

Heat Illness Prevention Plan

Guy's Construction
123 Main Street, Anytown, CA 90210

OSHA General Duty Clause / State-Specific Heat Standards
T8 CCR 3395(c)-(j)

Effective Date: June 08, 2026

SAMPLE DOCUMENT - NOT FOR COMPLIANCE USE

JURISDICTION AND REGULATORY FRAMEWORK

There is no finalized federal OSHA heat illness prevention standard (as of 2026). Federal OSHA enforces heat hazards under the General Duty Clause. Several states have specific heat standards that are MORE protective than federal OSHA.

- Federal OSHA: General Duty Clause, Section 5(a)(1) of the OSH Act
- OSHA NPRM for Heat Injury and Illness Prevention: proposed, not finalized
- NIOSH Criteria for Occupational Exposure to Heat and Hot Environments (2016)

STATE-SPECIFIC: California has the following heat illness requirements:

- a serious medical condition resulting from the body's inability to cope with a particular heat load, and includes heat cramps, heat exhaustion, heat s
- water provision, shade provision, high heat procedures (95F+), emergency response, acclimatization for new workers

T8 CCR 3395(c)-(j)

- heat illness if no shade or hydration provided
- Heat Illness Prevention Plan to include procedures for provision of water and access to shade
- water provision, shade, rest breaks, and training
- Strength testing particularly of extensor muscle groups of all extremities
- 1 inch for Class 2, 1 inch for Class 4, 1 inch for Class 5
- 1/2H:1V (63 degrees)
- filing requirements of W. Va. Code §22-6-22 and section 12 of this rule
- records pertaining to compliance with this section
- for all marine blasting
- check in with their supervisor at least once an hour
- a registered professional engineer
- that the reduction of the actual slope below the maximum allowable slope is achieved when surcharge loads are present
- 60 U.S. gallons in any one room having a floor area of 2,000 square feet or less while a building is under construction or alteration and before occup
- Other enforcement action
- the memorandum of understanding at any time that the agencies find it to be necessary
- 1:1 (45 Deg.)
- drilling prognosis
- an organized plan of action for alerting and protecting the public within an area of exposure prior to an intentional release, or following the accide
- requirement for prompt and annual medical surveillance
- medical removal from lead exposure work
- 20 ?g/dl
- last two BLLs ? 20 ?g/dl effective January 1, 2026
- the bleeder pipe from the well where such pipe is required, or the vent or other device installed pursuant to W. Va. Code §22-6-24

- monthly blood lead level testing
- original and two (2) copies of the application
- the plat required by subdivision 5.2.d above in the form prescribed by section 9 below, accompanying Form WW-4, "Notice of Intention to Plug and Aband
- high-heat procedures when temperature exceeds 95 degrees F

T8 CCR 3395(e)

- all outdoor construction work

T8 CCR 3395(a)(2)(B)

- shade available when temperature exceeds 80 degrees F

T8 CCR 3395(d)

- one quart of water per employee per hour for entire shift

Cal/OSHA T8 Section 3395(c)

- T8 CCR 3203 (IIPP)

T8 CCR 3395 Note 1

- fall protection systems criteria and practices
- the extent of internal corrosion
- 15 kg (33 pounds)
- non-combustible and electrically non-conductive
- a copy of the document on every other party or intervener
- all outdoor work in Washington including general industry. WAC 296-62-095 triggers at 80F (52F for vapor barrier clothing).

WAC 296-62-095

- Washington adopted permanent outdoor heat exposure rules (WAC 296-62-095) effective 2008, updated 2023. Triggers at 80F for certain industries, 89F fo

WAC 296-62-095

- outdoor heat exposure safety program (WAC 296-62-095 through 296-62-09560)

WAC 296-62-09510

- States with SPECIFIC heat illness prevention standards: California (Section 3395, 80F/95F triggers), Washington (WAC 296-62-095, 80F/89F triggers), Or

Cross-state regulatory comparison

- at or in the vicinity of operations which constitute a fire hazard
- at or in the vicinity of operations which constitute a fire hazard
- in hazardous concentrations of flammable gases or vapors
- well away from combustible materials
- of the type approved for the hazardous locations
- designed to prevent inadvertent actuation
- all outdoor work in Oregon including general industry. OAR 437-002-0155 triggers at 80F (90F for high heat).

