

 Policy & Procedure Heat Stress Management	Number 2.19	Date Reviewed 01/21/2026
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1.0 POLICY

This policy/procedure applies to all of I&I and all subsidiaries and affiliates except where prohibited, superseded or modified by applicable laws or regulations, in which case such local laws or regulations shall supersede or supplement this policy as permitted by law.

2.0 SCOPE:

Applies to all I&I facilities and construction footprints.

3.0 PURPOSE

The purpose of this procedure/training is to reduce the exposure to heat related injury/illness from working in high heat environments.

4.0 COMMON HAZARDS

4.1 Your body operates in a narrow temperature range. Too cold or too hot of an environment will cause the body to cease proper functions if steps to control the exposure are not taken. Extremes in body temperature elevation can be life threatening. There are many factors that affect body temperature. Some of these that can cause elevated body temperature are listed below.

- + Lack of proper fluid replacement.
- + Electrolyte imbalance – lack of electrolytes
- + Extreme air temperature
- + Lack of air movement – oven effect
- + Reflected heat or sun rays
- + Being in the direct sun
- + Convection of heat through walls or steel.
- + Prolonged or strenuous activities.
- + High humidity
- + Medications, diet, excess salt intake.
- + Physical fitness (lack of, weight, acclimatization).
- + Caffeine or alcohol consumption.
- + Excessive or layered clothing.

5.0 New Employees

5.1 The first step in managing heat stress is to determine if the employee is acclimatized to working in the heat. A person not used to working in high heat conditions cannot be expected to perform as an acclimatized employee. New and returning workers must be introduced to the heat environment carefully, with tasks that consider their current fitness and acclimatization status.

5.2 A formal acclimatization schedule shall be followed for all covered workers (see Section 16.0). Workloads shall be gradually increased over a minimum of 7-14 days

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before the employee is considered fully acclimatized. Supervisors shall not bypass this schedule based on a worker's self-reported comfort.

5.3 A normal acclimatization process takes 7-14 days to complete. During this period, workers are more vulnerable to heat illness and require closer supervision and more frequent monitoring.

5.4 The supervisor is responsible for enforcing the acclimatization schedule. Physical fitness, prior heat exposure experience, and fluid intake habits all affect acclimatization speed. Eager workers who push beyond their limits are at particular risk and must be actively monitored.

5.4.1 Physical Fitness – a fit person will generally have a higher heat tolerance and acclimate sooner.

5.4.2 Previous Experience – Someone who has worked in a high heat environment will either be acclimated or will have better knowledge of how to acclimate themselves.

5.4.3 Fluid Intake/Breaks – a person who works steadily with regular breaks will acclimatize quicker than someone who takes sporadic and more frequent breaks.

5.4.4 Attitude – A new employee who is eager and not worried about working in the heat will acclimatize more quickly than someone who is not anxious to work in hot environments generally. Care must be taken with the eager employee because he/she may push themselves farther than they should.

5.5 Temporary Workers and Returning Employees: All workers supplied by staffing agencies and all employees returning from an absence of 7 or more consecutive days (vacation, medical leave, or other absence) shall be placed on the same acclimatization schedule as new hires, regardless of prior experience, unless verified documentation of recent comparable acclimatization is on file.

6.0 Current Employees

6.1 This group is generally more susceptible to heat stress than some of the new employees. The employees are already acclimatized and feel that they are able to “handle the heat” or they are introduced to the heat for the first time of the season and feel that they are fine, when in fact they are not. Most feel that they can do more than they really are able to do or are trying to complete a task before taking their break. Sometimes the experienced employee is trying to show the new employee “how to do it” and gets caught doing more than he/she should.

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6.2 Awareness and education are the tools to keep the current employee out of trouble.

7.0 Identification of Heat Stress Symptoms

7.1 Many heat stress management programs focus on the identification of heat illnesses. While the ability to identify the particular heat stress problem is important, it is far more important to never reach the need to identify which particular heat related problem is being experienced.

7.2 There are many publications which we all should have available to identify the various levels of heat stress symptoms. This procedure will focus on the prevention of heat related illnesses.

7.3 The following information targets identification of initial symptoms of heat stress before problems occur.

7.4 The first signs of overheating usually are feelings of being Hot, Uncomfortable, and just getting plain tired. It's not serious yet, but these are good signs that something is not as usual. It tells you that you need to change something in your environment such as more fluid, more air movement, or needing shade. The following are symptoms that can lead to more serious problems.

