



HEAT ILLNESS PREVENTION PLAN

Heat Illness Prevention Plan

1.0 Purpose

This Plan has been developed to provide workers with the training and equipment necessary to protect them from heat related exposures and illnesses.

2.0 Training

All employees who are or may be exposed to potential heat related illnesses will receive training on the following:

- The environmental and personal risk factors that cause heat related illnesses; Signs/Symptoms and Treatment.
- The employer's procedures for identifying, evaluating and controlling exposures to the environmental and personal risk factors for heat illness;
- The importance of frequent consumption of small quantities of water, up to 4 cups per hour under extreme conditions of work and heat;
- The importance of acclimatization;
- The different types of heat illness, the common signs and symptoms of heat illness and appropriate first aid and/or emergency responses.
- The importance of immediately reporting to the employer, directly or through the employee's supervisor, symptoms or signs of heat illness in themselves, or in co-workers.
- The employer's procedures for responding to symptoms of possible heat illness, including how emergency medical services will be provided should they become necessary;
- Procedures for contacting emergency medical services, and if necessary, for transporting employees to a point where they can be reached by an emergency medical service provider;

3.0 Responsibilities

- Site Administrators will ensure that supervisors are provided a copy of this program and are familiar with the procedures prior to assigning employees working in environments where heat exposures may occur.
- Site Administrators and supervisors will be provided the procedures to follow in order to implement the applicable provisions of this program.

- Supervisors will be provided the procedures to follow when an employee exhibits symptoms consistent with possible heat illness, including emergency response procedures.
- Supervisors will provide Heat Illness Prevention training to employees that may be exposed to heat illness.

OEHS will provide heat advisories to schools and offices to assist Site Administrators in recognizing conditions that high-heat procedures may have been triggered. Additionally, alerts will be posted on the [OEHS website at https://achieve.lausd.net/oehs](https://achieve.lausd.net/oehs).

4.0 Provision of Water

Employees have access to potable water at all District sites free of charge. Employees should prepare for the day at the beginning of the work shift with a sufficient quantity of water, so that one quart per hour may be consumed during the entire work shift. Employees may begin the shift with smaller quantities of water when opportunities for replenishment of water during the shift are available. Drinking water fountains are available throughout the site and shall be utilized for replenishment.

5.0 Access to Shade

When the temperature exceeds 80 degrees Fahrenheit, employees working outdoors shall be allowed access to shade that is open to air or provided with ventilation or cooling. Such access to shade shall be available at all times to accommodate employees on recovery or rest periods. Employees shall be allowed and encouraged to utilize preventative cool-down rests in the shade when they feel it is appropriate to avoid heat stress disorders. Rests in the shade shall not be less than 5 minutes plus the time required to access the shade. The interior of cars or trucks are not considered shade unless the vehicles are air - conditioned or kept from heating up in the sun by some other means. Employees who are displaying signs or symptoms of heat stress shall not be directed back to work until the signs or symptoms of heat illness have subsided. If symptoms worsen in the shade, emergency procedures shall be initiated.

6.0 Acclimatization

Acclimatization is the temporary adaptation of the body to work in the heat that occurs gradually when a person, employee, or individual is exposed to it. Usually acclimatization

occurs in people within four (4) to fourteen (14) days of regular work for at least two (2) hours per day in the heat.

During the summer months or during a heat wave, all employees will be monitored by supervisors or “leads” to the extent practical, to recognize signs and symptoms of heat illness. Monitoring will include maintaining communication with employees by voice, electronic means (via cellular phone or radio), or any other effective means of observation. A “heat wave” means any day in which the predicted high temperature for the day will be at least 80 degrees Fahrenheit and at least ten degrees Fahrenheit higher than the average high daily temperature in the preceding five days. Supervisors or “leads” will provide focused monitoring for employees who have been newly assigned to high heat conditions for the first 14 days of the employee's employment.

All District employees reasonably anticipated to perform work resulting in exposure to the risk of heat illnesses will receive annual training, which will include but is not limited to recognizing the signs and symptoms of heat illness.

7.0 Heat Stress Disorders

7.1 Heat Rash (Prickly Heat)



Symptoms:

- Red blotches on skin and extreme itchiness in areas persistently damp with sweat.
- Prickling sensation on the skin when sweating occurs.

Treatment:

- Find a cool environment to rest.
- Take a cool shower.
- Ensure thorough drying.

Heat rashes typically disappear in a few days after exposure. If the skin is not cleaned frequently enough the rash may become infected.

7.2 Muscle (Heat) Cramps



Heat cramps occur during or after intense strenuous work activities.

Symptoms:

- Excessive sweating

- Cramping in back, legs and arms
- Fatigue
- Dehydration
- Muscle cramps

Treatment:

- Stop all work activities and sit quietly in a cool place.
- Replace salt by drinking commercially available carbohydrate/electrolyte replacement fluids. (For example: drink lukewarm water, clear juice, or sports drink.)
- Stretch and massage muscles.
- Seek medical attention if heat cramps do not subside in one (1) hour. Apply firm pressure on cramping muscles.



