

— Heat Illness Prevention



Photo by [Luis Graterol](#) on [Unsplash](#)

The hot weather has started early in many locations, and we're looking forward to a long summer. Heat illness prevention is a top priority for Cal/OSHA, and it's important for California employers to understand what they are required to do to prevent illness in their outdoor workers.

This Safety Communication provides important information to help managers and supervisors comply with the [Heat Illness Prevention](#) regulation and includes resources from Sedgwick and Cal/OSHA.

The regulation requires specific safeguards for employees while working outside:

- Water provisions
- Access to shade at **80°F**
- Rest/recovery and preventive cool-down periods
- Observation and monitoring requirements
- High heat procedures at **95°F**
- Emergency response procedures
- Acclimatization procedures

For more information, see Sedgwick's Safety Communication *Heat Illness Regulation – What you need to know*.

Employers with outdoor workers must also take the following steps to prevent heat illness:

- Develop and implement an effective written heat illness prevention plan that includes emergency response procedures.
- Train all employees and supervisors on heat illness prevention.

COVID-19 Precautions

COVID-19 continues to present an added challenge in protecting employees from heat illness. Employers must assess each worksite and protect their workers from heat illness while also taking steps to prevent the spread of COVID-19, which is considered a workplace hazard. This means allowing enough space and time for employees to take breaks as needed in adequate shade while also maintaining a safe distance from one another. Extra infection prevention measures should be in place such as disinfecting commonly touched surfaces, including the water and restroom facilities. According to Cal/OSHA, employers should provide cloth face coverings or allow workers to use their own, and employers need to be aware that workers may need extra breaks to prevent overheating when wearing cloth face coverings.

Heat Illness Prevention Resources

[Sedgwick Sample Heat Illness Programs](#)

Heat Illness Prevention Program

Heat Illness Prevention Program for Transit Personnel

[Training Resources](#)

Safety Communication - Heat Illness Regulation – What you need to know

Safety Talk - Heat Illness – What to do

Sedgwick Webinar – Heat Illness Prevention

[Streaming Video](#)

Heat Stress: Real Accidents, Real Stories

Heat Stress: Staying Healthy, Working Safely

Cal/OSHA Heat Illness Prevention

<https://www.dir.ca.gov/dosh/heatillnessinfo.html>

Cal/OSHA Training Resources

<https://www.dir.ca.gov/dosh/heatillnessinfo.html>

<https://www.99calor.org/Resources.html>