

Cal/OSHA Heat Illness Prevention Meeting  
1515 Clay Street, Oakland Calif. Room 1  
February 3, 2014

Attendees:

Lisa Orgera	CC Myers Inc.
Nicole Marquez	Worksafe
Norma Ventura	CRLA Inc.
Kevin Bland	Ogletree, Deakins, Nash et al
Michael Musser	CA Teachers Association
Edward Calderon	Shea Homes
Neil Tsubota	
Aimee Brooks	CCGGA/WAPA
Elda Brueggemann	WAPA
River Blough	PCI
Ron Sarrade	Sutter Home Winery Inc.
Larry D. Williams	Hall Company's
Cindy Sato	CEA
Brian K. Miller	Rudolph and Sleiten
Tim Schmelzer	Wine Institute
Jose Perez	Continental Safety
Rigo Klos	
Anne Katten	CRLA Foundation
Morena Tumiati	California DOT
Dana Lahargoue	Roebbelen/CEA
Carl Borden	CA Farm Bureau Federation
Brenda Coleman	CA Association of Winegrape Growers
Larry Pena	Southern CA Edison
Chris Valadez	CA Grape and Tree Fruit League
Roger Isom	CA Cotton Growers/Western Ag Processing Assn
Steve Johnson	Associated Roofing Contractors
Chuck Herrin	Sunrise Farm Labor
Joshua Caudill	Hensel Phelps
Carol Hardy	AT&T
David Flores	Grimmway Farms
Chris Alonzo	
Marika Harris	Monument Insurance
Mitch Seaman	CA Labor Federation
Paul Evans	Ghilotti Construction
Becky Wood	Teichert
Benji Palmer	Performance Contracting Group
John Cumming	DIR Office of the Director
David Kernazitskas	OSHSB
Barbara Smaker	Contra Costa County Public Works
Kara Bush	CA Restaurant Association
Mike Meyer	CRLA

Rudy Avila  
Paul Jordan  
Mark Schacht  
Cynthia Rice  
Bruce Wick  
Marti Fisher  
Erin Darling  
Ron Shanoian  
Gerald Swanson  
Dan Leacox  
Vickie Wells  
Manuel Cunha  
David Woodward  
Nick Zygaczenko  
Charity Nicolas  
Kate Smiley  
Chris Badger  
Jay Weir  
Mata Andonucci  
Guadalupe Sandoval  
Jeremy Smith  
John Robinson  
Kristina Knecht  
Chris Walker  
Theresa Kiehn

Jaguar FLC  
NBC Universal  
CRLA Foundation  
CRLA Inc  
Calpasc  
Cal Chamber  
Public Counsel  
J.G. Boswell Co.  
Pacific Maritime Association  
Greenberg Traurig  
SF DPH  
Nisei Farmers League  
EBMUD  
Rosendin Electric  
Contra Costa County  
AGC  
City of Santa Rosa  
AT&T  
  
CA F.L.C. Assn.  
State Building Trades  
CAPA  
United Contractors  
Cal SMACNA  
AgSafe

Amy Martin opened the meeting at 1000. She thanked the attendees for coming and noted that the draft proposal had not been available until this morning. She recommended that the group read each section, and then provide comments. She noted that this is part of an informal process and that there would be more chances to make comments in the future. She added that after the meeting, comments are welcomed and can be sent to Amy or Bob Nakamura.

A Martin said that the first item being proposed is to have water available within 200 feet and asked for comments.

Guadalupe Sandoval said that 200 feet seems like a “gotcha” easy to happen at any given time, and cited by inspectors. He noted that workers are moving through fields and rows constantly, as fast as they can, and supervisors try to keep up. He added that 200 feet is unreasonable for fast piece work and that it needed to be more reasonable.

Paul Evans said that their crews do paving, on miles-long projects, and that is hard to set 200 feet for that type of situation. He noted that there is no way to get it that close all the time.

A Martin asked if he was getting water within 1000 feet as required. G Sandoval said that there was a big difference between 220 and 1000, and that it was more reasonable.

A Martin said that this was a long discussion months ago, that labor wanted 10 and others thought 100 would be okay.

