



Victor Elementary School District
(VESD)

Heat Illness Prevention Plan

Heat Illness Prevention Plan

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HEAT ILLNESS PREVENTION PLAN

Victor Elementary School District

Responsibility

Collin Rowe, Assistant Superintendent - Administrative Services and Jennifer Sharp, Director of Risk Management have overall authority and responsibility for implementing the provisions of this program in our workplace. In addition, all managers and supervisors are responsible for implementing and maintaining the Heat Illness Prevention Program in their assigned work areas and for ensuring workers receive answers to questions about the procedures in a language they understand.

All workers are responsible for using safe work practices; following all directives, policies, and procedures; and assisting in maintaining a safe work environment.

This plan is in English. It is maintained at our school site and department offices. It is available to workers or their representatives upon request.

Procedures for the Provision of Water

1. Fresh, pure, suitably cool water will be provided to workers free of charge. Water dispensers are located at various locations at all facilities within the district. Check with your site supervisor for more details.
2. Site supervisors will ensure that the water is available. During hot weather or high indoor heat work conditions, the water will be cooler than the ambient temperature, but not so cool as to cause discomfort.
3. The water will be located at various locations at all facilities within the district. Check with your site supervisor for more details.
4. Workers will be reminded and encouraged to frequently consume small quantities of water throughout their shift. Inclement weather emails are sent district-wide to notify employees of any changes or cancellations due to severe weather conditions. This ensures that all staff members are promptly informed and can adjust their plans accordingly.
5. All water containers will be kept in a sanitary condition. Water from non-approved or non-tested water sources is not acceptable. If hoses or connections are used, they must be approved for potable drinking water systems, as shown on the manufacturer's label.

6. For outdoor work locations, when the temperature equals or exceeds 95 degrees Fahrenheit, or during a heat wave, pre-shift meetings or other forms of communication (ex: emails, calls, texts) will be conducted before the commencement of work to both encourage workers to drink plenty of water and to remind workers of their right to take a cool-down rest when necessary. Additionally, the number of water breaks will be increased. Supervisors will lead by example and remind workers throughout the work shift to drink water.

Procedures for Access to Cool-Down Areas for Indoor Places of Employment

1. The temperature in the indoor cool-down areas will be maintained at less than 82 degrees Fahrenheit by monitoring the district's Emergency Monitoring Systems (EMS). Cool-down areas(s) will be located at various locations at all facilities within the district. Check with your site supervisor for more details.
2. The cool-down area(s) will be available at the site to accommodate all of the workers who are on a break at any point in time and will be large enough so that all workers on break can sit in a normal posture fully in the cool-down area(s) without having to be in physical contact with each other.
3. Workers will be informed of the location of the cool-down area(s) and will be encouraged and allowed to take cool-down breaks in the cool-down area(s) whenever they feel they need a break. A worker who takes a preventative cool-down rest break will be monitored and asked if they are experiencing symptoms of heat illness. In no case will the worker be ordered back to work until signs or symptoms of heat illness have abated (see the section on Emergency Response for additional information). If a worker exhibits signs or symptoms of heat illness while on a preventative cool-down rest, then appropriate first aid or emergency response will be provided. Preventative cool-down rest periods will be at least 5 minutes, in addition to the time needed to access the cool-down area.

Procedures for Access to Shade for Outdoor Places of Employment

1. Shade will be as close as practicable to the workers when the outdoor temperature equals or exceeds 80 degrees Fahrenheit. When the temperature is below 80 degrees Fahrenheit, access to shade will be provided promptly, when requested by a worker. Trees and shade canopies are located throughout the district.
2. Enough shade will be available at the site to accommodate all of the workers who are on a break at any point in time. During meal periods, there will be enough shade for all workers who choose to remain in the general area of work or in areas designated for recovery and rest periods. To ensure that the provided shade will be enough, we will rotate workers in and out of breaks, including meal periods, and recovery and rest periods, if the number of workers in the crew is higher than the number that can fit comfortably under the shade.

