

INJURY AND ILLNESS PREVENTION PLAN (IIPP)

Heat Illness Prevention

SAFETY AND HEALTH PROGRAM



Injury and Illness Prevention Plan (IIPP)
Heat Illness Prevention
Table of Contents

	Page
1. Policy Statement	3
2. Procedures for Provision of Water	3
3. Procedures for Monitoring the Weather	3
4. Access to Shade	4
5. Handling a Heat Wave	4
6. High Heat Procedures	4
7. Procedures for Acclimatization	5
8. Procedures for Emergency Response	5
9. Handling a Sick Employee	5
10. Procedures for Employee and Management Training	6

POLICY STATEMENT

The purpose of the Heat Illness Prevention Plan is to meet the requirements set forth in California Code of Regulations, Title 8, and also to serve as a supplement to Fremont Union High School District's Injury and Illness Prevention Program (IIPP). This information is intended and must be used in conjunction with the IIPP. The Heat Illness Prevention Guide establishes procedures and provides information which is necessary to ensure that workers are knowledgeable in the prevention and recognition of heat stress to ensure their own safety and the safety of others.

It is the policy of Fremont Union High School District to prevent heat illnesses among our employees. To accomplish this objective, Fremont Union High School District has adopted the following policies and procedures:

PROCEDURES FOR PROVISION OF WATER

The Administrator/Director/Principal will ensure that the water containers are located on the vehicles, so drinking water will be readily accessible.

The assigned driver of the vehicle will be responsible for filling and cleaning the water containers and ensuring that they are kept in sanitary condition (all necessary cleaning supplies are provided by the District).

The Administrator/Director/Principal will remind the workers to drink water frequently. When the temperature exceeds or is expected to exceed 90 degrees F, the Administrator/Director/Principal will have a notification system established next to the time clock emphasizing the importance of drinking water, the amount of water to drink, number of rest breaks, and the signs and symptoms of heat illness.

During employee training, the importance of frequent drinking of water will be stressed and the requirement of mandatory drinking every two hours.

PROCEDURES FOR MONITORING THE WEATHER

Prior to each workday the Administrator/Director/Principal will be responsible for monitoring the weather by going on the internet (www.nws.noaa.gov) or with the aid of a simple thermometer. In order to know whether a heat wave is expected and if additional schedule modifications will be necessary such as rescheduling the

work hours, working at night or during cooler hours of the day. This type of advance planning should take place all year long.

ACCESS TO SHADE

Administrator/Director/Principal will identify the shade available per site to employees, such as a tree, the overhang of the walk ways, and buildings this will be identified by site during the training.

HANDLING A HEAT WAVE

If schedule modifications are not possible and workers have to work during a heat wave, the Administrator/Director/Principal will have a notification system established next to the time clock emphasizing the importance of drinking water, the amount of water to drink, number of rest breaks, and the signs and symptoms of heat illness, and the weather forecast for the workers. In addition, the Administrator/Director/Principal will institute alternative preventive measures such as provide workers with an increase number of rest periods if any symptoms of heat illness is encountered.

HIGH HEAT PROCEDURES

[High Heat Procedures are additional preventive measures that the District will use when the temperature equals or exceeds 95 degrees Fahrenheit].

The Administrator/Director/Principal will ensure that effective communication by voice, observation, or electronic means is maintained so that employees at the worksite can contact a supervisor when necessary. If the Administrator/Director/Principal is unable to be near the workers to observe them or communicate with them, then an electronic device, such as a cell phone or text messaging device, radio may be used for this purpose only if reception in the area is reliable.

PROCEDURES FOR ACCLIMATIZATION

Acclimatization is the temporary and gradual physiological change in the body that occurs when the environmentally induced heat load to which the body is accustomed is significantly and suddenly exceeded by sudden environmental changes. In more common terms, the body needs time to adapt when temperatures rise suddenly, and an employee risks heat illness by not taking it easy when a heat

wave strikes or when starting a new job that exposes the employee to heat to which the employee's body hasn't yet adjusted. Inadequate acclimatization can imperil anyone exposed to conditions of heat and physical stress significantly more intense than what they are used to. Employers are responsible for the working conditions of their employees, and they must act effectively when conditions result in sudden exposure to heat their employees are not used to.

The Administrator/Director/Principal will assign new employees a "buddy" or experienced coworker to watch each other closely for discomfort or symptoms of heat illness.

PROCEDURES FOR EMERGENCY RESPONSE

When an employee is showing symptoms of possible heat illness, Administrator/Director/Principal will take immediate steps to keep the stricken employee cool and comfortable once emergency service responders have been called (to reduce the progression to more serious illness).

During a heat wave or hot temperatures, workers will be reminded and encouraged to immediately report to their supervisor any signs or symptoms they are experiencing.

Fremont Union High School District's training for employees and supervisors will include every detail of these written emergency procedures.

HANDLING A SICK EMPLOYEE

When an employee displays possible signs or symptoms of heat illness and no trained first aid worker or supervisor is available at the site, call emergency service providers.

Call emergency service providers immediately if an employee displays signs or symptoms of heat illness (loss of consciousness, incoherent speech, convulsions, red and hot face), does not look OK or does not get better after drinking cool water and resting in the shade. While the ambulance is in route, initiate first aid (cool the worker: place in the shade, remove excess layers of clothing, place ice pack in the armpits and join area and fan the victim). Do not let a sick worker leave the site, as they can get lost or die (when not being transported by ambulance and treatment has not been started by paramedics) before reaching a hospital!

If an employee does not look OK and displays signs or symptoms of severe heat illness (loss of consciousness, incoherent speech, convulsions, red and hot face), and the worksite is located more than 20 min away from a hospital, call emergency service providers, communicate the signs and symptoms of the victim and request Air Ambulance.

PROCEDURES FOR EMPLOYEE AND MANAGEMENT TRAINING

Fremont Union High School District will ensure that all employees and supervisors are trained prior to working outside. Training will include the District's written prevention procedures.

Santa Clara County Schools' Insurance Group is a Joint Powers Authority (JPA) that assists with employee training and provides up to date safety information to districts. Administrator/Director/Principal will train on the steps that will be followed for contacting emergency medical services, including how they are to proceed when there are non-English speaking workers, how clear and precise directions to the site will be provided as well as stress the need to make visual contact with emergency responders at the nearest road or landmark to direct them to their worksite.

The Administrator/Director/Principal will assign new employees a "buddy" or experienced coworker to ensure that they understood the training and follow District procedures.