



Heat Illness Prevention Regulation Amendments

California Code of Regulations, Title 8, Section 3395

Guidance for Employers and Employees on the New Requirements



May 14, 2015

Contents

INTRODUCTION	2
(b) DEFINITIONS.....	2
(c) PROVISION OF WATER.....	3
(d) ACCESS TO SHADE.....	4
(e) HIGH-HEAT PROCEDURES	7
(f) EMERGENCY RESPONSE PROCEDURES	10
(g) ACCLIMATIZATION	13
(h) TRAINING	13
(i) HEAT ILLNESS PREVENTION PLAN	15

INTRODUCTION

Changes to the Cal/OSHA heat illness prevention regulation went into effect on May 1, 2015. The tables in this document provide guidance to employers and employees on how to implement the new requirements. Please note that this document does not cover all possible situations.

For additional information and materials, go to <http://www.dir.ca.gov/DOSH/HeatIllnessInfo.html>. To view the entire heat illness prevention regulation, go to <http://www.dir.ca.gov/title8/3395.html>.

(b) DEFINITIONS		
EXISTING LANGUAGE	AMENDED LANGUAGE	GUIDANCE ON THE NEW REQUIREMENTS
<p>“Shade” means 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.</p>	<p>“Shade” means 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 <u>and that does not deter or discourage access or use.</u></p>	<p>Shade must be easy for employees to reach. The requirement that shade “not deter or discourage access or use” means that workers should not encounter any obstacles or hazardous or unreasonably unpleasant conditions while moving towards the shade or resting in the shade.</p> <p>Examples:</p> <ul style="list-style-type: none"> • Employees should not have to cross traffic or waterways to reach the shade. • The shade should not be located next to portable toilet facilities or where employees would sit on wet or muddy ground or come in contact with branches, brush, and thorns.

(c) PROVISION OF WATER

EXISTING LANGUAGE	AMENDED LANGUAGE	GUIDANCE ON THE NEW REQUIREMENTS
<p>Provision of water. Employees shall have access to potable drinking water meeting the requirements of Sections 1524, 3363, and 3457, as applicable. 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. Employers 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. The frequent drinking of water, as described in subsection (f)(1)(C), shall be encouraged.</p>	<p>Provision of water. Employees shall have access to potable drinking water meeting the requirements of Sections 1524, 3363, and 3457, as applicable, <u>including but not limited to the requirements that it be 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.</u> 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. Employers 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. The frequent drinking of water, as described in subsection (f)<u>(h)</u>(1)(C), shall be encouraged.</p>	<p>The purpose of requiring that water be “fresh, pure, suitably cool, and provided to employees free of charge” and “located as close as practicable to the areas where employees are working” is to encourage workers to drink water often and avoid making the workers interrupt their work in order to do so. To ensure that water is fresh, pure, and suitably cool, Cal/OSHA advises employers or supervisors visually examine the water and pour some on their skin.</p> <p>Fresh and Pure Water must be fit to drink (i.e., potable) and free from odors that would discourage workers from drinking the water. If an employer supplies individual water containers, the containers must be clean, and a source of potable water (e.g., a municipal water source) must be readily available. 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 governmentally approved for potable drinking water systems, as shown on the manufacturer’s label.</p> <p>Suitably Cool During hot weather, the water must be cooler than the ambient temperature but not so cool as to cause discomfort.</p> <p>As Close As Practicable to Where Employees Are Working During a Cal/OSHA inspection, the inspector may ask the supervisor to describe the factors the employer considered in deciding where to place water. For example, although the employer may show it is impossible or prohibited by law to place water stations within rows of crops where employees are working, it may be possible to place the water stations at the end of rows. Because water containers are smaller</p>

(c) PROVISION OF WATER		
EXISTING LANGUAGE	AMENDED LANGUAGE	GUIDANCE ON THE NEW REQUIREMENTS
		<p>than shade structures, they can be placed closer to employees than shade structures can be. Placing water only in designated shade areas or where toilet facilities are located is not sufficient. When employees are working across large areas, water should be placed in multiple locations. For example, on a multi-story construction site, water should be placed in a safely accessible location on every floor where employees are working.</p>

