OSHA Heat Rules Basic Requirements

Background: Oregon OSHA has adopted rules designed to protect workers from heat exposure. This document outlines the basic elements of the rules, which become effective on June 15, 2022. The full heat rules can be found here: **osha.oregon.gov/OSHARules/adopted/2022/ao3-2022-text-alh-heat.pdf**.

Rule Applicability

Workplaces

- Outdoor workplaces,
- Indoor workplaces if HVAC can't keep the heat index below 80 degrees Fahrenheit,
- Most requirements go into effect if workplace heat index will exceed 80 degrees; some if it will exceed 90 degrees.

Exceptions

- Employees exposed to 80-degree heat index for less than 15 minutes in any hour,
- When ambient heat is due to work process – such as bakeries,
- Emergency operations to protect life, property or to restore essential services. Examples include firefighting and law enforcement activities.

Moderate Heat Requirements

Requirements for work that occurs when heat index exceeds 80 degrees.

Heat illness prevention plan

Employers subject to the rules must have a heat illness prevention plan that addresses:

- How OSHA heat rules will be implemented,
- How to recognize symptoms of dehydration and heat illness,
- How to respond to suspected heat-related illness in others,
- How cool water will be provided and why hydration is important,
- How shade or cool areas will be provided,
- How a heat-related rest break schedule will be implemented,
- How a heat acclimatization plan will be implemented.

Training

- Must be provided annually before hot weather arrives to employees likely to work in areas where heat index will exceed 80 degrees. Training should address:
    - Environmental and personal risk factors for heat illness,

    - Procedures for complying with the OSHA heat rules,
    - The importance of hydration,
    - The importance and methods of the acclimatization plan (below),
    - The types, signs of and appropriate responses to heat illness,
    - The importance of reporting signs of heat illnesses to employer,
    - The effects of nonoccupational factors on tolerance to heat stress.
- Employers must maintain training records, including:
    - Name or ID of each employee trained, date of the training, and name of trainer,
    - The most recent annual training record for each affected employee.

Emergency medical plan

- Employers must develop and implement a plan to summon medical assistance in response to heat illnesses.
- Plan must address on-site treatment and transportation for difficult-to-access worksites.

Acclimatization plan

- Employers must implement either an employer-designed or NIOSH plan.
- Employer-designed plan factors:
    - Acclimated and unacclimated workers,
    - Effects of clothing and PPE on heat burden,
    - Personal and environmental risk factors,
    - Re-acclimatizing workers as necessary,
    - Use and maintenance of auxiliary cooling systems such as air- and water-cooled garments.
- NIOSH plan factors:
    - Gradually increase exposure time over seven to 14 days,
    - Separate exposure schedules for new and experienced workers,
    - Adjust according to fitness of the individual workers.

Access to shade

- Must be immediately available and close to work areas,
- Must be open on three sides or provide mechanical ventilation,
- Must be large enough to cover all employees during rest and meal breaks,
- Where not feasible, employers can provide alternative cooling methods.

Drinking water

- Water temperature must not exceed 77 degrees,
- Supply must allow each employee to consume up to 32 ounces per hour,
- Entire supply need not be present at start of shift.

High Heat Requirements

Requirements for work that occurs when heat index exceeds 90 degrees

Communication

- Provide means for employees to contact supervisors at any time,
- Establish a procedure for identifying employees suspected of experiencing heat-related illness:
- Designate and equip at least one employee at each worksite to call for emergency medical services.

Indoor workspaces without mechanical ventilation

- Directly measure temperature and humidity in spaces; or,
- Use the NIOSH Heat Safety Tool app to determine the heat index outside of the building and assume it is the same inside.

Implement paid rest breaks (three options)

- Some breaks can be taken concurrently with meal and rest breaks already required.
- Option 1:
    - 90 degrees: 10 minutes every two hours,
    - 100 degrees: 15 minutes every hour,
    - Employer must adjust according to various factors, including humidity, work clothing and PPE.
- Option 2:
    - 90 degrees: 10 minutes every two hours,
    - 95 degrees: 20 minutes every hour,
    - 100 degrees: 30 minutes every hour,
    - 105 degrees: 40 minutes every hour.
- Option 3:
    - NIOSH work/rest schedule based on type of work, other factors.
    - For moderate work:
        - 90-99 degrees: no changes,
        - 100 degrees: 15 minutes every hour,
        - 101 degrees: 20 minutes every hour,
        - 102 degrees: 25 minutes every hour,
        - 103 degrees: 30 minutes every hour,
        - 104 degrees: 30 minutes every hour,
        - 105 degrees: 35 minutes every hour,
        - 106 degrees: 40 minutes every hour,
        - 107 degrees: 45 minutes every hour,
        - 108+ degrees: halt work.