



CATA

***El Comité De Apoyo a los Trabajadores Agrícolas
The Farmworkers Support Committee***

Heat Training for Outdoor Workers

***Developed by CATA
The Farmworkers Support Committee
2012***



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About this Training:

This training was developed by CATA in 2012 with the support of the Susan Harwood Training Grant of the Occupational Safety and Health Administration. In recent years, we have seen an increase in the number of workers impacted by heat in the work environment across the country. In response, OSHA has developed a multi-faceted campaign to ensure that workers are educated on the symptoms of heat illness and its' prevention.

For CATA, this workshop is a natural edition to the health and safety work we already do, whether it is about pesticide use on farms or working conditions in factories and packing houses.

The training is developed for workers who labor outdoors or otherwise under high temperatures in their workplaces. It uses the Popular Education methodology, which places a high value on the experiences of the workers participating and uses activities and dialogue to keep people involved in all aspects of the educational intervention, so that everyone is an active participant, not only in terms of receiving information, but also in sharing their experience and knowledge.

The training is developed to be an intervention that requires about an hour and a half, for groups of 3-20 workers or even more. No special technology is needed – the workshop uses visual aids, some handouts etc. It is ideal for the flexibility it offers to trainers, to do the workshop in the same worksite of the participants or in an office or conference environment.

If you have any questions about the curriculum or how we implement it, please contact us at 856-881-2507 or by email at cata@cata-farmworkers.org.

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Materials Needed:

- 15 posters
- OSHA heat stress prevention brochure
- Local OSHA contact info
- CATA general brochure

Objectives:

- *Identify symptoms of heat-related illnesses*
- *Identify first aid responses*
- *Identify how to recognize a heat emergency, and how to respond*
- *Identify steps workers can take to prevent heat-related illness*
- *Identify employer responsibilities to employees to prevent heat-related illness*
- *Identify specific reasons why participants may be at risk of heat-related illnesses in their places of work, and how to address those obstacles*
- *Discuss action steps including contacting OSHA*

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Resources Used:

Association of Farmworker Opportunity Programs. "Heat Stress: Farmworker Health and Safety." Materials produced under OSHA Susan Harwood training grant program. http://www.osha.gov/dte/grant_materials/fy09/sh-19485-09/trainer_guide.pdf.

California Department of Industrial Relations, Division of Occupational Safety and Health (DOSH). "Heat Illness Prevention." <http://www.dir.ca.gov/dosh/HeatIllnessInfo.html> and <http://www.dir.ca.gov/dosh/heatIllnessQA.html>.

CDC Morbidity and Mortality Weekly Report June 20, 2008. "Heat Related Deaths Among Crop Workers -- United States, 1992-2006." <http://www.cdc.gov/mmwr/preview/mmwrhtml/mm5724a1.htm>

OSH Act of 1970. Sec. 5: Duties. http://www.osha.gov/pls/oshaweb/owadisp.show_document?p_id=3359&p_table=OSHACT.

OSHA Heat Prevention Lesson Plan, available at http://www.osha.gov/SLTC/heatillness/osha_heattraining_guide_0411.pdf (English) http://www.osha.gov/SLTC/heatillness/osha_heattraining_guide_0411_sp.pdf (Spanish)

OSHA Heat Safety Factsheet, available at http://www.osha.gov/SLTC/heatillness/3422_factsheet_en.pdf (English) http://www.osha.gov/SLTC/heatillness/3423_factsheet_sp.pdf (Spanish)

Sixel, L.M. "Working: Protecting workers from heat is cool." <http://www.chron.com/business/sixel/article/Working-Protecting-employees-from-heat-is-cool-2079942.php#photo-1531798>. 1 July 2011.

US Department of Labor. "OSHA's Field Sanitation Standard." Fact Sheet No. OSHA 92-25. http://www.osha.gov/pls/oshaweb/owadisp.show_document?p_table=Fact_Sheets&p_id=137.