(d) ACCESS TO SHADE		
EXISTING LANGUAGE	AMENDED LANGUAGE	GUIDANCE ON THE NEW REQUIREMENTS
<p>(1) Shade required to be present when the temperature exceeds 85 degrees Fahrenheit. When the outdoor temperature in the work area exceeds 85 degrees Fahrenheit, the employer shall have and maintain one or more areas with shade at all times while employees are present that are either open to the air or provided with ventilation or cooling.</p>	<p>(1) Shade required to shall be present when the temperature exceeds 85<u>80</u> degrees Fahrenheit. When the outdoor temperature in the work area exceeds 85<u>80</u> degrees Fahrenheit, the employer shall have and maintain one or more areas with shade at all times while employees are present that are either open to the air or provided with ventilation or cooling.</p>	<p>The trigger temperature for shade being present is reduced from 85 to 80 degrees Fahrenheit. When temperatures exceed 80 degrees, shade structures must be erected if no other shade is readily available.</p> <p>Even if temperatures do not exceed 80 degrees, shade must still be available. For employers using shade structures, it is helpful to have the structures erected if the weather is hot enough that the shade can help employees cool off.</p> <p>Employers should monitor predicted weather temperatures in advance (for example, by television or radio or on the Internet) to know when the temperature will probably exceed 80 degrees. Employers are expected to know if the temperature is in fact exceeding 80 degrees at the worksite.</p>

(d) ACCESS TO SHADE		
EXISTING LANGUAGE	AMENDED LANGUAGE	GUIDANCE ON THE NEW REQUIREMENTS
<p>The amount of shade present shall be at least enough to accommodate 25% of the employees on the shift at any time, so that they can sit in a normal posture fully in the shade without having to be in physical contact with each other. The shaded area shall be located as close as practicable to the areas where employees are working.</p>	<p>The amount of shade present shall be at least enough to accommodate 25% of the number of employees on the shift at any time <u>recovery or rest periods</u>, so that they can sit in a normal posture fully in the shade without having to be in physical contact with each other. The shaded area <u>shade</u> shall be located as close as practicable to the areas where employees are working. <u>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.</u></p>	<p>“Recovery and rest period” refers to the normal breaks required to be offered under Industrial Welfare Commission wage orders. The new rules require that enough shade be provided to accommodate all of the employees who are on such a break at any point in time. This does not mean that employers are required to provide enough shade to accommodate all of the employees on the shift at the same time. Employers may, for example, rotate the breaks among employees. They may also erect additional structures on an as-needed basis.</p> <p>During meal periods, the employer must provide enough shade for all of the employees who choose to remain in the general area of work or in areas designated for recovery and rest periods. Employers may rotate employees in and out of meal periods, as with recovery and rest periods. Employers are not required to provide shade for employees who choose to spend meal periods in their own air-conditioned vehicles. However, employers may not require or pressure employees to eat their lunch in their own vehicles or go off-site to eat.</p>
<p>(3) Employees shall be allowed and encouraged to take a cool-down rest in the shade for a period of no less than five minutes at a time when they feel the need to do so to protect themselves from overheating. Such access to shade shall be permitted at all times.</p>	<p>(3) Employees shall be allowed and encouraged to take a <u>preventative</u> cool-down rest in the shade for a period of no less than five minutes at a time when they feel the need to do so to protect themselves from overheating. Such access to shade shall be permitted at all times. <u>An individual employee who takes a preventative cool-down rest (A) shall be monitored and asked if he or she is experiencing symptoms of heat illness; (B) shall be encouraged to remain in the</u></p>	<p>An employee may opt to take a “preventative cool-down rest” in the shade to help the body relieve excess heat. It is crucial that workers not be rushed while taking the cool-down rest.</p> <p>Water should be available in the rest area so that employees are encouraged to drink more water.</p> <p>The importance of prevention cannot be overstated. Employees who wait until symptoms appear before seeking shade and recovery are at significant risk of developing heat illness.</p> <p>The employee must be monitored during the cool-down rest and asked</p>

