

Frequently Asked Questions (FAQs): Heat Illness Prevention

(OARs 437-002-0156 and 437-004-1131)



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Note: Because worker exposure to high temperature conditions that can increase the risk of heat illness is not limited to a specific industry, work activities covered under Division 3 (Construction) or Division 7 (Forest Activities) are required to comply with OAR 437-002-0155, per additional applicability requirements under OAR 437-003-0005 and OAR 437-007-0004, respectively. Agricultural employers are required to comply with 437-004-1131.

Section (1) Scope and application

[To whom does this rule apply?](#)

This standard applies whenever an employee performs work activities, whether in indoor or outdoor environments, where the heat index (apparent temperature) equals or exceeds 80 degrees Fahrenheit.

[When did this rule take effect?](#)

The rule went into effect on June 15, 2022.

[How long will it remain in effect?](#)

The rule will remain in effect unless amended or repealed by Oregon OSHA.

[When employees are inside, when does the rule apply?](#)

When the outside ambient air temperature increases the indoor heat index to equal or exceed 80 degrees Fahrenheit, this rule applies. An exception to this rule is when an employee’s exposure to heat is generated only from the work process – such as what occurs in foundries – and is not subject to this standard. In such cases, employers must follow the requirements of OAR 437-002-0144(2).

However, when two of the same hazards exist – heat generated from a process and ambient heat – employers must follow the requirements that provide the higher level of employee protection.

Section (2) Exemptions

Are there exemptions to these rules?

The following workplaces and operations are fully exempt from these rules:

- Incidental heat exposures where an employee is not required to perform work activities for more than 15 minutes in any 60-minute period.
- Exposures to heat generated from the work process – such as occurs in bakeries – are not subject to this standard. In such cases, employers must follow the requirements of Division 2, Subdivision J, OAR 437-002-0144(2).

Note: In the summary of the Comments and Agency Decision document published in May 2022, Oregon OSHA added a note to clarify when the rule related to hot processes applies. It is Oregon OSHA's intention that heat generated only by the processes will be covered by OAR 437-002-0144(2). However, when additional heat is introduced into the workplace outside of the hot process, then this rule would apply as well. When these two rules are compared to one another, the heat illness prevention rules are the most protective when it comes to protecting employees from experiencing a heat-related illness.

- When employees are engaged in emergency operations directly involved in the protection of life or property, or the restoration of essential services – such as evacuation, rescue, medical, structural firefighting, law enforcement, utility servicing – the rules do not apply.
- Buildings and structures that have a mechanical ventilation system that keeps the heat index below 80 degrees Fahrenheit are not subject to these rules. This exemption only applies when the mechanical ventilation system is functioning normally.

The following workplaces and operations are partially exempt from these rules:

- Employers whose employees perform either “rest” or “light” workloads (refer to Table 1 under section 1 in Appendix A, Information for Heat Illness Prevention) are exempt from the requirements of sections (3) through (10) of the rules only when the heat index is less than 90 degrees Fahrenheit.
- Associated support activities for wildland firefighters such as fire camp services and fire management are exempt only from the requirements of section (7) of the rules.
- Employees who work from home are subject only to the training requirements in sections (9) and (10) of the rules.

My building has a mechanical ventilation system that keeps the heat index below 80 degrees Fahrenheit; however, it is currently broken. Am I required to follow the heat illness prevention rules?

Yes. The exemption only applies if the mechanical ventilation system is functioning normally.

Do I need to train my employees who work from home?

Employees who work from home are subject only to the training requirements in sections (9) and (10) of the rules.

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What are some engineering or administrative controls that can be used to lower the risk of an employee experiencing a heat-related illness?

Engineering controls that require a physical change to the worksite are mostly limited to five areas:

1. Increased ventilation
2. Air cooling
3. Use of fans
4. Shielding of the heat source
5. Use of insulation

There are also **administering controls** that are mainly limited to five areas:

1. Limiting or modifying the duration of exposure time (e.g., work/rest)
2. Reducing the metabolic component of the total heat load
3. Enhancing the heat tolerance of the workers by, for example, heat acclimatization and physical conditioning
4. Training the workers in safety and health procedures for work in hot environments
5. Medical screening of workers to be aware of which individuals have low heat tolerance and/or low physical fitness

Today, the heat index is predicted to be more than 80 degrees Fahrenheit, but it won't reach that heat index until the late afternoon; does the rule apply all day?

