

## HEAT ILLNESS PREVENTION PLAN

The Heat Illness Prevention Plan (HIPP) applies to employees of the Mother Lode Fair Grounds who work in outdoor areas of employment or on job tasks where the environment risk factors for heat illness are present, and are at risk for developing heat illnesses if they do not protect themselves appropriately.

The Mother Lode Fair Grounds HIPP includes steps for ensuring drinking water is provided in sufficient amounts, temperatures and humidity conditions are monitored, shade is available as required by the law, high heat procedures are followed, employee training is in place, emergency response procedures are documented, and auditing processes are incorporated to strengthen the plan's success.

Mother Lode Fair Grounds will provide potable drinking water, free of charge, as close as practicable to areas where employees are located. Supervisors will determine that adequate water is supplied to employees at the beginning of the work shift.

When employees are working in groups water will be available throughout the day.

Mother Lode Fair Grounds supervisors and /or leads will ensure that 1 quart of water per person per hour is available at the start of the shift and will have a water replenishment system in place.

Mother Lode Fair Grounds encourages employees to drink water frequently and to report inadequate water supplies to supervisors.

Mother Lode Fair Grounds supervisors/leads will provide shade when the temperature exceeds 80 degrees Fahrenheit. Shade areas will be open to the air. Enough shade will be provided to accommodate the number of employees on break or recovery period at any given time.

Mother Lode Fair Grounds supervisors/leads will encourage employees to take a preventive cool-down rest in the shade when they feel the need to protect themselves from overheating.

Employees taking cool-down breaks will be monitored and asked if they are experiencing symptoms of heat illness and will be encouraged to remain in the shade until any signs or symptoms have abated. Employees will be given no less than 5 minutes to rest in the shade, in addition to time needed to access the shade.

Mother Lode Fair Grounds policy will be that any employee who exhibits signs or reports symptoms of heat illness while taking a preventive cool-down rest shall be provided with appropriate first aid or emergency response.

Mother Lode Fair Grounds supervisors/leads will implement the following high heat procedures when the temperature equals or exceeds 95 degrees Fahrenheit.

A supervisor, or a qualified designee, shall directly observe employees, for signs and symptoms of heat illness. Each supervisor, or qualified designee, shall be responsible for observing no more than 20 employees.

If impractical to directly observe employees, a mandatory buddy system shall be implemented or regular communication with employees working solo shall be implemented by either radio or cellular phone.

Employees shall be observed for symptoms of heat illness and will be reminded throughout the work shift to drink plenty of water.

Supervisors/leads will designate 1 or more employees to call for emergency medical procedures, and will allow any employees to call for emergency services when a designated person is not available.

When temperatures reach 95 degrees or above supervisors/leads will ensure that an employee takes a minimum 10-minute preventive cool-down rest period every 2 hours. The preventive cool-down rest period may be provided concurrently with any other required meal or other rest period.

When the workday extends beyond 8 hours, supervisors/leads will provide an additional preventive cool-down period at the conclusion of the 8<sup>th</sup> hour of work. If the work day extends beyond 10 hours, then another preventive cool-down rest period will be provide at the conclusion of the 10<sup>th</sup> hour of work, and so on until the end of the work day.

Supervisors/leads will provide a pre-shift meeting during periods of high heat to remind employees:

- Of the high heat procedures

- To drink plenty of water

- Of their right to take cool-down rest periods when necessary.

All supervisors and management personnel are required to take immediate Action if an employee exhibits signs or symptoms of heat illness. Emergency response procedures will include but not be limited to the following:

- Ensure that effective communication is maintained so that employees can contact a supervisor or emergency medical service when necessary.

Supervisors/leads will be trained to recognize symptoms of heat stress such as decreased level of consciousness, disorientation, irrational behavior, staggering, vomiting and convulsions; and are required to take immediate action if any employee exhibits signs of the mentioned symptoms of heat illness.

Supervisors and employees will be taught first aid measures and how emergency services are to be provided to affected employees.

Employees exhibiting signs or symptoms will be monitored and shall not be left alone or sent home without being first offered onsite first aid and /or being provided with emergency medical service.

If deemed necessary, emergency medical services will be contacted, and employees will be transported to a place where emergency medical providers can reach them.

Mother Lode Fair Grounds, as part of the implementation of our injury & illness prevention program, and to ensure the success of our HIPP, will conduct an audit of our written plan and documentation by supervisors and managers. Audits of the plan will be conducted annually.