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Introduction:

Trainers ask:

- *Have you ever been working and been affected by the heat? Or have you seen it happen to another person?*
- *What did you do?*

Use Stories and Data to Create Context:

Trainer should read aloud the following story, or ask for a volunteer who is comfortable reading to read aloud to the group:

“In mid-July 2005, a male Hispanic worker with an H-2A work visa...aged 56 years was hand harvesting ripe tobacco leaves on a North Carolina farm. He had arrived from Mexico 4 days earlier and was on his third day on the job. The man began work at approximately 6:00 a.m. and took a short mid-morning break and a 90-minute lunch break. At approximately 2:45 p.m., the employer’s son observed the man working slowly and reportedly instructed him to rest, but the man continued working. Shortly thereafter, the man’s coworkers noticed that he appeared confused. Although the man was combative, his coworkers carried him to the shade and tried unsuccessfully to get him to drink water. At approximately 3:50 p.m., coworkers notified the employer of the man’s condition. At 4:25 p.m., the man was taken by ambulance to an emergency department, where his core body temperature was recorded at 108°F and, despite treatment, he died. The cause of death was heat stroke. On the day of the incident, the local high temperature was approximately 93°F with 44% relative humidity and clear skies.”¹

¹ Association of Farmworker Opportunity Programs. “Heat Stress: Farmworker Health and Safety.” Materials produced under OSHA Susan Harwood training grant program. http://www.osha.gov/dte/grant_materials/fy09/sh-19485-09/trainer_guide.pdf . Page 9.

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Pre-Test

Trainers provide participants with a sheet numbered 1-10. Each number has a thumbs-up symbol and a thumbs-down symbol. Trainers explain that they will read 10 statements aloud, one by one, and participants will decide individually if it's true or false. If they think it is true, they should circle or mark the thumbs-up symbol. If they think it is false, they should circle or mark the thumbs-down symbol. The trainers should also hold up Posters 2-3 so that the participants can review the statements as they are being read aloud.

True or False?

1. Under the law, your boss has to provide you with drinking water.
2. Workers get sick from the heat most frequently in the middle of the season.
3. The law says that your boss has to give you the day off when it is over 100 degrees.
4. You are working and it is very hot out. One of your co-workers says that they feel dizzy and feel tingling in their hands and feet. You should call 911 immediately.
5. You are working and it is very hot out. One of your co-workers is shaking and acting confused. You should call 911 immediately.

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True or False?

6. On hot days, you should drink 1 cup of water every 2 hours.
7. You can only file a complaint about a health and safety problem at work if you are a US citizen or have a work visa.
8. If someone gets sick from the heat, it is a good idea to spray them with water.
9. One very serious symptom of heat-related illness is that the person is shivering (as if they were cold).
10. When it's hot out, you should drink water even if you aren't thirsty.

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What are the symptoms of being exposed to the heat?

Trainer should allow the participants to answer the question with all of their ideas. After the discussion, place Poster 4 on the table or the floor so that everyone can see. Underneath it place three sheets of paper: a yellow paper with the title “Less serious,” an orange paper with the title “More serious,” and a red paper with the title “Emergency!”

Hand out to the participants cards with the symptoms of heat-related illnesses. (They are the symptoms that are identified in posters 5, 6, and 7.) There are 12 cards – try to give the same number of cards to each person.

Then ask them to review the cards, get up, and put each card in the category where they think it belongs. You can put down one or two cards as an example.

Then, facilitate a discussion. Read aloud each card, and ask the participants if they are in agreement. If a card is not in the correct category, you should move it to the correct one, explaining why.

The purpose of this exercise is for everyone to distinguish between which are the less serious symptoms, requiring that the person rest and that the other workers pay attention to his or her condition; and which are the symptoms that indicate an emergency, when it is necessary to seek immediate medical attention.

Important Points for Trainer to share:

- *It is important for you to be conscious and know your body’s reactions.*
- *It is also important to be aware of your co-workers.*
- *Many of these symptoms are similar or the same as symptoms related to pesticide poisoning.*

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Symptoms of Heat Related Illness

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<p>Red skin (looks like sunburn)</p>	<p>Breathing rapidly and feels tingling in hands, feet, and lips</p>
<p>Feels dizzy, light-headed, or passes out (but you can get them to wake up and talk normally)</p>	<p>Stops working or slows down because of headache or pain in arms, hands, legs, feet</p>
<p>Has trouble getting on gloves or shoes because hands or feet have swollen</p>	

