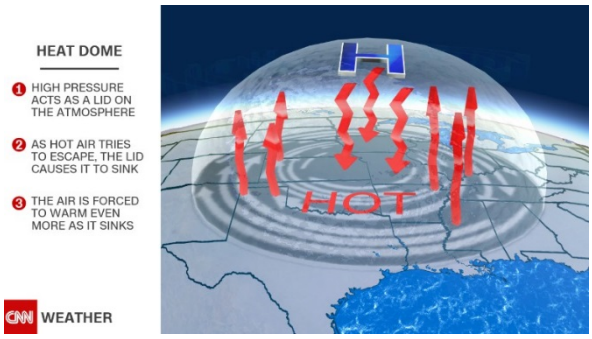
SCHOOL DISTRICT
INJURY AND ILLNESS PREVENTION PROGRAM

Heat Illness Prevention Plan

Objective

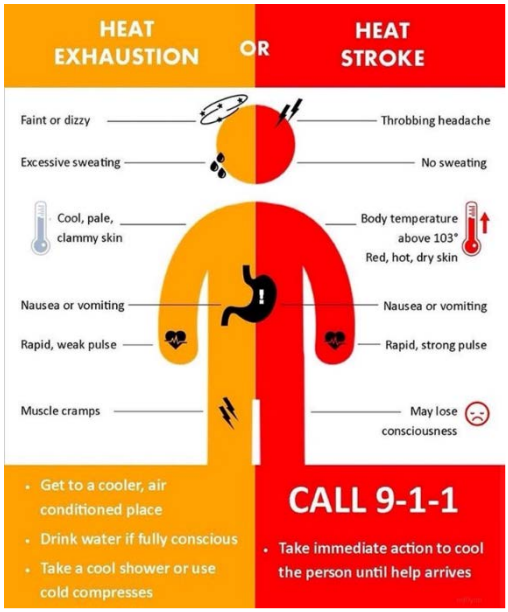
The purpose of the Heat Illness Prevention Plan is to meet the requirements set forth in California Code of Regulations, Title 8, and also to serve as a supplement to School District's Injury and Illness Prevention Program (IIPP). This information is intended and must be used in conjunction with the IIPP. The Heat Illness Prevention Guide establishes procedures and provides information which is necessary to ensure that workers are knowledgeable in the prevention and recognition of heat related Illness, including heat illness prevention guidance, to ensure their own safety and the safety of others.



It is the policy of the School District to prevent heat illnesses among employees. Employee Groups considered to be at risk include the following job areas:

- Food Service
- Maintenance, Custodial and Grounds
- Coaches, PE Teachers
- Security, Campus Liaisons
- Playground Supervisors
- Bus Drivers and Mechanics

A Heat Illness App for SmartPhones can be downloaded at https://www.osha.gov/SLTC/heatillness/heat_index/heat_app.html or directly from the PlayStore, iTunes, Google Play or wherever you get Apps.



High heat procedures include a means of observing employees for heat illness symptoms; a designated on-site employee to call for emergency medical services; and a pre-shift meeting to review high-heat precautions.

The threshold temperature for initiating "high heat procedures" is 85 degrees. When the temperature hits 85 degrees, the School District will provide you with access to shade and water. Actually, shade and water will always be available to all staff, no matter the temperature. Please report any incidents involving heat illness to your supervisor and/or the District Office.

In addition to the OSHA trigger temperature of 85 degrees, the School District has established two additional trigger temperatures.

- When the temperature is expected to reach 100ºF during work hours, employees are encouraged to take frequent, short breaks to drink water and rest. In addition, employee work may be modified to allow for tasks away from the outside heat
- When the temperature is expected to reach 104ºF during work hours, outside work or activity may be terminated. Workers may be moved inside to perform tasks away from the heat.

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The School District has adopted the following policies and procedures:

Water:

All employees who work in a hot environment shall be provided with water adequate to prevent dehydration and heat illness. This will be accomplished by assuring that piped, potable drinking water is available in or near all fixed facility work sites. Fresh, pure and suitably cool water will be provided within 400 feet of any fixed facility work location. Employees who work away from fixed sites shall, if feasible, take with them a minimum of one quart of water per employee per hour for the period they will be working away from a potable water source. Water may be stored in insulated containers filled with enough ice to keep the water at a palatable temperature throughout the work period. Reusable containers, if provided, will be cleaned and sanitized on a regular basis; damaged containers shall be replaced.