Manuel Cunha said that they had not seen any data or reason for this. He noted that this was like having dictators, and that they get visited by the same people a lot. If it was set at 200, inspectors would get a tape measure, then cite at 205. M Cunha said that they could put water on their backs, that they wanted 1000, a number that he gave which was out of the blue.

A Martin said that this was an informal proposal and that once there was a formal one; that there would be documents to review. She explained that employers have requested to have greater clarity about where water should be placed and that "practicable" was hard to comply with. She noted that over the years, the rule of thumb has been a two and a half minute walk, but that everyone walks differently and that 200 was what came out of that last discussion. A Martin said that inspectors measure now, that it is paced out. She added that DOSH has also seen cases where people, who are provided water, get medical cases of dehydration and that the point of the regulation is to make it available so employees won't get dehydrated. She asked for additional comments.

Cynthia Rice said that the data they have indicate that there are still deaths and cases of heat illness, and that the data could be given here. She noted that when work depends on piece rate, there is an economic disincentive to take breaks, and employees are less likely to take that break. She added that the ten feet was based on a case where a person fainted trying to get to water 10 feet away. C Rice said that they need a meaningful requirement, so the employee knows it is reasonable to take a drink without losing piece rate, or facing a production penalty. They recommended that it be between 10 and 100 and noted that 500 is not reasonable and would not lower heat illness.

Larry Pena said that he had been involved since Len Welsh's meeting, and the frustration has been that they asked for documentation but didn't get it, and they need to see where this was coming from. He noted that the last time, he asked to separate agriculture from everybody else. He asked whether those being cited, were complying and suggested to focus on them instead of narrowing the net.

A Martin said that this was based on ongoing data collection and added that although DOSH tries to reach more remote employers and jobs that are not compliant, that every year there are cases of heat illness even when employers were compliant. She noted that this meeting is to get at that issue and to see where the regulation needs change. She clarified that this was not a case of specifics but trends, and that making water more available seemed to be something to try.

L Pena said that there is no evidence that this will work. A Martin said that is why they were here to talk. She noted that she was not sure that the data would show a specific reason. L Pena said that it could be that there are pre-existing conditions in employees that the employer doesn't know about.

Marti Fisher said that there could be other ways to get water to people and noted that although they did not have suggestions at the moment, they could think about that and send them to DOSH later. A Martin invited them to do that.

Carl Borden noted that at this moment, the cart was before the horse. He suggested that DOSH drill down on the existing data to find what could have been done to prevent these cases, instead of recommending generalized things that would be hard to comply with.

Nick Zygaczenko said that some property owners don't allow water or food in the premises, and that contractors have no control over that.

Brian Sutton said there are areas where fire marshals won't allow water, and that sometimes the geometry of the building doesn't allow it. He noted that construction is different, that they can watch employees, but there are more obvious problems when employees wear respirators, Tyvek or other PPE.

Chris Walker said that they supported the existing requirement and that they also asked for facts for the basis of these changes. He noted that in order to meet 200 feet, in a building, they would have to put water on each floor. He added that people also want bottles which make a supply problem.

A Martin asked how they comply now. C Walker said that it was a dynamic process, that employees are told to drink, and they know where to get the water.

B Sutton said that they use a lot of water bottles and that they also have 5 gallon jugs with date of cleaning and seal on it. He noted that subcontractors use bottles and that they are encouraged to label them with their names. He added that he has had a heat illness in San Bernardino where it is very hot even with air conditioning, in which the worker had taken energy drinks.

Erin Darling said that there is data that there are multiple deaths in the summer, and the number of hot days is going up, so water increase made sense. E. Darling noted that there also needs to be more specifics about water quality, like the temperature of water and that the proximity should be 10—100 at most, because if someone has access they are more likely to drink.

Roger Isom said that they want to see the data and that they believe the problem is about the ones not complying. He added that 200 feet can't be done in cotton field. A Martin asked why not. R Isom replied that they can't get through the rows.

A Martin said that she understands general concepts but that it would be helpful to have specifics like the one mentioned.

B Wick said employers cannot enforce it for duty issues (e.g. medications, energy drinks, etc.) or even ask those questions, but that each year, the deaths also occur non-occupationally. He suggested that Cal/OSHA include these issues in training to employees.