- ✚ Dizziness
- ✚ Headache
- ✚ Rapid Heartbeat
- ✚ Dry Skin (No Sweating)
- ✚ Nausea
- ✚ Chest Pain
- ✚ Cramps
- ✚ Breathing Difficulty
- ✚ All-Over Weakness
- ✚ Diarrhea

7.5 Supervisors should be trained to provide oversight on a daily basis in this Heat stress procedure prior to supervising employees working in hot conditions to prevent heat related illnesses and procedures to follow when an employee exhibits symptom consistent with possible heat illnesses including emergency response procedures. An alert supervisor will know his/her employee's faces. Heat stress shown early in the face as being tired, very profuse sweating, off-color, and sometimes confusion. Employees that are found with any of these symptoms should be taken to a cool location before a problem occurs.

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- 7.6 Supervisors should ensure personal factors that contribute to heat related illness are taken into consideration before assigning a task where there is the possibility of a heat related illness occurring. The most common personal factors that can contribute to heat related illness are age, weight/fitness, drug/alcohol use, prior heat related illnesses, etc.
- 7.7 Proactive Measures Against Heat Stress
- 7.8 Procedures must be in place to control the effects of environmental factors that can contribute to heat related illness. The most common factors are air temperature, humidity, radiant heat sources and air circulation.
- 7.9 Physical factors that contribute to heat related illness should be taken into consideration before performing a task. The most common physical factors that can contribute to heat related illness are type of work, level of physical activity and duration, clothing color, weight, and breathability.
- 7.10 The best measure to take to prevent heat stress is to address it before it ever becomes a problem. Anticipate high heat days through weather forecasts and prepare for them with proactive measures. The following are a few of the things that we may do to aid in the prevention of heat related problems.
- 7.11 Begin drinking fluids early in the day – waiting until the hottest portion of the day to replenish fluids is too late. Avoid caffeine and alcohol the night before and during the day. Employees shall have access to portable drinking water. Where it is not plumbed or otherwise continuously supplied, it shall be provided in sufficient quantity throughout the work shift.
- 7.12 Dress for conditions. Lightweight, loose clothing is best. Avoid layering clothing underneath coveralls.
- 7.13 A well-balanced diet will help. Heavy, fatty foods do not support the body well in high heat conditions. Fruits, vegetables, proteins, and starches work best.
- 7.14 Electrolyte solutions help to maintain energy levels. Do not drink more electrolyte solution than water. Avoid taking salt tablets unless directed to do so by your physician.
- 7.15 Use sunscreen and cover your face and neck from the sun.
- 7.16 Provide shaded areas for mini-breaks and water stations as much as possible when there are no existing shaded structures. Employees suffering from heat illness or believing a preventative recovery period is needed, shall be provided access to an

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area with shade that is either open to air or provided with ventilation or cooling. Such access to shade shall be always permitted.

- 7.17 Provide more than enough water and electrolyte solution to make frequent short water breaks easily accessible.
- 7.18 Strongly encourage SHORT (1-2 minute) water breaks every 20-30 minutes during high heat conditions.
- 7.19 Provide specially marked water barrels containing ice and water for soaking neck towels, arms, sleeves, bandannas, and similar items.
- 7.20 Make available through payroll deduct in the tool rooms the bandannas that can be refrigerated during the night and soaked in cold water during the day (Magic Bandanna, Cool Bandanna, etc.).
- 7.21 Provide specific areas for employees to go to on a scheduled basis and cool off. These would be considered mandatory breaks (in addition to the short water breaks). This should be done every 1 to 1 ½ hours.
- 7.22 Fans and sitting areas should be provided so that employees can sit with their FRC unzipped and cool down. This break should be 10-20 minutes in length.
- 7.23 Using a Thermo-Scan instrument, monitor personnel in their work areas to assure that there are not any consistently high core body temperature problems. Core body temperature should never exceed 101 degrees. Pay particular attention to areas that have restricted airflow such as foundations, excavations, and vessels.
- 7.24 Monitor work areas for ambient temperatures. Use the heat index chart to determine the apparent temperature. Areas with apparent temperatures over 95 degrees should be monitored for personnel problems. Begin providing extra measures for the workers.
- 7.25 Most importantly - Do not let schedule or productivity influence awareness or caution in high heat weather. Pressure from foremen or self-induced pressure is the most dangerous hazard. This program has to be supported from the Site Manager on down the chain. If not visible, it doesn't mean anything.