<p>Dizzy, light-headed, feels better if laying down, or passes out, AND</p>
<p>Is breathing very fast, says their heart is beating too fast, and is very sweaty</p>
<p>Can't drink water because of nausea and/or vomiting</p>

<p>Skin feels very hot (may feel dry or sweaty)</p>	<p>Is shivering as if cold, but when you touch their skin they feel like they are burning up</p>	<p>Fainted and won't wake up</p>
<p>Isn't behaving normally: talking nonsense, irritability, confusion, unable to think clearly</p>	<p>Having a seizure (uncontrollable shaking and not awake) and feeling very hot to the touch</p>	

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First Aid

Ask:

- *If you (or a co-worker) have these symptoms and you believe they are related to the heat, what should you do?*

Have workers share all their ideas. Then present the information on the following poster.

Present Posters 8-9: First Aid In Case of Heat Stress

Here the trainer can share a specific incident if they know of one. For example, CATA trainers met a worker who was found confused and he was placed in a truck with the air conditioner on and left alone. He passed out - and the ambulance wasn't called until 20-35 minutes later. The worker remained in a coma for 2 weeks. He regained consciousness, but had suffered neurological damage.

What to do:

Get person out of the sun, into shade, take off their clothes or underwear		Rub arms and legs so that the hot blood circulates	<p>These are VERY SERIOUS symptoms and require IMMEDIATE action: CALL 911</p> 
	Spray them with water, wipe them down with a wet towel	Do not leave the person alone	
Fan skin after getting their skin wet	It may help with dizziness if the person lays down on their back and elevates their feet (15-20 centimeters)		
Offer water if they are conscious and can swallow	If they don't begin to feel better, call 911		

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What to do: How Workers Can Help Prevent Heat-Related Problems, and Employer Responsibilities

Ask:

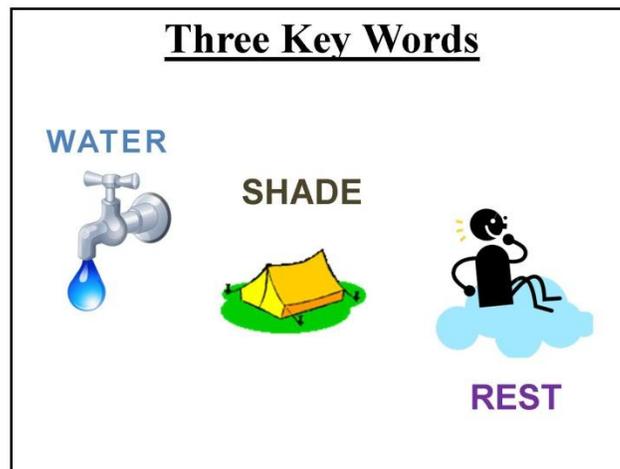
- *What can you do to protect yourself from the heat?*

Read aloud the sentences “What to do.” Ask them if they think the sentence is true or false, and why. Ask for participation by everyone – for those who are not talking a lot, invite them to participate.

- *In your places of work, what happens on days when it gets really hot? (If they need prompting: for example, are there more breaks? Do you only work half a day? Are there alternate assignments? Etc.)*
- *Have you ever spoken with a supervisor about problems with the heat? What happened?*

Trainer should allow the participants to answer the questions with all of their ideas, and facilitate the discussion. Then review the following posters.

Present Posters 10-15: Three Key Words: Water, Shade, and Rest; and What to Do



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What To Do

Protect Yourself:

- Know the symptoms of heat related illnesses, and how to respond if someone needs assistance
- Drink COLD water
 - At least one cup every 15 minutes
 - It is better to frequently drink small quantities, than to drink large quantities less often
 - Drink water all day long even when you aren't thirsty
 - Drink water all day long, even when you aren't working, to help the body recover



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What To Do

- Use light-colored clothing
- Use lightweight, loose fitting clothing that allows the body to breathe (like cotton)
- Avoid eating large meals before working in the heat
- Avoid alcohol and drinks with caffeine that dehydrate the body and increase risk for heat illness
- If you begin to feel badly - speak up and do not continue to work.
- Do NOT assume that you can continue or that it will get better.



The images come from http://www.osha.gov/SLTC/illness/3423_factsheet_sp.pdf

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Make sure your boss is doing their part.

