

PROTECT YOUR EMPLOYEES

AGAINST HEATSTROKE



Heat exhaustion is not only uncomfortable; it is **deadly**. In 2020, a 35-year-old construction worker died on his 2nd day in his construction job [SHRM, 2021]. Companies are liable under the General Duty Clause [OSHA].

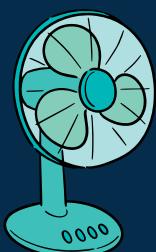
YOUR EMPLOYEES ARE AT RISK IF THEY:

- Wear heavy duty, insulated clothing or gear
- Work in direct sunlight, high temperature environments, or with little airflow
- Do not receive water, hydration, or break times
- Engage in hard physical work
- Are new to the physical labor
- Are elderly or have pre-existing health conditions



HOW DO YOU PROTECT YOUR TEAM?

- **Regulate temperature:** Install thermometers [search OSHA recommended devices] to monitor temperatures
- **Hold regular meetings:** Especially on hot or hard days, remind them of the warning signs and to stay hydrated
- **Educate your team:** Know the signs of heat exhaustion and stroke and how to respond [tips on the next sheet]



- **Hydration:** Provide access to water and electrolyte beverages
- **Create a buddy system:** Particularly for new team members, have a seasoned employee paired with them to watch for heat illness



KNOW THE SIGNS

HEATSTROKE

EXTREMELY DANGEROUS

- Body cannot cool itself; stops sweating
- 106+ degree temperature
- Will result in disability & death if not treated
- Symptoms: Fainting, dizziness, slurred speech
- Call 911, stay with worker, cool them [remove tight clothing, remove hats & socks, apply ice or cold packs on their skin]



HEAT EXHAUSTION

NEEDS ATTENTION

- Loss of water & salt [due to excessive sweating]
- Most likely among elderly and those with high blood pressure
- Symptoms: Headache, weakness, dizziness, thirst
- Take to emergency clinic
- Remove from the heat, cool them [removing tight clothing, applying ice packs, etc.]

HEAT SYNCOPE (FAINTING)

ESPECIALLY DANGEROUS IF HANDLING MACHINERY

- Heat-related - resulting from dehydration, standing too suddenly can also trigger fainting
- Could be extremely dangerous if employee is handling heavy machinery, operating equipment, working at great heights, etc.

SOURCES

The National Institute for Occupational Safety and Health [NIOSH] -
<https://www.cdc.gov/niosh/topics/heatstress/heatrelillness.html>

Society for Human Resource Management: <https://www.shrm.org/resourcesandtools/legal-and-compliance/employment-law/pages/pandemic-and-heat-create-workplace-risks.aspx>