

JE DUNN'S SUBMISSION FOR
OSHA
BEAT THE HEAT CONTEST

JUNE 09, 2023



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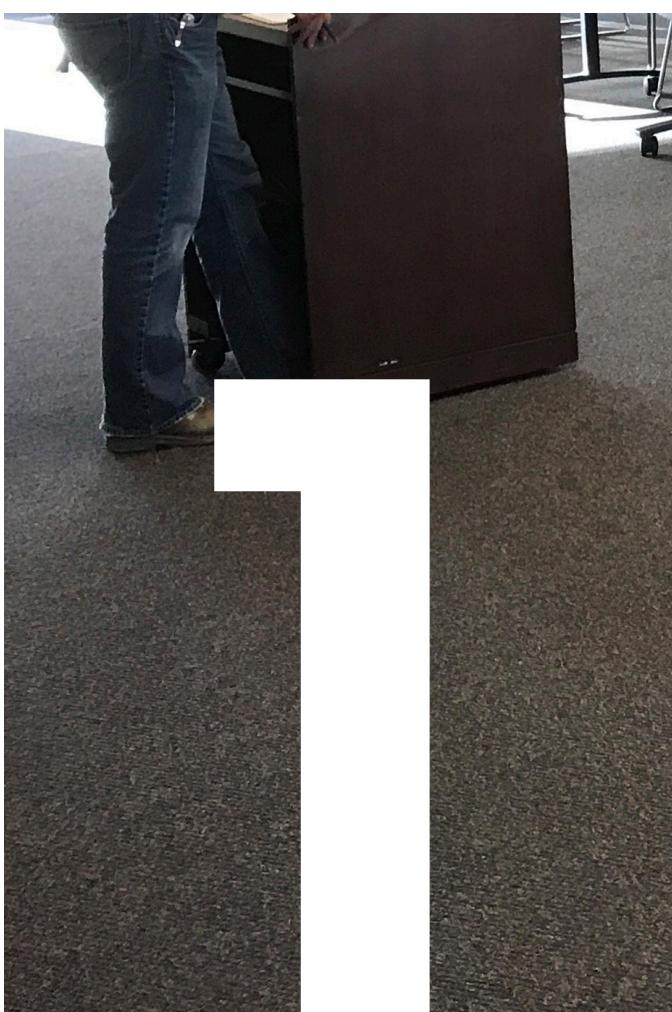
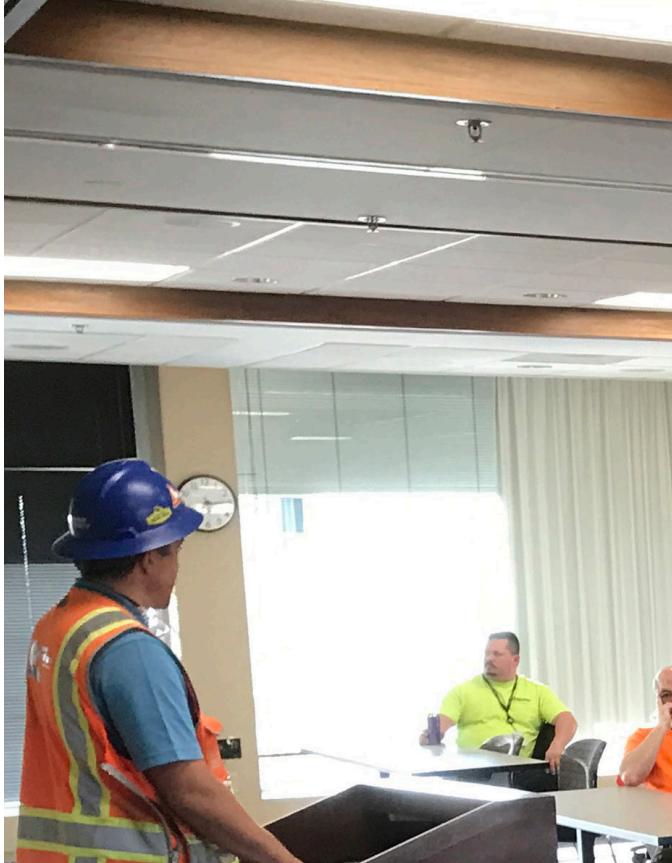
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STRATEGY

Strategy

Heat Injury and Illness Prevention (HIIP) is very important to JE Dunn, and all those we work with and around. This document serves as a template and guideline to execute and effective HIIP campaign on any scale project. These guidelines demonstrate how to communicate heat risks, how to help others communicate heat risks, and how to give and demonstrate aid against these risks. This document also serves as our submission to the OSHA Beat the Heat contest.

