



PERRIS UNION

HIGH SCHOOL DISTRICT

Heat Illness Prevention Plan

CCR Title 8, § 3395, 3396

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Section 1

Introduction

1.1 Purpose

This plan adheres to California Code of Regulations (CCR), Title 8, Sections 3395 and 3396, which cover Heat Illness Prevention in outdoor and indoor workplaces. The purpose of this policy is to protect PUHSD staff from the possibility of illness as a result of high heat conditions. The guidelines in this plan establish the minimum requirements for responding to high heat conditions. These guidelines are not exhaustive; reason and good judgment must be used at each site to protect staff from heat illnesses and unhealthy air conditions.

1.2 Responsibility

Under the authority of the District's Superintendent, the District's Director of Risk Management (951-943-6369 x 80281) has the responsibility for implementing and maintaining this plan. In addition, all managers and Supervisors are responsible for implementing and maintaining the Heat Illness Prevention Plan in their assigned work areas and for ensuring employees receive answers to procedures in a language they understand.

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

This plan can be accessed electronically at <https://www.puhsd.org/employee-safety>. It is available to employees or their representatives upon request.

Section 2

Procedures for Indoor Workplaces

2.1 Provision of Water for Indoor Spaces

Fresh, pure, suitably cool water will be provided to employees free of charge at all District sites. Drinking water fountains are available throughout the school sites and shall be utilized for replenishment. Potable drinking water shall be available in cool-down areas located in indoor workplaces.

All water containers will be kept in a sanitary condition. Water from non-approved or non-tested water sources (e.g., untested wells) 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.

2.2 Access to Cool-Down Areas for Indoor Spaces

At least one cool-down area will be designated on-site. Potable water will be made available in any designated cool-down area(s). The temperature in indoor cool-down areas will be maintained at less than 82 degrees Fahrenheit. To achieve this, fans or air conditioners may be used.

School sites may have multiple spacious cool-down areas to accommodate the number of employees on break or needing recovery so that they can sit comfortably without being in physical contact with one another. These areas are designed to accommodate everyone on break at any given time, ensuring sufficient seating for all.

Employees 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 whenever they feel they need a break. Preventative cool-down rest periods will be at least 5 minutes, in addition to the time needed to access the cool-down area.

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. 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. See the section on Emergency Response for additional information.

2.3 Temperature Assessments for Indoor Spaces

PUHSD utilizes the programs iVu and Trane Ensemble through our HVAC system to continuously monitor and record the temperature of indoor spaces throughout the District. Additionally, this temperature measuring program will be used to monitor and log temperatures in indoor work areas whenever the temperature or heat index reaches 87 degrees Fahrenheit when employees are present. For spaces that do not have this capability, the [Indoor Temperature and Heat Index Log](#) will be completed by the site designee.

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

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

Temperatures will be measured and logged at the lower temperature of 82 degrees Fahrenheit when the following conditions exist:

- Employees are wearing clothing that restricts heat removal, such as waterproof clothing or clothing used to protect against biological or chemical contamination.
- In high-radiant heat areas where other objects or surfaces will raise the temperature by 5 or more degrees Fahrenheit. Examples of these areas could include kitchens with ovens in use, or shops and mechanical rooms with heat-emitting power equipment in use.

Temperature measurements are not required for incidental heat exposures where an employee is exposed to temperatures at or above 82 degrees Fahrenheit and below 95 degrees Fahrenheit for less than 15 minutes in any 60-minute period.

Additional monitoring instruments will measure the temperature and/or heat index and shall provide the same results as those in the National Weather Service (NWS) Heat index chart (Refer to Appendix B). Types of monitoring equipment that can be used include psychrometer, thermometer, Kestrel, weather station, wet-bulb globe thermometer, hygrometer for measuring humidity. Monitoring instruments will be maintained according to the manufacturer's recommendations.

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 Risk Management department to employees or designated representatives upon request. The records will include the date, time, and specific location of all measurements.

2.4 Control Measures for Indoor Spaces

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 employees are either:
 - Wearing clothing that restricts heat removal or
 - Working in an area with high radiant heat.

Radiant heat means heat transmitted by electromagnetic waves and not transmitted by conduction or convection. Sources of radiant heat include the sun, hot objects, hot liquids, hot surfaces, and fire.

