



WATER. REST. SHADE.

The work can't get done without them.



HEAT SAFETY COMMUNITY TRAINING GUIDE

About this training guide

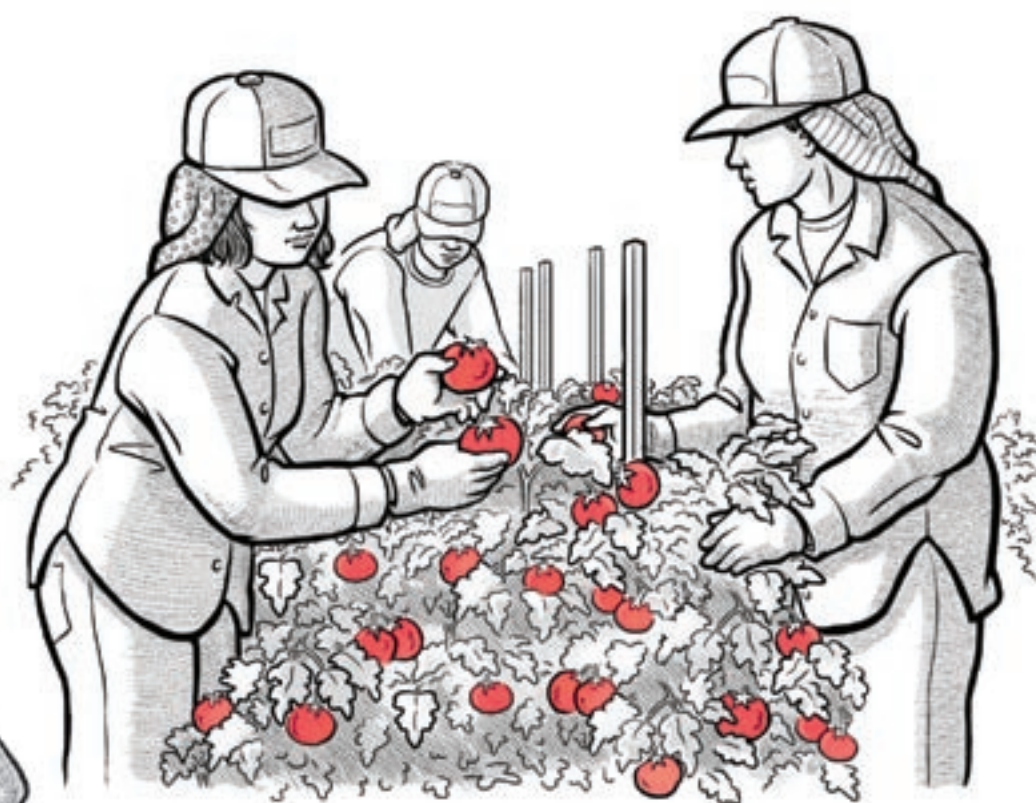
This training guide will help you carry out training on heat illness prevention in your community. The training, which is designed to be short and easy to follow, will help workers learn about the symptoms of heat illness, how to prevent it, and what employers need to provide so that everyone can feel stronger and stay healthy.

If possible, distribute copies of the worker fact sheet *Water, Rest, Shade—The work can't get done without them* to all participants.

The training guide will lead you through the training.

- **Instructions for the trainer are written in red.**
- The answers to questions are provided in shaded boxes. Wait for participants to give answers based on what they know, and then add any missing points or clarify any information if needed.

HEAT SAFETY



Say:

Today we're going to talk about heat, a common hazard for those who work outdoors, such as agricultural, construction and landscape workers.

Mention examples of other workers, depending on who you are training.

Ask:

Have any of you ever gotten sick while working in the heat, or know someone who has?

What happened?

Let a couple of people share their experiences.

Say:

Heat illness can be a matter of life and death. Many workers have died from it.

This training will help you learn about the symptoms of heat illness, how to prevent it, and what employers need to provide so that everyone can feel stronger and stay healthy.

