



Juarez Brothers

General Engineering

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Cal/OSHA Publications Unit



Heat Illness Prevention Plan for

Juarez Brothers General Engineering INC

Heat-Illness Prevention Plan

California employers must protect their workers from the hazards of excessive heat exposure. California Code of Regulations, Title 8 (CCR T8), section 3395 addresses outdoor workplaces, and section 3396 addresses indoor workplaces. Depending on the circumstances, employers must develop written worker heat illness prevention procedures that address one or both types of workplaces.

Responsibility

Alfonso Juarez, Daniel Juarez and Salvador Juarez has overall authority and responsibility for implementing the provisions of this program in our workplace. In addition, all managers and supervisors are responsible for implementing and maintaining the Heat Illness Prevention Program in their assigned work areas and for ensuring workers receive answers to questions about the procedures in a language they understand.

All workers are responsible for using safe work practices; following all directives, policies, and procedures; and assisting in maintaining a safe work environment.

This plan is in English. It is maintained at our worksites in each company truck and can be accessed electronically at WWW.JB-ENGINC.COM. It is available to workers or their representatives upon request.

Procedures for the Provision of Water:

1. At Juarez Brothers General Engineering Inc., we are committed to ensuring the health and well-being of our workers by providing fresh, clean, and appropriately cool drinking water free of charge. This will be made available through various formats, including water fountains, water dispensers, and bottled water. Single-use cups will also be supplied, and we will provide a designated receptacle for the disposal of these used cups, ensuring that the area remains clean. In cases where continuous access to plumbed water is not available, we will outline our procedures to ensure that each worker receives at least one quart of drinking water per hour throughout their shift.
2. Supervisors will ensure that the water supplied is fresh, pure, and appropriately cooled. They will visually inspect the water at the beginning of each shift and periodically throughout the day as necessary. Supervisors may also test the water temperature by applying a small amount to their skin to confirm that it is suitably cool. In hot weather conditions, the water should be cooler than the

surrounding temperature, while ensuring it does not cause discomfort to the employees.

3. Water will be available at each job site, provided by the company trucks, along with pop-up structures designated for cooling areas.
4. Employees will be reminded and encouraged to regularly consume small amounts of water throughout their shift. Supervisors or audible signals, such as whistles or air horns, may be utilized to remind staff to stay hydrated.
5. All water containers will be kept in a sanitary condition.
6. In outdoor work environments, when the temperature reaches or exceeds 95 degrees Fahrenheit, or in the event of a heat wave, pre-shift meetings will be held prior to the start of work. These meetings will serve to encourage employees to hydrate adequately and to reaffirm their entitlement to take necessary cool-down breaks. Furthermore, the frequency of scheduled water breaks will be increased. Supervisors and foremen will set a positive example by actively reminding team members throughout the workday of the importance of staying hydrated.

Procedures for Access to Cool-Down Areas for Indoor Places of Employment

1. *Cool-down areas will be established at each job site, equipped with company trucks and access to canopies. If indoor access is available at the job site, the temperature in the indoor cool-down areas will be maintained at or below 82 degrees Fahrenheit. This will be achieved through the use of fans and/or air conditioning systems to ensure a comfortable environment.*
2. *The cool-down area(s) will be accessible at the site to accommodate all workers on break at any given time. These areas will be sufficiently spacious to allow all individuals to sit comfortably in a normal posture without physical contact. To facilitate this, we have provided canopies and seating.*
3. Workers will be informed about the locations of the designated cool-down areas and are encouraged to take breaks in those areas whenever they feel the need. During a preventative cool-down break, workers will be monitored and asked if they are experiencing any symptoms of heat illness. Workers will not be instructed to return to work until any signs or symptoms of heat illness have resolved (please refer to the Emergency Response section for additional information). If a worker does show signs or symptoms of heat illness during a preventative cool-down break, appropriate first aid or emergency response will be provided. Preventative cool-down rest periods will last a minimum of 5 minutes, in addition to the time required to reach the cool-down area.