JE DUNN BEAT THE HEAT CAMPAIGN

JE Dunn Construction Company wants to ensure the health and safety of all employees, particularly those working outdoors. The JE Dunn Heat Illness Prevention Plan & Procedures applies to the control of risk of occurrence with respect to heat illness and is applicable to all employees and employers. Consequently, the JE Dunn safety team requires all employees and trade partners to comply with the plan and procedures. These plans and procedures include the following:

DEFINING HIGH HEAT

When temperatures equal 95 degrees Fahrenheit or more, JE Dunn implements high heat procedures. At the pre-start meeting, high heat will be discussed with employees and addressed on PTP's and JSA's. All employees will be reminded to drink water and take cool-down breaks when necessary. These breaks can be taken in shaded tents near the work area, or the air-conditioned break trailer. When possible, work activities will be scheduled earlier in the day to limit employee risk of high heat exposure. Employees will be observed by supervision throughout the workday and employees will work in pairs using the buddy system.

BOOTS ON THE GROUND

To truly implement and demonstrate a culture of care, a project team must take a boots on the ground approach to interacting with our trade partners. This can be done in many ways that would include but not limited to: identifying Ombud personnel, trade partner safety committees, all hands meetings, but most importantly meeting individual people on site to provide a smile and understand how they are doing. The boots on the ground approach should be implemented with HIIP in mind, where one can provide direct reminders to each crew or craftworker about their potential exposure, and offer relief.

EMERGENCY RESPONSE

Employees are expected to communicate signs and symptoms of heat illness immediately to their supervisor. Supervisors are to take immediate action if they observe, or any employee reports, any signs or symptoms of heat illness. The on-site medic will be notified, and the employee will receive appropriate care depending on the symptoms. If outside emergency services are called the Community Emergency Response Team (CERT) will escort EMS to the effected employee's location or on-site medic clinic. An employee will never be sent home or left alone without being offered on-site first aid.

WATER & SHADE

JE Dunn requires all employees have access to fresh, pure, and cool portable drinking water; water shall be located as close as practicable to the employees' working area. Water shall be provided, at no cost to the employees, in sufficient quantity at the beginning of the work shift. At a minimum, one quart per employee per hour for drinking for the entire shift will be provided. Employees should be instructed on the importance of frequent consumption of small quantities of water, up to four cups per hour, when the work environment is hot, and employees are likely to be sweating more than usual in the performance of their duties. Effective and regular communication will be used to remind employees to drink water. Trade Partners are expected to provide each crew with an 80-quart portable ice chest filled with ice and bottled water at the start of each shift. Each supervisor is responsible for encouraging the employees during the morning stretch and flex activity to drink a bottle of water before starting work and will be reminded to hydrate regularly to prevent heat illness. Employees will also be provided with single-server electrolytes replacement liquids/powders as needed in addition to the bottled water. Additional bottled water and ice will be delivered to the work crews, as needed, and throughout the shift. The water consumption of the employees will be monitored and employees that show signs of heat illness will be taken to the first aid station for additional monitoring, recovery, and retraining. Emergency Services will be notified if the employee does not show immediate signs of recovery.

JE Dunn requires shade to be present when the outdoor temperature in the work area exceeds 80 degrees Fahrenheit. All JE Dunn sites are always equipped with one or more areas of shade while workers are present that are either open to the air or provided with ventilation or cooling. The shade shall be as close as possible to where employees are working. All employees have access to shade during meal periods. All employees are allowed and encouraged to take preventative cool-down rest in the shade when they feel the need to do so to protect themselves from overheating.

An affected employee will be monitored and asked if they are experiencing heat illness symptoms. Employees that show signs or report symptoms of heat illness will be taken to the cool down location or first aid office for additional monitoring, recovery, retraining. Emergency Services will be notified if the employee does not show immediate signs of recovery.

TRAINING

Setting our employees up for success starts with training. At JE Dunn, all personnel are trained in heat illness prevention procedures, their personal responsibilities, and their responsibilities as supervisors. The training topics include but are not limited to; employees' rights, how to monitor weather forecasts, provisions for water, shade, cool-down rest periods, first aid, early detection, or recognition of early onset of heat related symptoms and how to seek help. Supervisors will conduct re-focus meetings to reinforce the importance of distinct types of heat illness prevention and continuous hydration before and after work when the temperature is expected to exceed 80 degrees F. Environmental, personal risk factors, PPE (Personal Protective Equipment), physical labor, acclimatization, and clothing are factors in heat stress and will be taken into consideration by supervisors and employees to control risks. Procedures are developed for responding to signs and symptoms, including how emergency medical services will be provided should they become necessary. Employees and supervisors will be trained in the importance of acclimatization.