Your boss should:

- Allow you to take frequent, short breaks in places where there is shade so that the body can cool down
- Schedule work so that that you do the hardest jobs during the coolest times of the day

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- Divide up work so that nobody is working alone – there should always be at least one other person around to monitor



- Give you up to 2 weeks to become accustomed slowly to working in the heat
- Provide cool, clean water and cups – enough for everyone, all day long

The image comes from http://www.osha.gov/SLTC/heat/illness/3423_factsheet_sp.pdf

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Filing a Complaint with OSHA

Ask:

- *Has anyone heard of OSHA?*

After the participants share what they already know:

OSHA is an agency of the government. It stands for the Occupational Health and Safety Administration. OSHA's job is to make sure that every worker has a safe and healthy workplace. Under the law, every worker has the right to be safe at work. Immigration status does not affect this right.

You may file a complaint with OSHA if you believe a violation of a safety or health standard, or an imminent danger situation, exists in your workplace. You may request that your name not be revealed to your employer.

You can file a complaint on OSHA's website, in writing or by telephone to the nearest OSHA area office. You may also call the office and speak with an OSHA compliance officer about a hazard, violation, or the process for filing a complaint.

If you file a complaint, you have the right to find out OSHA's action on the complaint and request a review if an inspection is not made.

A worker or worker representative can file a complaint about a safety or health hazard in the workplace.

Ask:

- *Has anyone here ever been present during an OSHA inspection at work? Has anyone ever called OSHA about a problem at work?*

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After the participants share:

If there is a health and safety problem at work, you can call OSHA and ask for an inspection. When you call, they will ask questions to understand where you work and what the problem is. In many cases, an inspector from OSHA will come to the place where you work and look for evidence of the problems you are describing. They also should interview workers to find out what the problems are.

If you want to talk to the OSHA inspector but don't want to do it at work because your boss is around, you should ask them to arrange a time and place where you can talk outside of work.

If the OSHA inspector finds that the employer is breaking the law, they will tell the employer they are required to fix the problem. In many cases, they will also fine the employer for breaking the law.

So, for example, if your employer is not providing you with drinking water and bathrooms, you can call OSHA to report the problem. If it is very hot out and you feel that your employer is pressuring you to keep working in unsafe conditions, OSHA may also be able to help.

OSHA does not tell your boss who called OSHA. They keep your information confidential. There are staff at OSHA in our area who speak Spanish.

It is illegal for your boss to retaliate against you in any way for reporting a health and safety problem at work. If you believe that your employer retaliated against you for reporting a health and safety problem, you have the right to file an additional complaint with OSHA.

Here we provide a handout on Whistleblower Protections and go over it.

If you do not want to call OSHA directly, you can call CATA. We can report the problem to OSHA, and can help arrange interviews with workers if you would prefer to talk outside of work.

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At the end of the training, we will give you the phone number for OSHA and CATA.

- *Are there questions about OSHA or how inspections work?*

Speak up to protect your legal rights:

- Call OSHA and ask for an immediate emergency inspection to address health and safety problems – (856)596-5200
- Or, call CATA and we can help you make an emergency complaint – 1(800)989-2282

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Scenarios:

Divide the participants into 3 groups. Give each group one of the following scenarios to consider. Try to ensure there is at least one person in each group who is comfortable reading. If not possible, you will have to circulate and read the scenarios aloud.

Give the groups about 10 minutes to consider their scenario and discuss what they would do. Then return to the full group. Ask each group to read their situation aloud, and tell us what the group decided they would do.

Facilitate the discussion. Key questions and points for discussion are listed beneath each scenario.

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Scenario 1

You're working picking blueberries. It's really hot out today. At about 2 in the afternoon, the guy working in the next row crouches down to pick some berries that are close to the ground, and he almost falls over. You ask him if he's ok, and he aggressively says, "YEAH." You go over to him and see that his face is red but he's not even sweating. "Hey, sit down for a second," you say, but he says no and that he's fine. "No no no, I can't stop working," he says. He tries to move along to the next plant, but he almost falls again. What do you do?

Here are some key questions you can use to facilitate the discussion if needed. There are also some key points listed after each question. Allow the workers to discuss the scenarios, and they may bring up many of these points, as well as others. If these points do not emerge in the discussion, you should make sure to mention them.