No; the rule only applies at the time when the heat index exceeds 80 degrees Fahrenheit.

Do indoor swimming pools fall under the scope of this rule?

Indoor swimming pools present unique workplaces, as due to the large volume of heated water, the humidity in these environments is relatively high and, in most instances, higher than the relative humidity outdoors. Employees at indoor swimming pools have access to drinking water and shade. Based on the workload examples in the Informational Appendix, lifeguards indoors would be mostly performing "light" workloads.

What about lifeguards at an outdoor pool that sit under the shade for the majority of their shift; are they required to take a heat illness prevention rest break in the shade?

No, lifeguards that spend the majority of their shift sitting in the shade, performing either "rest" or "light" work, are not required to take their heat illness prevention rest breaks in the shade.

Does this rule apply to kitchens and cooking areas?

Employee exposures to heat generated from only a work process are covered under Division 2, Subdivision J, OAR 437-002-0144(2) – such as occurs in foundries or bakeries – are not subject to this standard unless employees are also exposed to a heat index that equals or exceeds 80 degrees Fahrenheit.

The heat illness prevention rule requirements still apply in a kitchen setting. The rules would not apply in situations where the heat conditions exist when the employer determines there's no influence on the indoor heat index from the outdoor ambient temperature. Where ambient temperatures are exacerbated by work processes, such as you would find in a kitchen, the heat rule still expects you to address those exposures.

For group homes: An individual with developmental disabilities lives independently and a staff member provides in-home care for her for two hours a day. When the staffer arrives, there is no air conditioning or fan, and it's 85 degrees inside. What are the employer's responsibilities?

The answer to this depends on several factors. To begin with, Oregon OSHA does not always have jurisdiction over adult foster homes, as outlined in this memo: <https://osha.oregon.gov/OSHArules/interps/jurisdictionadultfosterhomes.pdf>. When Oregon OSHA does not have jurisdiction over a business, none of our rules apply, including the rules for excessive heat.

If the employer is covered by Oregon OSHA's jurisdiction, we would not require the employer to install equipment in a client's home. However, it is the responsibility of every employer to ensure their employees are adequately protected from any recognized hazard. If there are clients who prefer a warm environment and the weather forecast anticipates high heat, you may want to have your employees make those visits earlier in the day to avoid the heat.

You may also look to personal cooling options for your employees when you cannot rearrange schedules. If no other options are available, you still need to take the heat into account when the heat index reaches levels of concern and ensure employees are adequately protected.

My employees work in a building that has air conditioning, but what happens if the air conditioning breaks?

If the air conditioning breaks and the indoor heat index equals or exceeds 80 degrees Fahrenheit, then the heat illness prevention rules apply. If Oregon OSHA receives a complaint about this situation, it will be evaluated on a case-by-case basis. OSHA Compliance Officers should discuss this with their managers.

What are the rules for when the heat index is 80 degrees Fahrenheit or more?

Employers must provide the following:

- Access to sufficient shade
- Access to 32 ounces of water per hour for each employee at all times
- Effective communication in the event of an emergency
- Training about workplace risk factors and controls, employee rights, and personal risk factors to all employees *before* they are exposed to a heat index of 80 degrees Fahrenheit

What is the heat index and how do you calculate the heat index inside?

The heat index, also known as the apparent temperature, is what the temperature feels like to the human body when relative humidity is combined with the air temperature. The heat index is calculated using equations published by the National Oceanic and Atmospheric Administration's (NOAA) National Weather Service. It can be readily determined using the OSHA-NIOSH Heat Safety Tool App (<https://www.cdc.gov/niosh/topics/heatstress/heatapp.html>) or the online calculator available from the National Weather Service (<https://www.wpc.ncep.noaa.gov/html/heatindex.shtml>).

