

SAFETY MATTERS

RISK
MANAGEMENT
NEWSLETTER

IN THIS ISSUE **AUGUST 28, 2026**

- Heat Illness Risks
- Heat Illness Symptoms
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HEAT ILLNESS PREVENTION

OBJECTIVE Increase awareness of heat-related hazards and promote safe practices to prevent heat illness.

Heat-related illness is preventable and can occur in both indoor and outdoor workplaces, especially during periods of high temperatures or increased physical activity. Places of employment should have an effective indoor and outdoor heat illness prevention program to help protect workers. Key elements include access to drinking water, rest and cool-down periods, adequate shade, and established emergency response procedures.

Workers who have not recently spent time in warm or hot environments or performed physically demanding work in the heat may need time to build tolerance, known as acclimatization. This adjustment period is especially important during the first several days of working in warmer conditions. During this time, supervisors should closely monitor workers and encourage them to:

- Drink 8 ounces of water every 15 minutes during their shift if they are outdoors
- Do not consume alcohol; avoid coffee and other caffeinated drinks
- Take frequent rest breaks in provided shade areas to cool down
- Wear proper clothing. [Remember the 3 Ls \(loose-fitting, lightweight, light-colored\)](#)
- Wear a wide-brimmed hat or keep a bandana on hand





Engineering controls, such as air conditioning with cooled air and increased air flow, leading to increased evaporative cooling, can make the workplace safer. Another option for keeping body temperatures down in warm environments is making changes to workloads and schedules. For example, empower supervisors and workers to slow down physical activity. Reduce manual handling speeds or schedule work for the morning or shorter shifts with frequent rest breaks in the shade or at least away from heat sources. Supervisors should encourage workers in warm environments to drink hydrating fluids. At a minimum, all supervisors and workers should receive training about heat-related symptoms and first aid.

HEAT ILLNESS RISKS

Heat-related illnesses can have a substantial cost to workers and employers. Heat stress can cause fine motor performance (like rebar tying or keyboarding) to deteriorate even in acclimatized individuals. Heat illness can contribute to decreased performance, lost productivity due to illness and hospitalization, and possibly death. OSHA encourages water, rest, and shade as key preventive measures to help protect workers from heat-related illness.

HEAT ILLNESS SYMPTOMS

Identifying early signs of heat exhaustion can prevent the onset of a heatstroke, which may potentially cause serious health problems for an employee. However, heat illness is preventable if you are aware of the symptoms and take early precautions.

What are the early symptoms?

- Fatigue
- Heavy perspiration
- Headache
- Cramps
- Dizziness
- High Pulse
- Nausea/vomiting
- Weakness

If you notice or experience any symptoms, immediately notify a coworker and your supervisor.

This California Schools Risk Management JPA Safety Matters is not intended to be exhaustive. The discussion and best practices suggested herein should not be regarded as legal advice. Readers should pursue legal counsel or contact their insurance providers to gain more exhaustive advice.



PREVENTATIVE MEASURES

Be alert to changes in the weather. During a heat wave, you are at greater risk for becoming ill and may need to take more breaks or drink more water. Drink water frequently and do not wait until you are thirsty. When working in the heat, frequent consumption of small amounts of water, up to approximately four cups per hour should be encouraged. Employees who are sweating for several hours may also benefit from electrolyte-containing beverages. During days of expected warm weather, plan work tasks that involve outdoor activity in the earliest part of your day and try to avoid being in direct sunlight when possible.

RESOURCES

[National Weather - Heat Index](#)

[TLI - Heat Illness and Injury Prevention](#)

[Supervisor Heat Safety Daily Checklist](#)

[Model Heat Illness Prevention Plan - OSHA.pdf](#)

[Heat Illness Prevention - Employee Pocket Guide](#)

[Cal/OSHA Heat Illness Prevention Guidance and Resources](#)

[OSHA FAQs Related to Indoor Heat Illness Prevention](#)

[OSHA FAQs Related to Outdoor Heat Illness Prevention](#)





SIGN-IN SHEET

HEAT ILLNESS PREVENTION

Facilitator: _____ Facilitator Signature: _____

Date: _____ Organization: _____ Department: _____

Participants:

Name: _____	Signature: _____
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