School Bus Drivers. Driving a school bus on hot days presents additional challenges to deal with exposure to heat and heat illness. Bus Drivers should remember to remain hydrated. Water and shade is always available at each school site and employees are recommended to take advantage of these whenever possible. If at any time during a route or trip, a driver feels overheated, he/she should pull over safely and stop driving immediately. Contact Dispatch ASAP to arrange for medical attention and/or a substitute driver, if necessary. Be sure to take water with you on your route. If a water bottle holder is not installed, please request one be installed. On long sports trips or field trips, it may be advisable to store water bottles on ice in a cooler in the storage area of the bus. Take advantage of available water and shade at school sites, whenever possible.

Shade:

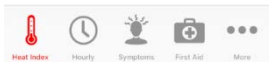
Shade will be available when the temperature exceeds 80 degrees Fahrenheit and will accommodate all employees on break. Any employee who becomes ill due to dehydration or exposure to high heat must be provided a shaded place to rest and recuperate. A vehicle equipped with a working air conditioning system can be used to provide shade for an employee who needs it. All workers subject to this plan shall be provided with a working vehicle equipped with adequate air conditioning, and shall be directed to rest in the vehicle when they begin to experience the effects of any heat illness. In addition, Grounds and Maintenance Personnel will be provided with an umbrella for field work where vehicle shade is not appropriate or available. All employees have access to air conditioned buildings at the school campus. For serious illness, employees in the field shall call their supervisor to obtain emergency medical services referrals and information.

Training:

All employees who may be exposed to high heat in their work shall attend annual training covering the dangers of heat illnesses, how to recognize those illnesses, and the proper first aid for each illness. Employees shall also learn the appropriate methods for seeking emergency medical assistance. Employees shall be trained in the factors that can make them more susceptible to heat illness and methods to protect themselves when working in a hot environment. The attached handout, titled “Heat Illness Prevention”, shall be provided to each employee during training.

Record Keeping:

Training records shall be kept for each employee who attends annual heat illness prevention training. Records of any heat-related illness shall be maintained with the employee’s medical and/or Workers’ Compensation records.



Summon Emergency Medical Assistance – Call 911

Employees taking cool-down breaks are be encouraged to remain in the shade until symptoms subside, and the employee will be monitored during the recovery period. To summon emergency medical assistance, **Call 911**. Be prepared to describe your location and the nature of the emergency. Answer any questions and stay on the line until you are told to hang up.

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Heat Illness Prevention

When the body becomes overheated, a condition of heat stress exists. Heat stress can lead to a number of problems, including heat exhaustion, heat stroke, heat cramps, fainting, or heat rash.

Heat Exhaustion

Although not the most serious health problem, heat exhaustion is very common. Heat exhaustion happens when a worker sweats a lot and does not drink enough fluids or take in enough salt or both. The simple way to describe the worker is wet, pale (almost white), and weak.

Signs and symptoms

- Sweaty
- Weak or tired, possibly giddy
- Nausea
- Normal or slightly higher body temperature
- Pale, clammy skin (sometimes flushed)

What to do

- Rest in a cool place
- Drink an electrolyte solution, such as Gatorade or another sports drink. Avoid caffeinated beverages such as colas, iced tea or coffee.
- In severe cases involving vomiting or fainting, have the worker taken to the hospital.

Heat Stroke

Heat stroke is the most serious health problem for people working in the heat, but is not very common. It is caused by the failure of the body to regulate its core temperature. Sweating stops and the body cannot get rid of excess heat. Victims will die unless they receive proper treatment promptly.

Signs and symptoms

- Mental confusion, delirium, fainting, or seizures
- Body temperature of 106ºF or higher
- Hot, dry skin, usually red or bluish color

What to do:

- Call 911 immediately, request an ambulance
- Move victim to a cool area
- Soak the victim with cool water
- Fan the victim vigorously to increase cooling

Heat Cramps

Heat cramps are painful muscle spasms. They occur when a worker does not replace water, and specifically salts lost from sweating. Tired muscles – those used for performing the work – are usually the most likely to have the cramps.