One may measure the indoor temperature and relative humidity, then input into the NIOSH Heat Safety Tool App, or one may measure the indoor temperature and relative humidity, then use the NOAA Heat Index Calculator to determine the heat index temperature. Lastly, monitors that measure the heat index both indoors and outdoors are available and relatively inexpensive.

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What is a heat illness?

Heat illnesses are medical conditions resulting from the body's inability to cope with a particular heat load, and include heat cramps, heat exhaustion, heat syncope, and heat stroke.

What are some warning signs and symptoms of heat-related illnesses?

Heat Stroke

High body temperature (103 degrees Fahrenheit or higher); hot, red, dry, or damp skin; fast, strong pulse; headache; dizziness; nausea; confusion; and losing consciousness (passing out)

Heat Exhaustion

Heavy sweating; cold, pale, and clammy skin; fast, weak pulse; nausea or vomiting; muscle cramps; tiredness or weakness; dizziness; headache; and fainting (passing out)

Heat Cramps

Heavy sweating during intense exercise; and muscle pain or spasms

Sunburn

Painful, red, and warm skin; and blisters on the skin

Heat Rash

Red clusters of small blisters that look like pimples on the skin (usually on the neck, chest, groin, or in elbow creases)

More information: <https://www.cdc.gov/disasters/extremeheat/warning.html>

Source: Centers for Disease Control

I employ workers who spend most of their day inside air-conditioned vehicles and are not exposed to excessive heat for more than 15 minutes in a 60-minute period. Does this rule apply?

No, under these circumstances, employees would be fully exempt.

Section (3) Access to shade

How does OSHA define shade?

Shade is blockage of direct sunlight. One indicator that blockage is sufficient is when objects do not cast a shadow in the area of blocked sunlight. Shade is not adequate when heat in the area of shade defeats the purpose of shade, which is to allow the body to cool. For example, a car sitting in the sun does not provide acceptable shade to a person inside it, unless the car is running with working air conditioning.

What does "immediately and readily available" mean?

Immediately means "instantly" and readily available means "close at hand."

May I provide my employees with wide-brimmed hats for shade?

While it is a good idea to provide hats for employees, hats do not provide enough shade.

What are some alternatives to providing shade to my employees?

Alternative cooling methods may be used when providing shade is infeasible, such as on the side of a steep slope, or if providing shade creates a greater hazard, such as during extremely windy conditions. Alternative cooling methods include (but are not limited to) evaporative cooling vests, cooling towels, and wraps.

Section (4) Drinking water

How much water does my employer need to give me per hour?

When the heat index in the work area equals or exceeds 80 degrees Fahrenheit, employers must supply each employee 32 ounces per hour.

Is it acceptable to provide noncaffeinated sports drinks instead of water?

Drinking water packaged as a consumer product and electrolyte-replenishing beverages that do not contain caffeine (for example, sports drinks) are acceptable substitutes, but should not completely replace the required quantities of water.

Do I have to provide my employees the entire quantity of drinking water at the beginning of their shift?

No, as long as there are procedures to supply the employees with drinking water throughout the shift.

May I reimburse my employees if drinking water is purchased?

Yes; drinking water must be provided at no cost to employees.

Section (5) High heat practices

What are the rules for when the heat index is 90 degrees Fahrenheit or more?

When the heat index exceeds 90 degrees, all of the rules for 80 degrees apply, plus:

- Effective communication with a supervisor is required through voice, observation, or electronic means; observation and monitoring of employees for signs and symptoms of heat-related illness
- Ensure that employees are observed for alertness and signs and symptoms of heat illness, and monitored to determine whether medical attention is necessary
- A cool down or rest period of at least 10 minutes is required for every two hours of work
- Develop and implement emergency medical and acclimatization plans

Work/rest schedules

What are the options when developing a work/rest schedule?

(A) Implement a written, employer-specific heat illness prevention work/rest schedule using the minimum rest break durations and intervals in Table 1 ([on the next page](#)), that is employer-adjusted to effectively protect employees from heat illness.

