



I CAN WE CAN
SAFETY C.A.N.

HEAT STRESS MITIGATION PLAN

I&I Soft Craft Solutions • Policy 2.19 • Rev 2 (2026)
Complete before work begins on any heat priority day (HI ≥ 80°F)

Date	_____	Permit #	_____	_____
Unit / Equipment	_____			
Description of Work	_____			
Supervisor	_____	Company	I&I Soft Craft Solutions	_____

Heat Safety Rep (HSR)	_____	HSR Contact #	_____
NWS Advisory Status	<input type="checkbox"/> None / Heat Priority Day <input type="checkbox"/> Heat Advisory <input type="checkbox"/> Extreme Heat Watch <input checked="" type="checkbox"/> Extreme Heat Warning		

ACCLIMATIZATION	HYDRATION
<p>1. Returning worker absent ≥ 7 consecutive days? <input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>2. Temporary / staffing agency worker on this task? <input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p><i>If Yes to either: place worker on acclimatization schedule per Policy 2.19 § 16.0 regardless of prior experience. Acclimatization takes 7–14 days. Supervisor monitors hourly in Days 1–7.</i></p>	<p>Water location on site: _____</p> <p><i>Cool potable water must be readily accessible at all times. Do not wait until thirsty.</i></p> <p><i>Intake guide: 8 oz every 20 min. Ratio: 3 cups water : 1 cup electrolyte drink.</i></p>

WORKLOAD ASSESSMENT

Estimated workload for this task	<input type="checkbox"/> LIGHT	<i>Sitting with light hand/arm work, driving, standing with occasional walking. (e.g. confined space attendant, bottle watch, fire watch, crane ops)</i>
	<input type="checkbox"/> MOD	<i>Sustained hand/arm/trunk work, moderate pushing/pulling, normal walking. (e.g. pump repair, unit rounds)</i>
	<input type="checkbox"/> HEAVY	<i>Intense arm/trunk work, carrying, shoveling, sawing, pushing heavy loads, fast walking. (e.g. scaffold, blinds, pump assembly, equipment prep)</i>

Additional PPE required that may increase heat stress risk?	<input type="checkbox"/> No <input type="checkbox"/> Yes	_____ _____
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Estimated task duration	_____	
Indoor radiant heat sources present? (furnaces, boilers, steam lines, vessels)	<input type="checkbox"/> No <input type="checkbox"/> Yes	If Yes — List sources: _____ <i>Apply controls per Policy 2.19 § 18.0: ventilation, reflective shielding, WBGT monitoring.</i>

HEAT STRESS MITIGATIONS TO BE IMPLEMENTED

<input type="checkbox"/> Rest breaks	<input type="checkbox"/> External cooling device	<input type="checkbox"/> Access to A/C break area (shelter, van, trailer)
<input type="checkbox"/> Personnel rotation	<input type="checkbox"/> Personal cooling device	<input type="checkbox"/> Build temporary structure with mechanical ventilation
<input type="checkbox"/> Radiant heat barrier	<input type="checkbox"/> Shading / shade structure	<input type="checkbox"/> Schedule work during cooler part of day

WORKER ACKNOWLEDGMENT & SIGNATURES

Print Name	Signature	Print Name	Signature
1		13	
2		14	
3		15	
4		16	
5		17	
6		18	
7		19	
8		20	
9		21	
10		22	
11		23	
12		24	

NO JOB IS SO IMPORTANT THAT WE CANNOT TAKE TIME TO PERFORM OUR WORK SAFELY.



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DAILY HEAT INDEX TRACKING LOG

Record heat index each hour. Activate mitigation level when threshold is reached or exceeded.