DEFINING OUR SLOGAN

2

Defining Our Slogan

Our slogan for this year started from a quick candid shout out from one of our team members, "Cool your jets!" This became easy to rally behind, and adds a little fun to the campaign. We hope our trades and teams look forward to demonstrating their care for each other with a water, some electrolytes, and an audible "Cool your jets my friend!"





TRAINING & CURRICULUM

3

Training and Curriculum

As a part of our regular training, each jobsite conducts Toolbox Talks, becoming an essential part of training our day-to-day jobsite personnel. They serve as a pointed reminder on a more distributed basis, that takes place near the workplace when the topic is pertinent. The topics are presented below and communicated out to all who walk on site, not just JE Dunn employees. This allows individual crews to have a discussion on the topic, build understanding, address concerns, and establish buy-in. The following Toolbox Talks are a component of our Heat Injury and Illness Prevention campaign's training program. All materials have been compiled from NIOSH and OSHA.

Heat stress

Living in the Midwest, we have become accustomed to dealing with extreme temperature fluctuations. With this toolbox talk we will define heat stress and look at the various heat-induced illnesses and how to prevent/treat heat stress.

What is heat stress:

- Heat stress occurs when the body can't cool itself by sweating.
- Heat stress can lead to heat exhaustion or heat stroke.

Symptoms of heat exhaustion:

- Headache, dizziness, lightheadedness, fainting
- Weakness and clammy skin
- Mood swings, irritability, confusion
- Nausea, vomiting

Symptoms of heat stroke:

- Dry, warm skin without sweating
- Mental confusion or loss of consciousness
- Seizures or seizures
- Can be fatal

Prevention of heat stress:

- Know the signs/symptoms of heat-related illness
- Blocking the sun or other heat sources
- Use fans/air conditioning units
- In high heat, drink 1 cup of water every 15 minutes
- Wear lightweight, light-colored, loose-fitting clothing
- Avoid alcohol, caffeinated beverages, or heavy meals
- Use sunscreen of SPF 15 or greater; Reapply every 2 hours

How to Treat Heat-Related Illness

- Seek immediate medical attention; Call 911

While you wait

- Move the worker to a cool, shaded area
- Loosening or removing heavy clothing
- Provide fresh drinking water
- Fan and spray person with water

Key reminders:



Water- On hot summer days, drink a cup of water every 15 minutes when working outdoors.



Sun exposure: Seek immediate shelter from the sun if you experience any symptoms of heat-related illness.



**OSHA-NIOSH HEAT SAFETY TOOL
SCAN THE QR CODE**

Estrés por calor

Al vivir en el Medio Oeste, nos hemos acostumbrado a lidiar con fluctuaciones extremas de temperatura. Con esta charla de la caja de herramientas definiremos el estrés por calor y veremos las diversas enfermedades inducidas por el calor y cómo prevenir / tratar el estrés por calor.

Qué es el estrés por calor:

- El estrés por calor ocurre cuando el cuerpo no puede enfriarse sudando.
- El estrés por calor puede provocar agotamiento por calor o golpe de calor.

Síntomas del agotamiento por calor:

- Dolor de cabeza, mareos, aturdimiento, desmayos
- Debilidad y piel húmeda
- Cambios de humor, irritabilidad, confusión
- Náuseas, vómitos

Síntomas del golpe de calor:

- Piel seca y caliente sin sudoración
- Confusión mental o pérdida del conocimiento
- Convulsiones o convulsiones
- Puede ser fatal

Prevención del estrés por calor:

- Conocer los signos/síntomas de enfermedades relacionadas con el calor
- Bloquear el sol u otras fuentes de calor
- Use ventiladores/unidades de aire acondicionado
- En calor alto, beba 1 taza de agua cada 15 minutos
- Use ropa liviana, de colores claros y holgada
- Evite el alcohol, las bebidas con cafeína o las comidas pesadas
- Utilice protector solar de SPF 15 o más; Vuelva a aplicar cada 2 horas