Table 1. Minimum employer-specific rest break durations and intervals:

Heat index temperature (°F)	Rest break durations
90 or greater	10 minutes every two hours
100 or greater	15 minutes every hour

These four elements are required to be in an employer’s heat illness prevention work/rest schedule:

1. The effect of personal protective equipment (PPE) on the body’s ability to retain heat
2. The effect of the type of work clothing on the body’s ability to retain heat
3. Relative humidity, whether work activities are indoors or outdoors
4. The intensity of the work being performed

OR

Implement an effective heat illness prevention work/rest schedule based upon recommendations from [NIOSH](#).

OR

Implement a written simplified heat illness prevention work/rest work rest schedule using Table 2 below.

Table 2. Minimum simplified rest break durations and intervals:

Heat index temperature (°F)	Rest break durations
90 or greater	10 minutes every two hours
95 or greater	20 minutes every hour
100 or greater	30 minutes every hour
105 or greater	40 minutes every hour

Note: The Table 2 work/rest schedule is only required during the specified heat index temperatures.

Note: Preventative rest breaks under subsection (5) (e) are only required during the specified heat index temperatures, and may be provided concurrently with any other meal or rest period required by policy, rule or law, if the timing of the preventative rest break coincides with the otherwise required meal or rest period. However, the preventative rest break must be calculated using only the time spent in the shade and when employees are not performing work other than light work such as that performed in an office setting. Except when preventative rest breaks coincide with the existing unpaid meal break, the preventative rest break is a work assignment and must be compensated accordingly. Preventative rest breaks are only required during the time of the shift that the ambient heat index equals or exceeds 90 degrees Fahrenheit.

Oregon OSHA also describes employers’ three options for heat illness prevention rest schedules in this [fact sheet](#).

[Are heat illness prevention rest breaks required for vehicle salespeople?](#)

It depends on how long they are working in the sun. If they work in the sun when the heat index is equal to or greater than 90 degrees Fahrenheit for more than 15 minutes in a 60-minute period, the answer is yes.

[Can vehicle salespeople work during their heat illness prevention rest break?](#)

Yes, if the work is performed in a temperature-controlled environment and they are performing either “rest” or “light” work and this must be done at the employees’ discretion. An employer may not require that employees work when they are on their heat illness prevention rest break.

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Are heat illness prevention rest breaks required for those who perform work in an attic?

It depends on how long the work is performed in the attic. Presuming that the attic work takes longer than 15 minutes in a 60-minute period, then heat illness prevention rest breaks would be required. This type of work would not normally be classified as “rest” or “light.”

Are heat illness prevention rest breaks required for employees who work outside at summer camps for children when the heat index is equal to or exceeds 90 degrees Fahrenheit?

Oregon OSHA recognizes that these situations are dynamic and that it might not be possible for employees supervising children to take their heat illness prevention rest breaks when the heat index is equal to or greater than 90 degrees Fahrenheit at regular intervals. Employers should attempt to apply engineering and administrative controls to reduce these employees’ exposure. Employers should plan for these situations and make provisions for water and shade, when possible. When providing shade is impossible, employers should use alternative cooling methods for these employees.

If an employee is working and the heat index is 90 degrees Fahrenheit or higher, and the employer has to give breaks in the shade, can the employer rotate that employee to work inside for a while (to provide shade and a break from sun and heat), and then rotate the employee back out away from the shade?

No, and this note from the rule below explains why.

Note: The purpose of the heat illness prevention rest breaks is to allow the body to cool down and recover from working when the heat index equals or is greater than 90 degrees Fahrenheit. However, there is nothing that prevents an employer from rotating employees inside where the heat index is less than 80 degrees Fahrenheit.

Can we ask our employees to stretch their muscles or participate in other activities during the rest periods?

No. The purpose of the rest period is to allow employees to rest, cool down, and recover from working in the heat.

Can an employee take a break outside of the designated rest break schedule if they are experiencing symptoms? If that is true, which provision of the rules points to that allowance?

Employees experiencing symptoms of heat-related illness should use the training they received to determine the most appropriate steps, including seeking rest in shade. The employer’s emergency medical plan and heat illness prevention plan may provide details on the process to take when employees are experiencing symptoms.