- *Is this a heat emergency? How do you know?*
 - *He has several symptoms of potential heat stroke: confusion, not acting right, red skin but not sweating*
- *Have you ever seen something like this happen? What did you do?*
- *What would you do in this situation?*
 - *Call for help. One person should call 911 immediately. Make sure you can clearly describe exactly where you are located so they can get there as soon as possible.*
 - *Another person or other people should move this worker to the shade, loosen or remove his clothing, spray him or pour water on him and fan him to help him cool off. Try to get him to drink water if you can.*
- *People may feel a lot of pressure to work fast. Where does this pressure come from?*

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Scenario 2

You're working picking peaches. There was a sudden heat wave; yesterday the temperature reached 98 degrees. Your employer let you go home at 1:00. Today he says that you have to work the whole day because if not, a lot of the peaches will go bad. It's 11AM and it's already 95 degrees out. There was a break two hours ago, and you're drinking a lot of water, but you feel kind of sick to your stomach. On your lunch break, several others say that they don't feel very good either, but they've got to keep going because if not, they could get fired. What do you do?

Key Questions and Points

- *When it is hot out, what do you think your employer should do to protect workers?*
 - *Allow or require workers to take more frequent breaks*
 - *Provide shade for taking breaks*
 - *Allow or require workers to work a half day*
 - *Provide extra drinking water*
 - *Be more conscious of the workers so that they notice if someone is not feeling well*
- *What are some possible actions you could take in this situation?*
 - *Approach your employer and ask for more break time in the afternoon, or permission to go home early*
 - *Ask some of your co-workers to accompany you to talk to your employer*
 - *Call OSHA to report the issue and ask for an inspection*

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Scenario 3

You're working picking lettuce in July. One day a stranger comes and says that he's from the government, and he came to inspect the farm. He checks if there's enough water in the coolers and if there are bathrooms close by where you're working. Then he comes over to you and asks if he can ask you some questions. You don't want to talk about work with this guy because you don't even know him, and your supervisor is in the area so he will see you talking. What do you do?

Key Questions and Points

- *What can you do in this situation?*
 - *Ask for an interview after work hours, in a location away from the farm and the camp. (The inspector is not required to do this, but it's highly recommended. If you need any help with the logistics, you can call CATA.)*
 - *It is illegal for your supervisor to retaliate against you for talking to OSHA.*

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Post Test

Trainers will conduct the post-test in the same way the pre-test was conducted.

Resource Materials

Hand out resource materials: CATA brochures and contact information, OSHA heat stress cards, local OSHA contact information

Evaluation

Hand out the evaluation forms and ask the participants to fill them out.

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Appendices:

Additional Legal Information

Additional legal information – trainers should review this information and share it with workers as appropriate. In terms of the heat, workers in New Jersey are protected by the OSHA’s field sanitation standard, and by OSHA’s general clause.

The Field Sanitation Standard states that employers must provide workers with the following:

- *Clean, cool drinking water at their work location in sufficient quantities for all workers, and disposable cups for drinking the water*
- *Water, soap, and paper towels for handwashing. One handwashing facility per 20 workers.*
- *Bathrooms within ¼ mile of the work area (no more than 5 minutes walking from the work area). One bathroom per 20 workers.²*

OSHA’s general duty clause states that employers “shall furnish to each of his employees employment and a place of employment which are free from recognized hazards that are causing or are likely to cause death or serious physical harm to his employees.”³ General heat hazards can also fall under this clause.

In New Jersey, there are not additional protections related specifically to the heat. California and Washington are the only states which have specific laws on the books to protect workers in the heat. Workers may be interested to know some of the additional protections available to workers in CA.

² US Department of Labor. “OSHA’s Field Sanitation Standard.” Fact Sheet No. OSHA 92-25.
http://www.osha.gov/pls/oshaweb/owadisp.show_document?p_table=Fact_Sheets&p_id=137.

³ OSH Act of 1970. Sec. 5: Duties.
http://www.osha.gov/pls/oshaweb/owadisp.show_document?p_id=3359&p_table=OSHACT.