Signs and symptoms:

- Cramping or spasms of muscles
- May occur during or after the work

What to do

- Drink an electrolyte solution (sports drink) such as Gatorade
- If the cramps are severe or not relieved by drinking a sports drink, seek medical.

Fainting (Heat Syncope)

Fainting usually happens to someone who is not used to working in the hot environment and simply stands around. Moving around, rather than standing still, will usually reduce the likelihood of fainting.

Signs and symptoms

- Brief loss of consciousness
- Sweaty skin, normal body temperature
- No signs of heat stroke or heat exhaustion

What to do:

- Lie down in a cool place
- Seek medical attention if not recovered after brief period of lying down

Heat Rash

Heat rash, also called prickly heat, may occur in hot and humid environments where sweat cannot evaporate easily. When the rash covers a large area or if it becomes infected, it may become very uncomfortable. Heat rash may be prevented by resting in a cool place and allowing the skin to dry.

Signs and symptoms

- rash characterized by small pink or red bumps
- irritation or prickly sensation
- itching

What to do

- keep skin clean and dry to prevent infection
- wear loose cotton clothing
- cool baths and air conditioning are very helpful
- some over-the counter lotions may help ease pain and itching

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Work Practices

- Clothing: Wear loose-fitting, lightweight clothing, such as cotton, to allow sweat to evaporate. Light colors absorb less heat than dark colors. When working outside, wear a lightweight hat with a good brim to keep the sun off your head and face.
- Drinking: Drink plenty of liquids, especially if your urine is dark yellow, to replace the fluids you lose from sweating – as much as one quart per hour may be necessary. Water and/or sports drinks are recommended. Since caffeine is a diuretic (makes you urinate more), beverage such as cola, iced tea and coffee should be avoided. Thirst is not a reliable sign that your body needs fluids. When doing heavy work, it is better to sip rather than gulp the liquids.
- Acclimatization: New employees and workers returning from an absence of two weeks or more should have 5 days to get used to the heat. Begin with 50 percent of the normal workload and time exposure the first day and gradually build up to 100 percent on the fifth day.
- Work Schedule: If possible, heavy work should be scheduled during the cooler parts of the day. Otherwise, alternate heavy work in the heat with lighter work or work in cooler areas.

Temperature-Humidity Index

A useful guide to comfort during hot work days is the Temperature-Humidity Index (THI). To use the table, find out the temperature and relative humidity of the work area.

Start at the temperature listed on the left, and read across to the number under the relative humidity level. This number is the temperature-humidity index. For moderate to heavy activity, workers should be concerned about heat stress and should alternate time working in the heat and time in cooler areas or light work.

When the THI is in the darkly highlighted area, extreme caution is indicated

The values are for people wearing the right amount of clothing doing light work, with very little wind.

Drink plenty of fluids and be on the lookout for signs of heat stress.

Temperature (Fahrenheit)	Relative Humidity									
	10%	20%	30%	40%	50%	60%	70%	80%	90%	100%
80°	69	70	72	73	74	75	76	78	79	80
81°	70	71	72	73	75	76	77	78	80	81
82°	70	72	73	74	75	77	78	79	81	82
83°	71	72	73	75	76	78	79	80	82	83
84°	71	73	74	75	77	78	79	81	83	84
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96°	77	79	81	84	86	88	90	92	94	96
97°	78	80	82	84	86	88	91	93	95	
98°	78	80	83	85	87	89	91	94	96	
99°	79	81	83	85	88	90	92	95		
100°	79	82	84	86	89	91	93	95		
101°	80	82	84	87	89	91	94	96		
102°	80	83	85	88	90	92	95			
103°	81	83	86	88	91	93	96			
104°	81	84	86	89	91	94	96			
105°	82	84	87	90	92	95				
106°	82	85	87	90	93	96				
107°	83	85	88	91	94	96				
108°	83	86	89	92	95					
109°	84	87	89	92	95					
110°	84	87	90	93	96					