The following rules (OAR 437-002-0156 or OAR 437-004-1131) would relate to the above answer:

(6) Emergency medical plan. The employer’s Emergency Medical Plan must address employee exposure to excessive heat, in accordance with OAR 437-002-0161(4). When employers are performing Construction activities, they must also comply with 29 CFR 1926.50. For those employers that fall under Division 7 Forest activities, they must comply with OAR 437-007-0220. These plans must address the types medical situations that employees could encounter, including conditions relating to excessive heat exposure.

Heat Illness Prevention Plan:

(8)(a) How employees will be trained on the hazards of heat exposure and the necessary steps to prevent heat-related illnesses;

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(8)(b) How to recognize the symptoms of dehydration, and how to respond to suspected heat-related illnesses in others;

(8)(e) How employees will be provided sufficient space to rest in a shaded area or cool climate-controlled area, and where heat-affected employees may cool off and recover when signs and symptoms of heat-related illnesses are recognized;

Supervisor and employee training:

(9)(b) The employer’s procedures for complying with the requirements of this standard, including, but not limited to, the employer’s responsibility to provide water, heat index information (including the risks to experiencing a heat-related illness), shade, preventative rest breaks, and access to first aid, as well as how employees can exercise their rights under this standard without fear of retaliation;

(9)(f) The importance for employees to immediately report to the employer, directly or through the employee’s supervisor, signs and symptoms of heat illness in themselves or in others.

[Does Oregon OSHA have the authority to classify a rest break as a “work assignment”?](#)

Yes, Oregon OSHA has the regulatory authority to classify rest breaks as “work assignments.”

[Our employees work by ‘piece rate’ and they do not want to take additional rest breaks when the heat index is equal to or greater than 90 degrees Fahrenheit; what are our options?](#)

Employers are required to provide heat illness prevention rest breaks for employees who work by “piece rate.”

[Can we use one heat illness prevention rest break for a group of our employees and another one for another group of our employees?](#)

Yes, employers may use one option for a group of employees and another option for another group of employees, as long as employees don’t switch between groups.

[For the Simplified Work/Rest Schedule, does 10 minutes every two hours mean 110 minutes of work and 10 minutes rest, or 120 minutes work and then 10 minutes rest? Likewise, is it 40 minutes work/20 minutes rest, or 60 minutes work, then 20 minutes rest?](#)

10 minutes every two hours means 110 minutes of work and 10 minutes rest; and 20 minutes every hour means 40 minutes work and 20 minutes rest.

[Is there a specific top temperature \(from natural or work-related heat\) that workers should not be in?](#)

It would vary from individual to individual, based on a number of factors (i.e., fitness of the individual, hydration status, medications, etc.).

A heat index of 108 degrees Fahrenheit is specified as a maximum in some peer-reviewed publications, but this is more of a guidance rather than an absolute.

As a general rule, Oregon OSHA does not prohibit work.

[Can I use the NIOSH heat stress app if my employer has chosen the NIOSH work/rest schedule?](#)

No, because there are adjustments that are required that are underneath the NIOSH work/rest schedule. As an example, it is 80 degrees with a relative humidity of 50 percent, and employees are working

in full sun. Due to working in full sunlight, the notes say add 13 degrees = 93 degrees. The adjustment for relative humidity at 50 percent is $6 + 93 = 99$ heat index. IF you were to use the app and enter the temperature and relative humidity, you would only get a heat index of 81, the same as the heat index chart. The NIOSH app does not take into account the effect of sunlight. Heat index values were created for shady, light-wind conditions.

Can an employer just send an employee home without pay to comply with this heat law instead of allowing the person to take the designated breaks?

This is a question for the Oregon Bureau of Labor & Industries.

How would flaggers workload be classified?

Flaggers are performing work at least at the "moderate" level.

Am I required to provide heat illness prevention rest breaks if the heat index is equal to or above 90 degrees Fahrenheit for less than two hours?

No.

