

# Outdoor Heat Illness Prevention Program

PS\_GUID\_EXT OUTDOOR HEAT ILLNESS PREVENTION v0

Prepared by  
The Walt Disney Company – Production Safety

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# Outdoor Heat Illness Prevention

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# Outdoor Heat Illness Prevention

## 1.0 Introduction

The Outdoor Heat Illness Prevention Program is designed to ensure that production employees receive adequate information relevant to the potential hazards of working outdoors in hot weather conditions (over 80 degrees Fahrenheit).

The California Occupational Safety & Health Administration (Cal/OSHA) has developed an Outdoor Heat Illness Standard to reduce the risk of work-related heat illnesses in outdoor workplaces. A copy of the appropriate standard can be found on the Cal-OSHA website or contact your Studio Production Safety Representative.

[California Code of Regulations, Title 8, Section 3395, Heat Illness Prevention Standard](#)

## 2.0 Definitions

So that all employees and supervisors can better understand this program, here are some of the key terms that relate to heat illness prevention:

Term	Definition
Acclimatization	Temporary adaptation of the body to work in the heat that occurs gradually when a person is exposed to it. Acclimatization peaks in most people within four to fourteen days of regular work for at least two hours per day in the heat.
Heat Illness	A serious medical condition resulting from the body's inability to cope with a particular heat load, and includes heat cramps, heat exhaustion, heat syncope and heat stroke.
Heat Wave	For purposes of acclimatization, 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 daily temperature in the preceding five days.
Environmental Risk Factors for Heat Illness	Working conditions that create the possibility that heat illness could occur, including air temperature, relative humidity, radiant heat from the sun and other sources, conductive heat sources such as the ground, air movement, workload severity and duration, protective clothing, and personal protective equipment worn by employees.
Personal Risk Factors for Heat Illness	Factors such as an individual's age, degree of acclimatization, health, water consumption, alcohol consumption, caffeine consumption, and use of prescription medications that affect the body's water retention or other physiological responses to heat.

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Shade	Blockage of direct sunlight. One indicator that blockage is sufficient is when objects do not cast a shadow in the area of blocked sunlight. Shade is not adequate when heat in the area of shade defeats the purpose of shade, which is to allow the body to cool. For example, a car sitting in the sun does not provide acceptable shade to a person inside it, unless the car is running with air conditioning. Shade may be provided by any natural or artificial means that does not expose employees to unsafe or unhealthy conditions and that does not deter or discourage access or use.
Temperature	The dry bulb temperature in degrees Fahrenheit obtainable by using a thermometer to measure the outdoor temperature in an area where there is no shade. While the temperature measurement must be taken in an area with full sunlight, the bulb or sensor of the thermometer should be shielded while taking the measurement, e.g., with the hand or some other object, from direct contact by sunlight.

## 3.0 Responsibilities

### 3.1 Production Safety Representative

The Production Safety Representative will introduce this Program to production, including any key department heads (construction, special effects, locations, etc.), and will explain best practices for implementation. In some cases the Studio may designate an alternate safety professional to assist production. Responsibilities include:

- Providing an up-to-date written Program to production.
- Working jointly with affected departments, as needed, in establishing reasonable guidelines to protect employees from heat illness.
- Monitoring the program as needed and providing advice on specific program concerns.
- Providing assistance in the investigation of heat illnesses, as necessary.
- Making training resources available to assist in prevention of heat illness, and to comply with applicable heat illness regulations.

### 3.2 Department Heads / Supervisors (Management / Department Heads)

Management will oversee and coordinate the responsibilities of this heat illness program.

- Supporting and enforcing safety guidelines for the prevention of heat illness.
- Attending heat illness safety training and following heat safety procedures.
- Providing water and access to shade to employees as required by this program.
- Responding to and evaluating symptoms of heat illness.

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## 3.3 Employees

Employee responsibilities include:

- Understanding and complying with this program
- Attending heat illness safety training and following heat illness safety procedures
- Seeking assistance with heat illness safety when needed
- Immediately, or as soon as practical, reporting heat related illness to their appropriate foreman or supervisor
- Reviewing the call sheet and its attachments
- Attending all daily safety meetings

## 4.0 Outdoor Heat Illness Prevention Program Elements

### 4.1 Communication

Communication of heat illness prevention information to employees is an important part of the program. In addition to training, certain elements in this program require specific employee notifications (for example, reminders to drink water frequently throughout the workday).

