

# KNOW YOUR RIGHTS: UNION-WON HEAT STANDARDS



**Per Maryland's new heat safety standard, your employer **MUST** provide a written plan to prevent and manage heat-related illness when the heat index is greater than 80°.**

*Signs of heat stress can include: fatigue, dizziness or lightheadedness, rapid heart rate, confusion, nausea or vomiting, heavy sweating, and hot/dry skin*

## **The plan must include:**

- Monitoring employees **newly-exposed to heat** or who have been off for 7 or more days to ensure they are okay and properly acclimatized
- Rest breaks in **adequate shade**
- Cool **drinking water** as close as possible to each work area — at least 32 oz. per employee per hour
- For **high-heat emergencies**:
  - Between heat index of 90° and 100°, there must be at least **10-minute breaks every 2 hours**
  - When heat index is over 100°, there must be at least **15-minute breaks each hour**
- **Emergency response plan** for responding to heat-related illnesses if detected
- **Mandatory training** for management and employees on the heat standard and retraining if there is a confirmed case of heat-related illness at a worksite

**ACCESS HEAT RESOURCES &  
DOWNLOAD OSHA-NIOSH HEAT INDEX APP:**  
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**If your employer has not provided you with a plan or you do not believe you and your coworkers have adequate access to water and shade, please reach out to your union steward/representative ASAP. You can also call our union offices at 410-547-1515 or email [info@afscmemd.org](mailto:info@afscmemd.org).**