8.0 USE OF THE HEAT INDEX


- 8.1 The heat index is a combination of the actual or environmental temperature and the relative humidity. By using the attached Heat Index chart, the Apparent Temperature can be found. The apparent Temperature is the combined index of heat and humidity, i.e., what it really feels like to the body.

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- 8.2 The temperature from weather service can be found across the top of the chart. The relative humidity from the weather service can be found along the left side of the chart. By going across and down at each given temperature and relative humidity, you will find the Apparent Temperature at the intersection of the two.
- 8.3 Using the Apparent Temperature as a guide, prevention measures are enacted when specified apparent temperatures are reached. Three stages are used to determine what action is to be taken. Listed below is a matrix of recommended actions to be taken when specific Apparent Temperatures are reached.

RH (%)	Temperature (° F)															
	90	91	92	93	94	95	96	97	98	99	100	101	102	103	104	105
90	119	123	128	132	137	141	146	152	157	163	168	174	180	186	193	199
85	115	119	123	127	132	136	141	145	150	155	161	166	172	178	184	190
80	112	115	119	123	127	131	135	140	144	149	154	159	164	169	175	180
75	109	112	115	119	122	126	130	134	138	143	147	152	156	161	166	171
70	106	109	112	115	118	122	125	129	133	137	141	145	149	154	158	163
65	103	106	108	111	114	117	121	124	127	131	135	139	143	147	151	155
60	100	103	105	108	111	114	116	120	123	126	129	133	136	140	144	148
55	98	100	103	105	107	110	113	115	118	121	124	127	131	134	137	141
50	96	98	100	102	104	107	109	112	114	117	119	122	125	128	131	135
45	94	96	98	100	102	104	106	108	110	113	115	118	120	123	126	129
40	92	94	96	97	99	101	103	105	107	109	111	113	116	118	121	123
35	91	92	94	95	97	98	100	102	104	106	107	109	112	114	116	118
30	89	90	92	93	95	96	98	99	101	102	104	106	108	110	112	114

Note: Exposure to full sunshine can increase HI values by up to 15° F

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9.0 PROACTIVE MEASURE MATRIX

	Apparent Temperature		
	Level 1 90° - 96°	Level 2 97° - 104°	Level 3 105° - 115°
Proactive Measures	1, 2, 3, 4	1 through 7, 9, 12	1 through 12
Water Intake	1-2 cups each 20-30 minutes	2-4 cups each 15-25 minutes	4-6 cups each 15-20 minutes
Breaks	Frequent 1-2 min. water breaks	Frequent 1-2 min. water breaks plus 10-15 min. cool down breaks, shade/fans	Frequent 1-2 min. water breaks plus 15-20 min. cool down breaks, shade/fans
Fluid Supplies	Begin to provide electrolyte solution	Provide electrolyte solution and more than adequate water supply	Provide more than adequate water and electrolyte solution supply. Strongly encourage frequent short breaks

9.1 Any work to be done in apparent temperatures above 115° F should be carefully planned and monitored by the Safety Department and Project Manager.

9.2 Baseline Heat Priority Day (80°F - 89°F Apparent Temperature): Any day the heat index is forecast to reach 80°F or higher is designated a heat priority day under OSHA NEP CPL 03-00-024. On heat priority days, the following baseline measures are mandatory even when the heat index falls below the Level 1 threshold of 90°F: confirm cool water and shade are available at all work areas before work begins; heightened supervisor awareness with active monitoring; new hires and returning workers monitored at least hourly; and all workers briefed on heat illness symptoms.

10.0 FLUID INTAKE

10.1 High apparent temperatures can cause the body to lose large amounts of fluid through sweating. This fluid loss must be replaced to maintain normal bodily functions. The chart below shows the effect of fluid loss in terms of weight. You can see that there is a noticeable change when fluid loss occurs.