Procedures for Access to Shade for Outdoor Places of Employment

Shade will be made available as close as possible to employees when the outdoor temperature reaches or exceeds 80 degrees Fahrenheit. When the temperature is below 80 degrees Fahrenheit, access to shade will be provided promptly upon request by an employee.

Please note that the interior of a vehicle will only be utilized for shade if the vehicle is equipped with a functioning air conditioner and has been adequately cooled in advance.

1. Adequate shaded areas will be provided at the site to ensure that all employees taking breaks can do so comfortably at any given time. During meal breaks, sufficient shading will be available for all team members who opt to stay in the immediate work area or in designated zones for rest and recovery. To guarantee that the available shaded space meets the needs of our workforce, we will implement a rotation system for breaks, including meal and recovery periods, particularly when the number of crew members exceeds the capacity of the shaded areas.
2. Workers will be appropriately informed about the designated shaded areas and are encouraged to utilize these spaces for a brief five-minute cool-down period. Access to these areas is available at all times. During the preventative cool-down rest, workers will be closely monitored, supported in their decision to remain in the shade, and inquired about any potential symptoms of heat-related illness. No worker will be instructed to return to their duties until all signs and symptoms of heat illness have resolved, with a minimum additional rest period of five minutes, along with the time required to reach the shaded area. For further details, please

refer to the Emergency Response section.

3. As the teams advance in their assigned tasks, the shade structures will be strategically relocated to ensure optimal proximity to the workers, thus facilitating continuous access to shaded areas. Each company vehicle will be equipped with shade provisions to establish a comfortable environment. It is our foremost priority to guarantee that all personnel have unimpeded access to shade during recovery periods, rest breaks, and meal times, allowing them to relax comfortably in a natural posture while maintaining appropriate social distancing.
4. Prior to the implementation of trees or other forms of vegetation for the provision of shade, particularly in orchard settings, an assessment will be conducted to evaluate the dimensions and configuration of the shaded areas. This evaluation aims to ensure that adequate shadow is generated to protect employees throughout the duration of their workday, taking into consideration the movement of the shade.
5. In circumstances where providing access to shade is either unsafe or impractical, such as during high wind events, it is imperative to document the specific hazardous conditions encountered. Subsequently, alternative strategies will be implemented to ensure that employees receive equivalent protection from the elements. These strategies may include the utilization of cooling vests equipped with ice packs, the provision of portable misting fans, the distribution of water-dampened towels, the rotation of work areas to identify temporary wind-sheltered locations, or the relocation of personnel to an air-conditioned indoor environment, contingent upon availability. Comprehensive documentation of unsafe conditions and the alternative measures employed will be maintained. Additionally, these methods will be subject to regular monitoring to ensure their continued effectiveness, with adjustments made as necessary in response to changing weather situations.

Procedures for Monitoring the Weather for Outdoor Places of Employment

1. *In circumstances where providing access to shade is either unsafe or impractical, such as during high wind events, it is imperative to document the specific hazardous conditions encountered. Subsequently, alternative strategies will be implemented to ensure that employees receive equivalent protection from the elements. These strategies may include the utilization of cooling vests equipped with ice packs, the provision of portable misting fans, the distribution of water-dampened towels, the rotation of work areas to identify temporary wind-sheltered locations, or the relocation of personnel to an air-conditioned indoor environment, contingent upon availability. Comprehensive documentation of unsafe conditions and the alternative measures employed will be maintained. Additionally, these methods will be subject to regular monitoring to ensure their continued effectiveness, with adjustments made as necessary in response to changing weather situations.*

CALIFORNIA Dial-A-Forecast

Eureka 707-443-7062

Hanford 559-584-8047

Los Angeles 805-988-6610

Sacramento 916-979-3051

San Diego 619-297-2107

San Francisco 831-656-1725]

