



# WATER. REST. SHADE.

*The work can't get done without them.*



**A HEAT SAFETY DVD AND DISCUSSION GUIDE**

## BACKGROUND FOR THE FACILITATOR

This DVD — *Water, Rest, Shade — The Work Can't Get Done Without Them* — can help address the very serious problem of heat-related illness on the job. It teaches workers about the dangers of working in the heat, how to prevent heat illness, and the responsibilities of employers. Featuring workers from three occupations (**agriculture**, **construction** and **landscape work**) the DVD includes Spanish-, Mixteco-, Punjabi- and Hmong-speaking workers. (Audio options are available in these four languages, as well as English.) By showing this video to workers in your community, you can take part in California's statewide campaign to prevent deaths from heat.

This DVD can be used by local organizations to help raise the awareness of both workers and community members. While the 9-minute DVD discusses some of the most important issues regarding preventing and responding to heat illness, it is not intended to fulfill all employer training requirements found in the California "Heat Illness Prevention" standard (GISO 3395). It can, however, be used as part of the training employers must provide to workers.

Once you show the DVD, try to build in at least 15 minutes to have a discussion on the topic. This discussion guide was developed to reinforce key concepts in the DVD and includes examples of questions you could ask. Possible answers are found below each question.

## DISCUSSION GUIDE

### 1. Have any of you ever gotten sick from too much heat while working or know someone who has? What happened?



### 2. How do you know if you are having symptoms? What does heat illness feel like?

Signs that you may be having heat illness include muscle cramps, heavy sweating (or little or no sweating with heat stroke), rapid heartbeat, feeling tired, headaches, nausea, vomiting, dizziness and fainting.

Report early symptoms! Heat illness can quickly become dangerous.



### 3. What causes heat illness?

Heat illness is caused by doing physical work when it is hot and humid. This makes your body temperature go up and you can overheat if you don't take the necessary steps to cool off.







#### 4. What can workers do to help prevent heat illness?

- Drink water often, even if you aren't thirsty (4 cups or about 8 cones of water each hour). When you are home, continue to drink water, avoid caffeine and alcoholic drinks, and get plenty of rest.
- Rest in the shade – at least 5 minutes as needed to cool down.
- Be aware of early symptoms, and watch out for your co-workers.
- In case anyone does develop heat illness, it's important to be prepared. Know the location where you are working in case you have to call for an ambulance, and know who to call for help.
- Talk to your doctor about your work in the heat. Some health conditions such as heart problems or diabetes can put you at higher risk of heat illness.

#### 5. What are employers required by law to do?

##### Employer responsibilities include:

- Providing plenty of cool, fresh water.
- Providing a shaded area for workers to cool down.
- Giving workers a period of time to get used to the heat.
- Training workers about heat illness and how to prevent it.
- Preparing an emergency heat plan and training workers on steps to take if someone gets sick.



#### 6. What if...you don't have access to the required water, rest, shade, and training at work? What can you do?

- Talk with your co-workers and together discuss your concerns with your employer.
- If your employer isn't giving you what is required to prevent heat illness, you can call the Heat Helpline: 1-877-99-CALOR (1-877-992-2567).
- When you call, there will be someone who can take your call in Spanish. He or she can help you figure out what type of help you need and explain how you can file a complaint with Cal/OSHA. Cal/OSHA is the agency that is responsible for workplace health and safety.
- There is a factsheet available that explains how to file a complaint with Cal/OSHA. Go to [www.99calor.org](http://www.99calor.org) for a copy.
- You can also seek help from other organizations (brainstorm local groups in your community who may help workers).



#### 7. What can we do as a community to help prevent heat illness?

- Spread the word! Tell your family members, friends and neighbors what you've learned about preventing heat illness. Show this DVD to others.
- Encourage workers you know to speak up and ask for water, shade, rest, and training if they aren't getting them.
- Think of ways your local community can take action to prevent worker deaths from heat!

# FREQUENTLY ASKED QUESTIONS:

## 1. When does my employer need to have shade available? Is it only during heat waves?

Once the temperature exceeds 85°F (29°C), employers must have shaded areas ready. If the temperature is less than this, they must have shade on-hand if a worker asks to rest in the shade.

## 2. Can we take our breaks under the shade structures or is shade only for workers who are sick?

No, you don't need to be sick to rest in the shade. However, employers are not required to provide enough shade for all workers at the same time. Employers must provide enough shade so that 25% of the employees on a shift can sit comfortably without touching each other.

## 3. How much water should I be drinking in a 10-hour shift?

It is recommended that workers drink 4 cups (8 cones) of water every hour. It is best to drink a small amount of water often, like 2 cones every 15 minutes.

## 4. If I bring my own container with water does that mean it is my responsibility to bring my own water everyday?

Employers are required to provide workers with clean, cool, drinking water throughout their work shift. Even if you bring your own water, the employer must plan to have enough water for each worker to drink about 4 cups every hour.

## 5. How close by does drinking water have to be?

Water must always be "readily accessible" and as easy as possible for workers to reach while working. This can vary based on the working conditions and lay out of the worksite. Cal/OSHA is looking for the water be as close to the employee as is practical.

## 6. What type of training should I be given about heat illness prevention?

All supervisors and employees must be trained on heat illness prevention before working outdoors. This includes: information on what to do in an emergency

and who to call for medical help; factors that put you at greater risk for heat illness; specific company heat illness prevention and emergency procedures; key prevention steps; and common signs and symptoms of heat illness.

## 7. Who should pay the workers during the time they are being trained?

Workers should be on the clock (paid) when they participate in workplace health and safety training.

## 8. Should my employer tell me where the nearest hospital is? Do I have to pay for it?

Your employer must have a plan that describes who will be contacted for medical help if someone develops symptoms, and he or she must train you on who this is and how to contact them. Your employer must also give you training on steps to take in case of an emergency and how to give clear and precise directions to the work site if you need to call 911. Workers are not responsible for any medical or ambulance costs related to workplace illness or injuries.

## 9. Who can I report violations to? How does someone file a complaint? Do I have to give my name or can I remain anonymous?

Cal/OSHA is the agency responsible for enforcing workplace health and safety for all workers, regardless of immigration status. If your employer does not resolve a workplace hazard, you can file a complaint with Cal/OSHA. You don't have to give your name, but if you do, it will remain confidential.

Call the Heat Helpline at 1-877-99CALOR for more information on how to file a complaint with Cal/OSHA, or go to the website: [www.99calor.org](http://www.99calor.org).

## 10. Will Cal/OSHA send someone out for inspection when a worker calls?

When Cal/OSHA receives your call, they evaluate how quickly they need to respond. Cal/OSHA's policy is to do an inspection of the worksite whenever a serious hazard is reported.



*For more information, call the Heat Helpline at*

**1-877-99-CALOR**



[www.99calor.org](http://www.99calor.org)