3. Workers will be informed of the location of the shade and will be encouraged to take a five-minute cool-down rest in the shade. Such access will be permitted at all times. A worker who takes a preventative cool-down rest break will be monitored, encouraged to remain in the shade, and asked if they are experiencing symptoms of heat illness. In no case will the worker be ordered back to work until signs and symptoms of heat illness have abated, and in no event less than 5 minutes in addition to the time needed to access the shade. See the section on Emergency Response for additional information.
4. As crews move, shade structures will be relocated to be placed as close as practicable to the workers so that access to shade is provided at all times. To ensure this is done, the workers will be responsible for moving shade to necessary locations. All workers on a recovery, rest break, or a meal period will have full access to shade so they can sit in a normal posture without having to be in physical contact with each other.
5. Before trees or other vegetation are used to provide shade, the thickness and shape of the shaded area will need to ensure sufficient shadow is cast to protect workers throughout the workday, as the shade moves.
6. In situations where it is not safe or feasible to provide access to shade (e.g., during high winds), the unsafe or unfeasible conditions will be documented, and alternative procedures will be used to provide access to shade that provides equivalent protection. Contact supervisor for alternative procedures for access to shade

Procedures for Temperature Assessment for Indoor Places of Employment

1. District Emergency Monitoring Systems (EMS) will be used throughout the workplace to monitor temperature. Monitoring instruments will be maintained according to manufacturer's recommendations and the instruments used to measure the heat index shall be based on the heat index chart in Appendix A. The locations for the temperature measurements will be located at various locations throughout the district including:
 - Offices
 - Classrooms
 - Cafeterias
 - Libraries
 - Staff lounges
2. The temperature or heat index will be measured and recorded by the Risk Management and Safety Departments. Workers and/or their union representatives will be actively involved in the planning, conducting, and recording of these measurements. Site-specific procedures for ensuring their participation will include regular meetings with union representatives to gather input, scheduled training sessions for workers on measurement protocols, and transparent communication channels to keep all parties informed about the process and any updates.
3. Records of the temperature or heat index measurements, whichever value is greater, will be retained for 1 year or until the next measurements are taken, whichever is later, and made available at the district office and site offices to workers or designated representatives upon request. The records will include the date, time, and specific location of all measurements.

4. Initial temperature or heat index measurements shall be taken where workers work and at times during the work shift when worker exposures are expected to be the greatest and when it is suspected to equal or exceed 82 degrees Fahrenheit.

5. Measurements will be taken again when they are reasonably expected to be 10 degrees Fahrenheit or more above the previous measurements where workers work and at times during the work shift when worker exposures are expected to be the greatest.

Procedures for Monitoring the Weather for Outdoor Places of Employment

1. The safety department monitors forecasted weather, including heat. This occurs daily or weekly, using a combination of temperature and relative humidity to determine the heat index. Remote monitoring occurs through the use of weather.com, the National Weather Service (NWS), and the OSHA heat index app on iPhone and Android.

2. Prior to each workday, the supervisor will monitor the weather at the worksite by the method described above. This critical weather information will be taken into consideration to evaluate the risk level for heat illness and when it will be necessary to make modifications to the work schedule. Increasing the number of water and rest breaks, rescheduling the job or working during the cooler hours may be necessary

3. The supervisor will use a thermostat or thermometer throughout the job site and throughout the work shift to monitor for an increase in outdoor temperature and to ensure that once the temperature exceeds 80 degrees Fahrenheit, shade structures will be opened and made available to the workers. In addition, when the temperature equals or exceeds 95 degrees Fahrenheit, additional preventive measures, such as high-heat procedures, will be implemented. See the high-heat procedures section for additional information.

Procedures for Control Measures for Indoor Places of Employment

Control measures will be implemented when either of the following occurs:

- Indoor temperature or heat index is 87 degrees Fahrenheit or higher.
- Indoor temperature is 82 degrees Fahrenheit or higher and workers are either:
 - Wearing clothing that restricts heat removal or
 - Working in an area with high radiant heat

1. Feasible engineering controls will be implemented first to reduce the temperature and heat index to below 87°F (or temperature to below 82°F for workers working in clothing that restricts heat removal or working in high radiant heat areas). Administrative controls will be added if feasible engineering controls are not enough to comply with the standard. If both feasible engineering and administrative controls are not enough to decrease the temperature and minimize the risk of heat illness, then personal heat-protective equipment will be provided.