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11.0 WEIGHT LOSS EXAMPLES

Beginning Weight	Weight @ 1% loss	Weight @ 2% loss	Weight @ 2 ½ % loss
150	148.5	147.0	146.3
175	173.3	171.5	170.6
200	198.0	196.0	195.0
225	222.8	220.5	219.4

- 11.1 The chart in F shows the recommended amounts of fluid intake. As the temperature increases, the fluid intake should increase accordingly. Electrolyte solutions such as SQUINCHER, Quick Kick, and Gatorade are beneficial in the fight against heat stress. Water is the key ingredient, and the worker should never drink more electrolyte solution than water. A good rule of thumb is to drink 2-3 glasses of water to 1 glass of electrolyte solution.
- 11.2 Don't wait until the temperature gets high to begin replacing fluids. The body can absorb and store excess amount of fluids. Begin drinking water early in the day to establish a "store" of extra fluid for use when the heat rises. This will help to prevent attempts to "catch up" by drinking large amounts of water when it gets really hot.
- 11.3 Trying to catch up doesn't work! You must replace the fluids in a fashion which keeps the fluid intake slightly ahead of the fluid loss. Drinking large amounts of fluids in an attempt to catch up can cause stomach cramps which will cause the person to throw up most of the time.
- 11.4 Strongly encourage short frequent water breaks in anticipation of high heat workdays.

12.0 HEAT ILLNESS EMERGENCY RESPONSE PROCEDURES

- 12.1 When any heat-related illness symptom is present, supervisors must respond promptly. Never leave a worker with heat illness symptoms alone. Move the worker to a cool, shaded, or air-conditioned area immediately. Call 911 if the worker has lost consciousness, is confused or disoriented, has stopped sweating with hot skin, or is having a seizure. Begin cooling measures immediately - do not wait for emergency services.
- 12.2 **HEAT CRAMPS.** Symptoms: Muscle spasms or pain, usually in legs, arms, or abdomen.

 Move worker to a cool rest area.

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- ✚ Have worker drink water or electrolyte solution slowly.
- ✚ Gently stretch and massage affected muscles.
- ✚ Worker should not return to strenuous work for several hours after cramps resolve.
- ✚ Seek medical attention if cramps do not resolve within one hour.

12.3 **HEAT EXHAUSTION.** Symptoms: Heavy sweating, cool or pale skin, weakness, dizziness, nausea, headache, elevated heart rate, possible fainting. Body temperature typically below 104°F.

- ✚ Move worker to a cool, shaded, or air-conditioned area immediately.
- ✚ Loosen or remove excess clothing and PPE.
- ✚ Apply cool, wet cloths to neck, armpits, and groin.
- ✚ Offer cool water or electrolyte solution if worker is fully conscious and not nauseated.
- ✚ Have worker lie down with legs elevated if possible.
- ✚ Call 911 if: symptoms worsen, worker vomits, worker loses consciousness, or no improvement within 15 minutes.
- ✚ Worker shall not return to work that shift and must be evaluated by a medical professional before returning.

12.4 **HEAT STROKE - LIFE-THREATENING EMERGENCY.** Symptoms: Confusion, slurred speech, loss of consciousness, hot skin (dry OR wet), body temperature at or above 104°F, rapid strong pulse, possible seizures.

CRITICAL: Heat stroke is a medical emergency. Call 911 immediately. Do not wait. Do not drive the worker to the hospital yourself.

- ✚ Call 911 immediately - tell dispatcher you suspect heat stroke.
- ✚ Move worker to the coolest available area.
- ✚ Begin aggressive whole-body cooling: apply ice packs or cold wet towels to neck, armpits, and groin. Use cold water immersion if available.
- ✚ Do NOT give anything by mouth - an unconscious or confused worker may aspirate fluids.
- ✚ Remove excess clothing and PPE while continuing cooling.
- ✚ Monitor breathing and pulse. Begin CPR if worker stops breathing and you are trained.
- ✚ Stay with the worker and continue cooling until EMS arrives. Do not leave alone at any time.

12.5 **Post-Incident Requirements:** All heat illness incidents - including those treated on-site - shall be reported to the Heat Safety Representative and EHS Department on the day of occurrence. Each incident shall be evaluated for OSHA 300 recordability per Section 17.0. The worksite heat program and conditions shall be reviewed following any incident to identify corrective actions.

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13.0 TRAINING

13.1 **All Worker Training - Required Topics.** All workers shall receive training on the following topics before beginning work in a heat-exposed environment and at least annually before each heat season (by April 1):

- ✚ Nature and causes of heat-related illnesses (heat cramps, heat exhaustion, heat stroke).
- ✚ Signs and symptoms of each type of heat illness and the importance of early reporting without fear of reprisal.
- ✚ Proper hydration: cool water frequency, electrolytes, and substances to avoid (caffeine, alcohol).
- ✚ Acclimatization: why it matters and what the schedule requires.
- ✚ How to access shade, water, and rest areas at the worksite.
- ✚ Heat illness response procedures and how to call for emergency help.
- ✚ Medications and health conditions that increase heat risk: diuretics, blood pressure medications (antihypertensives), antihistamines, anticholinergics, and amphetamines. Workers should consult their doctor if uncertain.
- ✚ Whistleblower protections: workers have the right to report heat hazards to OSHA without retaliation under Section 11(c) of the OSH Act.