(d) ACCESS TO SHADE		
EXISTING LANGUAGE	AMENDED LANGUAGE	GUIDANCE ON THE NEW REQUIREMENTS
	<p><u>shade; and (C) 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.</u></p>	<p>if he or she is experiencing any symptoms of heat illness including simple fatigue. If any signs or symptoms of heat illness are observed or reported, the employer must not order the employee back to work and must continuously observe the employee until the signs or symptoms have abated. Common early signs and symptoms of heat illness may include, for example, pale skin, heavy sweating, headache, muscle cramps, and fatigue. If no sign or symptom of heat illness is observed or reported, monitoring may be periodic, not continuous.</p>
<p>[None]</p>	<p><u>(4) 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 employer shall provide appropriate first aid or emergency response according to subsection (f) of this section.</u></p>	<p>The terms “preventative cool-down rest” and “preventative cool-down rest period” refer to two different sets of requirements. The requirements for “preventative cool-down rest periods” are set forth in section (e), below.</p> <p>If an employee exhibits or complains of any sign or symptom of heat illness, first-aid procedures should be initiated without delay.</p> <p>Progression to more serious illness can be rapid, and can include altered coordination and speech, mental confusion, unusual behavior, nausea, vomiting, hot dry skin, unusually profuse sweating, loss of consciousness, and seizures. The affected employee may be unable to self-diagnose these problems.</p> <p>If heat illness is suspected, emergency medical personnel should be contacted immediately. No employee with signs or symptoms of heat illness should be left unattended or sent home without being offered on-site first aid or provided emergency medical services, as discussed in subsection (f).</p>

(e) HIGH-HEAT PROCEDURES

EXISTING LANGUAGE	AMENDED LANGUAGE	GUIDANCE ON THE NEW REQUIREMENTS
<p>The employer shall implement high-heat procedures when the temperature equals or exceeds 95 degrees Fahrenheit. These procedures shall include the following to the extent practicable:</p> <p>...</p> <p>(2) Observing employees for alertness and signs or symptoms of heat illness.</p> <p>(3) Reminding employees throughout the work shift to drink plenty of water.</p>	<p>The employer shall implement high-heat procedures when the temperature equals or exceeds 95 degrees Fahrenheit. These procedures shall include the following to the extent practicable:</p> <p>...</p> <p>(2) Observing employees for alertness and signs or symptoms of heat illness. <u>The employer shall ensure effective employee observation/ monitoring by implementing one or more of the following:</u></p> <p><u>(A) Supervisor or designee observation of 20 or fewer employees, or</u> <u>(B) Mandatory buddy system, or</u> <u>(C) Regular communication with sole employee such as by radio or cellular phone, or</u> <u>(D) Other effective means of observation.</u></p> <p>(3) <u>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.</u></p>	<p>During periods of high heat, it is crucial that employees be monitored for early signs and symptoms of heat illness. This helps ensure that sick employees receive treatment immediately and serious illness does not develop. If an employee suffers syncope (fainting), disorientation, loss of consciousness, or other symptoms of heat illness while working unobserved, initial medical treatment may be delayed, with serious or fatal consequences.</p> <p>Because each work site is unique, the new provisions give employers options and flexibility in observing and monitoring employees. When employees work in small groups of no more than 20 workers, direct observation by a supervisor or designee may be sufficient. When there are too many employees to allow direct observation, the employer may use the buddy system and pair up employees. With the buddy system, the employer must train the employees to stay in contact, observe each other throughout the day, and immediately report any signs or symptoms of heat illness. For employees who are required to work alone, the employer may communicate with the employee by radio or cell phone in locations where there is adequate coverage. The employee must be contacted regularly and as frequently as possible throughout the day, since an employee in distress may not be able to summon help on his or her own.</p> <p>The new provisions allow employers to use different methods to monitor for heat illness. Whatever method is used, the employer must be able to ascertain the condition of employees at regular intervals and provide emergency services when an employee reports symptoms of heat illness or is unable to respond.</p>