If the heat index does not exceed 95 degrees until 4 p.m. and employees are scheduled to get off work at 5 p.m. am I required to furnish heat illness prevention rest breaks?

The answer depends on which work/rest schedule the employer has chosen.

IF the employer has chosen option A (employer-designed work/rest schedule), the answer is "no."

IF the employer has chosen option B (NIOSH), then the answer is "yes"; employers should provide a 15-minute heat illness rest break after every 45 minutes of work when the heat index is 95 degrees Fahrenheit.

IF the employer has chosen option C (simplified work/rest schedule), then the answer is "yes"; employers should provide a 20-minute heat illness rest break after every 40 minutes of work when the heat index is 95 degrees Fahrenheit.

Section (6) Emergency Medical Plan

Are all employers required to develop an Emergency Medical Plan?

Previously, not all employers were required to have an Emergency Medical Plan. However, for the purpose of this rule, all employers in General Industry, Construction, and Forestry are now required to have an Emergency Medical Plan that addresses heat illness prevention.

What are the required elements for an Oregon OSHA Emergency Medical Plan?

The required elements for an Oregon OSHA Emergency Medical Plan may be found below and in the rules [here](#).

- (a) An emergency medical plan to ensure the rapid provision of medical services to employees with major illnesses and injuries shall be developed. In such cases, the employer shall determine that the service will be available in an emergency.
- (b) If a physician or an ambulance with emergency medical technicians is readily accessible to the place of employment, then the minimum emergency medical plan must contain the emergency telephone number of the ambulance service. The emergency telephone number shall be posted conspicuously at the place of employment.
- (c) Employers in areas with a designated 911 telephone number may use the 911 service in lieu of posting the specific ambulance telephone number.
- (d) If the place of employment is not in proximity to emergency medical services, then the employer shall

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have, in addition to the information required in 437-002-0161(4)(a), a definite plan of action to be followed in the event of serious injury to an employee. The plan of action shall consist of the arrangements for:

- (A) Communication – two-way radio telephone, or provision for emergency communication to contact the emergency medical services.
- (B) Transportation – availability of transportation to a point where an ambulance can be met or to the nearest suitable medical facility. Vehicles provided for this purpose shall be available at all times, shall have right-of-way over all vehicles or equipment under the control of the employer, and shall be equipped so that due consideration can be given to the proper care and comfort of the injured employee.
- (C) Qualified medical personnel at destination.
- (D) All employees shall be knowledgeable concerning the qualified first aid person(s), the first aid requirements, and emergency medical plan.

[Do you have a sample emergency medical plan?](#)

Sample plans are available online but they need to be tailored to the business operations and locations where employees are working. It's important to note: The emergency medical plan was required for some employers prior to the heat illness rules.

Resources:

- [Federal OSHA - How to plan for workplace emergencies and evacuations](#)
- [Oregon OSHA - Expecting the Unexpected](#)

Section (7) Acclimatization Plan

What are some good resources to learn more about acclimatization?

- [CDC NIOSH Heat Stress Acclimatization Plan](#)
- [CDC Acclimatizing Workers](#)

- [Oregon OSHA's Local Emphasis Program – Preventing Heat-Related Illness](#)

What are the definitions of “acclimated” and “unacclimated”?

Acclimated means that employees are used to working in high-temperature environments, and unacclimated means that employees are not used to working in high-temperature environments.

[I own a bank and my tellers work inside. I also sponsor golf tournaments, and my tellers volunteer at the tournaments. What are the expectations regarding acclimatization?](#)

Oregon OSHA recognizes that under this situation, acclimatization would be impossible to achieve. However, the employer should take steps to prevent these employees from suffering a heat-related illness by providing shade, water, increased heat illness prevention rest breaks, and alternative cooling methods such as cooling vests, cooling towels, misters, etc.

[As an employer, how do I integrate these items into my acclimatization plan?](#)

A sample acclimatization and rest break plan for heat illness prevention can be found [here](#).

Section (8) Heat Illness Prevention Plan

Are there resources to assist in developing a Heat Illness Prevention Plan?