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- *Under the CA law, employers must do the following:*
 - *Train all employees and supervisors about heat stress prevention (not just let them know when it's hot out – but formally provide training about how to protect yourself from the heat)*
 - *Provide enough fresh water so that employees can drink at least one quart (4 8-oz cups) per hour, and encourage them to do so. For example, this means that for an eight-hour shift, an employer would have to provide 2 gallons of water per employee.*
 - *Provide access to shade and encourage employees to take rest breaks of at least 5 minutes in the shade*
 - *Write and implement a heat stress prevention plan which includes how workers will be trained, how water and shade will be provided, how new employees will be monitored during their first few weeks of work (since they are at the most risk during this period before their body has gotten used to the heat), and what are the steps to take in case of a heat emergency.⁴*

⁴ California Department of Industrial Relations, Division of Occupational Safety and Health (DOSH). "Heat Illness Prevention." <http://www.dir.ca.gov/dosh/HeatIllnessInfo.html> and <http://www.dir.ca.gov/dosh/heatIllnessQA.html>.

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Pre and Post Test Questions

Trainers provide participants with a sheet numbered 1-10. Each number has a thumbs-up symbol and a thumbs-down symbol. Trainers explain that they will read 10 statements aloud, one by one, and participants will decide individually if it's true or false. If they think it is true, they should circle or mark the thumbs-up symbol. If they think it is false, they should circle or mark the thumbs-down symbol.

1. *Under the law, your boss has to provide you with drinking water.*
2. *Workers get sick from the heat most frequently in the middle of the season.*
3. *The law says that your boss has to give you the day off when it is over 100 degrees.*
4. *You are working and it is very hot out. One of your co-workers says that they feel dizzy and feel tingling in their hands and feet. You should call 911 immediately.*
5. *You are working and it is very hot out. One of your co-workers is shaking and acting confused. You should call 911 immediately.*
6. *On hot days, you should drink 1 cup of water every 2 hours.*
7. *You can only file a complaint about a health and safety problem at work if you are a US citizen or have a work visa.*
8. *If someone gets sick from the heat, it is a good idea to spray them with water.*
9. *One very serious symptom of heat-related illnesses is that the person is shivering (as if they were cold).*
10. *When it's hot out, you should drink water even if you aren't thirsty.*

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Pre and Post Test

Answer Key

1. *True*
2. *False. Heat-related illnesses occur most frequently in the beginning of the season.*
3. *False. There is no federal or New Jersey state law which specifies this. The OSHA General Clause states that employers “shall furnish to each of his employees employment and a place of employment which are free from recognized hazards that are causing or are likely to cause death or serious physical harm to his employees.”⁵*
4. *False. These are not necessarily emergency symptoms. But, this person should take a rest in the shade and drink water. The person should be monitored. If the symptoms get worse or do not improve, then you should call 911.*
5. *True.*
6. *False. You should drink at least one cup of water every 15 minutes.*
7. *False. OSHA does not request workers’ immigration status.*
8. *True.*
9. *True.*
10. *True.*

⁵ OSH Act of 1970. Sec. 5: Duties.
http://www.osha.gov/pls/oshaweb/owadisp.show_document?p_id=3359&p_table=OSHACT.

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Pre-Test

Date:

Place:

	True	False
1		
2		
3		
4		
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10		

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Post-Test

Date:

Place:

	True	False
1		
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“What to do” Sentences

True or false?

(Group activity. The answers are on the next page.)

1. *When it is hot, you should drink one cup of water every hour.*
2. *It's a good idea to drink a gallon of water every time you take a break.*
3. *When it's really hot, it's important to drink water all day long, even when you're not working, to help your body recover.*
4. *Wearing cotton clothing helps your body not get too hot.*
5. *The best clothes for work are a T-shirt and shorts.*
6. *It's good to eat a big meal in the morning when it's hot out to nourish your body.*
7. *If there isn't any water to drink in the field, you can substitute a beer.*
8. *Your body needs about 2 weeks to get accustomed to working in the heat.*

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“What to do” Sentences

Answer Guide

1. *False; it's recommended that you drink one cup of water every 15 minutes.*
2. *False; it's better to drink small quantities more frequently. For example one cup every 15 minutes.*
3. *True.*
4. *True.*
5. *False; the best clothes are a long-sleeved shirt and long pants to protect from the sun and from chemicals.*
6. *False; it's important to eat but not a very big meal.*
7. *False; alcohol dehydrates your body. The best thing to hydrate your body is water.*
8. *True.*



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Scenario 1

You're working picking blueberries. It's really hot out today. At about 2 in the afternoon, the guy working in the next row crouches down to pick some berries that are close to the ground, and he almost falls over. You ask him if he's ok, and he aggressively says, "YEAH." You go over to him and see that his face is red but he's not even sweating. "Hey, sit down for a second," you say, but he says no and that he's fine. "No no no, I can't stop working," he says. He tries to move along to the next plant, but he almost falls again. What do you do?

