



Heat Safety Recommendations



Employers in the Commonwealth of Pennsylvania can protect workers from the dangers of extreme heat by taking these four steps:

Provide water

- Employers should provide each outdoor employee with 32 ounces of cool drinking water (and optionally, electrolyte beverages) per hour;
- Water should be free of charge; and
- Workers should have ample time to consume the water.

Allow for rest and relief

- Employers should provide shade and rest on particularly warm days —when the heat index in the workplace exceeds 80F;
- Employers should institute standardized rest breaks when the heat index in the workplace exceeds 90F indoors or outdoors; and
- Employers should provide clothing and PPE that help workers protect themselves from the heat.

Develop and provide training

- Employers should train workers and supervisors annually on working in the heat to minimize danger/risk. Training should include:
 - The signs and symptoms of common heat-related illness;
 - Information on the employer's heat-related plans;
 - An overview of rest & relief measures; and
 - An anti-retaliation policy to protect workers who alert their supervisors of heat-related harm.

Develop and provide a plan

- An appropriate heat plan may include:
 - Acclimatization (especially for new and returning workers)
 - Flexibility measures to move work to cooler areas on particularly hot days;
 - Methods of monitoring conditions that workers are exposed to and worker responses to those conditions that may indicate common heat-related illness;
 - A “buddy” system during times of extreme weather; and
 - Site-specific emergency response procedures.