

**Safety Meetings are important!**

They: get your employees actively involved  
encourage safety awareness  
help identify problems before they become accidents  
motivate employees to follow proper safety procedures

**We are happy to provide you with a monthly topic for your agenda.**

**ROUTE TO:**

- General Manager
- Safety Coordinator
- Supervisor Dept. \_\_\_\_\_
- Other \_\_\_\_\_
- Date of Meeting \_\_\_\_\_

**May 2022****Heat Related Hazards and Illnesses  
National Emphasis Program – 2022**

On April 8, 2022 OSHA announced a National Emphasis program - Outdoor and Indoor Heat Related Hazards (Heat NEP). This program is an expansion of the September 2021 “Heat Initiative Memorandum.” The Heat NEP is focused on high-hazard industries with vulnerable workers, identified through data from the Department of Labor Wage and Hour Division (WHD) and is part of a broader Department of Labor response to President Biden’s Executive Order (EO) 14008, “Tackling the Climate Crisis at Home and Abroad.”

As with the General Duty Clause, the goal of Heat NEP is to identify and eliminate/reduce exposure to a hazard; in this case - HEAT. Each state must accept the OSHA Heat-NEP or create their own, so check your State OSHA website to determine if your State has additional requirements for the Heat NEP.



Heat-Related Illness	Symptoms and Signs
Heat stroke	<ul style="list-style-type: none"> <li>▪ Confusion</li> <li>▪ Slurred speech</li> <li>▪ Unconsciousness</li> <li>▪ Seizures</li> <li>▪ Heavy sweating or hot, dry skin</li> <li>▪ Very high body temperature</li> <li>▪ Rapid heart rate</li> </ul>
Heat exhaustion	<ul style="list-style-type: none"> <li>▪ Fatigue</li> <li>▪ Irritability</li> <li>▪ Thirst</li> <li>▪ Nausea or vomiting</li> <li>▪ Dizziness or lightheadedness</li> <li>▪ Heavy sweating</li> <li>▪ Elevated body temperature or fast heart rate</li> </ul>
Heat cramps	<ul style="list-style-type: none"> <li>▪ Muscle spasms or pain</li> <li>▪ Usually in legs, arms, or trunk</li> </ul>
Heat syncope	<ul style="list-style-type: none"> <li>▪ Fainting</li> <li>▪ Dizziness</li> </ul>
Heat rash	<ul style="list-style-type: none"> <li>▪ Clusters of red bumps on skin</li> <li>▪ Often appears on neck, upper chest, and skin folds</li> </ul>
Rhabdomyolysis (muscle breakdown)	<ul style="list-style-type: none"> <li>▪ Muscle pain</li> <li>▪ Dark urine or reduced urine output</li> <li>▪ Weakness</li> </ul>

### High Hazard industries include...

Most Gas and Welding Supply distributors

NAICS 325120

424690

424720

A complete list of affected NAICS codes may be found in Appendix A of the attached OSHA Heat NEP.



**How does this Heat NEP affect your business:**

According to the NEP instructions, high-hazard companies must have a Heat illness Prevention Plan that includes:

1. Identify employee(s) responsible for:
  - a. Administering the program,
  - b. Monitoring employees
  - c. Training employees
2. Training for new and returning employees on heat related illnesses
3. Acclimatization plan for workers: new, returning to work and temporary employees
4. Provide cool water or cool/shaded areas for full sun areas
5. Daily monitor employees for signs of heat illness
6. Monitor National Weather Service for heat conditions, heat waves and implement corresponding responses

**Enforcement Methods:**

1. Planned/programmed inspections for high-hazard industries
2. Programmed inspections shall occur on any day that the NWS has announced a heat warning or advisory for the local area
3. On-site heat complaint investigations (employee and anonymous complaints)
4. On-site investigations for all employer-reported hospitalizations related to heat injuries/illnesses

**NOTE:** Inspection procedures state:

\*A review of any potential heat-related hazards should be included in any programmed or unprogrammed inspection.”

\*OSHA Area Offices shall instruct CSHOs to be vigilant, during their travels to job sites, to conduct compliance assistance or self-referral inspections of outdoor work environments in plain view. This means as they are driving around if they see someone working outside, they can “self-refer” an inspection.



**Resources:**

[OSHA National Emphasis Program - Outdoor and Indoor Heat-Related Hazards \(Heat NEP\)](#)

[OSHA Heat Illness Prevention Training Guide: A Lesson Plan for Employers](#)

[NIOSH criteria for a recommended standard: occupational exposure to heat and hot environments.](#)

[National Integrated Heat Health Information System](#)

If you have any questions on this or any other OSHA, EPA, or DHS issues, please contact me.

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