A Martin said that when an individual is susceptible, they need to drink water, more water than in the normal physiological state, and asked why it was hard to tell them that.

B Wick replied that they can't ask individuals about their status, that they do have that information in the training but that there should be more outreach from Cal/OSHA.

Rudy Avila commented that if you have a row of lettuce, one would have to jump over the rows to get to water, or if it is a strawberry field, the bed is two feet high, and grape vines are 5 feet high. He said that as close as practicable was okay and that the clean fresh water definition was already in regulations. DLSE is already enforcing non piece work, and noted that the Division needs to cite the ones not complying.

M Cunha said that in 2008, they developed training materials, talked about behavior, heard clinical stories, or cases, and found that most had drinks or drugs, or crappy food. He noted that the state cannot talk about employees drinking or not, but that the reports of death are caused by health, diabetes, drinking or heart attack. The church says not to drink, but the state won't. In agriculture, there is a lot of diversity of conditions; you can't go across fields, rows, etc. to get to water. He said that right now there are fewer heat deaths in the industry and suggested to have discussion about real issues, logically needed things.

David Rodriguez said that he has worked agriculture in summers, and the temperatures get really high. He noted that even in places where it's not discouraged, it is hard to drink water and that drinking and drugs are not happening with family oriented people. He added that even without being actively discouraged, he didn't have the incentive to go 200 feet to get the water, and the foreman wasn't going to let him get water. He commented that it is more realistic to have it between 10 and 50 feet. Where it is difficult, like crossing the row, it should be put at the end of a row. As for human behavior, he added that they can control the supervisor's activity.

Charity Nicholas said that she was there to talk about other employees, such as police, firefighters, EMTs, who may have it, very hard to keep water very close. She noted that there are perimeter issues, where they can't take it with them. She added that these employees know what to do, but that by putting a specific distance it would be hard for them to comply with.

Chris Badger said that there is no magic number, that people would have to walk around a lot, around obstacles, and that it was hard to compare all the different work activities without seeing where the cases occurred or what caused them. He noted that they need to see reports and that no single number between 100 and 1000 feet was good.

A Martin said the discussion needed to be moved on to shade. She noted that there is a lot of medical data that shows that having shade available works. She added that if you look at the military models and data, and reports from Janice Prudhomme and others, they show that illness cases are associated with 80 degrees and higher. A Martin said that from medical data, it was better to stop the onset than to treat the heat illness. She noted that the heat trigger is hard for employers to comply with at 85 and, that they want to talk about where the shade should be below 85. She mentioned that at the last meeting, it was pointed out that the best thing was to have supervisors just put up shade. That there have been cases where shade was on trucks, when employees felt sick already, and because the shade was not put up, it lead to full illness. She

added that during summer, it was best to just put the shade up, but that in January, it was more of a judgment call. Vickie Wells said that in a SF summer, it was rarely very warm. A Martin asked her if she had a recommendation. V Wells replied that she didn't really have one but that it would be crazy to make people put it up when it was cold.

Cynthia Rice said that there could be a range of triggers based on local temperatures, but that 80 was the common trigger. Rather than to look at each region, it might be better to map out trends of heat. A Martin asked attendees if this would be confusing.

C Borden said it would be hard to say where this was going to happen until you got into summer. He noted that in May or April, to just put the shade up, so they wouldn't get an inspection and DOSH could go after bad actors. He requested that DOSH show the data if it wanted to go to 80.

Paul Evans said that there is a lot of work on roadways, hot work but that there were AC vehicles, or other cover like a bridge. He noted that the plans could be modified as needed.

L Pena said unlike some employees, theirs are mobile, and that there could be a difference of thirty degrees during the shift. He recommended that things be managed as they have in the past.

E Darling said that where there was great variation, to just have it the same temperature throughout the year. R Avila said to set it at 80 or 85, and that it was already there.

R Isom said there was no need to change it, and many agreed.

C Rice said that the change to 80 was appropriate due to changes in the heat standard research for the army, and other prominent groups.

A Martin moved on to the amount of shade. Brian Miller said 100 was hard, and that if there were 70 people, it would be hard to put up enough shade for everyone. He said that they put it up for lunch, and that since most crews start at the same time, and take lunch at the same time, it would be hard to make it work for all at once.