Feasible engineering controls should be implemented first to reduce the temperature and heat index to below 87°F or temperature to below 82°F for employees 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 can be provided.

2.4.1 Engineering Controls for Indoor Spaces

The following is a list of engineering controls that can 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 employee and the heat. Engineering Controls remove or reduce heat or create a barrier between the employee and the heat source. This may include the following:

- 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.
- Local exhaust ventilation at points of high heat production or moisture (such as exhaust hoods in laundry rooms, canopy hood in kitchen areas)
- Reflective shields to block radiant heat.
- Insulating/isolating heat sources from employees, or isolating employees from heat sources
- Elimination of steam leaks
- Cooled seats or benches

- Evaporative coolers
- Dehumidifiers
- Misters

2.4.2 Administrative Controls for Indoor Spaces

The following is a list of possible administrative controls that can 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, when feasible.

- Modify work schedules and activities to times of the day when the temperature is cooler or schedule shorter shifts, especially during heat waves.
- For newly hired employees and unacclimatized existing employees, gradually increase shift length over the first 4 to 14 days of regular work.
- 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.
- Rotate job functions among employees to help minimize exertion and heat exposure. If employees must be in proximity to heat sources, mark the radiant heat source clearly so they are aware of the hazards.
- Require employees to work in pairs or groups during extreme heat so they can monitor each other for signs of heat illness.

2.4.3 PPE for Indoor Spaces

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, which can protect them in hot environments:

- Water and/or air-cooled garments, cooling vests, jackets, and neck wraps. The cooling source can be reusable ice packs or cooled air connected to an external source.
- Supplied air personal cooling systems.
- Insulated suits.
- Heat-reflective clothing.
- Infrared reflecting face shields.

2.5 Procedures for Acclimatization for Indoor Spaces

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 an employee risks heat illness by not taking it easy when working in hot areas, or when starting a new job that exposes the employee to heat to which the employee's body has not 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 employees are not accustomed to.

New employees 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. For indoor work areas, this 14-day observation period applies when the temperature or heat index equals or exceeds 82 degrees Fahrenheit when an employee wears clothing that restricts heat removal or when an employee works in a high radiant heat area.

The intensity of the work may 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 when feasible).

Section 3

Procedures for Outdoor Workplaces

3.1 Provisions of Water for Outdoor Spaces

Fresh, pure, suitably cool water will be provided to employees free of charge at all District sites. Employees are encouraged to drink about three to four 8-ounce glasses (one quart) of water per hour. Drinking water fountains are available throughout the school sites and shall be utilized for replenishment. Potable drinking water can be available as close as practicable to the areas where employees are working.

Employees are encouraged to drink small quantities of water in frequent intervals. Thirst is not an indicator of dehydration - if you are thirsty, you are already dehydrated.

All water containers will be kept in a sanitary condition. Water from non-approved or non-tested water sources (e.g., untested wells) 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.

For outdoor work locations, when the temperature equals or exceeds 95 degrees Fahrenheit, or during a heat wave, pre-shift meetings will be conducted before the commencement of work to both encourage employees to drink plenty of water and to remind employees 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 employees throughout the work shift to drink water.

3.2 Access to Shade for Outdoor Spaces

Shade will be as close as practicable to the employees 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 an employee. Shade may be located by lunch shelters, breezeways, or tree shade. Shaded areas can include areas with air conditioning, such as the interior of classrooms and auditoriums.

Note: The interior of a vehicle will not be used to provide shade unless the vehicle has a working air conditioner and is cooled down ahead of time.

Enough shade will be available at the site to accommodate all of the employees who are on a break at any point in time. During meal periods, there will be enough shade for all employees 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 employees in and out of breaks, including meal periods, and recovery and rest periods, if the number of employees in the crew is higher than the number that can fit comfortably under the shade.

Employees 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.

As crews move, shade structures can be relocated and placed as close as practicable to the employees so that access to shade is provided at all times. To ensure this is done, the Supervisor is responsible for ensuring the shade structures are moved to each location. All employees on a recovery, rest break, or meal period will have full access to shade so that they can sit in a normal posture without having to be in physical contact with each other.

