Step 1: Assign supervisory responsibility for heat stress problems to ensure a qualified person monitors danger to employees.

Step 2: Train workers and supervisors.
- Conduct safety meetings during heat spells.

Step 3: Acclimatize workers when they begin to work under hot conditions.
- Assign a lighter workload for five days to seven.
- Allow longer rest periods for five days to seven.
- Gradually increase the time of work in the heat each day.
- Watch workers’ response to working in the heat closely for five days to seven.

Step 4: Account for the conditions of work and of the workers.
- Check weather conditions.
- Consider how heavy the work is.
- Consider whether the worker is to wear protective garments and equipment.
- Check if the work is or has recently been sick or has had a sharp loss in weight.
- Check whether the worker is rested, is taking any medications or appears to have consumed alcohol that day.

Step 5: Manage work activities.
- Set up rest breaks.
- Rotate tasks among workers.
- Schedule heavy work for cooler hours.
- Postpone nonessential tasks during heat spells.
- Monitor environmental conditions and workers.

Step 6: Establish a water drinking program.
- On hot days, have workers drink water before work.
- During work hours, remind workers often to drink water.
- In the heat, workers should drink at least a cup of water every 20 minutes.
- Soft drinks are not recommended. Diluted ice tea or lemonade are alternatives if sugar content is low.
- Alcohol increases the risk of heat illness and injuries.

Step 7: Take additional measures, as appropriate.
- Provide special cooling garments.
- Select lightest weight or "breathable" protective garments and cooler respirators that give adequate protection.
- Provide shade.
- Use air-conditioned mobile equipment.
- Modify pesticide usage and handling to reduce need for protective garments and equipment.

Step 8: Give first aid when workers become ill.
- Set up a first aid program.
- Take heat stroke victims to nearest medical facility.
- Postpone nonessential tasks during heat spells.
- Rotate tasks among workers.
- Conduct safety meetings during heat spells.

Recommendations to Control/Prevent Heat Illness

CAUTION: The employer should establish, implement and maintain procedures to prevent heat illness. Water must be provided, be accessible and sufficient. Rest periods should be provided.

EXTREME CAUTION: Encourage workers to drink 1 cup of water every 20 minutes under such conditions. Rest periods, not less than 15 minutes every hour, should be given. Rest areas should be shaded outdoors and cooled indoors.

DANGER: Work should be scheduled before 10 a.m. and/or after 4 p.m.

EXTREME DANGER: Stop work.

FACT: Many migrant workers use the metric system of temperature measurement.
To convert, use this formula:
°C = (5/9) * (°F - 32)

Heat Index Response Plan

Temperature (°F)

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Exposure to full sunshine can increase the heat index values by up to 15°F.

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1101 Mail Service Center
Raleigh, NC 27699-1101