Key Questions:

- *Is this a heat emergency? How do you know?*
- *Have you ever seen something like this happen? What did you do?*
- *What would you do in this situation?*
- *People may feel a lot of pressure to work fast. Where does this pressure come from?*

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Scenario 2

You're working picking peaches. There was a sudden heat wave; yesterday the temperature reached 98 degrees. Your employer let you go home at 1:00. Today he says that you have to work the whole day because if not, a lot of the peaches will go bad. It's 11AM and it's already 95 degrees out. There was a break two hours ago, and you're drinking a lot of water, but you feel kind of sick to your stomach. On your lunch break, several others say that they don't feel very good either, but they've got to keep going because if not, they could get fired. What do you do?

Key Questions

- *When it is hot out, what do you think your employer should do to protect workers?*
- *What are some possible actions you could take in this situation?*

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Scenario 3

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Key Questions

- *What can you do in this situation?*

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Protections for Whistleblowers

It is illegal for your employer to retaliate against you for submitting a complaint with OSHA, for participating in an OSHA inspection or talking to an inspector, for requesting access to the accident and illness records in the company, or for bringing a complaint to your employer about a safety issue at work.

If you speak up about a health and safety problem, and then a supervisor or the boss takes any of the following actions, it might be illegal retaliation:

- *Firing or laying off*
- *Blacklisting*
- *Demoting*
- *Denying overtime or promotion*
- *Disciplining*
- *Denial of benefits*
- *Failure to hire or rehire*
- *Intimidation*
- *Making threats*
- *Reassignment affecting prospects for promotion*

If you think you have been retaliated against or discriminated against for any of these reasons, you must submit a complaint to OSHA within 30 days.

Support: CATA, 1-800-989-2282

Online: <http://www.whistleblowers.gov/index.html>

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If you have a problem at work:

- **Not enough water to drink, or the water is not cool and clean**
- **You are not getting enough break time**
- **Any other health and safety problem**

Call OSHA and to make a complaint:

(856) 596-5200

Or, call CATA and we can help you make a complaint:

1-800-989-2282

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In addition we hand out an OSHA Informational Sheet on Heat Illnesses. It can be downloaded and printed at:

www.osha.gov/SLTC/heatillness/3422_factsheet_en.pdf

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Evaluation Questions

The trainer reads the following sentences aloud, and asks the participants to put a circle around the answer which indicates their opinión. For the open-ended questions, if there are people who are not comfortable writing, the trainer should help them to write the answer.

1. *Could you hear the instructor well, and see the posters?*
2. *Was there a lot of noise during the training?*
3. *Did you understand well the information on the posters, in the manual, and the sheets that were handed out?*
4. *Did you like the information about symptoms of heat illnesses?*
5. *Did you like the information about first aid?*
6. *Did you like the information about legal rights and how to make a complaint with OSHA?*
7. *Did you like the information that was presented with the posters?*
8. *Did you like the conversation in small groups?*
9. *Did the trainer give examples of how to identify and eliminate the risks related with heat on a farm, and did you understand the examples?*
10. *Did the trainer motivate you to ask questions and share examples from your own experiences?*
11. *Do you recommend this training to your co-workers, your friends, and your family?*
12. *What are your recommendations to improve the training?*
13. *What are your recommendations for the trainer to better present the information?*

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Name of the Organization: CATA, El Comité de Apoyo a los Trabajadores Agrícolas /
Farmworkers' Support Committee

Award number: # SH 22294-11-60-F-34

Date:

Location:

Topic: Prevention of heat-related illnesses

Trainer's Name:

Evaluation Sheet

	YES	NO
1		
2		
3		
4		
5		
6		
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9		
10		
11		

More comments:

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