High-heat Procedure

Employer Checklist

Cal/OSHA requires that outdoor agricultural places of work have high-heat procedures in place when the temperature is 95°F and above. The checklist below describes both regulatory requirements and best practices to protect employees during heat waves.

☐ Monitor the Weather

- Are you monitoring the temperature before and during the shift?
- Are you monitoring humidity levels before and during the shift?

☐ Water, Shade, Rest

- Is there enough clean, fresh, and cool water at all times? Do you have enough water for each employee to drink at least 1 quart per hour?
- Do you have enough shade to accommodate all employees who take a break at the same time?
- Are you ensuring your employees take a required 10-minute cool-down break every two hours?

☐ Monitor Employees

- Are you monitoring employees for any signs of heat illness?
- Do you have one of the following:
  - A supervisor or leader for every 20 employees or fewer,
  - A buddy system,
  - Regular communication with employees working alone, or
  - Other effective ways to monitor employees?

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Per Cal/OSHA Heat Illness Prevention Standard, Subchapter 7. General Industry Safety Orders, Group 2. Safe Practices and Personal Protection, Article 10. Personal Safety Devices and Safeguards, Section 3395. Heat Illness Prevention in Outdoor Places of Employment, Subsection f. Emergency response procedures as of 2/1/2021.

Communicate with Employees

- Did you hold a pre-shift meeting to review high-heat procedures?
- Have you reminded employees to drink water and take cool-down breaks in the shade?
- Are employees trained to recognize symptoms of heat illness?
- Have you instructed employees on how to properly respond to someone showing signs of heat illness?

Emergency Plan

- Is your Emergency Action Plan up to date?
- Have you tested the phone signal at your worksite? Do you need a radio or satellite phone?
- Do you have at least one employee designated to call emergency services? Do all employees know who to call for emergency services and how to call them?
- Do employees know how to give directions to emergency services?

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