(e) HIGH-HEAT PROCEDURES		
EXISTING LANGUAGE	AMENDED LANGUAGE	GUIDANCE ON THE NEW REQUIREMENTS
	<u>(4) Reminding employees throughout the work shift to drink plenty of water.</u>	All employees must be trained to recognize the signs and symptoms of heat illness and must be allowed to call for emergency medical services when necessary. If, however, all employees in a crew are designated to call for emergency medical services, many will be reluctant to do so. Therefore, employers must specifically assign one or a small number of employees per crew to call for emergency medical services. A designated employee may be either supervisory or non-supervisory.
(4) Close supervision of a new employee by a supervisor or designee for the first 14 days of the employee's employment by the employer, unless the employee indicates at the time of hire that he or she has been doing similar outdoor work for at least 10 of the past 30 days for 4 or more hours per day.	(4) Close supervision of a new employee by a supervisor or designee for the first 14 days of the employee's employment by the employer, unless the employee indicates at the time of hire that he or she has been doing similar outdoor work for at least 10 of the past 30 days for 4 or more hours per day.	See subsection (g), Acclimatization, below.
[None]	<u>(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.</u>	Pre-shift meetings are meant to briefly remind supervisors and employees to review high-heat procedures. They are not meant to review every element previously covered in regular training or in orientation. The employer may determine whether the training is required based on the predicted temperature in the area. Topics that should be covered in pre-shift meetings include staying hydrated and taking preventative cool-down rests, identifying the employees who should call for emergency medical services when

(e) HIGH-HEAT PROCEDURES		
EXISTING LANGUAGE	AMENDED LANGUAGE	GUIDANCE ON THE NEW REQUIREMENTS
		needed, and how employees will be observed. For employees working remotely, the employer may conduct pre-shift meetings by cell phone or radio.
[None]	<p><u>(6) For employees employed in agriculture, the following shall also apply:</u></p> <p><u>When temperatures reach 95 degrees or above, the employer shall ensure that the employee takes a minimum ten minute net preventative cool down rest period every two hours. The preventative cool down rest period required by this paragraph may be provided concurrently with any other meal or rest period required by Industrial Welfare Commission Order No. 14 (8 CCR 11140) if the timing of the preventative cool down rest period coincides with a required meal or rest period thus resulting in no additional preventative cool down-rest period required in an eight hour work day. If the workday will extend beyond eight hours, then an additional preventative cool down-rest period will be required at the conclusion of the eighth hour of work; and if the work day extends beyond ten hours, then another preventative cool down-rest period will be required at the</u></p>	<p>This subsection applies only to agricultural work sites.</p> <p>When the temperature equals or exceeds 95 degrees, employers must provide one 10-minute “preventative cool-down rest period” every 2 hours. During the first 8 hours of a shift, the cool-down periods may be provided at the same time as the rest periods already required by Industrial Welfare Commission Order No. 14 (California Code of Regulations, title 8, section 11140).</p> <p>If employees work longer than 8 hours, the employer must provide an additional 10-minute cool-down rest period every 2 hours. For example, if the shift extends beyond 8 hours, an additional rest period is required at the end of the 8th hour of work. If the shift extends beyond 10 hours, another is required at the end of the 10th hour.</p> <p>Employers must ensure that employees actually take the cool-down rest periods required under this section. Merely offering the opportunity for a break is not enough.</p> <p>Employers are required to provide additional breaks as soon as the temperature equals or exceeds 95 degrees. For example, even if the temperature does not reach 95 degrees until the last half of an 8-hour shift, if the shift will last longer than 8 hours, the employer must ensure that employees take cool-down rest periods starting at the end of the 8th hour of work.</p>

(e) HIGH-HEAT PROCEDURES		
EXISTING LANGUAGE	AMENDED LANGUAGE	GUIDANCE ON THE NEW REQUIREMENTS
	<p><u>conclusion of the tenth hour and so on. For purposes of this section, preventative cool down rest period has the same meaning as “recovery period” in Labor Code Section 226.7(a).</u></p>	<p>Cal/OSHA does not require employers to keep records of the rest periods provided under this subsection, but doing so is the best practice and would benefit them.</p>