13.2 **Supervisor Training - Additional Required Topics.** All supervisors and foremen shall receive the above training plus:

- ✚ How to implement the formal acclimatization schedule (Section 16.0).
- ✚ How to monitor and respond to NWS heat alerts (Section 15.0).
- ✚ Condition-specific first aid and emergency response procedures (Section 12.0).
- ✚ How to evaluate heat illness incidents for OSHA 300 recordability (Section 17.0).
- ✚ Obligations to temporary workers and returning employees.
- ✚ Authority and responsibility to stop work when heat hazard conditions exceed safe thresholds.

13.3 Training documentation shall include employee name, date, topics covered, and trainer name. Records shall be retained for a minimum of three years. Additional training is required following any heat illness incident or when a new heat hazard is introduced.

14.0 DESIGNATED HEAT SAFETY REPRESENTATIVE

14.1 Each facility and active construction site shall designate a Heat Safety Representative (HSR) prior to the onset of heat season (April 1 or earlier if conditions warrant). The HSR is responsible for day-to-day implementation, monitoring, and enforcement of this Heat Stress Management Program.

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14.2 **Minimum Qualifications.** The HSR shall have: completion of OSHA 10-hour or 30-hour training or equivalent; demonstrated knowledge of heat illness recognition, first aid, and this program; and authority to stop work if imminent heat danger is present.

14.3 **Duties.** The HSR shall: (1) monitor the NWS forecast and OSHA-NIOSH Heat Safety Tool App each morning on any day with a forecasted heat index of 80°F or higher; (2) activate the appropriate response level from Section 15.0 when NWS alerts are issued; (3) confirm water, shade, and rest areas are staged before crews begin; (4) conduct and document supervisor briefings on heat priority days; (5) oversee acclimatization per Section 16.0; (6) ensure heat illness incidents are evaluated for OSHA 300 recordability per Section 17.0; and (7) serve as primary contact during any heat illness emergency.


14.4 The HSR name and contact information must be posted at the worksite on all heat priority days. The HSR shall maintain a daily heat log on heat priority days recording: date, heat index reading and source, NWS advisory status, number of workers on site, water/shade/rest area confirmation, and any symptoms reported. Logs shall be retained for a minimum of three years.

15.0 NWS HEAT ALERT MONITORING AND RESPONSE PROTOCOL

15.1 On any day between April 1 and October 31 (or year-round for indoor high-heat environments), the HSR shall check the OSHA-NIOSH Heat Safety Tool App and the National Weather Service local forecast (weather.gov) before work begins. Any day the forecasted heat index is 80°F or higher is a heat priority day and triggers heightened protocols regardless of NWS advisory status.

15.2 NWS Alert Level Response: When the NWS issues any of the following alerts for the local work area, the mandatory actions shall be implemented immediately and remain in effect for the duration of the alert:

NWS Alert Level	Condition	Required Actions
Heat Priority Day (no advisory)	HI 80°F-94°F	Water stations confirmed active. Supervisor monitoring heightened. New/returning workers monitored closely. Baseline measures (Section 9.2) in effect.
Heat Advisory	Dangerous heat below warning criteria	All baseline measures plus: 10-min cooldown break every 1-1.5 hrs. HSR notified. Crews briefed before work begins.
Extreme Heat Watch	Conditions favorable for extreme heat	All Advisory measures plus: review daily work schedule, identify highest-risk tasks, brief all crews before work begins.
Extreme Heat Warning	Dangerous heat occurring or imminent	All Watch measures plus: reschedule or reduce non-essential outdoor heavy work. Mandatory buddy system. Emergency response plan activated.

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NOTE: OSHA compliance officers conduct programmed inspections on any day the NWS has issued a heat advisory or warning for the local area. Inspectors will verify that your program was active and required protections were in place on that specific day.

16.0 FORMAL ACCLIMATIZATION SCHEDULE

16.1 The following workers shall be placed on the acclimatization schedule before performing full workload activities in heat-exposed environments: new hires in their first 14 days; employees returning from an absence of 7 or more consecutive days; all temporary workers supplied by staffing agencies; and workers transferred from a significantly cooler environment to an outdoor or high-heat indoor assignment.

