
Step 1: Assign supervisory responsibility for heat stress problems to ensure a qualified person monitors danger to employees.
Step 2: Train workers and supervisors.
   - Conduct safety meetings during heat spells.
Step 3: Acclimatize workers when they begin to work under hot conditions.
   - Assign a lighter workload for five days to seven.
   - Gradually increase the time of work in the heat each day.
   - Watch workers’ response to working in the heat closely for five days to seven.
Step 4: Account for the conditions of work and of the workers.
   - Check weather conditions.
   - Consider how heavy the work is.
   - Consider whether the worker is to wear protective garments and equipment.
   - Check if the worker is or has recently been sick or has had a sharp loss in weight.
   - Check whether the worker is rested, is taking any medications or appears to have consumed alcohol that day.
Step 5: Manage work activities.
   - Set up rest breaks.
   - Rotate tasks among workers.
   - Schedule heavy work for cooler hours.
   - Postpone nonessential tasks during heat spells.
   - Monitor environmental conditions and workers.
Step 6: Establish a water drinking program.
   - On hot days, have workers drink water before work.
   - During work hours, remind workers often to drink water.
   - In the heat, workers should drink at least a cup of water every 20 minutes.
   - Soft drinks are not recommended. Diluted ice tea or lemonade are alternatives if sugar content is low.
   - Alcohol increases the risk of heat illness and injuries.
Step 7: Take additional measures, as appropriate.
   - Provide special cooling garments.
   - Select lightweight or “breathable” protective garments and cooler respirators that give adequate protection.
   - Provide shade.
   - Use air-conditioned mobile equipment.
   - Modify pesticide usage and handling to reduce need for protective garments and equipment.
Step 8: Give first aid when workers become ill.
   - Set up a first aid program.
   - Take heat stroke victims to nearest medical facility.
   - Follow up incidents of heat illness.

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**Recommendations to Control/Prevent Heat Illness**

- **CAUTION:** The employer should establish, implement and maintain procedures to prevent heat illness. Water must be provided, be accessible and sufficient. Rest periods should be provided.
- **EXTREME CAUTION:** Encourage workers to drink 1 cup of water every 20 minutes under such conditions. Rest periods, not less than 15 minutes every hour, should be given. Rest areas should be shaded outdoors and cooled indoors.
- **DANGER:** Work should be scheduled before 10 a.m. and/or after 4 p.m.
- **EXTREME DANGER:** Stop work.

**FACT:** Many migrant workers use the metric system of temperature measurement.

To convert, use this formula:

\[ C^\circ = \left(\frac{5}{9}\right) \times (F^\circ - 32) \]

**Heat Index Response Plan**

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<th>Temperature (°F)</th>
<th>Relative Humidity (%)</th>
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</tbody>
</table>

**Exposure to full sunshine can increase the heat index values by up to 15°F.**

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