How does heat affect you?



Say:

Let's talk about the symptoms of heat illness by listening to a story about a worker named Rogelio.

Rogelio is a new member of the crew. On his second day, it is 90 degrees out, and he works hard for long periods without a break. In the early afternoon his co-worker, Julio, looks over and sees that Rogelio is sweating a lot and is acting strangely. Julio asks Rogelio what's going on, and Rogelio says he has a slight headache and feels dizzy.

Ask:

Does Rogelio have heat illness? Why?

Yes – he is sweating, tired, has a headache and feels dizzy. These are the signs of heat illness.

Ask:

Why do you think Rogelio got sick?

- **Rogelio wasn't used to working in the heat.**
- **It's hot and sunny**
- **Working outdoors in hot weather, being in the sun, and doing physical work can cause your body to overheat.**

What does heat illness feel like?

Heat Exhaustion



Heat Stroke



If you are using the fact sheet *Water, Rest, Shade*, ask the group to open it to page 2, “Two types of heat illness.”

Say:

We discussed the symptoms that Rogelio had: sweating, feeling tired, having a headache.

Ask:

What are some other symptoms of heat illness?

- You can get heat exhaustion—heavy sweating, cramps, rapid pulse, headache, nausea, vomiting.
- You can also get heat stroke—dry, red, hot skin; high body temperature; disorientation; fainting; confusion.

Ask:

What is the main difference you notice between heat exhaustion and heat stroke?

- With heat exhaustion— you sweat a lot, but with heat stroke you stop sweating and your skin is red.
- Symptoms of heat stroke are more visible to others.

Add the following points. Say:

People react differently. You may get some of the symptoms or most of them.

Since early symptoms (headache, nausea, etc.) are not clearly visible to others, it’s important that you report them right away.

Otherwise, you could develop some of the more serious health effects of heat, including death.

Heat illness can affect all of us!



Say:

Heat illness can affect all of us, but some people are at greater risk.

Ask:

What do you think would put a person at greater risk?

- You are working during a heat wave.
- You are new to working outdoors.
- You had some heat-related symptoms the day before.
- You are not physically fit or are overweight.
- You drink alcohol or take drugs (illegal drugs or prescription medication).
- You wear dark, heavy or tight clothing.

Add the following points. Say:

Some health conditions put you at greater risk. These include diabetes, kidney and heart problems, pregnancy and being overweight.

If you have these, it would be good to talk to your doctor about the work you do and ask if there are any specific precautions you need to take.

**Water, Rest, Shade—The work
can't get done without them.**



Ask: How are water, rest, shade part of the work day? What do you see in the diagram?

- The worker is sweating.
- He rests in the shade.
- He drinks water - while resting and while working.

Say:

When you work outdoors doing physical work, you will feel sweaty and tired. During your shift, you need to drink water and rest in the shade to prevent heat problems.

After you rest, if you feel better, you can go back to work. If you don't feel better, talk to your supervisor right away.

Ask:

How much water should you drink in a day?

- Employers need to supply enough water for each of you to drink about 8 cones (equal to 4 cups) every hour.
- People worry that if they drink a lot of water, they will have to go to the bathroom more often. In fact, they will mostly sweat it off.

Ask:

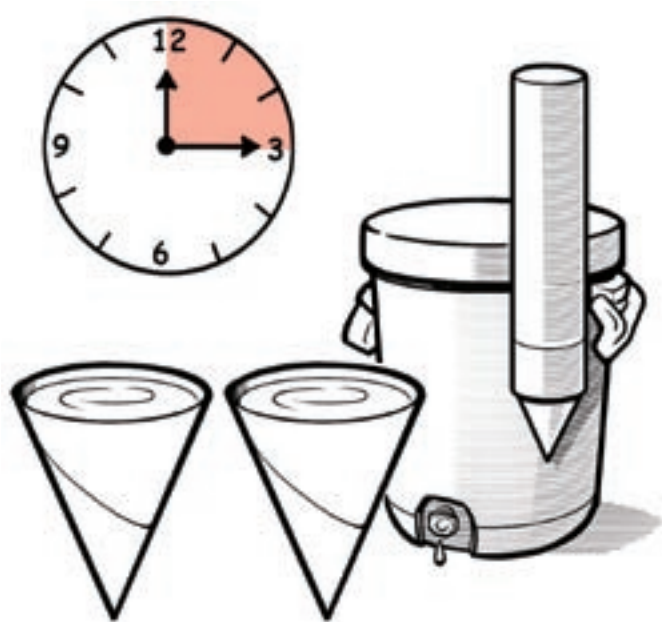
How about shade? When do you have access to it?

- By law, you can ask for at least five minutes as needed to rest and recover from heat. Your employer must provide shaded areas. This is in addition to your regularly scheduled breaks for meals and rest.**

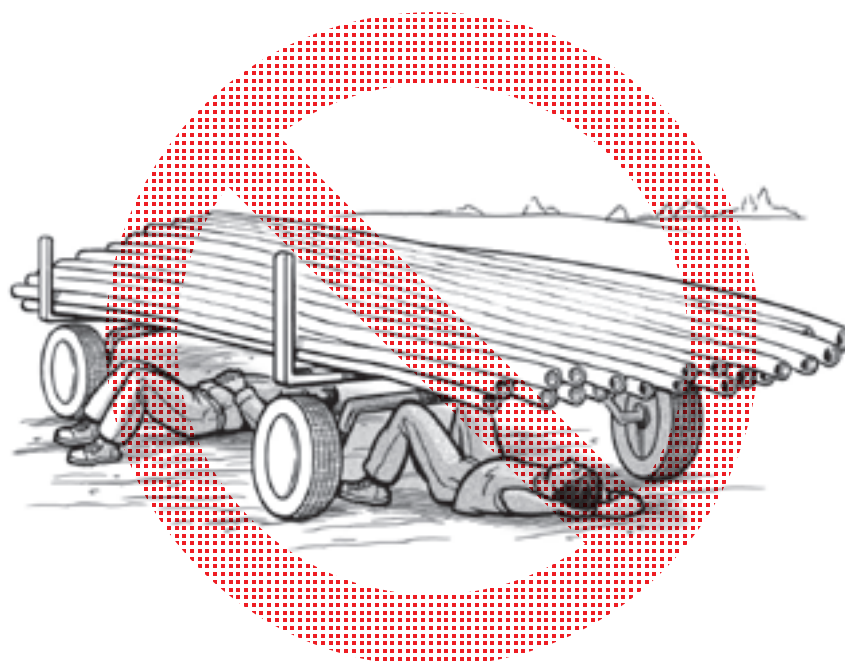
****Note:** State labor law provides for paid breaks that are at least 10 minutes for every 4 hours of work, and an unpaid 30-minute meal break for every 5 hours worked.

Heat illness can be prevented!

Drink water even if you aren't thirsty -- every 15 minutes.



Rest in the shade.



If you are using the fact sheet *Water, Rest, Shade*, ask the group to open it to page 3, “Stay safe and healthy.”

Say:

While heat illness is very dangerous, it is also preventable. We just talked about drinking water and resting in the shade to cool down.

