DELANO JOINT UNION HIGH SCHOOL DISTRICT
Heat Illness Prevention Plan

Facility Name: Delano Joint Union High School District
Date of Preparation: January 30, 2024
Date reviewed by Wellness Committee: February 15, 2024
Approved by the Board of Trustees: March 12, 2024

Employer Information

Delano Joint Union High School District
1720 Norwalk Street
Delano, CA 93215
661-725-4000

Cesar E. Chavez High School
800 Browning Road
Delano, CA 93215
661-725-4000

Delano Adult School
1811 Princeton Street
Delano, CA 93215
661-725-4000

Delano High School
1331 Cecil Avenue
Delano, CA 93215
661-725-4000

Robert F. Kennedy High School
1401 Hiett Avenue
Delano, CA 93215
661-725-4000

Valley High School
1925 Randolph Street
Delano, CA 93215
661-725-4000

Responsible Persons

The following individuals have authority and responsibility for implementing and maintaining this program.

Overall Coordinator: Director of Student Services

Assistant Coordinator: Director of Maintenance Operations Transportation

Assistant Coordinator: Site Supervisor

Provision of water

Employees shall have access to potable drinking water, which is fresh, pure, suitably cool, and provided to employees free of charge. The water shall be located as close as practicable to the areas where employees are working. Where drinking water is not plumbed or otherwise continuously supplied, it shall be provided in sufficient quantity at the beginning of the work shift to provide one quart per employee per hour for drinking for the entire shift. The frequent drinking of water shall be encouraged.

Access to shade

Shade shall be present when the temperature exceeds 80 degrees Fahrenheit. When the outdoor temperature in the work area exceeds 80 degrees Fahrenheit, the District shall always have and maintain one or more areas with shade while employees are present that are either open to the air or provided with ventilation or cooling. The amount of shade present shall be at least enough to accommodate the number of employees on recovery or rest periods, so that they can sit in a normal posture fully in the shade without having to be in physical contact with each other. The shade shall be located as close as practicable to the areas where employees are working. Subject to the same specifications, the amount of shade present during meal periods shall be at least enough to accommodate the number of employees on the meal period who remain onsite.

Shade shall be available when the temperature does not exceed 80 degrees Fahrenheit. When the outdoor temperature in the work area does not exceed 80 degrees Fahrenheit, the District shall either provide shade as outlined above or provide timely access to shade upon an employee's request.

Preventative Cool Down Rest Periods

Employees shall be allowed and encouraged to take a preventative cool-down rest in the shade when they feel the need to do so to protect themselves from overheating. Such

access to shade shall be always permitted. An individual employee who takes a preventative cool-down rest shall be monitored and asked if he or she is experiencing symptoms of heat illness; shall be encouraged to remain in the shade; and shall not be ordered back to work until any signs or symptoms of heat illness have abated, but in no event less than 5 minutes in addition to the time needed to access the shade.

If an employee exhibits signs or reports symptoms of heat illness while taking a preventative cool-down rest or during a preventative cool-down rest period, the District shall provide appropriate first aid or emergency response.

Exceptions to the above include:

> Where the District can demonstrate that it is infeasible or unsafe to have a shade structure, or otherwise to have shade present on a continuous basis, the employer may utilize alternative procedures for providing access to shade if the alternative procedures provide equivalent protection.
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> Except for employers in the agricultural industry, cooling measures other than shade (e.g., use of misting machines) may be provided in lieu of shade if the employer can demonstrate that these measures are at least as effective as shade in allowing employees to cool.

Work Severity and Duration

In warm or hot weather and during high heat or a heat wave supervisors and management will make efforts to:

- Schedule 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).
- Start the work shift even earlier in the day or later in the evening
- Avoid over time work and double shifts.
- Postpone non-essential work to be done until a later time when it is cooler.
- Rotate employees through less physically demanding jobs.
- Add extra personnel to reduce exposure time for each employee.

Weather Monitoring

Site Supervisors, Managers, and/or designated person(s) will provide employees with weather updates using applications such as OSHA-NIOSH Heat Safety Tool by Centers for Disease Control and Prevention. Employees will also be encouraged to download the application for their devices and provided with other weather monitoring resources.

Using this real-time site-specific weather information to make the appropriate adjustments in work schedules and activities throughout workdays which may include (but are not limited to):

- setting up shade
- stopping work early
- rescheduling job tasks
- working at night or during the cooler hours of the day
- increasing the number of water and rest breaks
- implementing High Heat Procedures

High-heat procedures

The District shall implement high-heat procedures when the temperature equals or exceeds 95 degrees Fahrenheit. These procedures shall include the following to the extent practicable:

1. Ensuring that effective communication by voice, observation, or electronic means is maintained so that employees at the work site can contact a supervisor when necessary. An electronic device, such as a cell phone or text messaging device, may be used for this purpose only if reception in the area is reliable.
2. Observing employees for alertness and signs or symptoms of heat illness. The employer shall ensure effective employee observation/monitoring by implementing one or more of the following:
    a. Supervisor or designee observation of 20 or fewer employees, or
    b. Mandatory buddy system, or
    c. Regular communication with sole employee such as by radio or cellular phone, or
    d. Other effective means of observation.
3. Designating one or more employees on each worksite as authorized to call for emergency medical services, and allowing other employees to call for emergency services when no designated employee is available.
4. Reminding employees throughout the work shift to drink plenty of water.
5. Pre-shift meetings before the commencement of work to review the high heat procedures, encourage employees to drink plenty of water, and remind employees of their right to take a cool-down rest when necessary.

