

## Heat Illness Prevention Plan

### Shade Requirements

1. Access to shade must be made available to employees suffering from the symptoms of heat illness for no less than five minutes. There is no temperature trigger for an employee's right to request a preventive recovery period.
2. Expected Temperature 85°F – If the National Weather Service forecast for the work area as of 5 p.m. the previous day is 85°F or above, shade must be ready and available at the start of the shift. If artificial shade will be used, it must be erected by the start of the shift. The 85°F trigger only applies to the manner in which shade is provided. Employer is still obligated to make shade available for employees who believe they require a preventive recovery period, regardless of the actual or expected high temperature. There is no temperature that triggers enforcement of the §3395 standard in general.
3. Actual Temperature 90°F – Regardless of the forecasted high the previous day, employer is to be aware of the temperature and must have shade erected if the actual temperature exceeds 90°F.
4. Amount of Shade – Employer will generally be expected to provide enough shade for 25% of the employees on a shift at any one time. Enough shade must be provided that each may be able to sit comfortably, fully shaded, and without touching each other.
5. The interior of a vehicle may serve as a shade substitute if the vehicle has air conditioning and the air conditioning is operational and running.