Anne Katten said that shade should be made available for all at the same time, for cultural and psychological reasons. She added that it should be inviting; and that it was good practice to have the shade located away from porta potties. She noted that 200 feet was too far, unless not practicable.

L Pena said that the current wording was sufficient and that some situations didn't allow for compliance. He noted that there is not much access to shade for workers on towers and that they would need to have a chopper to get them down quickly enough and they may be 1000 feet apart. He asked what they would do about requirements in that case. He added that they do have a portable station, and that choppers could take the employee to the site.

A Martin said that they would be in the category of not being practicable. L Pena said that it was okay to have this discussion but that individual cases were often different.

M Cunha said that it is not uncommon to have 450 people on a row, so they would have to take out rows to make a structure. He noted that they have had them at the row ends. He added that it was hard to rotate shifts in agriculture, because there were not enough supervisors, etc. He said that it would be hard if they had to make all the structures and noted that there was a lot more shade than there used to be.

A Martin asked why they couldn't rotate crews. M Cunha said they couldn't rotate them in and out. R Avila said that they would need 50 shades, and that they would block traffic.

C Rice said that DLSE did not have a prohibition on breaks at the same time. She noted that they have seen them in agriculture and that small crews commonly rotate on a job. She said that they couldn't have it two ways, big shade or crews not big enough to rotate.

G Sandoval said that they couldn't work more than 5 hours without lunch breaks, and that if they rotate, they would violate wage standards.

V Wells said that regarding a tarp, they would want it to say that unless there is shade on the ground. A Martin said that she understood about difficulty in erecting 50 shades, but that medical evidence says that they need to be able to recover from heat exposure. She added that being able to take a preventive break is the best way to avoid the illness and that recuperative rest breaks interrupt the illness cycle. She stated that this was an attempt to solve the problem where employees were discouraged from taking breaks.

R Avila said that they had a bill signed that if you discourage a break you get a 250 dollar fine. Mark Schacht said that they sponsored a bill to address break issues and that all the honest employers would be trying to comply but that the bad actors would have no motive to comply. He noted that another way to get at this would be to increase the DOSH or DLSE budget.

A Katten said that 5 minutes was not enough for a cool down period. She noted that the concern is that they would be saying that all symptoms have abated, but they aren't doctors.

B Wick said that he was puzzled by Mr. Schacht's statement about more inspectors if they got the right to have private complaints as a "right of action". M Schacht replied that there was a huge amount of data supporting that approach.

David Flores asked when the current regulation went into effect, because he has not seen an employer that allowed a full five minutes for recuperation, nor seen inspections at the right places. He recommended that the Division focus on enforcement and educating supervisors.

A Martin asked if there were any additional comments; no further comments were made.

C Walker said DOSH should not think a lack of comments meant anything because the groups had not had the time to see the draft.

Lunch break taken at 1142. Meeting resumed at 12 54.

A Martin moved on to High Heat. She noted that there were substantial changes that some things were removed, and there were new things. She said that the medical evidence shows that illness starts at 80 degrees, and these cases lead to fatality. She stressed that there was a big difference when the supervisor or designee was on site, and being able to observe. A Martin noted that there are certain critical things that experts agree on, water, ability to cool down, immediate response, and acclimatization, which lead to prevention of illness. She said that these changes were geared to addressing gaps in requirements and noted that in the new heat cases reported, employers didn't understand what to do. This caused delays, and mistakes like transport by supervisors, and improper checking on people who were sick. A Martin said that a better communication and response time was needed. She added that whether it is a supervisor or a designee, that they need to have someone who understands how to recognize problems and knows what to do.

V Wells said that they have a lot of people who work outside independently or with only a couple of people with no supervisor. A Martin asked if a designee was present at the site and if any one of them has had training. V Wells replied that was hard to do because they would have to be paid more; and that to get more training as a worker was problematic.

Chuck Herrin asked if all employees didn't have to be trained already. He added that crew bosses get CPR as required, that things are in place and that they were okay with it.

