

BWC Conference 2026

Sweat Equity Panel

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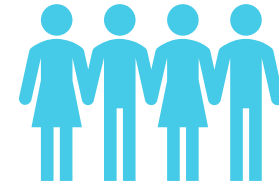
WHAT IS OSHA'S STANCE ON WORKPLACE HEAT HAZARDS?



Planning – at all levels for activities where workplace heat will be present



Educate the team; innovate when its practicable; prepare emergency actions select the right work practices to limit exposure



Apply the knowledge, procedures, and workplace controls under vigilant supervision

HEAT ILLNESS PREVENTION CAMPAIGN

■ Outreach Products:

- OSHA's heat poster
- OSHA's heat wallet card
- Infographics for social media
- Talking points and outreach presentation

■ Across these products:

- Greater emphasis on acclimatization, signs, and symptoms
- Provide information on first aid in the event of a heat emergency
- Provide practical recommendations for preventing hazardous heat exposure while encouraging worker voice and perspective

Plan Ahead and Be Prepared

Provide training on heat illness to all workers. Have an emergency plan.

Work Safely in Heat

Indoor and outdoor workers are at risk for heat illness.

Heat illness is preventable

Drink cool water. Take rest breaks. Find shade or a cool area.

Wear light-colored, loose-fitting clothing where possible. Check on each other. Some equipment can increase your heat exposure.

If a worker experiences:

- Headache or nausea
- Weakness or dizziness
- Heavy sweating
- Hot and dry skin
- Thirst
- Decreased urine output

Take these actions:

- Drink water
- Remove unnecessary clothing
- Move to a cooler area and use a fan, if available
- Cool with water and ice
- Do not leave alone
- When in doubt, call 911

Signs of a medical emergency

- Slurred speech
- Seizures
- Abnormal thinking or behavior
- Loss of consciousness

Call 911 immediately

1. Call 911 immediately
2. Cool the worker right away with water or ice
3. Remove unnecessary clothing and give cool water to drink
4. Stay with the worker until help arrives

OSHA 3422-07R 2023

OSHA'S NATIONAL EMPHASIS PROGRAM ON HEAT

- OSHA started the NEP: Heat in April 2022 under CPL 03-00-024
- It seeks to identify and eliminate / reduce worker exposures to occupational heat-related illnesses and injuries in general industry, construction, maritime, and agriculture
- Targets specific industries expected to have the highest exposures to heat-related hazards and resulting illnesses and deaths.



HEAT INJURY PREVENTION IS A TEAM ACTIVITY



- OSHA seeks to share information on the Heat NEP and available compliance assistance tools and resources, including no-cost On-Site Consultation services available to small businesses.
- OSHA believes by building new stakeholder relationships with organizations OSHA can help disseminate information to workers and employers in heat hazard.

ADDITIONAL PUBLICATIONS FOR EMPLOYER USE

OSHA
Occupational Safety and Health Administration

Heat Illness Prevention

SHIPYARD EMPLOYMENT
Protecting Workers from Heat Illness in Confined Spaces

Working in confined spaces can increase a worker's risk of heat illness.

- The temperature is often higher than outside air
- There is usually low airflow
- Personal protective equipment (PPE) can cause body overheating

OSHA
Occupational Safety and Health Administration

Heat Illness Prevention

Personal Risk Factors and Heat Exposure

Overview

Hot work environments can be dangerous for all workers, especially over long periods of time. Millions of workers are exposed to heat in their workplaces and thousands of workers are sickened each year from heat injuries or illnesses. Even workers who have built up tolerance to, or acclimated to, the heat need to be careful. This is because some workers feel the effects of heat differently than others. It's important to know what may make you more vulnerable to heat injury and illness.

This is a guide that will help you identify which factors may cause you to be more at risk for heat injury and illness. In addition to the environment you are working in, the clothes you are wearing, and type of work activities you are doing, certain health conditions, medications, and physical and behavioral characteristics may increase your risk for heat illness and injury.

Your work environment and activities may increase your risk of heat injury and illness. In addition, you may also have one or more personal risk factors that increase your risk.

Heat Injury and Illness Risk Factors

Work Environment
A combination of environmental factors increase your risk of heat injury and illness. These include:

- High temperature
- High humidity
- Heat from hot sources (radiant heat), such as hot tar ovens and furnaces
- Limited movement of cooler air
- Frequent direct sun exposure

Work Activities
The type of work you are doing can make you more susceptible to heat. These factors may cause your body temperature to increase:

- Level of physical activity
- Clothing or equipment that traps heat
- Inadequate rest

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Heat Illness Prevention

Protecting Workers from the Effects of Heat

Every year, dozens of workers die and thousands more become ill due to heat exposure in the workplace. Hazardous heat exposure can occur indoors or outdoors and during any season, not only during heat waves. Heat exposure may result in serious illness or even death, both of which are preventable.

This fact sheet provides information on how to recognize and respond to symptoms of heat illness, the risk factors for heat illness, and methods to mitigate heat hazards in both indoor and outdoor workplaces.

HEAT EMERGENCY SIGNS
Abnormal Behavior / Difficulty Speaking / Seizures / Fainting / Heavy Sweating / Hot, Dry Skin

GET HELP! ACT FAST!

- 1 Call 911 immediately
- 2 Cool right away with water or ice
- 3 Remove extra clothing
- 4 Give cool water to drink
- 5 Do not leave alone

Personal Risk Factors

Medications

Physical characteristics

Workers who are exposed to similar levels of heat and engaged in the same type of work activities may be at greater risk for heat injury and illness. Ultimately, it is the responsibility of the employer to ensure that the workplace is safe and healthful for workers; however, the meaningful participation of workers and their representatives is also important.

DON'T WAIT... HYDRATE!

Prevent heat illness at work

[osha.gov/heat](https://www.osha.gov/heat)