

HEAT ILLNESS PREVENTION PLAN

American Labor Pool Inc.

ACCESS AND LOCATION OF PLAN

The Heat Illness Prevention Plan will be **written** both in English and in the language understood by the majority of employees.

This plan is accessible to employees at the worksite as a hardcopy or electronic device upon request. If American Labor Pool's client doesn't have one in place, please contact ALP office ASAP at (858) 569-7977.

RESPONDING TO A HEAT RELATED EMERGENCY

In the event of a heat-related emergency, employees should contact emergency medical services directly. If employee cannot reach emergency medical services directly they must contact the designee by means of the customer Heat Illness Prevention Plan.

Designee will be familiar with each work site address and will provide clear and precise directions to the site to emergency medical services if they are called to assist an affected employee.

The following designated person or persons (Program Administrator/Safety Coordinator/Supervisor/Foreman/Field Supervisor/Crew Leader) have the authority and responsibility for implementing the provisions of the program at this worksite (Please refer to customers HIPP). In case ALP's customers don't have an HIPP please call immediately one of the following:

Name / Title / Phone Number:

1. Victor Corral Manager (858) 569-7977
2. Vidal Melecio (858) 569-7977
3. Sebastian Mendoza (858) 569-7977

ACCESS TO WATER

Access to drinkable water will be provided. At least one quart of water per employee, per hour will be available. American Labor Pool Inc clients will accomplish this. If more drinking water were to be required, American Labor Pool Inc clients will obtain additional supplies.

Water will be pure, suitably cool, and provided free to workers. The water will be located as close as practicable to where employees are working.

ACCESS TO SHADE

Access to a shaded or cool area will be provided always for employees to cool off when overheating is likely. The location will be designated by the job supervisor on a job-to-job basis. The supervisor will advise the employees where the designated area is located. The shade area will not expose employees to unsafe or unhealthy conditions and does not deter or discourage access or use. American Labor Pool's customers will provide shade.

Shade will be provided based on temperature as follows:

Above 80° F - When temperatures exceed 80 degrees Fahrenheit, shade will be provided for all workers on break, and for all those who take their meal periods onsite. The shade area will be large enough, so employees can sit in a normal posture fully in the shade without having to be in physical contact with each other. For climates cooler than 80 degrees, shade will still be made available upon request.

Required for Agriculture Job Sites only

When temperatures are 95 degrees or above, employees will take a minimum ten-minute preventative cool down rest period every two hour.

95° F and Above (High-Heat Procedures) - When temperatures are 95 or above the employees will be observed for alertness and signs or symptoms of heat illness.

- One or more employees on each worksite will be authorized to call for emergency medical services, and allowing other employees to call for emergency services when no designated employee is available.
- Pre-shift meetings will cover high heat procedures, encouraging employees to drink plenty of water, and remind employees of their rights to take a cool-down rest when necessary.
- Customer will ensure effective employee observation/monitoring by implementing one or more of the following:
 1. When 20 or fewer employees, the supervisor or designee will observe employees.
 2. Above 20 employees, employees will be paired up and trained to stay in contact, observe each other throughout the day, and immediately report any signs or symptoms of heat illness.
 3. Employees working alone will communicate with designee by radio or cell phone in locations where there is adequate coverage. The employee will be contacted regularly and as frequently as possible throughout the day.

Infeasibility – If it is infeasible or unsafe to provide shade as noted above, customer will provide, based on any circumstances, other equivalent procedures to protect the employees.

PREVENTATIVE COOL-DOWN REST

Employees will be allowed and encouraged to take a “preventative cool-down rest” in the shade when they feel a need to do so to protect themselves from overheating.

Workers who take cool-down rest breaks will be monitored and asked if they are experiencing heat illness symptoms. The employee will be encouraged to remain in the shade and will not be ordered back to work until any signs or symptoms of heat illness have abated, but in no event less than 5 minutes in addition to the time needed to access the shade. If the employee exhibits or complains of any sign or symptom of heat illness, first-aid procedures will be initiated without delay.

Any workers who display or report any signs or symptoms of heat illness, will not be left alone, or sent home without being offered on-site first aid or emergency medical services.

TRAINING

Employees and supervisors will be trained before they begin work that can reasonably be anticipated to exposure to heat illness. The training will cover the policies and procedures of the customer plan, so employees and supervisors can understand and implement the plan. The topics will include the added burden of heat load on the body caused by exertion, clothing, and personal protective equipment; and for supervisors, how to monitor weather reports and respond to hot-weather advisories.

Additionally, employees and supervisors will be informed of common signs and symptoms of heat illness and appropriate first aid and/or emergency responses to the different types of heat illness and that heat illness may progress quickly and is life threatening.

The training must be presented in a language that employees understand and should be documented.

ACCLIMATIZATION

All workers will be closely observed during a heat wave.

Any worker newly assigned to a high-heat area will be observed by a supervisor or designee during the first 14 days of employment.

LOCATION OF PLAN

A copy of the plan will be readily available in every job site by the customer where heat illness may be an issue.