
Employers Beware The Heat Is Here

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This article is brought to you by David K. Fischer of California Employer's Services, if you should have any questions please give us a call we are here to help. Phone 888-358-2221/cell 559-284-1912.

California has been in the midst of a very long and extended heat wave. With all of the 100-degree days that we have had employers are asking what do I need to do to be Cal-OSHA Compliant.

To begin with there are four main points that must be complied with, they are as follows:

- Training

All Employees along with management personnel must be trained with regards to heat illness prevention.

- Water

Each member of your team needs to drink a minimum of 1 quart of water not Gatorade or another sports drink per hour. Employers are to encourage employees to drink as the day or days get hot.

- Shade

Employers are to provide shade for all employees who work outside. Automotive repair shops are considered by many enforcement officers to be outside businesses. Why because when the big doors are open the employees are generally exposed to the same conditions that they would be exposed to if they were working outside. Secondly, employees do go outside for many reasons to bring cars in and sometimes they can be working on cars in some fashion while the car is outside of the shop.

- Planning

Employers need to plan how they are going to comply with the above. For example, as the days warm up you should be doing a weather forecast letting the employees know in advance what the weather is going to be like.

You should also be encouraging employees to take breaks as they are needed. These breaks must be at least 5 minutes in length and totally duty free.

- Additional Tips

California Employer's Services provides our members with Heat Illness Prevention Training usually in the month of May. I would encourage you to find a good Safety Training Topic and do the same with your business.

Make sure to have employees sign all training and remember all training should be documented and kept for the lifespan of the employment. While Cal-Osha says you don't have to do that if you have less than ten they will still hold you accountable for it in the event of an accident or an inspection by Cal-OSHA Enforcement.

Either develop your own or get a good Heat Illness Prevention Program. The fine for not having one can be as high as \$18,000.00, not fun.