7.3 Heat Exhaustion

Heat exhaustion occurs when the body can no longer keep blood flowing to supply vital organs and at the same time send blood to the skin to reduce body temperature.

Symptoms:

- Normal or elevated body-core temp (97-104°F)
- Dehydration
- Dizziness/Lightheadedness
- Headache
- Nausea or vomiting
- Weakness
- Persistent muscle cramps
- Profuse sweating
- Chills
- Cool, clammy skin
- Difficulty continuing work
- Breathlessness
- Feeling faint or actually fainting.

Treatment:

- Seek medical attention immediately if symptoms are severe or if the employee has any existing heart problems or high blood pressure.

Help the victim to cool off by:

- Resting in a cool, shaded, or an air - conditioned environment.
- Drinking cool water.
- Removing unnecessary clothing that are heavy or non-breathable fabrics.
- Loosening clothing.

- Showering or sponging with cool water.

It takes 30 minutes to cool the body down once a worker becomes overheated and suffers heat exhaustion.



7.4 Heat Stroke

Heat stroke occurs when the body can no longer cool itself and body temperature rises to critical levels. The body will shut down when it is no longer able to regulate temperature naturally.

Symptoms:

- Same symptoms as Heat Exhaustion (listed above) in addition to the following:
- High body-core temperature (greater than 104°F)
- Change in mood (e.g., irrational behavior)
- Confusion
- Increased heart rate
- Loss of consciousness
- Convulsions
- Lack of sweating
- Hot, dry skin

Treatment:

- Heat stroke is a severe medical emergency. Summon emergency medical assistance or get the victim to a hospital immediately. Delay can be fatal. Call 911.
- If medical attention is delayed, call the emergency room for further instructions.
- Provide immediate and aggressive measures to cool the person rapidly until emergency personnel arrive by:
 - o Moving the employee to a shady area;
 - o Immersing victim in a tub of cool water (keep the head above water at all times); or
 - o Place in cool shower; or
 - o Spray with cool water from a hose; or
 - o Wrap victim in cool, wet sheets and fan rapidly.
 - o Monitor body temperature and continue to cool the employee or individual until the temperature drops to 101 - 102°F.
 - o Continue until medical professionals arrive and take over.
- Do NOT give anything by mouth to an unconscious victim.

8.0 High Heat Procedures

When the temperature exceeds 95 degrees Fahrenheit implement the following High Heat Procedures:

- Supervisors or designees are responsible for performing the following to the extent that it is practicable:
 - Maintain communication with employees by voice, observation or electronic means (via cellular phone or radio).
 - Observation of employees for heat stress symptoms.
 - Give workers frequent breaks in a cool area away from heat.
 - Adjust work practices as necessary when workers complain of heat stress.
 - Ensure potable water is available.
- Workers are responsible for the following:
 - Follow instructions and training for controlling heat stress
 - Look out for heat illness symptoms in yourself and others.
 - Determine if any medications you're taking can increase the risk of heat stress.
 - Drink small amounts of water – up to 4 cups per hour.
 - Avoid caffeinated beverages such as tea, coffee, or energy drinks.
 - Avoid eating hot, heavy meals.
 - Do not take salt tablets unless prescribed by a physician.

9.0 Emergency Procedures

The following emergency procedures shall be followed in the event of an employee developing a heat illness.

- Designate an individual to invoke emergency procedures and provide clear and precise directions to the work site.
- Ensure that effective communication by voice, observation, and/or electronic means is maintained so that the employees at the work site can contact a supervisor and/or emergency medical services personnel when necessary.
- Respond to signs and symptoms of possible heat illness, including but limited to first aid measures. Determine if emergency medical services is needed.
- If a supervisor or any employee reports and observes any signs or symptoms of heat illness in any employee or individual, the supervisor or employee shall take immediate action commensurate to the severity of the illness.
- If the signs and/or symptoms are indicators of severe heat illness (including, but not limited to, vomiting, staggering, disorientation, or convulsions), the employer must implement emergency response procedures.
- An employee showing signs or symptoms of heat illness shall be monitored and shall not be left alone or sent home without being offered onsite first aid and/or

being provided with emergency medical services in accordance with the employer's procedures.

- Contact emergency medical services and, if necessary, transport employees to a place where they can be reached by emergency medical provider personnel.
- Clear and precise directions must be provided to the work site and will be provided to emergency responders as needed.

10.0 Program Review

The Site Administrator, Safety Committee or designee will periodically review this program for compliance with all applicable regulatory standards. Updates will be provided to all employees.

You may contact the Office of Environmental Health and Safety at (213) 241 – 3199 or OEHSQuestions@lausd.net if you have questions regarding this program.