Before trees or other vegetation are used to provide shade, the thickness and shape of the shaded area will be evaluated to ensure that sufficient shadow is cast to protect employees throughout the workday, as the shade moves.

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.

3.3 Monitoring the Weather for Outdoor Spaces

PUHSD, through the Earth Networks online weather network, generates Employee Heat Index Alert emails. These alerts are sent to notify Supervisors if the heat index level rises to one of the corresponding levels on the heat index protocol. Supervisors are to clearly communicate to their employees the correct measures needed to protect themselves based on the [employee heat index protocol](#), including:

- Providing access to cool drinking water

- Access to shade
- Ensuring effective communication by voice, observation, or electronic means is maintained so that employees at a work site can contact a Supervisor or emergency services if needed

Before 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 (e.g., stopping work early, rescheduling the job, working during the cooler hours of the day, increasing the number of water and rest breaks).

Supervisors will continue to monitor their emails for alerts from the Earth Networks online weather network 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 employees. 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.

3.4 High-Heat Procedures for Outdoor Places of Employment

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

Pre-shift meetings will be held 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.

Effective communication by direct observation or working in a buddy system will be maintained so that employees at the worksite can contact a supervisor when necessary. If the Supervisor is unable to be near the employees (to observe them or communicate with them), then cell phone or two-way radio communication can be used for this purpose.

Frequent communication will be maintained with employees working by themselves or in smaller groups by email, cell phone calls, text messages, or two-way radios to be on the lookout for possible symptoms of heat illness. Employees will be contacted regularly and as frequently as possible throughout the day, since an employee in distress may not be able to summon help on their own.

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 can be designated by the supervisor ahead of time, and the person responsible must be assigned to observe and look for signs and symptoms of heat illness. If a supervisor, designated responsible person, or any

employee reports any signs or symptoms of heat illness in any co-worker, the supervisor or designated person will take immediate action commensurate with the severity of the illness

Employees are reminded throughout the work shift to drink plenty of water and take preventative cool-down rest breaks when needed. Reminders can be made verbally or by electronic means such as district email, cell phone calls, text messages, and two-way radios.

3.5 Handling a Heat Wave for Outdoor Spaces

A 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.

During a heat wave or heat spike :

- All employees will be closely observed by a supervisor or designee.
- The workday will be cut short or rescheduled (e.g., conducted at night or during cooler hours).
- Before starting work, tailgate meetings will be held to review the District's Heat Illness Prevention Procedures, the weather forecast, and emergency response procedures. Additionally, if schedule modifications are not possible, employees will be provided with an increased number of water and rest breaks and observed closely for signs and symptoms of heat illness.
- 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.

3.6 Acclimatization for Outdoor Spaces

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 an employee risks heat illness by not taking it easy when a heat wave or heat spike 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 employees are not accustomed to.

The weather will be monitored daily. Supervisors will be on the lookout for heat waves, heat spikes, or temperatures to which employees haven't been exposed for several weeks or longer.

New employees 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 intensity of the work may 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 when feasible).

Employees and supervisors will be trained on the importance of acclimatization and how it is accomplished.

Section 4

Emergency Procedures

4.1 Communication

Effective communication will be ensured by voice, direct observation, a mandatory buddy system, or electronic means, such as email, cell phone calls, text, or two-way radio, and will be maintained so that employees can contact a supervisor when necessary. If the supervisor cannot be physically present to observe or communicate with the employees, they may use District email, cell phone, text message, or two-way radio to stay in contact.

4.2 Signs and Symptoms of Heat Illness

Understanding personal risk factors is essential to preventing heat-related illnesses, as certain individual characteristics and behaviors can significantly increase vulnerability to heat stress. These factors include age, level of acclimatization, overall health, hydration practices, and the consumption of substances such as alcohol and caffeine, as well as the prescription medications that may affect the body's ability to retain water or regulate heat.

Heat Illness means a serious medical condition resulting from the body's inability to cope with a particular heat load and can include:

- Heat Cramps- Painful spasms of muscles caused by the body's loss of salt and lack of water replenishment.
- Heat Rash- also known as prickly heat, is skin irritation caused by sweat that does not evaporate from the skin.
- Heat Exhaustion- Cool, moist, pale, flushed skin, heavy sweating, headache, nausea or vomiting, dizziness or weakness caused by the body's loss of fluids.