Cómo tratar las enfermedades relacionadas con el calor

- Buscar atención médica inmediata; Llame al 911

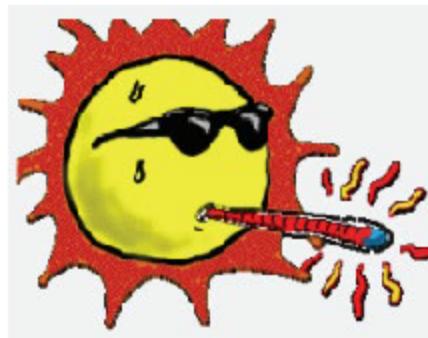
Mientras espere

- Mover al trabajador a un área fresca y sombreada
- Aflojar o quitarse la ropa pesada
- Proporcionar agua potable fresca
- Ventilador y rocío persona con agua

Recordatorios clave:



Agua- En los calurosos días de verano, beba una taza de agua cada 15 minutos cuando trabaje al aire libre.



Exposición al sol: busque refugio inmediato del sol si experimenta algún síntoma de enfermedad relacionado con el calor.



**OSHA-NIOSH HEAT SAFETY TOOL
SCAN THE QR CODE**

SAFETY SPOTLIGHT

A Safety Communication to Engage Employees

Heat Disorders - Dehydration

This month we will been looking at various heat stress disorders that may affect us as the summer heat increases the temperature and humidity on our projects. During the summer, we must all take precautions to ensure our bodies don't get over heated.

Today we'll look at dehydration. Although it is technically not a heat disorder, it is certainly related.

Dehydration occurs when you lose more fluid than you take in and your body doesn't have enough water and other fluids to carry out its normal functions. If lost fluid remains unreplenished, you may suffer serious consequences.

Common causes of dehydration include intense bouts of diarrhea, vomiting, fever or excessive sweating. Inadequate intake of water during hot weather or exercise also may deplete your body's water stores. Anyone may become dehydrated, but young children, older adults and people with chronic illnesses are most at risk.

Mild dehydration can cause symptoms such as

- Dry, sticky mouth
- Sleepiness or tiredness
- Thirst
- Decreased urine output
- Few or no tears when crying
- Muscle weakness
- Headache
- Dizziness or lightheadedness

Dehydration can be treated by replenishing the lost fluids your body has lost. Drink at least 32 ounces of water or sports drinks slowly and steadily. Rest, if you don't feel better, drink more slowly and steadily.

Key Reminders:



Make sure our workers are drinking water and not energy drinks.



Keep reminding workers at break and lunch to drink water.



SAFETY SPOTLIGHT

A Safety Communication to Engage Employees

Deshidratación - Trastornos por calor

Este mes veremos varios trastornos de estrés por calor que pueden afectarnos a medida que el calor del verano aumenta la temperatura y la humedad en nuestros proyectos. Durante el verano, todos debemos tomar precauciones para asegurarnos de que nuestros cuerpos no se sobrecalienten.

Hoy veremos la deshidratación. Aunque técnicamente no es un trastorno del calor, ciertamente está relacionado.

La deshidratación ocurre cuando pierde más líquido del que ingiere y su cuerpo no tiene suficiente agua y otros líquidos para llevar a cabo sus funciones normales. Si el líquido perdido permanece sin reponer, puede sufrir graves consecuencias.

Las causas comunes de deshidratación incluyen episodios intensos de diarrea, vómitos, fiebre o sudoración excesiva. La ingesta inadecuada de agua durante el clima cálido o el ejercicio también puede agotar las reservas de agua de su cuerpo. Cualquier persona puede deshidratarse, pero los niños pequeños, los adultos mayores y las personas con enfermedades crónicas están en mayor riesgo.

La deshidratación leve puede causar síntomas como:

- Boca seca y pegajosa
- Somnolencia o cansancio
- Sed
- Disminución de la producción de orina
- Pocas o ninguna lágrima al llorar
- Debilidad muscular
- Jaqueca
- Mareos o aturdimiento

La deshidratación se puede tratar reponiendo los líquidos perdidos que su cuerpo ha perdido. Beba al menos 32 onzas de agua o bebidas deportivas lenta y constantemente. Descanse, si no se siente mejor, beba más lenta y constantemente.

Recordatorios clave:



Asegúrese de que nuestros trabajadores estén bebiendo agua y no bebidas energéticas.



**By the time
a worker is
thirsty, he or
she is already
2-3 percent
dehydrated.**

Siga recordando a los trabajadores en el descanso y el almuerzo que beban agua.