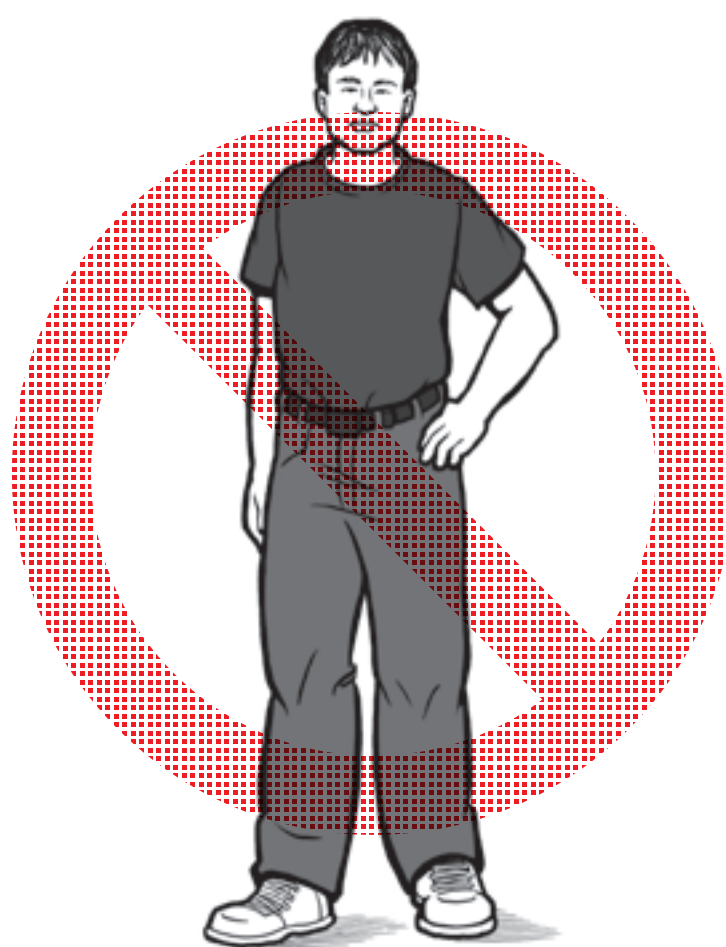
It is better to drink small amounts of water often – like a couple of sips every 15 minutes.

Avoid drinks like sodas, coffee, energy drinks or alcoholic drinks. They dehydrate you and make it more dangerous to work in the heat.

Once the temperature exceeds 80 degrees, employers must have shade up and ready. If the temperature is less than this, they must have shade on-hand if a worker asks to rest in the shade.

Heat illness can be prevented!

Wear a hat and light-colored clothing.



Watch out for each other.



Say:

Two more heat safety tips are wearing light-colored clothing and watching out for each other.

Ask:

Why is it good to wear a hat and light-colored clothing?

- **They help block the sun.**
- **Lighter colors help you stay cooler in the sun.**

Add the following points. Say:

- **Watch out for each other. Be alert to unusual behavior. If your coworkers seem to be acting strangely, they may have heat stroke.**
- **Not being used to the heat is a big problem. If you haven't worked in the heat for a week or more, your body needs time to adjust. Employers must have a plan for this, such as having you take more breaks or do less strenuous work during your first few weeks on the job.**

What if someone gets sick?



**Workers do not pay for
ambulances or medical care.**

Say:

Now we're going to talk about what to do if someone gets sick from heat.

Ask:

Let's say there is a worker who has signs of heat illness. What do you think you should do?

- Notify the supervisor. He needs immediate medical attention.
- Start providing first aid while you wait for the ambulance to arrive.
- Move the person to cool off in the shade.
- Little by little, give him water (as long as he is not vomiting).
- Loosen his clothing.
- Help cool him. Fan him, put ice packs on his groin and underarms, or soak his clothing with cool water.

Practice: Ask the group to act out the steps they would follow. Pick one to be a person who has heat illness, and explain the activity.

