

11.16.22

# HEAT ILLNESS PREVENTION POLICY

## DON'T SWEAT IT!

### PURPOSE

This Heat Illness Prevention Policy has been developed to provide employee-owners with the training and equipment necessary to protect them from heat-related exposures and illnesses.

### ROLES & RESPONSIBILITIES

#### Project Supervision

- Provide employee-owners with training on heat illness prevention.
- Ensure that all elements of this procedure are implemented and documented in the Company Safety Management System. Information on the different types of heat stress can be found in the huddle section of the Company Safety Management System.
- Know and be able to recognize the signs and symptoms of heat illness.
- Monitor crews for signs and symptoms of heat illness.
- Make adjustments necessary to work tasks based upon an employee-owner's physical or environmental abilities.
- Observe new employee-owners to ensure appropriate acclimatization in high-heat environments.

### PROCEDURES

#### Water Provisions

The Company will provide employee-owners with sufficient amounts of water in the form of a water location. This includes methods to distribute water such as a water-filled sanitary container with sealed and disposable water cups or disposable water bottles with a trash receptacle.

#### Access to Shade/Cooling Stations:

- The Company shall provide and/or designate area(s) to accommodate employee-owners.
- Shade provisions will be available on the jobsite or employee-owners will be placed in supervisor vehicles with the air conditioner running.
- The shade should be located as close to the work area(s) as practical. Access to shade areas shall be unobstructed.
- Break trailers and project offices can be used for shade stations and all preventative cool-down rest and recovery periods. If these are not available, place the employee-owner inside a cool vehicle.

#### Monitoring of Weather

- Project supervision will monitor temperatures to determine if additional engineering or administrative controls will need to be incorporated on the jobsite.

### HIGH HEAT PROCEDURES

When jobsite temperatures equal or exceed 95 degrees Fahrenheit heat index, the following controls methods should be considered for implementation by project supervision:

- **Administrative Controls**
  - + Supervisors should make sure all employee-owners are consuming adequate fluids throughout the day.
  - + Adjustment of work schedules, such as earlier shift starting and stopping times.
  - + Rotation of employee-owners to allow for increased cool-down periods.
  - + Increase the amount or frequency of break/cool down periods throughout the work shift.
  - + Ensure that work crews have an adequate means of communication with their direct supervision.
  - + Advise employee-owner supervisors to review high heat procedures in job hazard analysis meetings.
  - + Review emergency response plans in the event of a heat illness emergency.
  - + Review the potential increase in heat exposure associated with tasks that require additional PPE, hot work activities, or physically strenuous activities and make appropriate adjustments.
- **Engineering Controls**
  - + Increased ventilation in work areas by means such as fans, cooling equipment, etc.
  - + Provide personal cooling devices such as cooling towels, cooling vests, hardhat liners, neck bands, etc.
- **Acclimatization**
  - + Generally, the body acclimates during the first 5 days of working in increased heat.
  - + Employee-owners becoming acclimated should reduce their workloads, while increasing rest periods and water intake, appropriately.

### TRAINING

Employee-owners who are potentially exposed to heat stress inducing conditions must receive training that includes the following topics:

- Physiological aspects of heat stress
- Causes of heat-related illness
- Symptoms of heat stress
- Importance of fluid intake
- Personal consumption of alcohol, caffeinated products, prescription medications, or eating habits and how they can affect heat illness
- Work/rest periods