SAFETY SPOTLIGHT

A Safety Communication to Engage Employees

Heat Exhaustion

This week we'll look at Heat Exhaustion

Heat exhaustion is a condition whose symptoms may include heavy sweating and a rapid pulse, a result of your body overheating. It's one of three heat-related syndromes, with heat cramps being the mildest and heatstroke being the most severe.

Warning signs of heat exhaustion include:

- Headaches, dizziness, light headedness, or fainting.
- Weakness and moist skin.
- Mood changes such as irritability or confusion
- Upset stomach or vomiting.
- Heavy sweating

Your skin may feel hot and moist and appear flushed.

Causes of heat exhaustion include exposure to high temperatures, particularly when combined with high humidity, and strenuous physical activity. Without prompt treatment, heat exhaustion can progress to heatstroke, a life-threatening condition. Fortunately, heat exhaustion is preventable.

In most cases, you can treat heat exhaustion yourself by doing the following:

- Rest in a cool place. Getting into an air-conditioned building is best, but at the least, find a shady spot. Rest on your back with your legs elevated higher than your heart level.
- Drink cool fluids. Stick to water or sports drinks. Don't drink any beverages that have alcohol or caffeine, either of which can contribute to fluid loss.
- Apply cool water to your skin. Take a cool shower or drench yourself with a water hose if possible.
- Loosen clothing. Remove any unnecessary clothing.

Key Reminders:

**HEAT EXHAUSTION
KNOW THE SIGNS**

The infographic features a title "HEAT EXHAUSTION KNOW THE SIGNS" in bold orange and blue letters. Below the title are eight small illustrations arranged in two rows of four. The top row shows: "DIZZINESS" (person with hands to head), "HEADACHE" (person holding head), "SWEATY SKIN" (person sweating), and "WEAKNESS" (person leaning over). The bottom row shows: "CRAMP" (leg cramp), "NAUSEA, VOMITING" (person leaning over), and "FAST HEART BEAT" (person with heart icon). The background is orange.

LiUNA!
Feel the Power



**Be Careful
It will Sneak up on you!**

SAFETY SPOTLIGHT

A Safety Communication to Engage Employees

Agotamiento por calor

Esta semana veremos el agotamiento por calor

El agotamiento por calor es una afección cuyos síntomas pueden incluir sudoración intensa y pulso rápido, como resultado del sobrecalentamiento del cuerpo. Es uno de los tres síndromes relacionados con el calor, siendo los calambres por calor los más leves y los golpes de calor los más graves.

Los signos de advertencia de agotamiento por calor incluyen:

- Dolores de cabeza, mareos, aturdimiento o desmayos.
- Debilidad y piel húmeda.
- Cambios de humor como irritabilidad o confusión
- Malestar estomacal o vómitos.
- Sudoración pesada

Su piel puede sentirse caliente y húmeda y aparecer enrojecida.

Las causas del agotamiento por calor incluyen la exposición a altas temperaturas, particularmente cuando se combina con alta humedad, y la actividad física extenuante. Sin un tratamiento inmediato, el agotamiento por calor puede progresar a un golpe de calor, una afección potencialmente mortal.

Afortunadamente, el agotamiento por calor es prevenible.

En la mayoría de los casos, puede tratar el agotamiento por calor usted mismo haciendo lo siguiente:

- Descanse en un lugar fresco. Entrar en un edificio con aire acondicionado es lo mejor, pero al menos, encontrar un lugar sombreado. Descanse de espaldas con las piernas elevadas por encima del nivel del corazón.
- Beba líquidos frescos. Quédese con bebidas acuáticas o deportivas. No bebas bebidas que tengan alcohol o cafeína, cualquiera de las cuales puede contribuir a la pérdida de líquidos.
- Aplique agua fría sobre su piel. Tome una ducha fría o empape con una manguera de agua si es posible.
- Aflojar la ropa. Quite cualquier ropa innecesaria.

Recordatorios clave:

HEAT EXHAUSTION
KNOW THE SIGNS

DIZZINESS HEADACHE SWEATY SKIN WEAKNESS
CRAMP NAUSEA, VOMITING FAST HEART BEAT

LiUNA!
Find the Power



**Be Careful
It will Sneak up on you!**

SAFETY SPOTLIGHT

A Safety Communication to Engage Employees

“Heat Illness Prevention”

What is heat illness?

The body's inability to cope with a particular heat load. This includes heat cramps, heat exhaustion, heat syncope and heat stroke.