- Heat Syncope- A person standing erect and immobile may faint; caused by blood vessels in the lower extremities that dilate, causing blood to pool rather than return to the heart to be pumped to the brain (dizziness or fainting).
- Heat Stroke- Sweating stops, confusion, loss of consciousness, irrational behavior, muscle twitching, rapid/weak pulse, headache, shallow breathing, unusually hot & dry skin with a high body temperature. **This is a medical emergency!**

4.3 Handling a Sick Employee for Indoor and/or Outdoor Spaces

When an employee shows signs or symptoms of heat illness, a trained first aid employee or supervisor will assess their condition and determine whether resting in the shaded or cooldown area and drinking cool water is sufficient or if emergency services are needed. A sick employee will not be left alone in the shaded or cool-down area, as their condition could take a turn for the worse.

When an employee displays possible signs or symptoms of heat illness and no trained first aid employee or supervisor is available at the site, emergency service providers will be immediately called by the site administrator, designee, or coworker.

Heat Illness emergency response depends on the severity of the symptoms. If an employee's symptoms worsen, it is important to call emergency services-911. Heat stroke is a life-threatening medical emergency and requires immediate action:

- Call 911 immediately. Stay with the employee until help arrives and designate someone to call the school nurse, if available.
- Move to a cool area. Get the person into shade or an air-conditioned room.
- Cool rapidly. Use whatever is available:
 - Immerse them in cold water or an ice bath to the neck if safe.
 - Apply cold, wet clothes or ice packs to the neck, armpit, and groin.
 - Mist the skin with cool water and fan the person.
 - Do NOT give fluids. An employee with heat stroke may be at risk of aspiration (inhaling fluids).

The sick employee will not be sent home, as their condition could deteriorate further, posing a risk before reaching a hospital.

All incidents involving employee injuries should be reported to the Risk Management department at riskmanagement@puhsd.org.

Section 5

Training Procedures

5.1 Employee and Supervisor Training

Training shall be available for all District employees. 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 are maintained for 5 years by each site.

Employees and supervisors will be trained prior to working. Training will include the aspects of implementing PUHSD's written procedures, including:

- Access to sufficient water, shade, and cool-down areas; conditions for taking cool-down rests, and when to increase water and rest breaks.
- Importance of frequent water consumption and recognizing that heat illness can progress rapidly from mild to life-threatening symptoms.
- Procedures for first aid and emergency response, including when to cease work early and how to contact emergency medical services.
- Requirements for monitoring weather at the job site, using predicted temperatures, heat index values, and how this information guides work-schedule adjustments.
- High-heat procedures and other control measures used to reduce heat exposure.
- Acclimatization procedures for new or returning employees.
- Employee's right to exercise protections under the heat standard without retaliation.
- The importance of ensuring emergency responders can easily find the worksite by having someone meet them at the nearest road or landmark and guide them in.

New employees will be assigned a "buddy," or experienced employee, to ensure that they understand the training and follow District procedures. In addition to initial training, employees and supervisors will be retrained annually.

Appendix A

Employee Heat Index Protocol

PUHSD Employee Heat Index Protocol (Heat Index = combination of Temperature and Humidity)