Work Clothing and Personal Protective Equipment (PPE)

PPE can increase heat load on the body by trapping the heat and not allowing the body to cool. When employees wear this type of PPE in extreme heat conditions it may require our district to take additional steps to prevent heat illness including (but not limited to):

- Monitoring employees more frequently.
- Having employees watch one another more closely.
- Having employee take more frequent breaks to remove their PPE to cool down.
- Ensuring employees drink more water.
- Providing effective cooling measures.
- Adjusting work schedules and activities.

Emergency Response Procedures

The District shall implement effective emergency response procedures including:

1. Ensuring that effective communication by voice, observation, or electronic means is maintained so that employees at the work site can contact a supervisor or emergency medical services when necessary. An electronic device, such as a cell phone or text messaging device, may be used for this purpose only if reception in the area is reliable. If an electronic device does not furnish reliable communication in the work area, the employer will ensure a means of summoning emergency medical services.

2. Responding to signs and symptoms of possible heat illness, including but not limited to first aid measures and how emergency medical services will be provided.

   (A) If a supervisor observes, or any employee reports, any signs or symptoms of heat illness in any employee, the supervisor shall take immediate action commensurate with the severity of the illness.

   (B) If the signs or symptoms are indicators of severe heat illness (such as, but not limited to, decreased level of consciousness, staggering, vomiting, disorientation, irrational behavior or convulsions), the employer must implement emergency response procedures.

   (C) An employee exhibiting signs or symptoms of heat illness shall be monitored and shall not be left alone or sent home without being offered onsite first aid and/or being provided with emergency medical services in accordance with the employer's procedures.

3. Contacting emergency medical services and, if necessary, transporting employees to a place where they can be reached by an emergency medical provider.

4. Ensuring that, in the event of an emergency, clear and precise directions to the work site can and will be provided as needed to emergency responders.

Acclimatization

All employees shall be closely observed by a supervisor or designee during a heat wave. For purposes of this section only, "heat wave" means any day in which the predicted high temperature for the day will be at least 80 degrees Fahrenheit and at least ten degrees Fahrenheit higher than the average high daily temperature in the preceding five days.

An employee who has been newly assigned to a high heat area shall be closely observed by a supervisor or designee for the first 14 days of the employee's employment.

Employee Training

Each supervisory and non-supervisory employee shall receive effective training in the following topics before the employee begins work that should reasonably be anticipated to result in exposure to the risk of heat illness:

(1) The environmental and personal risk factors for heat illness, as well as the added burden of heat load on the body caused by exertion, clothing, and personal protective equipment.
(2) The District's procedures for complying with the requirements of this standard, including, but not limited to, the District's responsibility to provide water, shade, cool-down rests, and access to first aid as well as the employees' right to exercise their rights under this standard without retaliation.
(3) The importance of frequent consumption of small quantities of water, up to 4 cups per hour, when the work environment is hot and employees are likely to be sweating more than usual in the performance of their duties.
(4) The concept, importance, and methods of acclimatization pursuant to the District's procedures.
(5) The different types of heat illness, the common signs, and symptoms of heat illness, and appropriate first aid and/or emergency responses to the different types of heat illness, and in addition, that heat illness may progress quickly from mild symptoms and signs to serious and life-threatening illness. Some heat illness conditions include heat rash, heat cramps, heat exhaustion, heat syncope, and heat stroke.
(6) The importance to employees of immediately reporting to the District, directly or through the employee's supervisor, symptoms or signs of

heat illness in themselves, or in co-workers.

(7) The District's procedures for responding to signs or symptoms of possible heat illness, including how emergency medical services will be provided should they become necessary.

(8) The District's procedures for contacting emergency medical services, and if necessary, for transporting employees to a point where they can be reached by an emergency medical service provider.

(9) The District's procedures for ensuring that, in the event of an emergency, clear and precise directions to the work site can and will be provided as needed to emergency responders. These procedures shall include designating a person to be available to ensure that emergency procedures are invoked when appropriate. Copies of these trainings will be kept at the MOT office, and online with our Get Safety Trained web portal.

Supervisor Training

Effective training on the topics listed below will be provided to all supervisors prior to supervising employees who will be performing work that should reasonably be anticipated to result in exposure to the risk of heat illness:

(1) The information required to be provided by Employee Training section included above – heat standard requirements.

(2) The procedures the supervisor is to follow to implement the applicable provisions in this section.

(3) The procedures the supervisor is to follow when an employee exhibits signs or reports symptoms consistent with possible heat illness, including emergency response procedures and first aid.

(4) How to monitor weather reports and how to respond to hot weather advisories.