WATER. REST. SHADE. The work can't get done without them.

Heat Exhaustion

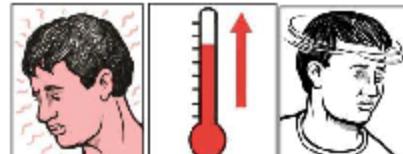


Dizziness, Headache, Sweating, Weakness, Cramps, Nausea/Vomiting & Fast heart beat

If someone has these symptoms:

1. **IF HEAT STROKE CALL 911!
IMMEDIATELY!**
2. Inform your supervisor and anyone around you
3. Provide first aid
4. Cool the body- fan individual and place ice packs on the neck, armpits and groin.
5. Move the person to a cool area. (inside, A/C, in the shade)
6. Provide cool water (as long as person is not vomiting)
7. Loosen clothing

Heat Stroke



Red, hot, dry skin, High temperature, Confusion



Convulsions & Fainting

HYDRATION IS KEY

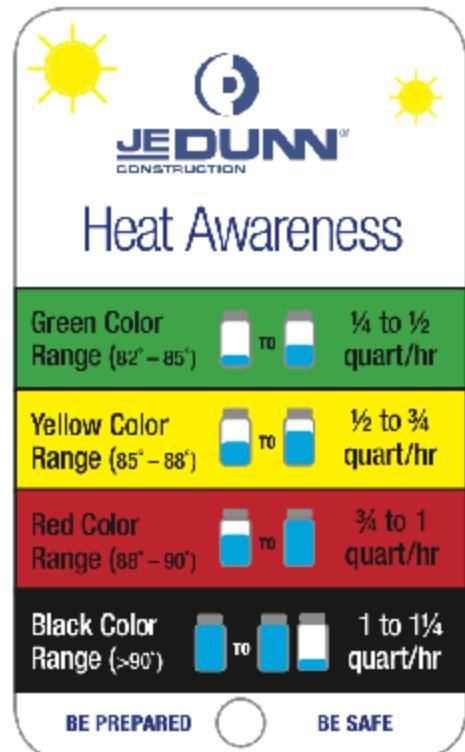


Steps to prevent heat illness

- Pre-plan for work and heat on JSA and begin hydrating at home!
- Use WEEKLY tool box talks to raise jobsite awareness.
Avoid ALCOHOL, CAFFINE, COFFEE, and ENERGY DRINKS!
- Make people aware of the risk.
- Hydrate every 15 minutes by drinking water through the day and encourage hydration at home!
- Wear light colored and loose fitting clothing
- ✓ Supervisors should: plan the work, monitor and observe workers' behavior and physical condition closely in temperatures higher than 85 degrees and encourage employees to do the same with their co-workers, encourage frequent breaks, tell workers to drink cool water, take into consideration acclimation, ensure emergency procedures are adequate and understood by everyone, and monitor weather.

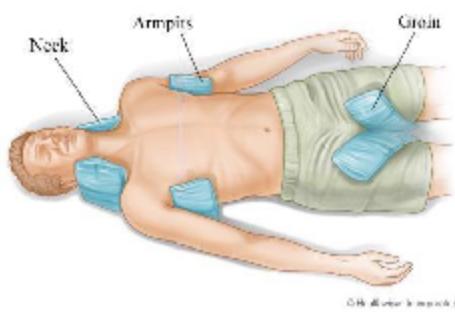
Key Reminders

#1- STAY HYDRATED!



#2- Recognize symptoms of heat illnesses

#3- Cool the body



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#4- WATER. REST. SHADE.

#5- Check urine color for hydration



SAFETY SPOTLIGHT

A Safety Communication to Engage Employees

"Prevención de enfermedades causadas por el calor"

¿Qué es la enfermedad por calor?

La incapacidad del cuerpo para hacer frente a una carga de calor en particular. Esto incluye calambres por calor, agotamiento por calor, síncope de calor y golpe de calor.

Agua. RESTO. SOMBRA. El trabajo no se puede hacer sin ellos.

Agotamiento por calor



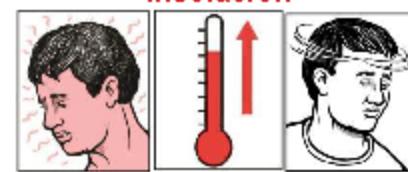
Mareos, Dolor de cabeza, Sudoración, Debilidad, Calambres, Náuseas/Vómitos y latidos cardíacos rápidos

Si alguien tiene estos síntomas:

1. ¡SI GOLPE DE CALOR LLAME AL 911! ¡INMEDIATELY!