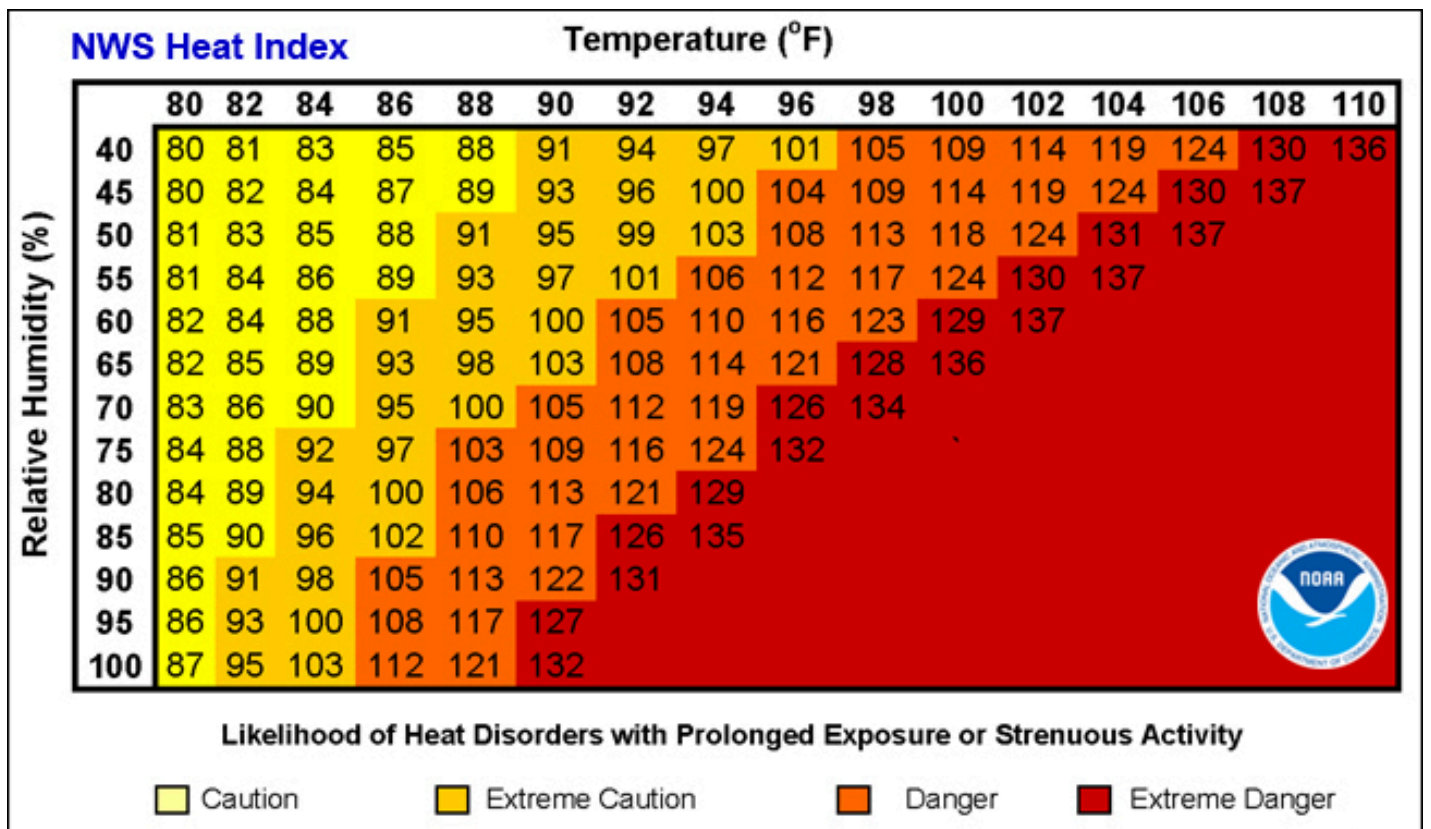
Heat Index	Risk Level	Protective Measures
80° - 90° Heat Index	Caution	<ul style="list-style-type: none">● Provide access to drinking water● Ensure that adequate medical services are available● Plan ahead for times when Heat Index is higher, including heat safety training● Encourage employees to wear sunscreen● Acclimatize employees <p>If employees must wear heavy protective clothing, perform strenuous activity or work in the direct sun, additional precautions are recommended to protect employees from heat-related illness.</p>
91° to 103° Heat Index	Moderate	<p>In addition to the steps above:</p> <ul style="list-style-type: none">● Remind employees to drink water often (about 4 cups/hour)● Review with employees how to recognize, prevent and respond to heat illness● Schedule frequent breaks in cool, shaded areas● Acclimatize employees● Set up buddy system/ instruct Supervisors to watch employees for signs of heat-related illness● Encourage employees to wear sunscreen and use other protections from direct sunlight. <p>If employees must perform strenuous activity or work in the direct sun, additional precautions are recommended to protect employees from heat-related illness.</p> <ul style="list-style-type: none">● Schedule activities at a time when the heat index is lower● Develop work/rest schedules● Monitor employees closely