(f) EMERGENCY RESPONSE PROCEDURES		
EXISTING LANGUAGE	AMENDED LANGUAGE	GUIDANCE ON THE NEW REQUIREMENTS
<p>[Emergency response procedures were previously required only as an element of training.]</p>	<p><u>(f) Emergency Response Procedures. The Employer shall implement effective emergency response procedures including:</u></p>	<p>Emergency medical services must be provided as quickly as possible if an employee suffers heat illness. Establishing emergency response procedures is particularly important at non-fixed or remote work sites or at work sites where access is difficult.</p>
<p>[See above]</p>	<p><u>(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 will not furnish reliable communication in the work area,</u></p>	<p>If employees cannot reach emergency medical services directly (because cell phone coverage is inadequate, for example), the employer must designate a person who can immediately contact emergency services on behalf of the employees. The employees must be able to reach this person quickly (such as by radio) to request that emergency medical services be summoned.</p> <p>If, however, employees are able to contact emergency medical services directly, they must be allowed to do so in an emergency and not be required to contact a supervisor first.</p>

(f) EMERGENCY RESPONSE PROCEDURES

EXISTING LANGUAGE	AMENDED LANGUAGE	GUIDANCE ON THE NEW REQUIREMENTS
	<p><u>employer will ensure a means of summoning emergency medical services.</u></p>	
<p>[See above]</p>	<p><u>(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.</u> <u>(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.</u> <u>(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.</u> <u>(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.</u></p>	<p>Employers must ensure that supervisors and employees are trained to recognize the signs and symptoms of heat illness, take steps immediately to prevent the progression of heat illness, provide basic first aid (such as cooling towels and shade), obtain emergency medical services, and not allow an employee with signs or symptoms of heat illness to be left alone or sent home without being offered onsite first aid or provided with emergency medical services.</p> <p>Employers, however, are not required to provide medical personnel on site, and supervisors and employees are not expected to have medical expertise to diagnose heat illness.</p>

(f) EMERGENCY RESPONSE PROCEDURES

EXISTING LANGUAGE	AMENDED LANGUAGE	GUIDANCE ON THE NEW REQUIREMENTS
[See above]	<u>(3) Contacting emergency medical services and, if necessary, transporting employees to a place where they can be reached by an emergency medical provider.</u>	<p>The employer's procedures must include contacting emergency medical services when necessary. The procedures must include immediate steps to keep a stricken employee cool and comfortable once emergency service responders have been called. The goal is to stop the rapid progression to more serious illness, which can include mental confusion, loss of consciousness, and seizures.</p> <p>When necessary, employers must be prepared to transport employees safely to a place where they can be reached by an emergency medical provider.</p>
[See above]	<u>(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.</u>	<p>Mobile crews must be provided with a map of their location or detailed directions that can be given to emergency responders.</p>

(g) ACCLIMATIZATION		
EXISTING LANGUAGE	AMENDED LANGUAGE	GUIDANCE ON THE NEW REQUIREMENTS
[Acclimatization was previously required only as an element of training.]	<p><u>(g) Acclimatization</u></p> <p><u>(1) 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.</u></p> <p><u>(2) 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.</u></p>	<p>Acclimatization is a process by which the body adjusts to increased heat exposure. The body needs time to adapt when working in hotter environments. Employees are more like to develop heat illness if not allowed or encouraged to take it easy when a heat wave strikes or when starting a job that newly exposes them to heat. Acclimatization is fully achieved in most people within 4 to 14 days of regular work involving at least 2 hours per day in the heat.</p> <p>During heat waves and with new employees, employers must be extra-vigilant. A supervisor or designee must closely observe employees. Best practices include finding ways to lessen the intensity of employees' work during a heat wave and during 2-week break-in periods of new employees.</p>

(h) TRAINING		
EXISTING LANGUAGE	AMENDED LANGUAGE	GUIDANCE ON THE NEW REQUIREMENTS
(1) Employee training. Effective training in the following topics shall be provided to each supervisory and non-supervisory employee before the employee begins work that should reasonably be anticipated to result in	(1) Employee training. Effective training in the following topics shall be provided to each supervisory and non-supervisory employee before the employee begins work that should reasonably be anticipated to result in exposure to the	<p>Employers must train all employees, both supervisory and non-supervisory, on the policies and procedures established to comply with this regulation.</p> <p>Training must be provided before the beginning of work involving a risk of heat illness. The training should be provided when an employee is</p>