Yes, here are samples:

- [OSHA Heat-Illness Prevention Plan](#)
- [Oregon OSHA sample Heat Illness Prevention Plan](#), also available in [Spanish](#).

Section (9) Supervisor and employee training

What topics must all employees, whether supervisors or non-supervisory, be trained on annually to prevent heat-related illness?

Prior to being exposed to high heat, all employees must be trained in:

- The environmental and personal risk factors (for example, chronic obstructive pulmonary disease, asthma, kidney disease, obesity, etc.) for heat illness that may limit an individual's tolerance to excessive heat, as well as the added burden of heat load on the body caused by exertion, clothing (refer to Section 5 in Appendix A, Information for Heat Illness Prevention), and personal protective equipment.
- The employer's procedures for complying with the requirements of this standard, including, but not limited to, the employer's responsibility to provide water, heat index information (including the risks to experiencing a heat-related illness), shade, preventative rest breaks, and access to first aid, as well as how employees can exercise their rights under this standard without fear of retaliation.
- The importance of frequent consumption of small quantities of water, up to 32 ounces per hour, when the work environment is hot and employees are likely to be sweating more than usual in the performance of their duties.
- The concept, importance, and methods of the acclimatization plan pursuant to the employer's procedures under section (8).
- The different types of heat illness, the common signs and symptoms of heat illness, and the appropriate first aid and emergency response to the different types of heat illness, including how heat illness may progress quickly from mild signs and symptoms to a serious and life-threatening condition.

- The importance for employees to immediately report to the employer, directly or through the employee's supervisor, signs and symptoms of heat illness in themselves or in others.
- The effects of nonoccupational factors (e.g., drugs, alcohol, and obesity) on tolerance to occupational heat stress.

Do we have to train our employees when they work in an office environment?

The heat rule applies to people who will be working in the heat, whether indoors or outdoors. It does not apply to workers who work indoors with mechanical ventilation that keeps the indoor heat index below 80 degrees Fahrenheit.

Section (10) Training documentation

What are employers required to do under this section?

Employers must verify compliance with section (9) by preparing and maintaining written or electronic training records that can be provided to Oregon OSHA upon request. Such records must contain the name or identification of each employee trained, the date(s) of the training, and the name of the person who conducted the training. The most recent annual training record for each affected employee must be maintained.

Oregon OSHA expects employers to make necessary changes to work practices in response to such environmental changes so that the required routine ventilation maintenance activities are completed in a timely and appropriate manner. For example, an employer could ensure that such maintenance activities are scheduled for times that the heat is expected to be less intense, such as early morning.

An employer always has the option to prove that such activities are (at times) truly infeasible (e.g., ice storm in winter). In such cases, that determination is left up to the employer to be able to demonstrate infeasibility, and that determination would be reviewed on a case-by-case basis should there be a compliance inspection.

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Miscellaneous

Is there a chart that summarizes the rule requirements?

Yes

Heat index	Rule requirements
Equals or exceeds 80 degrees F	Enough shade must be provided to accommodate those on their heat illness prevention rest and meal breaks
Equals or exceeds 80 degrees F	Cool or cold drinking water must be provided; up to 32 ounces per employee per hour
Equals or exceeds 80 degrees F	Acclimatization begins
Equals or exceeds 80 degrees F	Emergency plans developed/updated to address employee exposure to excessive heat
Equals or exceeds 80 degrees F	Develop and implement an acclimatization plan and procedures in writing. Employers have two options.
Equals or exceeds 80 degrees F	Develop, implement, and maintain an effective heat illness prevention plan in writing.
Equals or exceeds 80 degrees F	Provide heat illness prevention training to all employees, including new employees, supervisory and non-supervisory employees, prior to June 15, 2022.
Equals or exceeds 80 degrees F	Training must be documented.
Equals or exceeds 90 degrees F	Implement high heat practices (i.e., a communication system to identify employees that may be experiencing a heat-related illness; a system that allows designated and other employees to call emergency medical services; and a system for monitoring the indoor heat index).
Equals or exceeds 90 degrees F	Develop and implement a written heat illness prevention rest break schedule; employers must choose from one of three options.