Examples of communication include, but are not limited to, verbal announcements, electronic communication, use of production “call sheets,” etc.

### 4.2 Training

Employees and supervisors who are assigned to outdoor work shall receive training in elements of this Outdoor Heat Illness Prevention Program.

#### 4.2.1 Supervisor Training

Prior to assignment to supervision of employees working in the heat, training on the following topics shall be provided:

- The procedures the supervisor is to follow to implement the applicable provisions of the Outdoor Heat Illness Prevention Program.
- The procedures the supervisor is to follow when an employee exhibits symptoms consistent with possible heat illness, including emergency response procedures.
- How to monitor weather reports and how to respond to high heat.
- All training elements listed for “Employee Training”

#### 4.2.2 Employee Training

All employees shall receive heat illness prevention training prior to working outdoors. Training shall include:

- The environmental and personal risk factors for heat illness.
- Procedures for complying with the requirements of the regulation.
- 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.

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- The importance of acclimatization.
- The different types of heat illness and the common signs and symptoms of heat illness, the first being pale, cool sweaty skin.
- The importance to employees of immediately reporting to the employer, directly or through the employee's supervisor, symptoms or signs of heat illness in themselves, or in co-workers.
- Procedures for responding to symptoms of possible heat illness, including methods for summoning medical assistance.

## 4.2.3 Training Documentation

Training should be documented following the guidelines in the Injury and Illness Prevention Program.

Employees may have received prior training from another company or Studio. Before accepting documentation of previous training, a review for training documentation should be made. CSATF/Contract Services "Safety Pass" program documentation is considered valid training.

NOTE: Regardless of prior training/documentation, all employees must receive site specific familiarization to the elements contained in this Outdoor Heat Illness Prevention Program.

## 4.3 Access to Water

Employees shall have access to and know the location of fresh, pure and suitably cool potable drinking water in accordance with the following requirements:

- Where the supply of water is not plumbed or otherwise continuously supplied, water 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.
- Employees may begin the shift with smaller quantities of water if they have effective procedures for replenishment during the shift as needed to allow employees to drink one quart or more per hour.
- Monitor water containers and encourage employees to report to a supervisor or designated person low levels of water.
- Place water containers as close as practicable to the areas employees are working.
- Disposable/single use drinking cups will be provided to employees, or provisions will be made to issue employees their own cups each day.
- Encourage frequent drinking of water. Management or foreman should provide reminders to employees to drink frequently. This can be done at start of shift and throughout the day. Methods to communicate with employees include, but are not limited to, the following:
  - Use of noise making devices, such as air horns at appropriate intervals, as reminder alerts to hydrate.
  - Electronic reminders using two-way radios, cell phones or other electronic communication devices.
  - Verbal announcements.

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## 4.4 Access to Shade

Consideration for shade shall be made as follows:

- Temperatures below 80 degrees F:
  - Shade must be made available or timely access to shade must be provided upon employee request.
- Temperatures above 80 degrees F:
  - Shade must be available (SHADE UP) in one or more areas as follows:
  - Shade must be open air or be 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.
  - During meal periods the amount of shade present should accommodate the number of employees on the meal period.

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. An employee who does take a cool-down rest:

- Should be monitored and asked if he or she is experiencing symptoms of heat illness.
- Provide appropriate first aid or a medical response as appropriate.
- Should be encouraged to remain in the shade.
- Should not return to work until signs and symptoms of heat illness have abated.

Where it is infeasible or unsafe to have a shade structure, or otherwise to have shade present on a continuous basis, alternate procedures for providing access to shade may be provided if the alternative provides equivalent protection.

- Umbrellas, canopies, awnings or other portable devices - relocated as needed.
- Trees with an adequate canopy of leaves.
- Access to offices, vehicles or other buildings with air conditioning.