2. The following engineering controls will be implemented to lower the indoor temperature, heat index, or both to the lowest possible level. These controls help make the work environment cooler or create a barrier between the worker and the heat:

- Cooling fans or air conditioning
- Increased natural ventilation, such as open windows and doors when the outdoor temperature or heat index is lower than the indoor temperature and heat index
- Insulating/isolating heat sources from workers, or isolating workers from heat source

3. The following administrative controls will be implemented once all feasible engineering controls have been implemented. These controls are modified work practices that can reduce heat exposure by adjusting work procedures, practices, or schedules: Modify work schedules and activities to times of the day when the temperature is cooler or schedule shorter shifts, especially during heat waves. Heat wave means any day in which the predicted high temperature for the day will be at least 80 degrees Fahrenheit and at least 10 degrees Fahrenheit higher than the average high daily temperature in the preceding five days. For newly hired workers and unacclimatized existing workers, gradually increase shift length over the first one to two weeks:

- Require mandatory rest breaks in a cooler environment, such as a shady location or an air-conditioned building. The duration of the rest breaks should increase as heat stress rises.
- Schedule work at cooler periods or times of day.
- Rotate job functions among workers to help minimize exertion and heat exposure. If workers must be in proximity to heat sources, mark them clearly, so they are aware of the hazards.
- Require workers to work in pairs or groups during extreme heat so they can monitor each other for signs of heat illness.

4. The following personal heat-protective equipment will be provided if feasible engineering controls do not decrease the temperature enough and administrative controls do not minimize the risk of heat illness. This personal heat-protective equipment consists of special cooling devices that the worker wears on their body that can protect them in hot environments:

- Water, ice, and cooling neck wraps
- Supplied air personal cooling systems
- Heat-reflective clothing

High-Heat Procedures for Outdoor Places of Employment

High-Heat Procedures are additional preventative measures that VESD will use when the temperature equals or exceeds 95 degrees Fahrenheit in outdoor places of employment.

1. Effective communication by voice, observation, or electronic means shall be maintained so that employees at the worksite can contact a supervisor or emergency medical services when necessary.
2. Frequent communication will be maintained with workers working by themselves or in smaller groups by using two-way radios or cell phones to be on the lookout for possible symptoms of heat illness. The worker(s) will be contacted regularly and as frequently as

possible throughout the day since a worker in distress may not be able to summon help on their own.

3. Effective communication and direct observation for alertness and signs and symptoms of heat illness will be conducted frequently. When the supervisor is not available, an alternate responsible person will be designated by the supervisor ahead of time and the responsible person must be assigned to observe and look for signs and symptoms of heat illness. The site administrator will notify staff if an alternate supervisor is designated as the responsible person. If a supervisor, designated responsible person, or any worker reports any signs or symptoms of heat illness in any worker, the supervisor or designated person will take immediate action commensurate with the severity of the illness (see **Emergency Response Procedures**).

4. Workers will be reminded throughout the work shift to drink plenty of water and take preventative cool-down rest breaks when needed. Supervisors can encourage and remind employees to stay hydrated by sending regular emails, making phone calls, or sending text messages.

5. Pre-shift communication will be distributed before the commencement of work to review the high-heat procedures, encourage workers to drink plenty of water, and remind workers of their right to take a cool-down rest when necessary.

Procedures for Handling a Heat Wave for Outdoor Places of Employment

Heat wave means any day in which the predicted high temperature for the day will be at least 80 degrees Fahrenheit and at least 10 degrees Fahrenheit higher than the average high daily temperature in the preceding five days.

1. During a heat wave, all workers will be closely observed by a supervisor or designee. The supervisor will observe and regularly communicate with workers about how they are feeling and any symptoms they may be experiencing. Supervisor is defined as:

- Site Administrators
- Directors
- Supervisors
- Managers

2. During a heat wave, the workday could be suspended or rescheduled if all other cooling methods are not feasible (e.g., conducted at night or during cooler hours).