103° to 115° Heat Index	High	<p>Additional precautions to protect employees:</p> <ul style="list-style-type: none"> ● Alert employees of high risk conditions ● Actively encourage employees to drink plenty of water (about 4 cups/hour) ● Limit physical exertion ● Have a knowledgeable person at the worksite who is well informed about heat-related illness and able to determine appropriate work/rest schedules ● Establish and enforce work/rest schedules ● Adjust work activities (e.g., reschedule work, pace/rotate jobs) ● Use cooling techniques ● Watch/ communicate with employees at all times <p>When possible, reschedule activities to a time when heat index is lower.</p>
>115° Heat Index	Very High to Extreme	<p>Reschedule non-essential activity for days with a reduced heat index or to a time when the heat index is lower.</p> <p>Move essential work tasks to the coolest part of the work shift; consider earlier start times, split shifts, or evening and night shifts.</p> <p>If essential work must be done, in addition to the steps listed above:</p> <ul style="list-style-type: none"> ● Alert employees of extreme heat hazards ● Establish water drinking schedule (about 4 cups/hour) ● Develop and enforce protective work/rest schedules ● Conduct physiological monitoring (e.g., pulse, temperature, etc) ● Stop work if essential control methods are inadequate or unavailable

Appendix B

Heat Index Chart

Heat Index Chart
(Heat Index = combination of Temperature and Humidity)



Appendix C

Heat Illness - Signs, Symptoms and First Aid Measures

Recognizing Symptoms of Heat Illnesses and First Aid Measures

Heat Illness	Signs/Symptoms	Treatment
Heat Rash	<ul style="list-style-type: none"> • Clusters of red bumps or blisters on skin • Often appears on neck, upper chest, groin, or elbow creases 	<ul style="list-style-type: none"> • Try to work in a cooler, less humid environment when possible • Keep the affected area dry
Heat Cramps	<ul style="list-style-type: none"> • Muscle spasms • Pain • Usually in abdomen, arms, or legs 	<ul style="list-style-type: none"> • Have worker rest in a shady, cool area • Have worker drink water or a sports drink • Wait a few hours for cramps to go away before doing any more physical activity <p>Have worker seek medical attention if:</p> <ul style="list-style-type: none"> • Cramps don't go away
Heat Exhaustion	<ul style="list-style-type: none"> • Heavy sweating • Cold, pale and clammy skin • Fast, weak pulse • Breathing fast and shallow • Painful Muscle cramps • Extreme weakness or fatigue • Nausea and/or vomiting • Dizziness • Headache • Body temperature normal or slightly high • Fainting 	<ul style="list-style-type: none"> • Have employee sit or lie down in a cool, shady area • Loosen clothes • Give worker plenty of water or cool sports drink to drink • Cool worker with cool compresses/ice pack if available <p>Take employee to clinic or emergency room for medical evaluation if:</p> <ul style="list-style-type: none"> • Symptoms worsen or do not improve within one hour

Heat Syncope	<ul style="list-style-type: none"> ● Sudden Dizziness ● Lightheadedness ● Loss of consciousness <p>(Victims normally recover consciousness rapidly after they faint)</p>	<ul style="list-style-type: none"> ● Move employee to cool and shaded area ● Help the employee to sit or lie down as they begin to feel symptoms ● Elevate employees legs to promote blood returning to the heart ● Give employee water or sports drink
Heat Stroke	<ul style="list-style-type: none"> ● No sweating because the body cannot release heat or cool down ● Mental confusion, delirium, convulsions, dizziness ● Hot and dry skin ● Muscles may twitch uncontrollably ● Pulse can be rapid and weak ● Throbbing headache, shallow breathing, seizures and/or fits ● Unconsciousness and coma ● Body temperature may range from 102 - 104 °F or higher within 10-15 minutes 	<ul style="list-style-type: none"> ● Call 911 right away - heat stroke is a medical emergency! ● Move the employee to a cool, shady area ● Loosen clothing, remove outer clothing ● Fan air on worker; cold packs in armpits ● Wet employee with cool water; apply ice packs, cool compresses, or ice if available ● If the muscles begin to twitch uncontrollably, keep the person from self-injury. Do not place any objects or fluids in mouth. ● If the worker is awake and alert enough to swallow, give cool water. The worker may need help to sit up enough to not choke. Most people suffering heat stroke will have an altered state of consciousness, and cannot ● swallow fluids safely. ● Stay with employee until help arrives.