



I CAN WE CAN  
SAFETY C.A.N.

# HEAT STRESS AWARENESS



*Toolbox Talk · Field Team Training*

I&I Soft Craft Solutions · Policy 2.19 · OSHA NEP CPL 03-00-024 (2026)

# Heat Can Kill — Fast

48

average worker  
fatalities per year  
from heat (2021–2024)

3,793

days away/restricted  
per year from  
heat illness

2,400

OSHA heat  
inspections per year  
— any day could be yours

*These numbers likely undercount the true total — many heat illnesses go unreported.*

# OSHA 2026 Heat National Emphasis Program (NEP)

Directive Number: CPL 03-00-024  
Effective Date: April 10, 2026

## What This Means for You

OSHA inspects any day NWS issues a Heat Advisory or Warning for your area

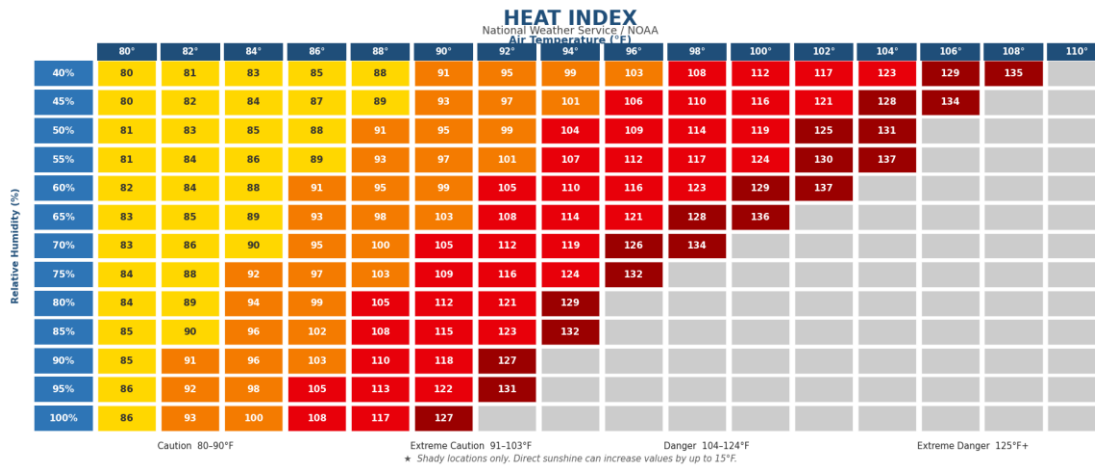
Inspectors will stop and inspect outdoor sites they observe while traveling

They WILL ask to see: OSHA 300 logs, acclimatization records, water/shade documentation

Indoor heat is equally covered — furnaces, boilers, vessels, confined spaces

Program runs for up to 5 years — this is not going away

# Heat Index — What It Really Feels Like



## Key Facts

**80°F+**

Heat Priority Day — OSHA protocols active

**91-103°F**

Extreme Caution zone

**104°F+**

**DANGER** — serious illness likely

**+15°F**

Add this in direct sunshine

Use the free OSHA-NIOSH Heat Safety Tool App to check your site's heat index each morning.

# I&I Heat Advisory Levels

**$\leq 80^{\circ}\text{F}$**

**LEVEL I**

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*No Advisory / Heat Priority Day*

Water confirmed · HSR active  
· Monitor new & returning  
workers

**81–94<sup>°</sup>F**

**LEVEL II**

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*Heat Advisory*

Heat Plan on-site · Rest  
breaks every 60 min ·  
Electrolytes

**95–104<sup>°</sup>F**

**LEVEL III**

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*Heat Advisory / Extreme Heat Watch*

Rest every 50 min · At least  
ONE cooling control in use

**$\geq 105^{\circ}\text{F}$**

**LEVEL IV**

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*Extreme Heat Warning*

Rest every 20 min · TWO  
cooling controls ·  
Superintendent signs off

# Know the Symptoms

## Heat Cramps

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Muscle spasms or pain

Usually in legs, arms, or trunk

**ACTION:**

Move to shade · Hydrate slowly · Rest

## Heat Exhaustion

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Heavy sweating · Pale skin

Weakness, dizziness, nausea

Fast heartbeat · Headache

**ACTION:**

Cool area · Loosen clothing · Cool cloths ·  
Contact supervisor immediately

## Heat Stroke ⚠️

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Confusion / slurred speech

Hot skin (dry OR wet)