3. During a heat wave and before starting work, communication will be sent to employees to review VESD's Heat Illness Prevention Procedures, the weather forecast, and emergency response procedures. Additionally, if schedule modifications are not possible, workers will be provided with an increased number of water and rest breaks and observed closely for signs and symptoms of heat illness.

4. Each worker will be assigned a "buddy" to be on the lookout for signs and symptoms of heat illness and to ensure that emergency procedures are initiated when someone displays possible signs or symptoms of heat illness.

Procedures for Acclimatization

Acclimatization is the temporary adaptation of the body to work in the heat that occurs gradually when a person is exposed to it. The body needs time to adapt when temperatures rise suddenly, and a worker risks heat illness by not taking it easy when a heat wave strikes, or when starting a new job that exposes the worker to heat to which the worker's body hasn't yet adjusted. Inadequate acclimatization can be significantly more perilous in conditions of high heat and physical stress. The following are additional protective procedures that will be implemented when conditions result in sudden exposure to heat that workers are not accustomed to.

1. The weather will be monitored daily. The supervisor will be on the lookout for heat waves, or temperatures to which workers haven't been exposed for several weeks or longer.
2. New workers and those who have been newly assigned to a high-heat area will be closely observed by the supervisor or designee for the first 14 days. The supervisor will observe and regularly communicate with workers about how they are feeling and any symptoms they may be experiencing.
3. The intensity of the work will be lessened during a two-week break-in period by using procedures such as scheduling slower paced, less physically demanding work during the hot parts of the day and the heaviest work activities during the cooler parts of the day (early morning or evening). Steps taken to lessen the intensity of the workload for new workers will be documented.
4. For indoor work areas, this 14-day observation period applies when the temperature or heat index equals or exceeds 87 degrees Fahrenheit, or when the temperature or heat index equals or exceeds 82 degrees Fahrenheit when a worker wears clothing that restricts heat removal or when a worker works in a high radiant heat area.
5. Workers and supervisors will be trained in the importance of acclimatization, how it is developed, and how VESD procedures address it.

Procedures for Emergency Response

1. Effective means of bringing emergency services to the worker in need, or the worker in need to emergency services will be ensured by:
 - The site/department supervisor will assist in the event of an emergency by coordinating immediate response actions and ensuring clear communication. Additionally, the supervisor will oversee the implementation of safety procedures and provide support to the affected worker until emergency services arrive.
2. Effective communication will be ensured by voice, direct observation, buddy system, or electronic means such as cell phone, text or two-way radio and will be maintained so that workers can contact a supervisor when necessary. If the supervisor is unable to be near the workers (to observe them or communicate with them), then email, cell phone, text or two-way radio may be used for this purpose.

3. Appropriately trained and equipped personnel will be made available at the site to render first aid.
5. To ensure that emergency medical services can be called, all supervisors will have access to landlines or carry communication devices, such as cell phones. These communication devices will be checked prior to each shift to ensure that they are functional.
6. When a worker shows signs or symptoms of severe heat illness, emergency medical services will be called, and steps will immediately be taken to keep the stricken worker cool and comfortable to prevent the progression to more serious illness. Under no circumstances will the affected worker be left unattended.
7. 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.
8. Workers and supervisors will be trained in these written procedures for emergency response.

Procedures for Handling a Sick Worker

1. When a worker displays possible signs or symptoms of heat illness, a trained first aid worker or supervisor will evaluate the sick worker and determine whether resting in the cool-down area(s) and drinking cool water will suffice or if emergency service providers will need to be called. A sick worker will not be left alone in the cool-down area(s), as their condition could worsen.
2. When a worker displays possible signs or symptoms of heat illness and no trained first aid worker or supervisor is available at the site, emergency service providers will be immediately called by any employee who witnesses the signs or symptoms.
3. Emergency service providers will be called immediately if a worker displays signs or symptoms of severe heat illness (e.g., decreased level of consciousness, staggering, vomiting, disorientation, irrational behavior, incoherent speech, convulsions, red and hot face), does not look okay, or does not get better after drinking cool water and resting in the shade. While the ambulance is en route, first aid will be initiated (e.g., cool the worker by placing the worker in the shade, removing excess layers of clothing, placing ice packs in the armpits and groin area, and fan the victim). A worker that displays signs or symptoms of heat illness shall not go home, even if they start to feel better, their condition could worsen, potentially leading to serious consequences before they are able to reach a hospital.
4. If a worker displays signs or symptoms of severe heat illness (e.g., decreased level of consciousness, staggering, vomiting, disorientation, irrational behavior, incoherent speech, convulsions, red and hot face) emergency service providers will be called, the signs and symptoms of the victim will be communicated to them, and an ambulance will be requested.

