

Updated Heat Illness Prevention Plan (HIPP)

Effective May 1, 2015

Below we've summarized key points regarding the new changes to the Heat Illness Prevention Plan, Title 8, Section 3395 for implementation effective **May 1, 2015**.

The **HIPP** is now required in both English and the language understood by the majority of the employees. It shall be available upon request at the work site; however, this can be on an electronic device. Pre-shift meetings should be held covering the heat standard, symptom recognition, supervision awareness and emergency response.

80°F is the new trigger temperature to implement your Heat Illness Prevention Plan. Shade must be available when temperatures exceed 80°F sufficient to accommodate **100%** of all employees on a rest or meal break. In addition to providing the appropriate volume of water per person /per hour it must be 'fresh, pure, and suitably cool' and located as close as practicable to the employees work area.

Employees taking a "preventative cool-down rest" must be monitored for symptoms of heat illness, encouraged to remain in the shade and not ordered back to work until symptoms are gone. Employees with symptoms must be provided first aid or emergency response.

Acclimation procedures require close supervision when there is a heat wave (defined as 80°F or greater) and for the first 14 days employees are working in a high heat area. Emergency response procedures include effective communication to respond with first aid measures, how to contact emergency medical services, as well as, a plan for transit including precise directions to the worksite.

Within the new High-Heat provision (95°F or greater) a paid net 10 minute preventive cool-down break is required every two hours for employees working continuously in temperature of 95°F or greater. In addition, "Effective" observation, employee monitoring and communication systems including a mandatory buddy system and regular communication with employees working alone is required.

Complete program details maybe reviewed online at: dir.ca.gov/dosh/heatillnessinfo.html

A hot summer is expected and Cal/OSHA will be applying these standards immediately, we recommend:

1. Update and re-train employees on your written heat illness prevention program (HIPP)
2. Require field supervisors to start each shift with a documented pre-shift meeting covering heat illness prevention, symptoms, first aid and emergency response.