- Informe a su supervisor y a cualquier persona a su alrededor
- Proporcionar primeros auxilios
- Enfrie el cuerpo- ventilador individual y coloque bolsas de hielo en el cuello, las axilas y la ingle.
- Mueva a la persona a un área fría. (dentro, A/C, en la sombra)
- Proporcionar agua fría (siempre y cuando la persona no esté vomitando)
- Aflojar la ropa

insolación



Piel roja, caliente, seca, alta temperatura, confusión



Convulsiones y desmayos

LA HIDRATACIÓN ES CLAVE

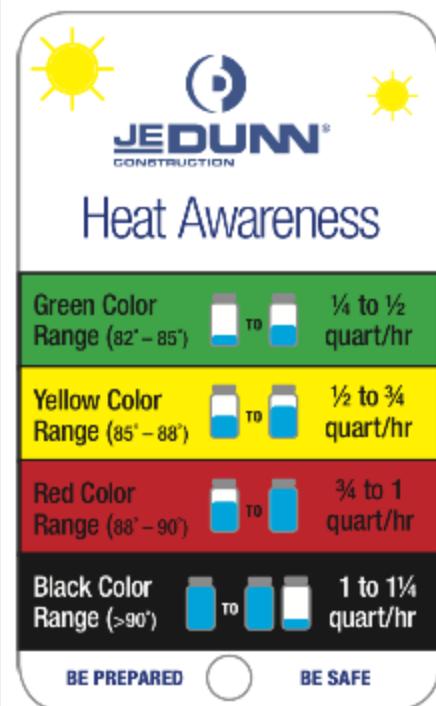


Medidas para prevenir las enfermedades causadas por el calor

- ✓ Planifique previamente el trabajo y el calor en JSA y comience a hidratarse en casa!
- ✓ Utilice las charlas semanales de la caja de herramientas para aumentar la conciencia del lugar de trabajo.
- ✓ ¡Evite el ALCOHOL, LA CAFFINE, ¡EL CAFÉ Y LAS BEBIDAS ENERGÉTICAS!
- ✓ Concienciar a la gente del riesgo.
- ✓ ¡Hidrátese cada 15 minutos bebiendo agua durante todo el día y fomente la hidratación en casa!
- ✓ Use ropa de colores claros y holgada
- ✓ Los supervisores deben: planificar el trabajo, monitorear y observar de cerca el comportamiento y la condición física de los trabajadores en temperaturas superiores a 85 grados y alentar a los empleados a hacer lo mismo con sus compañeros de trabajo, alentar los descansos frecuentes, decirles a los trabajadores que beban agua fría, tomar en consideración la aclimatación, asegurarse de que los procedimientos de emergencia sean adecuados y comprensibles para todos, y monitorear el clima.

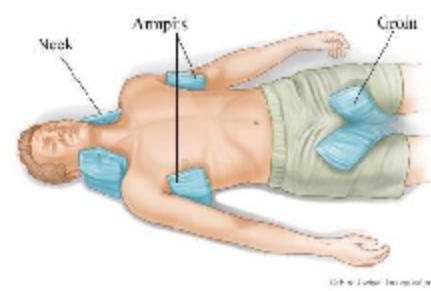
Recordatorios clave

#1- ¡MANTENTE HIDRATADO!



#2- Reconocer los síntomas de las enfermedades causadas por el calor

#3- Enfriar el cuerpo



#4- AGUA. RESTO. SOMBRA.

#5- Compruebe el color de la orina para la hidratación



Heat Cramps

This week we will look at Heat Cramps

Heat cramps are brief, severe cramps or spasms in the muscles of the legs, arms, or abdomen that may occur during or after vigorous exercise or working in extreme heat. The sweating that occurs causes the body to lose salts and fluids. This low level of salts causes the muscles to cramp. Although painful, heat cramps aren't serious.

Even though you may be drinking water or other fluids, you can still have heat cramps as it is not dehydration, it is the loss of salts and other electrolytes such as calcium from your body.

If you suffer from heat cramps, you should:

- Rest briefly and cool down
- Drink clear juice or an electrolyte-containing sports drink such as Gatorade.
- Do range-of-motion stretching and gentle massaging of the affected muscle group.

Heat cramps can be very painful, but they can be treated easily with the replacement of the electrolytes and generally are not serious.