OAR 437-002-0155

- heat illness prevention for construction (OAR 437-002-0155)

OAR 437-002-0155

- Oregon OSHA Division 4 (Agriculture). Heat illness (OAR 437-002-0155) applies to all outdoor ag. Wildfire smoke rule applies. Pesticide WPS enforced b

OAR 437 Division 4

- A passage, walk, or way regularly used or designated for persons to go from one place to another
- 0.02 ounce or more per cubic foot of air
- if failure will create a hazard; at regular intervals
- clean and orderly
- aerial tramways
- 60 degrees from the horizontal
- remaining idle for one shift or longer
- the discretion of the District Manager
- 1 1/2:1 (34 Deg.)
- close observation of new employees for first 14 days; new employee defined as newly hired or returning from absence of 1+ week; gradual increase in wo

Cal/OSHA Title 8 Section 3395(e)

- 4-14 days gradual exposure at minimum 2 hours per day for adaptation

T8 CCR 3395(b) acclimatization definition

- acclimatization monitoring required

T8 CCR 3395(h)

- close observation for first 14 days for acclimatization

Cal/OSHA T8 Section 3395(g)(2)

- water provision procedures, shade provision, high heat procedures (95F+), emergency response, acclimatization plan for new workers

T8 CCR 3395(c)-(j)

- 8 hours before drilling plug or initiating tests
- trade secret information, unless the Office of the Attorney General or a court of proper jurisdiction determines that the information is not entitled
- rules on the management of oil and gas NORM waste

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1.0 PURPOSE AND SCOPE

This Heat Illness Prevention Plan establishes procedures for protecting employees of Guy's Construction from heat-related illness during outdoor and indoor work where heat exposure exists. Construction workers have the highest rate of heat-related fatalities of any industry.

*OSH Act Section 5(a)(1), OSHA proposed heat standard
OSHA NEP Heat CPL 03-00-024*

2.0 HEAT-RELATED ILLNESSES

Condition	Symptoms	Response
Heat Rash	Red bumps on skin, itching, usually in areas of sweating	Move to cooler area, keep skin dry, powder may help
Heat Cramps	Muscle cramps/spasms (legs, arms, abdomen), heavy sweating	Rest in shade, drink water with electrolytes, gentle stretching
Heat Exhaustion	Heavy sweating, weakness, cold/pale/clammy skin, nausea, dizziness, fast/weak pulse, headache	Move to shade/AC, loosen clothing, cool with wet cloths, sip water. If vomiting or symptoms last >1 hour: call 911
Heat Stroke	High body temp (>104F), hot/red/dry OR damp skin, fast/strong pulse, confusion, loss of consciousness	CALL 911 IMMEDIATELY. Move to coolest area. Cool rapidly with ice/cold water. Do NOT give fluids if unconscious. THIS IS A MEDICAL EMERGENCY.

Heat stroke can kill within minutes. If a worker shows confusion, slurred speech, or loses consciousness in heat: call 911 and begin aggressive cooling immediately. Do not wait.

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3.0 WATER

Water is the first line of defense against heat illness:

- Provide fresh, pure, suitably cool drinking water free of charge
- Minimum one quart per employee per hour for the entire shift
- Water must be located as close as practicable to work areas
- Encourage employees to drink water frequently (at least 1 cup every 15-20 minutes)
- Water containers: clean, refilled before empty, clearly marked
- Electrolyte replacement drinks may supplement but do not replace water
- water provision, shade provision, high heat procedures (95F+), emergency response, acclimatization for new workers

T8 CCR 3395(c)-(j)

- Heat Illness Prevention Plan to include procedures for provision of water and access to shade
- water provision, shade, rest breaks, and training
- one quart of water per employee per hour for entire shift

Cal/OSHA T8 Section 3395(c)

- water provision procedures, shade provision, high heat procedures (95F+), emergency response, acclimatization plan for new workers

T8 CCR 3395(c)-(j)

4.0 REST AND SHADE

- Shade must be provided when temperatures exceed 80F (or lower per state standard)
- Shade structures: open to air or ventilated, large enough for at least 25% of workforce
- Workers must be allowed to take shade breaks when they feel the need to prevent overheating
- The duration of the rest break should be sufficient for the worker to cool down
- Shade must be set up before it is needed, not after a worker shows symptoms
- water provision, shade provision, high heat procedures (95F+), emergency response, acclimatization for new workers

T8 CCR 3395(c)-(j)

- heat illness if no shade or hydration provided
- Heat Illness Prevention Plan to include procedures for provision of water and access to shade
- water provision, shade, rest breaks, and training
- shade available when temperature exceeds 80 degrees F

T8 CCR 3395(d)

- water provision procedures, shade provision, high heat procedures (95F+), emergency response, acclimatization plan for new workers

T8 CCR 3395(c)-(j)

5.0 ACCLIMATIZATION

New and returning workers are at the greatest risk. Most heat-related fatalities occur in the first 2 weeks of work.

- New employees: gradual increase in workload/exposure over 14 days
- Returning employees (absent 14+ days): re-acclimatize over at least 4-7 days
- During acclimatization: close observation for symptoms, buddy system, frequent check-ins
- Supervisor must monitor new/returning workers closely and adjust work/rest cycles
- water provision, shade provision, high heat procedures (95F+), emergency response, acclimatization for new workers

T8 CCR 3395(c)-(j)

- acclimatization monitoring required

T8 CCR 3395(h)

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T8 CCR 3395(c)-(j)

6.0 HIGH-HEAT PROCEDURES

When temperatures reach high-heat thresholds (varies by state), additional measures are required:

- Mandatory buddy system: workers observe each other for symptoms
- Pre-shift meeting to review heat procedures, water/shade locations, emergency plan
- Increased frequency of rest breaks
- Ensure effective communication system for emergency medical response
- water provision, shade provision, high heat procedures (95F+), emergency response, acclimatization for new workers

T8 CCR 3395(c)-(j)

- high-heat procedures when temperature exceeds 95 degrees F

T8 CCR 3395(e)

- all outdoor work in Washington including general industry. WAC 296-62-095 triggers at 80F (52F for vapor barrier clothing).

