High Heat Advisories Across California

The National Weather Service has issued heat advisories this week for California counties. Cal/OSHA reminds employers, supervisors, and workers must be trained on the signs and symptoms of heat illness so that they know when to take steps that can prevent a coworker from getting sick.

Cal/OSHA provides the following steps to be taken with outdoor workers to prevent heat illness:

1. **Shade**
   - Provide shade when workers request it or when temperatures exceed 80 degrees. Encourage workers to take a cool-down rest in the shade for at least five minutes when they feel the need to do so. They should not wait until they feel sick to cool down.

2. **Plan**
   - Develop and implement an effective written heat illness prevention plan that includes emergency response procedures.

3. **Training**
   - Train all employees and supervisors on heat illness prevention.

4. **Water**
   - Provide drinking water that is fresh, pure, suitably cool and free of charge so that each worker can drink at least 1 quart per hour and encourage workers to do so.

**DIR & MLAs Require Recovery Periods**

DIR regulations require an employee be provided a recovery period with a penalty of 1 hour of wages for noncompliance. Within the Basic Trade MLAs, the failure to provide a recovery period is treated the same as any other wage or rest period violation and is to be resolved through the grievance process.

As an example: Southern California District Council of Laborers MLA

**Article XVI Holidays, Payment of Wages, Meal Periods, Rest Periods (Breaks), & Heat Illness Preventative Recovery Period**

**E. Heat Illness Preventative Recovery Period**

A heat illness preventative cool-down recovery period shall be made available for employees working in high heat conditions in order to prevent heat illness in accordance with CAL OSHA requirements.

**F. All disputes concerning the payment of wages, meals, rest periods (breaks) and/or heat illness preventative recovery periods are subject to the Procedure for Settlement of Grievance and Disputes in Article VI and as outlined in Appendix C of the Agreement. Decisions resolving disputes arising out of the Procedure for Settlement of Grievance and Disputes shall be final and binding upon both parties.**