



Heat Illness Prevention & Management Plan for

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The _____ written Heat Illness Prevention and Management Plan is designed to prevent health effects from work environments where there is a higher risk for heat illness.

_____ will evaluate and consider the specific conditions present at our site, such as:

1. The size of the crew
2. The length of the work-shift
3. The ambient temperature and heat index of the work location
4. Additional sources of heat emitted from the use of mechanical equipment
5. Additional sources of heat from personal protective equipment that may increase body heat

The following designated person(s) (i.e. supervisors) will implement the provisions of this Heat Illness Prevention and Management Plan at this worksite.

Name/Title/Phone Number

- 1.
- 2.
- 3.
- 4.

Monitoring Heat Index or Wet Bulb Globe Temperature (WBGT)

When the heat index in the area where employees are working **equals or exceeds 85 degrees Fahrenheit** (or 77-79 degrees WBGT), _____ will monitor the heat index or WBGT throughout the work shift in areas where employees perform work using one of the following methods:

1. Direct measurement of the temperature and humidity at the same time and location in the areas where employees perform work;
2. Use of local weather data reported by the National Weather Service or other recognized source to determine the heat index;
3. Use of the National Institute for Occupational Safety and Health Administration's Heat Safety Tool mobile application to determine heat index;
4. Use a Wet Bulb Globe Temperature Thermometer; or
5. Calculate Wet Bulb Globe Temperature (WBGT) using the National Weather Service calculator available at: <https://www.weather.gov/tsa/wbgt>.

Note: The calculator will also provide the equivalent heat index for comparison.

Providing Drinking Water

When the heat index in areas where employees are working **equals or exceeds 85 degrees Fahrenheit** (or 77-79 degrees WBGT), _____ will provide exposed employees with sufficient drinking water throughout the work shift and as close to the work area as practicable.

Providing Shade Access

When the heat index in areas where employees are working **equals or exceeds 85 degrees Fahrenheit** (or 77-79 degrees WBGT), _____ will provide exposed employees with access to shade as close to the work area as practicable.

Shaded areas are recommended to include the following parameters:

1. Outside, open, and exposed to air on at least three sides;
2. Prevent contributing heat sources from reducing effectiveness;
3. Be sufficiently sized for the number of employees utilizing the shaded area;
4. Be arranged in a configuration that allows employees to sit in normal posture; and
5. Accommodate the removal and storage of personal protective equipment during periods of use.

If creating outdoor shade is demonstrably infeasible or unsafe in the work area where exposed employees are working, _____ will implement alternative cooling and control measures that provide exposed employees with equivalent protection to shade. Examples of alternative cooling and control measures include job rotation, misting equipment, and cooling towels or vests.

Shifting Work Hours

When the heat index in areas where employees are working **equals or exceeds 85 degrees Fahrenheit** (or 77-79 degrees WBGT), _____ may shift work hours as needed to earlier in the morning or later at night so that work hours fall during a lower heat index.

High Heat Procedures

When the heat index in areas where employees are working **equals or exceeds 90 degrees Fahrenheit** (or exceeds 79 degrees WBGT), _____ will implement the following high heat procedures:

1. Monitor exposed employees for signs of heat-related illness with regular communication via phone or radio, a buddy system, or other effective means of observation.

2. Implement the following increased rest breaks for exposed employees as needed during periods of high heat:
 - A minimum rest period of 10 minutes for every 2 hours worked where employees are exposed to a heat index **above 90 and below 100 degrees Fahrenheit**; and
 - A minimum rest period of 15 minutes for every hour worked where employees are exposed to a heat index **above 100 degrees Fahrenheit**.

Acclimatization

When an employee is newly exposed to heat in the workplace, and when an employee returns to work after 7 or more consecutive days of absence from the workplace, _____ will use the following strategies to ensure new employees are safely acclimated to high temperatures:

- Schedule new workers for shorter time periods in the heat, separated with frequent break periods.
- Train new workers about heat exposure, symptoms of heat-related illness, and the importance of rest and hydrating with water even during non-work hours.
- Monitor new workers closely for any symptoms of heat-related illness.
- Use a system where new workers do not work alone.
- If new workers talk about or show any symptoms, allow them to stop working, administer first aid, and never leave someone alone who is experiencing heat stress symptoms.
- These increased precautions should last for 1–2 weeks. After that time, new workers should be acclimatized to the heat and can safely work a normal schedule.

_____ will consider the following elements when following the acclimatization strategies above:

1. Acclimated and unacclimated employees;
2. Environmental conditions and anticipated workload;
3. Impact of required clothing and personal protective equipment to the heat burden on employees;
4. Personal risk factors that put an employee at a higher risk of heat-related illness;
5. Re-acclimatizing employees as necessary; and
6. The use of alternative cooling and control measures.

Emergency Response

will implement the following emergency response measures:

1. Ensure effective and accessible means of communication at all times at the worksite to enable an employee to contact a supervisor or emergency medical services;
2. Respond to signs and symptoms of possible heat-related illness in employees;
3. Monitor and provide care to employees who are exhibiting symptoms of heat-related illness; and
4. Contact emergency medical services and, if necessary, transport employees to a location accessible to emergency medical services.

Training

To educate employees about heat related illness, will provide training to all employees and supervisors prior to an employee's first exposure to heat.

Employees and supervisors will be retrained at least annually prior to exposure and immediately following any incident at the worksite involving a suspected or confirmed heat-related illness.

The following topics will be covered during the heat illness training(s):

1. The work and environmental conditions that affect heat-related illness;
2. The personal risk factors that affect heat-related illness;
3. The concept, importance, and methods of acclimatization;
4. The importance of frequent consumption of water and rest breaks in preventing heat-related illness;
5. The types of heat-related illness, signs and symptoms of heat-related illness, and the appropriate first aid and emergency response measures;
6. The importance of and procedures for employees immediately reporting to the commercial farm operation signs and symptoms of heat related illness; and
7. The procedures included in this Heat Illness Prevention and Management Plan.

will provide a copy of the following documents to each employee during the training session and as requested:

- This written Heat Illness Prevention and Management Plan
- NJDA Heat Related Illness educational flyers for symptoms and treatment, risk factors, and prevention tips.

will maintain training records that include the names of the employees and supervisors trained, the date(s) of the training session(s), and a summary or outline of the content of the training session(s).

Signature

Date