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**DOES YOUR FACILITY REACH 91 DEGREES OR HOTTER?** If yes, you need to know about OSHA's HEAT INDEX. When it gets hot, you need to make changes to protect your employees.

OSHA does not have a specific standard that covers working in hot environments. Nonetheless, under the OSH Act, employers have a duty to protect workers from recognized serious hazards in the workplace, including heat-related hazards. OSHA has a [guide](#) that helps employers and worksite supervisors prepare and implement hot weather plans. It explains how to use the [heat index](#) to determine when extra precautions are needed at a worksite to protect workers from environmental contributions to heat-related illness.

The "[heat index](#)" is a single value that takes both temperature and humidity into account. The higher the heat index, the hotter the weather feels, since sweat does not readily evaporate and cool the skin. The heat index is a better measure than air temperature alone for estimating the risk to workers from environmental heat sources.

Workers performing strenuous activity, workers using heavy or non-breathable protective clothing, and workers who are new to an outdoor job or hot environments over 91 degrees [need additional precautions](#) beyond those warranted by heat index alone.

The following must be taken into consideration even when the heat index is lower.

- Work in direct sunlight - adds up to 15 degrees to the heat index.
- Perform prolonged or strenuous work
- Wear heavy protective clothing or impermeable suits

You are expected to train your employees in heat illness. OSHA has a [training guide](#) to help you write your training program.

There are three areas of focus;

- Health Effects of Heat,
- How to Respond to Symptoms and,
- Preventing Heat Related Illnesses and Injuries

The days are going to keep getting hotter. Take time to put together a heat related illness prevention plan and train your employees.