

(a) Scope and Application.

Every employer shall establish, implement and maintain procedures to prevent the occurrence of heat illness in their employees. This section is not intended to exclude the application of other sections of Title 8, including, but not necessarily limited to, sections 1230(a), 1512, 1524, 3203, 3363, 3400, 3439, 3457, 6251, 6512, 6969, 6975, 8420 and 8602(e). The employer shall also incorporate the applicable requirements of these other Title 8 sections into the heat illness prevention procedures required by this section

(b) Definitions.

"Acclimatization" means a temporary protective adjustment by the body's systems to heat exposure which develops in most people within four to ten days after exposure to at least two hours per day of working in heat.

"Heat Illness" means a group of serious medical conditions resulting from the body's inability to cope with a particular heat load, and includes heat cramps, heat exhaustion, heat syncope and heat stroke.

(c) Hazard Identification.

The employer shall establish, implement and maintain effective procedures for identifying and evaluating workplace hazards associated with heat illness.

(d) Hazard Correction.

The employer shall establish, implement and maintain effective procedures for correcting in a timely manner, based on the severity of the hazard, exposures to environmental, work and individual conditions that are associated with the occurrence of heat illness.

(e) Heat Illness Prevention Training.

(1) Training shall be provided to all employees determined by the employer to be exposed to the risk of heat illness when the procedures required by this section are first established, and subsequently to other employees prior to their initial assignment to a job that may result in heat illness.

(2) Training required to be provided by the employer shall address the following topics:

(A) The different types of heat illness;

(B) Factors contributing to the occurrence of the different types of heat illness, including:

1. Environmental conditions, such as temperature, humidity and air movement;
2. Work conditions, such as the level of physical exertion and the use of protective clothing; and
3. Individual conditions that increase susceptibility to the different types of heat illness, such as inadequate consumption of water and lack of adequate heat acclimatization.

- (C) The employer's procedures for identifying and evaluating the hazards, and for correcting exposures to environmental, work and individual conditions, that are associated with the occurrence of heat illness;
- (D) Recognition of common symptoms and signs of heat illness, and the effect that heat illness has on the body's systems, if symptoms and signs of heat illness are disregarded; and
- (E) An explanation of the importance of immediately reporting to the employer symptoms or signs of heat illness in themselves, or in co-workers, when exposure to environmental, work and individual conditions pose a risk of heat illness.