A Martin said there is a requirement for supervisor and employee training, but that if no one was in charge, there would be no one to take the initiative to control the problem. C Herrin said that they have a buddy system, that there are phone numbers for supervisors and that all people are trained to handle emergencies. He recommended to add the buddy system; and said that one time there was a crew boss counting employees, who was one short, and had to run back to get the missing one. He added that in 105 degrees, this was important and that the buddy system would help with that problem. A Martin asked for additional comments.

Carol Hardy said that they have crew managers, all over a 50 mile radius, but that their employees worked alone. M Cunha said that a buddy system would help. He noted that a single person gets a radio, is checked each hour, and if it's too hot, then they stop. He said that the crew boss leaves an assistant there who knows what to do and that all the crew bosses get more training. He commented that is done at 95.

Mitch Seaman said that they agree with language to support workers, but that it would be hard for any designee who didn't want to be one, to do it effectively. A Martin asked what if someone was appointed to take actions, like calling it in. M Seaman replied that it would be okay, but that putting the responsibility on another person may not work well. A Martin said that there could be cases where someone just calls in and says that they are in charge.

C Badger asked how this would work with solo employees, like meter readers. A Martin said that they would need to find something to deal with that; a different solution.

C Nicholas said that their agencies have people who, when they work together, were usually all the same rank. If people work alone, like on fires, there have to be a certain number, nearby. It was recommended to establish a process to do specific things.

N Zygaczenko said that they use a designated lead person.

John Robinson said that they have security people who are on their own, like parking lot attendants and that the designated supervisor concept wouldn't work for those cases.

D Hall said that they have done a number of outdoor jobs and that it all comes down to a buddy system; that they have phones to call in and check things out.

A Martin asked if others have check-ins. Someone replied that they do that at every break. Barbara Smaker said that they have vehicles and that workers checked with radios.

Mike Meyer said that CRLA supports dropping the trigger to 85 and that these best practice rules should be in the regulation. He added that supervisors should be required on larger crews, and that someone should be trained on the requirements on small ones.

Ron Shanoian said that all the people were out now at 95 and if it is dropped, it would be hard to get contractors to work at 90 degrees. He noted that their trigger was 95, so they have no one in the field and also tell the subs that. He added that it would be too hard to have a supervisor all the time, especially if the trigger was 85.

C Badger said that in construction there are smaller crews and that they have to be aware of all the people who are working. Others agreed.

J Robinson asked about the worksites that would be covered, and said that there could be thousands needed at a theme park. He also asked what about open air vehicles. A Martin said that the vehicle issue was being litigated in different cases and that this needed to be considered.

J Robinson asked why it has to be a supervisor. A Martin replied that the employees don't respond to non-supervisors and that this has been a problem seen in construction and elsewhere.

C Herrin said that instead, it should say to go to section C, and not F1. He recommended giving them another title instead of pay.

Mitch Seaman said that it was unfair and that they were not going to get anything from employees. He noted that heat issues should be doing better, but that there is a need for more inspectors. He added that the groups present were already interested in employee safety. M Fisher said that DOSH got authority to hire more inspectors.

A Martin said that it was time to move on to box 12, which notes that if you work an 8 hour shift, and take breaks according to DLSE, you would comply with it. C Herrin disagreed and said that five more minutes would be needed for each additional break. L Williams said that under SB 45,

this would trump the wording on unpaid breaks and that the concept of having another break in high heat needed work.

C Rice said that it was critically important to have a break every 3 hours; that there could be times where the employee goes over two hours with no break and that this should not happen in high heat.

C Herrin said that every five hours they have lunch break, that they also have rest breaks if they feel ill, and that the ten minutes was already in it. L Williams said that the requirements for allowing rest were adequate now.

C Rice said that this was not reasonable particularly during high heat. She noted that in hourly and piece rate, there is a disincentive, and that it was not enough to have the workers decide. She added that in order to make the breaks happen, they needed to be required.

B Smaker agreed that extra breaks were important for high heat, but that the specific two hour window made it difficult, particularly with construction and other work.

David Rodriguez said that in high heat, it is 15 minutes, but that an extra 5 minutes was reasonable since workers might be able to get to water and rest a little.

J Robinson said that people dealing with public safety have unique circumstances.