Body temp  $\geq 104^{\circ}\text{F}$

Loss of consciousness

**ACTION:**

CALL 911 NOW · Begin cooling · DO NOT  
give fluids · Stay with worker

# Stay Hydrated — It's Non-Negotiable



**8 OZ** of water  
every  
**20 minutes**

**3 cups water : 1 cup electrolyte**

Use electrolyte drinks or freeze pops — not just plain water at high temps

## ✓ DO

Start hydrating the night before your shift

Drink before you feel thirsty — thirst means you're already behind

Take water to your exact work location — don't make workers walk far

Continue hydrating during rest breaks in shade

## ✗ DON'T

Don't rely on coffee, energy drinks, or soda — they dehydrate

Don't drink alcohol the night before a heat-exposed shift

Don't wait until someone collapses to offer water

# Acclimatization — Your Body Needs Time

## Who Needs It?

New hires on Day 1

Workers returning after 7+ days off

ALL temporary / agency workers

Workers moving to a hotter environment

*Do NOT skip or rush based on worker's self-reported comfort.*

## 14-Day Schedule

Period	Workload	Rest Breaks	Supervision
Days 1–2	20%	Every 30 min	Every hour
Days 3–4	40%	Every 30 min	Every hour
Days 5–7	60%	Every 45 min	Every 2 hrs
Days 8–10	80%	Standard	Standard
Days 11–14	100%	Standard	Standard

# Know Your Heat Safety Representative



## HEAT SAFETY REPRESENTATIVE

HSR Name:

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Contact #:

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### Monitors NWS forecast

Checks OSHA-NIOSH app before work on any day HI  $\geq$  80°F



### Activates response levels

Implements required actions when NWS advisory is issued



### Confirms water & shade

Staged and accessible before any crew begins



### Keeps the daily heat log

Documents HI, advisory status, symptoms, worker count



### Authority to stop work

Can halt work when heat hazard conditions are unsafe

# Do's & Don'ts in the Heat

## ✓ DO

- ✓ Drink water before you're thirsty
- ✓ Take all scheduled rest breaks in shade
- ✓ Wear light, breathable clothing when possible
- ✓ Tell your supervisor at the first sign of symptoms
- ✓ Watch out for your coworkers
- ✓ Follow the 14-day acclimatization schedule

## ✗ DON'T

- ✗ Push through dizziness, nausea, or headache
- ✗ Assume a tough worker doesn't need acclimatization
- ✗ Drink energy drinks, alcohol, or caffeine on shift
- ✗ Leave a sick worker alone — ever
- ✗ Skip breaks when workload is heavy
- ✗ Ignore NWS heat advisories on your job site

# HEAT STROKE

LIFE-THREATENING EMERGENCY — CALL 911 IMMEDIATELY

## SIGNS

- Confusion or slurred speech
- Loss of consciousness
- Hot skin — dry OR wet
- Body temperature  $\geq 104^{\circ}\text{F}$
- Rapid strong pulse
- Possible seizures

## WHAT TO DO

1. Call 911 — tell them you suspect heat stroke
2. Move worker to coolest area available
3. Apply ice packs: neck, armpits, groin
4. Use cold water immersion if available
5. Remove excess clothing and PPE
6. **DO NOT** give fluids to unconscious worker
7. Stay with the worker until EMS arrives



# Remember These Every Day



## WATER

8 oz every 20 minutes  
3 water : 1 electrolyte



## REST

Take every scheduled  
break  
Get into shade or cool  
area



## WATCH

Check on your crew  
Report symptoms  
early



## ACCLIMATE

Follow the 14-day  
schedule  
New, returning, and  
temp workers



## CALL 911

Heat stroke =  
emergency  
Don't wait, don't  
hesitate



### YOUR RIGHT:

You have the right to report heat hazards to OSHA without fear of retaliation.

*Protected under OSH Act Section 11(c).*

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