Key Reminders:



Are usually the first indicator



Calambres por calor

Esta semana veremos los calambres por calor

Los calambres por calor son calambres o espasmos breves y severos en los músculos de las piernas, los brazos o el abdomen que pueden ocurrir durante o después de un ejercicio vigoroso o de trabajar en condiciones de calor extremo. La sudoración que se produce hace que el cuerpo pierda sales y líquidos. Este bajo nivel de sales provoca calambres en los músculos. Aunque son dolorosos, los calambres por calor no son graves.

Aunque puede estar bebiendo agua u otros líquidos, aún puede tener calambres por calor ya que no es deshidratación, es la pérdida de sales y otros electrolitos como el calcio de su cuerpo.

Si sufre de calambres por calor, debe:

- Descanse brevemente y enfíe
- Beba jugo claro o una bebida deportiva que contenga electrolitos como Gatoraid.
- Realice estiramientos con amplitud de movimiento y masajee suavemente el grupo de músculos afectados.

Los calambres por calor pueden ser muy dolorosos, pero pueden tratarse fácilmente con el reemplazo de los electrolitos y generalmente no son graves.

Recordatorios clave:



Suelen ser el primer indicador

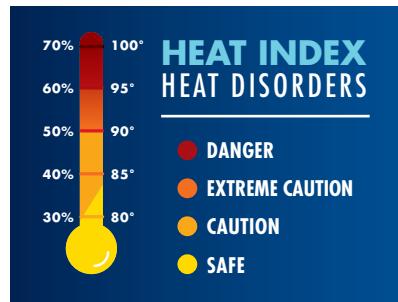




POSTERS



HEAT ILLNESS PLAN



KNOW THE SIGNS OF HEAT EXHAUSTION

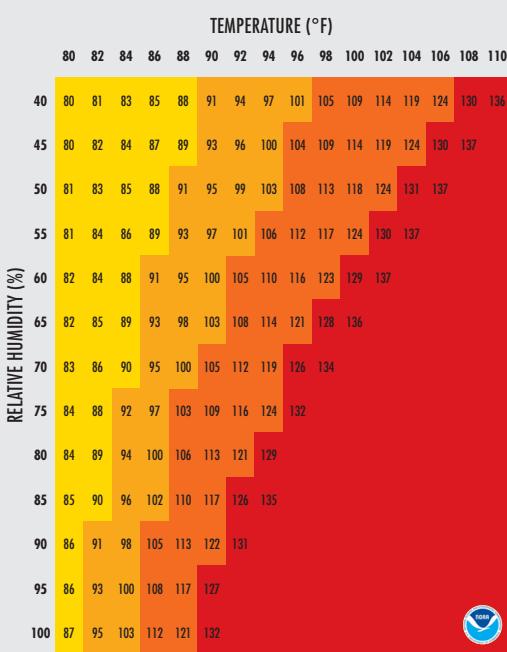
- HEADACHES
- HEAVY SWEATING
- COLD, MOIST SKIN,
- CHILLS
- DIZZINESS/Fainting
- WEAK OR RAPID PULSE
- MUSCLE CRAMPS
- FAST, SHALLOW BREATHING
- NAUSEA, VOMITING OR BOTH

If you experience the signs of heat exhaustion, move to a cooler place, stop exercising, and cool down immediately.



OSHA-NIOSH HEAT SAFETY TOOL
SCAN THE QR CODE

NWS Heat Index



LIKELIHOOD OF HEAT DISORDERS WITH PROLONGED EXPOSURE TO STRENuous ACTIVITY

CAUTION EXTREME CAUTION DANGER EXTREME DANGER

Plan Element	Heat Index Risk Level			
	Lower (Caution) 80°- 91°	Moderate 91°- 103°	High 103°- 115°	Very High/ Extreme >115°
Supplies Ensuring adequate water, provisions for rest areas, and other supplies.	✓	✓	✓	✓
Emergency Planning and Response Preparing supervisors and crews for emergencies.	✓	✓	✓	✓
Worker Acclimatization Gradually increasing workloads; allowing more frequent breaks as workers adapt to the heat.	✓	✓	✓	✓
Modified Work Schedules Establishing systems to enable adjustments to work schedules.		✓	✓	✓
Training Preparing workers to recognize heat-related illness and preventative measures.	✓	✓	✓	✓
Physiological, Visual and Verbal Monitoring Using direct observation and physiological monitoring to check for signs of heat-related illness.		✓	✓	✓
Stop Outdoor Work Activity Lead Superintendent to assess and determine when to cease all outdoor work.				✓