A Martin moved on to having a pre-shift meeting for high heat. V Wells said that for people who are affected, which come in and out at different times, it would be hard to have meetings.

C Nicholas agreed that workers have many different shifts, and that they need to have flexibility.

C Badger asked if this would mean just having a very short reminder. M Cunha said that they have tailgates every day and that this already exists.

L Williams said that in high heat situations, there are cell phones, and when they have remotes, they have text messages and weather reports. He noted that they have meetings for crews and that there were lots of ways to reach remote workers.

A Martin moved on to 14. No comments were made. Next, she mentioned Box 15 and 16, which says that there will be written procedures and asked if there were any concerns. None were expressed.

A Martin mentioned that as for providing emergency response, the comment was often that no one is sure what to do. She added that in some cases, no one does anything at all or does the wrong thing and said that everyone should take some time to review this (they did).

M Cunha noted that it said electrical device, that they use radios that are connected to emergency bands, and asked if this was okay. A Martin replied yes, that sometimes, have to judge by the circumstances for what works.

M Cunha said they know that they have dead spots where cell phones don't work, that they map that out, and that for emergency response, they map out where they will be. He added that, things may not be available in a lot of languages. A Martin said that this referred to things being available in Spanish.

C Badger said that there were lots of languages besides Spanish. Others agreed. A Martin said that it is known that there are a lot of different languages.

Neil Tsubota said that he is bilingual, but that his Japanese is not good enough for telling a crane operator what he needs to do according to the standard, and the company is Japanese. He asked if it can be done at the driver's license comprehension level.

C Rice said that high heat has critical needs and that one needs to consider pesticide labels. She noted that there are landscaping companies where the supervisor is often a Spanish speaker but the crew is not. She added that it is easiest to make it Spanish.

C Nicholas agreed that the primary should be in English, that some crews would need another, but that requiring every specific language would be too hard. M Cunha agreed that there are many different languages, and noted that they see that DOSH people don't speak other languages either, and cite anyway. A Martin said that DOSH uses phones to get translations.

C Beaver said that there was a time when they put cards on homes in Vietnamese, but found out that many weren't literate anyway. She noted that there was no need to call out specific languages. C Rice agreed with Cunha that DOSH needs more language capacity.

A Martin moved on to acclimatization. L Williams said that he wanted to make a correction about what he had previously said. He noted that there were cases about non-piece workers and that the 5 minutes of half hour meal time was treated as time worked.

A Martin clarified that in regards to acclimatization, procedures were needed for dealing with it, not just talking to employees about it. She noted that employers have to plan how to deal with their situation. M Cunha said that in Ag, they have workers coming from other states and that he tells them what they need to know based on what he learned of their background.

A Martin said that the way it was before, high heat acclimatization needed to be discussed, but noted that the common factor in many cases of illness, was that cases were worse when they happened in the first week of work, or where the temperature goes up 15 degrees. She noted that employers have to consider the workers, the climate and the type of work that they do, and decide on action. Like many people say they quit early. She added that the idea was just like with an IIPP, identify a hazard and do something about it.

R Avila said it is hard to get people acclimated, that people want to be able to work a full shift, and not a few hours to start and then progressively increase. C Herrin agreed. He noted that they use the buddy system to watch the new ones to prevent problems.

A Martin said that she recalled the use of red hats for construction but that they can't be that specific in a regulation. C Badger said that the biggest problem is someone who works inside most of the time, then has to go out and work alone, like an engineer.

A Martin moved on to supervisor training, and noted that this was not a huge change except for the sentence that was added about leading to serious illness. She said that this was to deal with having people prepped about the worst incidents. She mentioned a case where someone who said they didn't feel good, was told to sit under a tree for a while, then died later. Or on a petroleum operation where a person acted strangely, said he quit, then walked off and died.

E Darling asked if there is a requirement for supervisor to be trained before works starts. A Martin said yes, that hasn't changed.

A Martin noted that the idea was to address cases where there is no adequate response, that there is a need to train whoever decides, so that a heat illness report is taken seriously, and commensurate with symptoms.

Anne Katten said that the part about being sent home was very important, and that if signs are severe, they need to implement high heat responses. She noted that "severe" needs to be explained more clearly.

