



BEAT THE HEAT:



WATER. SHADE. REST.

*Nevada Public Agency Insurance Pool
Public Agency Compensation Trust*



With summer around the corner, the heat is on! As temperatures climb, it's important to ensure your employees are protected.

The OSHA General Duty Clause imposes a duty on employers to protect against heat-related illnesses and a mechanism for OSHA enforcement action. See, NRS 618.75(1). Federal and Nevada OSHA have launched emphasis programs to protect workers from heat-related illnesses. In Nevada, OSHA will proactively initiate inspections in high-risk industries and inspect any alleged heat-related fatality/catastrophe, complaint, or referral regardless of whether the worksite is a targeted, high-risk industry. See, NVOSHA Heat Hazard Alert and Guidance (7/28/23). Appendix A is the list of Targeted Industries.

To protect against heat exposure, employers should:

1. At a minimum, provide cool water, rest breaks, and shade or a cool rest area for employees.
2. Allow employees to gradually become used to working in hot temperatures (i.e. acclimatize).
3. Train employees in heat illness prevention, signs of heat illness, and how to act immediately if they or another employee appears to be suffering from heat-related illness.

RECOMMENDATIONS

Employers are encouraged to conduct a risk assessment and evaluate the controls in place to reduce or eliminate exposure to hazardous heat conditions. Examples include:

1. Training.

Training should provide at least the following information:

- Hazards of heat-related illness.
- How to avoid heat-related illnesses by recognizing and avoiding situations that can lead to heat-related illnesses.
- Recognition of signs and symptoms of heat-related illnesses.
- First aid procedures.
- The employer's program to address heat-related illnesses.

Through Absorb, POOL/PACT provides the eLearning course: POOL/PACT – Heat-related Illness. Additionally, VS-Heat Illness Prevention (also available in Spanish) is available in the Safe Schools catalogue for school district members. Please contact eLearning@poolpact.com for questions related to this or any eLearning course.

2. Personal Protective Equipment (PPE) and Clothing.

Consider the following types of PPE and protective clothing:

- Hats for outdoor work.
- Loosely worn reflective clothing designed to reflect radiant heat, such as vests, aprons, or jackets.
- Cooling vests and water-cooled/dampened garments may be effective in high temperature, low humidity conditions. Be aware that cooling vests can become an insulator when they reach the body's temperature.

PACT members may request polar neck wraps to help protect against heat-related illness. If you have not done so already, please contact tiffanygarcia@poolpact.com to request wraps

3. Controls.

The following engineering and work practice controls may also be considered, if appropriate:

- Air conditioning.
- Increased ventilation.
- Portable cooling fans.
- Use of reflective shields.
- Provide shade for outdoor worksites.
- Schedule hot jobs for cooler parts of the day or schedule routine maintenance and repairs during cooler parts of the year when possible.
- Provide adequate, cool drinking water on the worksite that is easily accessible and permit employees to take frequent rest and water breaks.
- Use relief workers and reduce physical demands of the job.
- Use work/rest schedules.

For Heat-Illness Prevention program templates that may be added to your existing Written Workplace Safety Plan, please contact POOL/PACT Risk Management at either marshallsmith@poolpact.com or jarrodhickman@poolpact.com.

RESOURCES

1. Nevada OSHA Heat Hazard Alert and Guidance (July 28, 2023).
2. Nevada OSHA Health Illness Dashboard.
3. Federal OSHA Hazard Alert, Extreme Heat Can be Deadly to Workers (OSHA_HA-4279).
4. Federal OSHA Heat Illness Prevention Campaign – Information for Workers.
5. Federal OSHA Heat Illness Prevention Signage available in multiple languages.