## 4.5 Procedures for Responding to Symptoms of Heat Illness

Procedures for responding to symptoms of possible heat illness should include:

- Having a medic on-site, if necessary.
- Having cell phones or other reliable means of communication to contact “911.” NOTE: Electronic devices may be used only if reception in the area is tested and determined to be reliable.
- Posting the production location address and the address of the nearest hospital on the call sheet.
- Having available a map to the location.

NOTE: The posting of [Procedures for Heat Illness Prevention](#) should be used to inform crew of heat illness response procedures. This information must be posted and kept up-to-date for each location worked.

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## 4.6 Acclimatization

A supervisor or designee must closely observe all employees during a heat wave. Similarly, a supervisor or designee shall, for the first 14 days of the employee's employment, closely observe any employee who has been newly assigned to a high heat area.

## 5.0 Heat Illness Prevention Implementation Guidelines

In general, environmental risk factors for heat illness are highly likely to be present April through the end of October in most areas; however actual weather conditions will determine the need for implementation of this program.

The following guidelines establish a minimum implementation plan. Always consider environmental risk factors such as actual weather conditions, type of work being conducted, and acclimatization when determining when to implement this program.

- Temperatures below 80 degrees F
  - Begin to consider implementation of Heat Illness Prevention training.
  - Provide employees access to potable drinking water.
  - Encourage frequent drinking of water.
  - Provide availability to shade.
- Temperatures above 80 degrees F
  - Ensure Heat Illness Prevention Program training is in place.
  - Continue to provide access to potable drinking water.
  - Encourage frequent drinking of water.
  - Provide shade (SHADE UP).
  - Begin to evaluate the clothing employees are wearing, including personal protective equipment. Make adjustments as needed.
  - Continue to be observant of employees showing signs/symptoms of heat illness.
  - Ensure that employees can communicate by voice, observation or by electronic means (e.g. phone, radio) between the worksite and the employer in order to report heat related illness concerns.
  - Ensure that 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 are in place.
  - Ensure that, in the event of emergency, clear and precise directions to the work site can and will be provided as needed to emergency responders.
  - In the event of a “heat wave” employees should be closely observed for signs and symptoms of heat illness.

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## 6.0 High Heat Procedures

In California, when the outdoor temperature exceeds 95 degrees certain activities have additional requirements to prevent heat illness. These activities are:

- Construction (which includes demolition/striking)
- Landscaping (“Landscaping” means providing landscape care and maintenance services and/or installing trees, shrubs, plants, lawns, or gardens, or providing these services in conjunction with the design of landscape plans and/or the construction (i.e., installation) of walkways, retaining walls, decks, fences, ponds, and similar structures, except for employment by an employer who operates a fixed establishment where the work is to be performed and where drinking water is plumbed.)
- Transportation or delivery of construction materials\*
- Transportation or delivery of other heavy materials, such as furniture, lumber, freight, cargo, cabinets, and industrial or commercial materials\*

(\*unless the employee is operating an air-conditioned vehicle and is not loading or unloading).

For employees engaged in these activities/work duties, the following are required:

1. PRE-SHIFT MEETINGS should be held. The following should be covered:
  - A review of high-heat procedures
  - Encouraging employees to drink plenty of water
  - Reminding employees of their right to take a cool-down rest when necessary
  - Identifying who should call for emergency services
  - Describing how employees will be observed
2. OBSERVATION of employees for signs and symptoms of heat illness is especially important. This can be accomplished with one or more of the following:
  - With 20 or fewer employees, a supervisor (or designee) can monitor
  - Using a mandatory buddy system, so no employee is working alone
  - Establishing regular communication (such as by radio or cell phone) with any employee who is working alone
  - Other effective means of observation
3. A SPECIFIC EMPLOYEE should be designated to contact emergency medical services, if needed. All employees CAN call for emergency help, but it is sometimes more efficient to assign this responsibility to an individual, such as the set medic.

## 7.0 Supplemental Materials

Supporting documents can be found on the Production Safety website:

- [Outdoor Heat Illness Prevention Plan](#)
- [Preventing Outdoor Heat Illness – Information for Department Heads / Supervisors](#)
- [Guidelines for Preventing Heat Illness for Background / Extras](#)

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