(h) TRAINING		
EXISTING LANGUAGE	AMENDED LANGUAGE	GUIDANCE ON THE NEW REQUIREMENTS
<p>exposure to the risk of heat illness:</p> <p>...</p> <p>(B) The employer's procedures for complying with the requirements of this standard.</p> <p>(D) The importance of acclimatization.</p> <p>(E) The different types of heat illness and the common signs and symptoms of heat illness.</p>	<p>risk of heat illness:</p> <p>...</p> <p>(B) The employer's procedures for complying with the requirements of this standard, <u>including, but not limited to, the employer'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.</u></p> <p>(D) The <u>concept, importance, and methods</u> of acclimatization, <u>pursuant to the employer's procedures under subsection (i)(4).</u></p> <p>(E) The different types of heat illness and, the common signs and symptoms of heat illness, <u>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.</u></p>	<p>hired, with refresher training as needed. Training that is given close in time to the hot season is more effective than training given during colder seasons without follow-up refresher training.</p> <p>The changes in this subsection include new elements of the content of required training. Cal/OSHA evaluates compliance by examining both content and how it is presented. To be effective, training must be understood by employees and given in a language the employees understand. The test of compliance is whether training has occurred, whether the required content has been provided, and whether the training has been effective in communicating the essentials to employees.</p> <p>To evaluate compliance, Cal/OSHA personnel ask supervisory and non-supervisory employees about required training elements. The questions are designed to determine whether employees received training through methods generally recognized as effective and whether they understood its content. Inspectors will not expect all answers to be correct but will look for indicators that the employer has made a good-faith effort to communicate all the essential information.</p> <p>Employers must ensure that their work procedures are consistent with the information provided in the training.</p> <p>Cal/OSHA requires employers to maintain records of the training required in this subsection, as specified in the California Code of Regulations, title 8, section 3203 (Injury and Illness Prevention Program).</p>

(i) HEAT ILLNESS PREVENTION PLAN

EXISTING LANGUAGE	AMENDED LANGUAGE	GUIDANCE ON THE NEW REQUIREMENTS
<p>(f)(3) The employer 's procedures for complying with each requirement of this standard required by subsections (f)(1)(B), (G), (H), and (I) shall be in writing and shall be made available to employees and to representatives of the Division upon request.</p>	<p>(i)(3) <u>Heat Illness Prevention Plan</u>. The employer's <u>shall establish, implement, and maintain, an effective procedures for complying with each requirement of this standard required by subsections (f)(1)(B), (G), (H), and (I) heat illness prevention plan</u>. The <u>plan shall be in writing in both English and the language understood by the majority of the employees</u> and shall be made available <u>at the worksite</u> to employees and to representatives of the Division upon request. <u>The Heat Illness Prevention Plan may be included as part of the employer's Illness and Injury Prevention Program required by section 3203, and shall, at a minimum, contain:</u></p> <p><u>(1) Procedures for the provision of water and access to shade.</u></p> <p><u>(2) The high heat procedures referred to in subsection (e).</u></p> <p><u>(3) Emergency Response Procedures in accordance with subsection (f).</u></p> <p><u>(4) Acclimatization methods and procedures in accordance with subsection (g).</u></p>	<p>The employer must develop, put in writing, and implement effective procedures for complying with the requirements of this standard. A compliant Heat Illness Prevention Plan includes the following:</p> <ul style="list-style-type: none"> • Procedures for providing sufficient water, as described in subsection (c) • Procedures for providing access to shade, as described in subsection (d) • High-heat procedures in accordance with subsection (e) • Emergency response procedures, outlined in subsection (f) • Acclimatization methods and procedures in accordance with subsection (g) <p>Employees and supervisors must be trained in these procedures so they understand and can implement the employer's plan. The most successful employers teach and make their system work using a teamwork approach.</p> <p>The Heat Illness Prevention Plan must be written both in English and in the language understood by the majority of employees. It must be available to employees at the worksite, as well as to representatives of Cal/OSHA upon request. The plan will be considered available at the worksite if, for example, it can be displayed for employees on a cell phone or other electronic device upon request.</p> <p>The Heat Illness Prevention Plan may be integrated into the employer's Injury and Illness Prevention Program required under the California Code of Regulations, title 8, section 3203.</p>