ALLARDYCE RESOURCES

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Cal- OSHA Heat Illness Prevention Plan Requirement

All California employers who have employees who work in outdoor work areas are required to have a Heat Illness Prevention Plan as part of their Illness and Injury Prevention Plan, as well as to provide employees with documented training on Heat Illness Prevention as outlined in the Cal-OSHA Heat Illness Prevention Standard (T8 CCR 3395.) The regulation is in place to assist employers and employees in reducing the risk of work related heat illnesses in the workplace.

The regulation requires employers who have employees working in outside environments to adhere to guidelines to protect employees. Specifically, the employer must provide for adequate drinking water, access to shade, first aid and emergency response in the event of a heat related illness.

All employers who are subject to this regulation must establish a Heat Illness Prevention Plan that carefully reviews the key elements of their specific work environment, and then compares that with the minimum regulations to develop a Company specific plan. Additionally, the Heat Illness Prevention Plan must be incorporated into the Company's existing Illness and Injury Prevention Plan as required by Title 8 CCR 3203.

Employers who are subject to the regulation are required to adequately train supervisors and employees on the components of the plan, as well as to ensure that the guidelines are followed by all employees. It is the employer's ultimate responsibility to implement and administer the plan, as well as to provide adequate drinking water, shade breaks, and other components of the regulation.

Employers must provide a continuously supply of water, or provide a means for employees to receive water in sufficient quantities that enables them to consume one quart of drinking water per hour for the entire shift. The cost of providing ample supply of water is the employer's responsibility.

Employers shall also provide employees who believe that a need exists to have a preventative recovery period to avoid heat illness, with an area that provides shade. The shaded area must provide either an area open to the air or an area provided with ventilation or cooling for a period of no less than five minutes per recovery period. The shade area must be available to employees at all times during their work shift.

If you need assistance in developing and implementing a plan, we can help, and we are just a phone call away.

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