2. Prior to the commencement of each workday, the supervisor will assess the weather conditions at the worksite utilizing the previously outlined methodology. This essential weather data will be carefully considered to determine the potential risk level for heat-related illnesses. Based on this evaluation, adjustments to the work schedule may be implemented as necessary. Such modifications may include, but are not limited to, the early cessation of work, rescheduling of tasks, shifting work hours to the evening or cooler periods of the day, and increasing the frequency of water and rest breaks.
3. The supervisor will utilize a Kestrel thermometer at various locations across the job site and throughout the duration of the work

shift to monitor fluctuations in outdoor temperatures. It is imperative that once the temperature surpasses 80 degrees Fahrenheit, appropriate shade structures will be deployed and made accessible for all personnel. Furthermore, should the temperature reach or exceed 95 degrees Fahrenheit, additional precautionary measures, including the activation of high-heat procedures, will be instituted. For further details, please refer to the section pertaining to high-heat procedures.

High-Heat Procedures for Outdoor Places of Employment

High-Heat Procedures are additional preventive measures that this company will use when the temperature equals or exceeds 95 degrees Fahrenheit in outdoor places of employment.

1. Effective communication will be upheld through various methods, including verbal communication, direct observation (applicable for teams consisting of 20 individuals or fewer), and the implementation of a mandatory buddy system. This approach ensures that personnel at the worksite have the means to contact a supervisor whenever the need arises. In instances where the supervisor is not physically present to oversee or engage with employees, alternative communication tools such as cell phones, text messaging, or two-way radios will be utilized to facilitate this connection.
2. We will ensure consistent and open lines of communication with employees working independently or in smaller teams. This may involve utilizing cell phones, text messaging, or two-way radios to facilitate ongoing monitoring for potential symptoms of heat-related illnesses. Workers will be contacted regularly and as frequently as feasible throughout the day, recognizing that an individual in distress may be unable to seek assistance independently.
3. Frequent and effective communication, along with proactive observation for indicators of heat-related illnesses, will be a priority. In the absence of the supervisor, a pre-designated alternate responsible individual will assume these responsibilities. **Alfonso Juarez** has been appointed as the designated alternate responsible person tasked with monitoring for any signs or symptoms of heat illness. Should the supervisor, the designated responsible individual, or any team member observe any indications of heat illness in a colleague, the supervisor or designated person will promptly implement appropriate actions in accordance with the established Emergency Response Procedures.
4. Employees will be periodically encouraged to stay adequately hydrated by consuming sufficient amounts of water and to take necessary preventative rest breaks to cool down as needed during their shifts. Supervisors, in conjunction with auditory devices like whistles or air horns, will facilitate these reminders to ensure all team members maintain their well-being.
5. Pre-shift meetings will be held before the commencement of work to review the high-heat procedures, encourage workers to drink plenty of water, and remind workers of their right to take a cool-down rest when necessary.

Procedures for Handling a Heat Wave for Outdoor Places of Employment

A heat wave is defined as any day in which the anticipated high temperature reaches a minimum of 80 degrees Fahrenheit and exceeds the average high daily temperature of the preceding five days by at least 10 degrees Fahrenheit.

1. During a heat wave, all employees will be monitored closely by a designated supervisor.
2. In response to a heat wave or extreme heat conditions, the workday may be shortened or rescheduled (for example, to occur during evening hours or cooler periods of the day).
3. Prior to commencing work during a heat wave or extreme heat conditions, tailgate meetings will be convened to review the organization's Heat Illness Prevention Procedures, examine the weather forecast, and discuss emergency response protocols. Furthermore, if schedule adjustments cannot be made, employees will be granted additional rest and water breaks while being monitored closely for any indications of heat-related illness.
4. Each employee will be paired with a "buddy" to monitor for signs and symptoms of heat illness and to ensure that emergency procedures are enacted when any individual exhibits potential signs or symptoms of such illness.