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- Washington adopted permanent outdoor heat exposure rules (WAC 296-62-095) effective 2008, updated 2023. Triggers at 80F for certain industries, 89F for others. One of only a few states with specific h

WAC 296-62-095

- outdoor heat exposure safety program (WAC 296-62-095 through 296-62-09560)

WAC 296-62-09510

- States with SPECIFIC heat illness prevention standards: California (Section 3395, 80F/95F triggers), Washington (WAC 296-62-095, 80F/89F triggers), Oregon (OAR 437-002-0156, 80F trigger), Maryland (CO

Cross-state regulatory comparison

- all outdoor work in Oregon including general industry. OAR 437-002-0155 triggers at 80F (90F for high heat).

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7.0 EMERGENCY RESPONSE

- Supervisor trained to recognize heat illness symptoms and initiate emergency response
- Call 911 immediately for any suspected heat stroke (confusion, loss of consciousness, >104F)
- While waiting for EMS: move worker to shade/coolest area, remove excess clothing, apply ice/cold water to neck/armpits/groin, fan the worker
- If worker is conscious and not vomiting: give water
- Do not leave the worker alone
- Ensure clear directions to the job site are available for EMS dispatch
- Document the incident: time, symptoms, response actions, temperature

8.0 MONITORING AND COMMUNICATION

- Monitor weather forecasts and heat index before and during each shift
- Use OSHA/NIOSH Heat Safety Tool app for real-time risk assessment
- Communication system: radio, phone, or other reliable method to contact EMS
- Supervisor checks on crews at increased frequency during high-heat days
- End-of-shift accountability: verify all workers have left the site safely

9.0 TRAINING REQUIREMENTS

All employees and supervisors must be trained before working in heat conditions:

- Types and symptoms of heat-related illness (heat rash, cramps, exhaustion, stroke)
- Importance of water, rest, and shade
- Acclimatization procedures for new and returning workers
- Emergency response procedures (when to call 911, first aid)
- How to report symptoms (in themselves and coworkers)
- Training must be conducted annually, before the hot season, and for new employees at hire

Supervisor additional training:

- Monitoring workers for symptoms
- Adjusting work/rest cycles based on conditions
- Ensuring water, shade, and communication are in place

10.0 RECORDKEEPING

Record	Retention	Notes
Training records	Duration of employment	All employees + supervisors
Heat illness incidents	5 years	OSHA 300 log + internal report
Daily temperature/heat index logs	Project duration + 1 year	When heat plan is active
Acclimatization tracking	Duration of employment	New + returning workers

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California STATE-SPECIFIC REQUIREMENTS (FULL)

All California heat illness requirements from the ontology:

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- Other enforcement action
- the memorandum of understanding at any time that the agencies find it to be necessary
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- all outdoor construction work

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- rules on the management of oil and gas NORM waste

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APPENDIX A: HEAT ILLNESS PREVENTION DAILY CHECKLIST

Date: _____ **Project:** _____
Supervisor: _____ **Temperature/Heat Index:** _____

Item	Notes	OK	N/A
Forecast reviewed, heat plan activated if needed	Temp: ___F HI: ___F		
Water: 1 qt/worker/hr available, cool, close to work			
Shade structures set up and adequate (25% capacity)			
Acclimatization: new/returning workers identified and monitored	Names: ___		
High-heat procedures activated (if applicable)	Threshold: ___F		
Buddy system in place (high-heat)			
Pre-shift briefing conducted (heat procedures)			
Communication system tested (radio/phone for EMS)			
First aid supplies available (ice, cold water, shade)			
EMS directions to job site available			

Supervisor: _____ Date: _____

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APPENDIX B: HEAT ILLNESS SYMPTOM CARD

Post this card at water stations and shade areas.

HEAT CRAMPS: Muscle cramps, heavy sweating. **MOVE TO SHADE. DRINK WATER. STRETCH.**

HEAT EXHAUSTION: Weakness, nausea, dizziness, headache, cold/clammy skin. **MOVE TO SHADE. LOOSEN CLOTHING. COOL WITH WET CLOTHS. SIP WATER. If vomiting or >1 hr: CALL 911.**

HEAT STROKE: Confusion, hot/red skin, fast pulse, >104F, unconscious. **CALL 911 NOW. COOL WITH ICE/COLD WATER. DO NOT GIVE FLUIDS IF UNCONSCIOUS.**

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