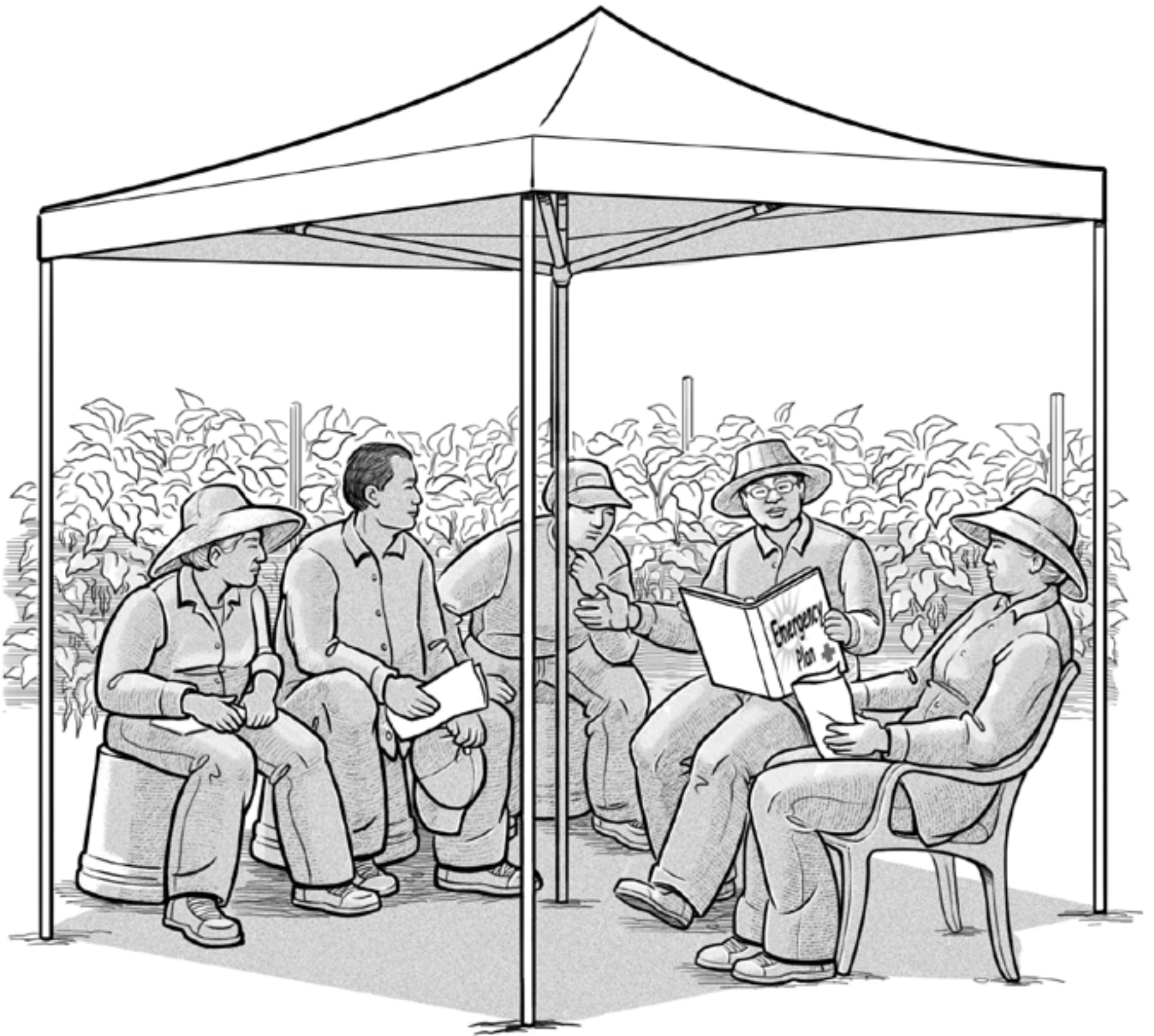
Say:

Let's practice what to do if someone has symptoms. This way if an emergency does occur, you are more likely to remember the steps.

Let's say you are working with (fill in name) and you notice he/she is very sweaty and tired, and he/she looks confused and can't seem to concentrate on work. Show me what you would do.

Check to see that they follow the steps in the box above.

Be prepared for an emergency



You must know:

- 1. What to do if someone has symptoms.**
- 2. How to give directions to your worksite if you need to call for help.**

Say:

We have talked about some of the basic steps to follow if someone gets sick from heat, but your employers must train you on their emergency plans.