Procedures for Acclimatization:

Acclimatization refers to the gradual process by which the body temporarily adjusts to working in elevated temperatures. It is

essential for individuals to allow sufficient time for their bodies to acclimate, particularly when experiencing unexpected increases in temperature. Failure to take appropriate measures during heat waves or upon commencing new employment that involves exposure to unfamiliar heat levels may heighten the risk of heat-related illnesses. Furthermore, insufficient acclimatization can pose a greater danger in environments characterized by high temperatures combined with physical exertion. In light of this, we will implement additional protective protocols to safeguard employees during instances of abrupt exposure to heat beyond their current acclimatization levels. The weather will be monitored daily. The supervisor will be on the lookout for heat waves, heat spikes, or temperatures to which workers haven't been exposed for several weeks or longer.

1. New team members and individuals recently assigned to a high-temperature work environment will be meticulously monitored by the supervisor or designated personnel for a duration of 14 days.
2. During the two-week acclimatization period, we will implement measures to reduce the workload intensity. This will involve scheduling tasks that are less physically demanding during the hotter parts of the day, while reserving the more strenuous activities for the cooler times, such as early morning or evening. Additionally, all procedures aimed at alleviating the workload for new employees will be meticulously documented. For indoor work areas, this 14-day observation period applies when the temperature or heat index equals or exceeds 87 degrees Fahrenheit, or when the temperature or heat index equals or exceeds 82 degrees Fahrenheit when a worker wears clothing that restricts heat removal or when a worker works in a high radiant heat area.
3. Workers and supervisors will be trained in the importance of acclimatization, how it is developed, and how these company procedures address it.

Procedures for Emergency Response:

1. Appropriate protocols will be established to ensure the prompt provision of emergency services to the employee in need, or the efficient transportation of the employee in need to emergency services.
 - A. *In the context of outdoor employment environments, when a team is designated to a specific worksite, both the team members and the supervising foreman will receive a detailed map of the site. This map will facilitate the provision of clear and accurate navigation instructions to the worksite, including pertinent information such as street names, identifiable landmarks, and distances to significant thoroughfares. This proactive measure aims to mitigate any potential delays in the response of emergency medical services*
 - B. *The supervisor will assign one or more individuals to position themselves at the nearest road or highway in order to ensure visibility to emergency responders. In instances where natural light is insufficient, the designated personnel shall be equipped with reflective vests or flashlights to effectively guide emergency responders to the location of the individual in need of assistance, particularly if that location is not readily observable from the road or highway.*
2. Effective communication will be facilitated through various methods, including in-person observation, a mandatory buddy system, and electronic communication channels such as mobile phones, text messaging, or two-way radios. This approach will ensure that employees have the means to reach out to a supervisor when necessary. In instances where the supervisor is not physically present to observe or communicate with the team, alternative channels such as mobile phones, text messaging, or two-way radios may be employed to maintain open lines of communication.
3. Professionally trained and adequately equipped personnel will be present at the site to provide first aid services, as they possess certification in First Aid and CPR.
4. In the event that a language barrier is identified within the workplace that could potentially impede the timely communication with emergency services, we will undertake the necessary evaluations to address this issue. To facilitate the prompt calling of emergency services, we will implement specific measures, including the designation of English-speaking foremen, supervisors, or personnel. Additionally, should any language barriers be anticipated, we will establish proactive protocols to ensure effective communication prior to any emergency situation arising.
5. In order to facilitate timely access to emergency medical services, all supervisors will be provided with or will carry appropriate communication devices, including but not limited to cellular phones, text messaging capabilities, and landline telephones. It is essential that these communication devices undergo a functionality

check prior to the commencement of each shift to ensure their operational readiness.

6. In the event that an employee exhibits indications or symptoms indicative of a severe heat-related illness, emergency medical services will be promptly contacted. Concurrently, measures will be enacted to ensure the affected employee remains cool and comfortable, thereby mitigating the risk of progression to a more critical condition. It is imperative that the impacted employee is not left unattended under any circumstances..
7. During a heat wave, heat spike, or hot temperatures, workers will be reminded and encouraged to immediately report to their supervisor any signs or symptoms they are experiencing.
8. Workers and supervisors will be trained in these written procedures for emergency response.

