.

Emergency Preparation

- The employer shall maintain effective communication with employees so they can contact a supervisor or emergency medical services when necessary.
- Employers will ensure that supervisors or designees can provide clear and precise directions to the worksite and have a reliable method of communication.
- Employers will ensure that the work area is staffed with a person able to administer first aid.
- Employers will ensure all designated individuals are trained and ready to respond to emergencies.
- Communication methods will be checked at the beginning of each shift. [***Note:*** *This is an optional best practice.*]

Emergency Response Procedure

- If employees show signs of heat illness, they will be monitored and shall not be left alone or sent home without being offered first aid or emergency medical services.
- If an employee reports symptoms of heat illness or a supervisor or coworker sees evidence of the symptoms, the supervisor will take **immediate action** appropriate to the signs. **[If the supervisor will summon someone more experienced in first aid, include this here.]**
- If symptoms indicate **severe** heat illness, the employer will activate emergency response procedures.
- **[Insert information about who will respond to emergencies.]**
- **[If employees will need to be transported to a place where they can be reached by emergency personnel, insert information about how/where they will be transported.]**
- **[If mobile crews are used, describe how their location will be communicated to emergency responders, e.g., with maps.]**

Heat Illness Detection and Response

Your body has two main processes to maintain a stable 98.6° F (37° C) body temperature: blood circulation closer to the skin's surface and sweating. **Heat illness refers to severe and potentially life-threatening medical conditions that happen when the body cannot cope with excessive heat.** Both outdoor and indoor work environments may have hot conditions that can lead to one or more heat illnesses.

Type of Heat Illness		Description	Sypmtoms
Mild	**Heat Rash**	Visible skin irritation, such as a cluster of blisters, is caused by excessive sweating and clogged pores during hot, humid weather.	• Clusters of red bumps on the skin • Often appears on the neck, upper chest, and skin folds
Moderate	**Heat Cramps**	Because sweating causes the body to lose salts, electrolytes, fluids, and minerals, painful muscle cramps may result.	• Muscle spasms or pain • Usually in legs, arms, or trunk

Moderate	**Heat Syncope**	In high-heat environments, the body compensates for how it circulates blood; insufficient oxygenated blood may reach the brain.	• Fainting • Dizziness
Severe	**Rhabdomyolysis / Rhabdo**	Associated with prolonged physical exertion and heat stress. Muscle breakdown happens when proteins and electrolytes, normally part of the muscle tissue, are released into the bloodstream. These substances may damage the heart, kidneys, or other organs.	• Muscle pain • Dark urine or reduced urine output • Weakness
Severe	**Heat Exhaustion**	This happens when the body has lost too much water, salt, and electrolytes. The person may have a combination of heat illnesses, excessive weakness, shallow breathing, and a weak pulse.	• Fatigue • Irritability • Thirst • Nausea • Dizziness or lightheadedness • Heavy sweating • Elevated body temperature or fast heart rate
Severe	**Acute Kidney Injury**	Kidneys may become damaged when inadequate blood flow or rhabdomyolysis affects kidney muscle tissue. If undiagnosed, it may lead to kidney failure.	• Diagnosed by elevated creatinine levels in the blood • Reduced urine output
Deadly	**Heatstroke**	**THIS IS A LIFE-THREATENING CONDITION. It requires IMMEDIATE emergency medical care.** If a person's body temperature rises too quickly, there is the potential for severe damage to the brain, muscles, and vital organs and death.	• Confusion • Slurred speech • Unconsciousness • Seizures • Heavy sweating or hot, dry skin • Very high body temperature • Rapid heart rate

Other Heat Controls

[**Insert information about engineering controls in place**]. *Examples of controls that may be appropriate include:*

- *Ventilation that cools and moves the air.*
- *Reflective screens or shields installed between the radiant heat source and the employee.*
- *Insulation for hot indoor surfaces*.

Clothing and PPE

[***Note:*** *Please alter this section if the work has specific clothing requirements or restrictions*.]

- Employees should choose reflective, light-colored, lightweight, loose-fitting, and breathable clothing.
- Employee clothing should cover the exposed parts of the body.
- In direct sun, a hat with a wide brim or bill may be helpful.

The organization shall provide [**insert any specialized cooling garments as applicable—***e.g., ice vests, water-cooled garments, phase change liquid cooling vests, or cooling cloths made from special fabrics*].

Managing Employee Risk Factors

Be aware of how your health can affect your risk of heat stress. The following increases risk:

- Fever
- Gastrointestinal illnesses
- Heart disease
- Obesity
- Medications (amphetamines, diuretics/water pills, blood pressure antihypertensives, anticholinergics for COPD, and antihistamines for allergies)
- Diabetes
- Pregnancy
- High blood pressure
- Lower level of physical fitness

Manage Risk Factors

- Maintain your health outside of work.
- Be aware of the effects of your medications.
- Drink adequate amounts of water.
- Eat light, cool meals during work shifts, and save heavy meals until after the shift.
- Do not skip meals: food helps replace electrolytes lost when sweating.
- Take breaks as needed.
- Do not consume alcohol before working in a hot environment.

[***Note:*** *While employees should be encouraged to discuss personal health risk factors with their healthcare providers, this information should be kept private and not discussed during training.]*