This training must include:

- **What steps you will follow.**
- **Who to call for medical help.**
- **How to give clear directions to your worksite.**
- **Who will provide first aid until the ambulance arrives.**

California's Heat Law

Under the heat law, employers must provide:

- **Training**
- **A plan for emergencies**
- **Plenty of cool, fresh water**
- **Shade and rest**
- **Time to get used to the heat**



Say:

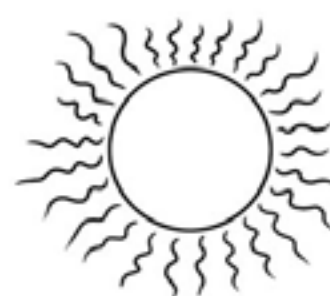
Much of what we have talked about so far is covered by California's heat law.**

Employers must provide training on heat illness, how to prevent it, and what to do if someone does get sick.

This law requires water, shade, and rest, as we discussed before. It also requires that employers have a plan for you to adjust to the heat, such as taking breaks or doing less strenuous work during your first few weeks on the job.

****Note:** This heat law is Cal/OSHA's Heat Illness Prevention Standard (GISO 3395). Cal/OSHA is the agency responsible for workplace safety and health.

REVIEW



Say:

We started this training discussing Rogelio's story. To review what we've learned, let's remember his story and hear what happened next.

Rogelio is a new member of the crew. On his second day, it is 90 degrees out, and he works hard for long periods without a break. In the early afternoon his co-worker, Julio, looks over and sees that Rogelio is sweating profusely and is acting strangely. Julio asks Rogelio what's going on, and Rogelio says he has a slight headache and feels dizzy.

Julio calls the crew leader. They give him water and help him sit down. Julio stays with him while the crew leader calls 911 for medical help. Rogelio recovers, but can't work for a few days. Later, he says he had wanted to show he could work hard, and he didn't drink much water because he didn't feel thirsty.

Ask: What went well in this case to address heat illness?

- **Julio knew the symptoms and called the crew leader.**
- **They called 911, gave him water, and helped him sit down to rest.**
- **Julio was watching out for his co-worker. He stayed with Rogelio while the crew leader made the call.**

Ask: What went wrong?

- **They didn't take him to shade once he had symptoms.**
- **They had not made sure Rogelio got to rest and cool down.**
- **Rogelio hadn't drunk water. You shouldn't wait until you are thirsty.**
- **Rogelio wasn't used to working in the heat. He should have had less intense work until he got used to working in the heat.**
- **Rogelio wanted to prove he could work hard. He didn't report symptoms as soon as he felt them.**

**What if you don't have
access to water, rest,
shade and training?**



Ask:

What if...workers don't have access to the required water, rest, shade, and training at work?

What can workers do?

**Have people brainstorm answers that work for them.
The list can vary.**

- 1. Talk with co-workers and together discuss your concerns with your employer.**
- 2. Get help.**
You could call the Heat Helpline at 1-877-99-CALOR (1-877-992-2567) to talk with someone who can help you figure out what type of help you need. Someone will be able to take your call in Spanish.
- 3. Report the problem to Cal/OSHA.**
If you call the Helpline, someone will be able to explain how you can report the problem to Cal/OSHA. Cal/OSHA is the agency that is responsible for workplace health and safety.

You can also find a factsheet that explains how to report a problem to Cal/OSHA on the website www.99calor.org.
- 4. Get help from other organizations.**

Brainstorm names of local groups in your community who may help workers.

What can we do as a community?



Ask:

What can we do as a community to help prevent heat illness?

Have participants come up with a community action plan.

Possibilities include:

- 1. Spread the word! Tell your family members, friends and neighbors what you've learned about preventing heat illness.**
- 2. Encourage workers you know to speak up and ask for water, shade, rest, and training if they aren't getting them.**
- 3. Think of ways your local community can take action to prevent worker deaths from heat.**

1-877-99-CALOR



www.99calor.org