Procedures for Handling a Sick Worker:

1. In the event that an employee exhibits potential indicators of heat-related illness, a qualified first aid responder or supervisor shall assess the individual's condition. This assessment will determine whether a period of rest in the designated shade or cooling area, accompanied by hydration through the consumption of cool water, is adequate, or if it becomes necessary to engage emergency medical services. Furthermore, it is imperative that the affected employee is not left unattended in the designated shade or cooling area, as their health status may deteriorate.
2. When a worker displays possible signs or symptoms of heat illness and no trained first aid worker or supervisor is available at the site, emergency service providers will be immediately called by *Alfonso Juarez or Salvador Juarez*
3. Emergency In the event that an employee exhibits signs or symptoms indicative of severe heat-related illness—such as reduced consciousness, unstable gait, nausea, disorientation, irrational behavior, incoherent speech, convulsions, or a flushed and overheated appearance—emergency medical services will be promptly contacted. Additionally, if an employee appears unwell or fails to improve following the consumption of cool water and rest in a shaded area, immediate action will be taken. While awaiting the arrival of emergency responders, initial first aid measures will be implemented, which may include relocating the employee to a shaded area, removing excess clothing layers, applying ice packs to the armpits and groin, and using a fan for cooling purposes. It is imperative that we do not allow an unwell employee to leave the premises, as their condition may deteriorate despite any initial improvement, potentially leading to serious health risks before they can receive medical attention at a hospital.
4. If a worker displays signs or symptoms of severe heat illness (e.g., decreased level of consciousness, staggering, vomiting, disorientation, irrational behavior, incoherent speech, convulsions, red and hot face) emergency service providers will be called, the signs and symptoms of the victim will be communicated to them, and an ambulance will be requested.

Procedures for Worker and Supervisor Training:

To be effective, training must be understood by workers. Therefore, it must be given in a language and vocabulary the workers understand. Training records will be maintained and will include the date of the training, who performed the training, who attended the training, and the subject(s) covered. Training records will be maintained *17244 El Dorado Drive Madera CA 93636*

1. Supervisors will be trained prior to being assigned to supervise other workers. Training will include this company's written procedures and the steps supervisors will follow when workers exhibit symptoms consistent with heat illness.
2. Supervisors and workers will be trained as it is *Alfonso Juarez and Salvador Juarez* responsibility to provide water, access to cool-down areas or shade, preventative cool-down rests, and first aid, as well as the workers' right to exercise their rights under this standard without retaliation.
3. Supervisors and workers will be trained in appropriate first aid and/or emergency response to different types of heat illness and made aware that heat illness may progress quickly from mild signs and symptoms to a serious, life-threatening illness.
4. Supervisors will be trained on how to track the weather at the job site (by monitoring predicted temperature or heat index highs and periodically using a thermometer). Supervisors will be instructed on how weather information will be used to modify work schedules, increase the number of water and rest breaks, or cease work early if necessary.
5. All workers and supervisors will be trained prior to working. Training will include all aspects of implementing this

company's written procedures, including access to sufficient water and *[Specify shade or cool-down area(s)]*, cool down rests, high-heat procedures, emergency response procedures, control measures, importance of frequent consumption of water, different types of heat illness, common signs and symptoms of heat illness, and acclimatization procedures. Workers and supervisors will also be trained on the environmental and personal risk factors of heat illness, as well as the burden of heat load on the body caused by exertion, clothing, and personal protective equipment. The importance of immediately reporting signs and symptoms of heat illness will be especially emphasized.

6. In addition to initial training, workers will be retrained annually.
7. Workers will be trained on the steps for contacting emergency medical services, including how they are to proceed when there are non-English speaking workers, how clear and precise directions to the site will be provided, how to transport ill workers to a point where they can be reached by an emergency responder, and the importance of making visual contact with emergency responders at the nearest road or landmark to direct them to their worksite, if necessary.
8. New workers will be assigned a "buddy," or experienced co-worker, to ensure that they understand the training and follow company procedures.