Date	_____	Supervisor	_____
Company	I&I Soft Craft Solutions	HSR Name	_____
NWS Status	<input type="checkbox"/> None / Heat Priority Day <input type="checkbox"/> Heat Advisory <input type="checkbox"/> Extreme Heat Watch <input checked="" type="checkbox"/> Extreme Heat Warning		

	6-7am	7-8am	8-9am	9-10am	10-11am	11am-12	12-1pm	1-2pm	2-3pm	3-4pm	4-5pm	5-6pm
Heat Index (°F)												
Advisory Level												

MITIGATION REFERENCE TABLE

● = Required action ◦ = Recommended action

Temp (HI)	Level / NWS Alert	Required & Recommended Mitigations (* = required)
≤ 80°F	I No Advisory Heat Priority Day	<ul style="list-style-type: none"> ● Fluids readily available and easily accessible ● Rest breaks — self-paced minimum ● If HI = 80°F: Heat Priority Day active — HSR notified, supervisor monitoring heightened, new/returning/temp workers monitored closely
81–94°F	II Heat Advisory	<ul style="list-style-type: none"> ● Fluids readily available ● This Heat Stress Plan completed and on-site ● Rest breaks at a minimum every 60 min. <ul style="list-style-type: none"> ◦ Electrolyte solution provided
95–104°F	III Heat Advisory / Extreme Heat Watch	<ul style="list-style-type: none"> ● Fluids readily available ● Heat Stress Plan on-site ● Rest breaks at a minimum every 50 min. ● Implement at least ONE of the following: <ul style="list-style-type: none"> – Rotate personnel – Radiant heat barrier – Rehab/cool-down area – External cooling device – Personal cooling device – Schedule work at cooler time of day – Shading
≥ 105°F	IV Extreme Heat Warning	<ul style="list-style-type: none"> ● Fluids readily available ● Heat Stress Plan + Superintendent signature required ● Rest breaks at a minimum every 20 min. ● Implement at least TWO of the following: <ul style="list-style-type: none"> – Rotate personnel – Radiant heat barrier – Rehab/cool-down station – External cooling device – Personal cooling device – Schedule work at cooler time of day – Shading

⚠ LEVEL IV HEAT ADVISORY — SUPERINTENDENT SIGNATURE REQUIRED ⚠

Superintendent — Print	Superintendent — Signature	Date
_____	_____	_____



HEAT INDEX REFERENCE CHART

Source: NOAA National Weather Service • I&I Soft Craft Solutions Policy 2.19

How to use: Find the air temperature across the top row. Find the relative humidity in the left column. The number at the intersection is the **apparent temperature (heat index)** — what it actually feels like. Use this value to determine your Advisory Level on the Mitigation Reference Table (Page 3).

LEVEL I ≤ 80°F No
Advisory / Heat Priority Day

LEVEL II 81–94°F Heat
Advisory

LEVEL III 95–104°F Heat
Advisory / Ext. Heat Watch

LEVEL IV ≥ 105°F
Extreme Heat Warning

RH (%)	80°	82°	84°	86°	88°	90°	92°	94°	96°	98°	100°	102°	104°	106°	108°	110°
40%	79	80	81	83	85	87	90	93	96	99	103	107	110	114	118	123
45%	80	81	83	85	87	90	93	96	100	104	108	112	117	121	126	131
50%	81	83	85	87	89	92	96	100	104	109	114	119	124	130	136	
55%	81	84	86	89	91	95	99	104	108	113	119	124	130	137		
60%	82	84	88	91	94	98	103	108	114	119	126	132				
65%	83	86	89	93	97	102	108	114	120	127						
70%	84	88	91	95	100	106	112	119	126							
75%	84	89	93	97	103	109	116	124								
80%	84	89	94	100	106	113	121	129								
85%	85	90	96	102	110	117	126									
90%	86	91	98	105	113	122										
95%	86	93	100	108	117	127										
100%	87	95	103	112	121											

⚠ Important: Exposure to full sunshine can increase heat index values by up to 15°F. Workers performing heavy or moderate exertion in direct sunlight should apply the next higher advisory level. Heat-related fatalities can occur at heat index values below 80°F when aggravating factors are present.