C Nicholas said she liked the first sentence, but not the second. She noted that it needs to say provide first aid or care; that there are many times when the employee says they are okay, so it would be like blaming supervisors. A Martin said that it's why it says offered, that no one can make someone do something.

B Smaker said that they have recognized that issue, so trainers have taken that into account and they are trained to recognize heat problems in others. She asked at what point a violation exists. A Martin said that the counter claim issue was very difficult, that one can't force people to do things. B Smaker said that they get someone to sign a waiver.

C Herrin said that they use a waiver too, but that they have a procedure for getting the guy to a doctor because they want to make sure. A Martin said that they can't say that a person who is predisposed to heat illness alleviates the responsibility of the employer.

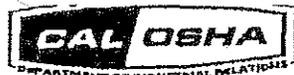
Morena Tumiati said that they have the same problem and that they get 911 to decide. Mike Meyer said that they find that some workers think they are going to be responsible for the cost, and suggested that there be language to instruct them.

Nicole Marquez said that people refusing attention may fear retaliation or that in order to keep their quota they may drink energy drinks. M Cunha said that everyone is covered for health care, that today's employers' care for employees, and that there is no evidence that there is retaliation. He favors language that allows the employer to get the sheriff on site to decide what is needed.

C Badger asked about access to shade and whether it would remain. A Martin replied yes. She added that people could send comments in the next three weeks, and thanked everyone for participating.

Meeting concluded at 230.





## ATTENDANCE ROSTER

MEETING NAME Cal/OSHA Heat Illness Prevention Advisory Meeting DATE Monday February 3, 2014

CHAIRPERSONS Amy Martin LOCATION Room 1 1515 Clay Street, Oakland

**ATTENDEES: PLEASE BE SURE TO WRITE YOUR NAME, AFFILIATION, AND E-MAIL ADDRESS CLEARLY**

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CHAIRPERSONS Amy Martin LOCATION Room 1 1515 Clay Street, Oakland

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NAME AND AFFILIATION	E-MAIL ADDRESS (for notices of future meetings)	PHONE & FAX NUMBERS	MAILING ADDRESS (optional)
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Benji Palmer Performance Contracting Group	benji.palmer@pcg.com	510-750-5445	23485 Connecticut St, Hayward, CA. 94545



### ATTENDANCE ROSTER

MEETING NAME Cal/OSHA Heat Illness Prevention Advisory Meeting DATE Monday February 3, 2014

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David Kernatitskas OSHSB	dkernatitskas@dir.ca.gov		
Barbara Smaker Contra Costa County Public Works	bsmak@pw.cccounty.us	925-313-2357 925-313-2200 fax	
KARIA BUSH CIA RESTAURANT ASSOC.	KBUSH@CALREST.ORG	916-431-2773	
Mike Meuter C.R.L.A.	mmeuter@crla.org	831 757-5221	



### ATTENDANCE ROSTER

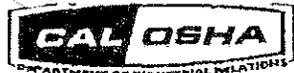
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Paul Jordan NBC Universal	Paul.Jordan@ nbcuni.com	818 777 2282	100 Universal City Plaza Universal City CA 91608
MARK SCHACHT CRLA FOUNDATION	email@markschacht. com	510-812-5399 510-835-2478	
Cynthia Rico CRLA, Inc.	cricc@crla.org	415 777-2752 415 5432752 (fax)	2201 Broadway suite 815 Oakland, CA
Bruce Wick CALPASC	bwick@calpasc, org	909-793-9932	1150 Brookside Ave, Ste Q Redlands, CA

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Gerald Swanson Pacific Maritime Association	gswanson@ pmanet.org	415-576-3231	555 Market St. San Francisco, CA 94105
Dan Leacox Greenberg Traurig	leacoxd@ gtlaw.com	910-442-1111	



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CHARITY NICOLAS CONTRA COSTA COUNTY	charity.nicolas@riskm.cccounty.us	925-335-1400	



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JAY WEIR	Jay.Weir@att.com	916-972-5994	
Matt Andrucci	mandrucci@csafe.org		
Lupe Sandoval	Lupe@calfiles.org	916-505-0946	



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JOHN ROBINSON CAPA	J.ROBINSON@CAPALINK.ORG		
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