16.2 Acclimatization Schedule - Supervisors shall not deviate from this schedule based on a worker's self-reported comfort level without written authorization from the HSR:


Period	Workload	Rest Breaks	Supervision
Day 1-2	20% of normal workload	Every 30 minutes	Supervisor check every hour
Day 3-4	40% of normal workload	Every 30 minutes	Supervisor check every hour
Day 5-7	60% of normal workload	Every 45 minutes	Supervisor check every 2 hours
Day 8-10	80% of normal workload	Standard schedule	Standard monitoring
Day 11-14	100% - fully acclimatized	Standard schedule	Standard monitoring

16.3 Supervisors shall check in with acclimatizing workers at least once per hour during the first week. Workers must be encouraged to report any symptoms immediately without fear of reprisal. If any symptom occurs during the acclimatization period, the worker shall be removed from heat exposure immediately and evaluated before returning to work. The HSR shall maintain an acclimatization log for each covered employee, retained for at least three years.

17.0 OSHA RECORDKEEPING FOR HEAT-RELATED ILLNESS

17.1 Heat-related illnesses that meet the criteria of 29 CFR Section 1904.7(b)(5) must be recorded on OSHA Form 300 (Log of Work-Related Injuries and Illnesses) and documented on OSHA Form 301 (Incident Report), with a corresponding entry on OSHA Form 300A (Annual Summary).

17.2 **Must Record.** A heat-related illness **MUST** be recorded if it results in: days away from work; restricted work or job transfer; medical treatment beyond first aid; loss of

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consciousness (even briefly); or diagnosis of a significant injury or illness by a healthcare professional.

- 17.3 **Not Recordable - First Aid Only.** A heat-related illness is NOT recordable if the worker only receives first aid: instruction to drink fluids or rest in a cool area; application of cool cloths or ice packs; non-prescription medication at non-prescription strength; and no loss of consciousness, no days away, and no restricted duty.

EXAMPLE: Worker feels dizzy, is moved to shade, drinks water, and returns to work that shift with no further symptoms - first aid only, NOT recordable. Same worker transported to ER, loses consciousness, or sent home for the day - IS recordable.

- 17.4 **Severe Injury Reporting.** Any work-related fatality must be reported to OSHA within 8 hours (1-800-321-OSHA or osha.gov). Any work-related inpatient hospitalization, amputation, or loss of an eye must be reported within 24 hours. During OSHA heat inspections, compliance officers will request OSHA 300 and 301 logs for the current year and three prior calendar years.

18.0 INDOOR HEAT HAZARD CONTROLS

- 18.1 This section applies to any indoor work environment where employees are exposed to radiant heat sources including: furnaces, boilers, steam lines, autoclaves, ovens, gas engines, laundry or drying equipment, and confined spaces with restricted airflow such as foundations, excavations, and vessels. Indoor heat is equally covered by the OSHA Heat NEP and all provisions of this policy apply.

- 18.2 Prior to assigning workers to indoor high-heat tasks, supervisors shall assess: presence of radiant heat sources; adequacy of ventilation and air movement; worker clothing or PPE that restricts heat dissipation (FRC, chemical suits, respirators); and duration of continuous exposure.

- 18.3 **Wet-Bulb Globe Temperature (WBGT).** WBGT is the primary heat stress measurement standard used by NIOSH, ACGIH, and OSHA compliance officers. Unlike the heat index, WBGT accounts for radiant heat and air movement, making it more accurate in indoor environments. WBGT measurements shall be taken when employees work near radiant heat sources. The EHS Department shall maintain at least one calibrated WBGT meter. NIOSH Recommended Exposure Limits (RELs) and ACGIH Threshold Limit Values (TLVs) based on WBGT shall be used to determine safe work/rest cycles for indoor heat exposures.

- 18.4 **Engineering Controls.** The following shall be evaluated and applied as feasible: air conditioning (preferred); increased general ventilation; local exhaust ventilation at heat-generating equipment; reflective shields between workers and radiant heat

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sources; insulation of hot surfaces (furnace walls, steam pipes, boiler exteriors); cooling fans; and elimination of steam leaks.

- 18.5 All water access, rest break, and acclimatization requirements from Sections 7.0, 15.0, and 16.0 apply equally to indoor heat exposures. Work/rest schedules for indoor high-heat tasks shall be determined using WBGT readings and the applicable NIOSH or ACGIH tables.