



## Ghilotti Construction Company Heat Illness Prevention – Field Policy

In compliance with §3395 of the Cal/OSHA General Industry Safety Orders, the following guidelines have been established:

### **Supervisors must:**

1. **Monitor temperature:** Monitor employees and take actions to reduce heat illness risk when temperatures approach 80°F. At temperatures above 90°F, heat risk reduction needs to be a major concern.
2. **Provide Fresh Water Daily:** Employees should be encouraged to drink a minimum of one quart per hour. For an eight-hour day, two or more gallons per person should be readily accessible. Individual (disposable) cups must be readily accessible at all times.
3. **Establish Means of Providing Shade:** Employees suffering from heat illness, or believes that a preventative recovery period is needed, must be provided access to an area with shade that is either open to the air or provided with ventilation or cooling for a period of no less than 5-minuts. Access to shade must be permitted at all times. Sitting in a vehicle or piece of equipment is not acceptable, unless the air conditioner is providing cool, forced air. A designated area, which allows for shade, should be established at all job site locations.
4. **Allow for Acclimatization:** Employees must be allowed the opportunity to acclimate (adjust) to the temperature after the following conditions:
  - Prolonged Absence
  - Recent Illness
  - Recently located from a cooler climate

For less severe heat conditions, at least the first 2 or 3 days of work in the heat should be limited to 2 to 4 hours. For heavy work under very hot conditions, a period of 4 to 10 days of progressively increasing work time, starting with about 2 hours work per day, is recommended. Any employee request, or identified need, for acclimatization should be coordinated with dispatch. Employees will be paid for hours actually worked.

5. **Enforce Rest Breaks:** All employees must adhere to mandatory rest breaks.
6. **Provide Prompt Medical Attention:** Supervisors must be able to recognize the symptoms of heat illness, and in accordance with GCC standards, have a valid First Aid/CPR certificate. Employees displaying serious symptoms of heat illness must receive medical attention, and should be escorted to the nearest designated treatment facility (or call 911).
7. **Provide Employee Training:** All employees must receive training on Heat Illness Prevention. Educational material will be distributed to employees on an annual basis, in both English and Spanish. Supervisors must incorporate discussion on Heat Illness Prevention at tailgate safety meetings on a regular basis during the summer season.