Procedures for Worker and Supervisor Training

To be effective, training must be understood by workers. Therefore, it must be given in a language and vocabulary the workers understand. Training records will be maintained and will

include the date of the training, who performed the training, who attended the training, and the subject(s) covered. Training records will be maintained by site supervisors.

1. Supervisors will be trained prior to being assigned to supervise other workers. Training will include VESD's written procedures and the steps supervisors will follow when workers exhibit symptoms consistent with heat illness.
2. Supervisors and workers will be trained as it is VESD's responsibility to provide water, access to cool-down areas or shade, preventative cool-down rests, and first aid, as well as the workers' right to exercise their rights under this standard without retaliation.
3. Supervisors and workers will be trained in appropriate first aid and/or emergency response to different types of heat illness and made aware that heat illness may progress quickly from mild signs and symptoms to a serious, life-threatening illness.
4. Supervisors will be trained on how to track the weather at the job site (by monitoring predicted temperature or heat index highs and periodically using a thermometer). Supervisors will be instructed on how weather information will be used to modify work schedules, increase the number of water and rest breaks, or cease work early if necessary.
5. All workers and supervisors will be trained prior to working. Training will include all aspects of implementing VESD's written procedures, including access to sufficient water and cool-down area(s), cool down rests, high-heat procedures, emergency response procedures, control measures, importance of frequent consumption of water, different types of heat illness, common signs and symptoms of heat illness, and acclimatization procedures. Workers and supervisors will also be trained on the environmental and personal risk factors of heat illness, as well as the burden of heat load on the body caused by exertion, clothing, and personal protective equipment. The importance of immediately reporting signs and symptoms of heat illness will be especially emphasized.
6. In addition to initial training, workers will be retrained annually.
7. Workers will be trained on the steps 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, how to transport ill workers to a point where they can be reached by an emergency responder, and the importance of making visual contact with emergency responders at the nearest road or landmark to direct them to their worksite, if necessary.
8. When the temperature is expected to exceed 80 degrees Fahrenheit, pre-shift communication will be distributed before the commencement of work to review the high-heat procedures and view the weather report, reinforce heat illness prevention with all workers, provide reminders to drink water frequently, inform them that cool-down area(s) will be available, and remind them to be on the lookout for signs and symptoms of heat illness.
9. New workers will be assigned a "buddy," or experienced co-worker, to ensure that they understand the training and follow company procedures.
10. This heat illness prevention plan is for the health and safety of all VESD employees, ensuring they are protected from heat related risks. By following these guidelines, we aim to create a safe work environment where employees are encouraged to prioritize their well-being and seek medical attention if they experience heat related symptoms.

Appendix A

NOAA's National Weather Service

Heat Index

Temperature (°F)

	80	82	84	86	88	90	92	94	96	98	100	102	104	106	108	110
40	80	81	83	85	88	91	94	97	101	105	109	114	119	124	130	136
45	80	82	84	87	89	93	96	100	104	109	114	119	124	130	137	
50	81	83	85	88	91	95	99	103	108	113	118	124	131	137		
55	81	84	86	89	93	97	101	106	112	117	124	130	137			
60	82	84	88	91	95	100	105	110	116	123	129	137				
65	82	85	89	93	98	103	108	114	121	128	136					
70	83	86	90	95	100	105	112	119	126	134						
75	84	88	92	97	103	109	116	124	132							
80	84	89	94	100	106	113	121	129								
85	85	90	96	102	110	117	126	135								
90	86	91	98	105	113	122	131									
95	86	93	100	108	117	127										
100	87	95	103	112	121	132										

Likelihood of Heat Disorders with Prolonged Exposure or Strenuous Activity

- Caution
- Extreme Caution
- Danger
- Extreme Danger