



Maryland's Heat Standard (Indoor & Outdoor)

Effective September 30, 2024



Purpose & Scope

Purpose

Establish minimum requirements to protect employees from heat-related illness caused by heat stress in the workplace.

Scope

Indoor and outdoor work environments* when employees are exposed to a heat index that is 80°F or higher.

*3 exceptions apply to the scope



Scope Exceptions

Heat Standard Does Not Apply To:

Incidental Exposure

- When the employee is not required to perform work activities for more than 15 consecutive minutes within an hour.

Emergency Operations & Essential Services

- Work in connection with an emergency that requires the involvement of law enforcement, emergency medical services, firefighting, rescue & evacuation operations, or emergency restoration of essential utilities or telecommunications.

Maintained Systems

- When buildings, structures, and vehicles have a mechanical ventilation system or fan that maintain the heat index below 80°F.



Major Components

- Written Heat-Related Illness Prevention & Management Plan
 - Temperature Monitoring
 - Acclimatization
 - Shade Access
 - Drinking Water
 - High Temp Protocols (Heat Index of 80°F and 90°F)
 - Emergency Plan
- Training



Required Plan Components

- How sufficient amounts of water will be provided
- How employees will be provided sufficient opportunities & encouragement to stay hydrated
- How to recognize & respond to suspected heat-related illness
- How employer will implement rest break schedules and how employees will be provided sufficient time & space to rest in shade or cool, climate-controlled areas.
- How employees will be trained on the hazards of heat exposure & steps necessary to prevent a heat-related illness.
- Procedures for heat acclimatization
- Procedures for high-heat conditions
- The emergency response plan



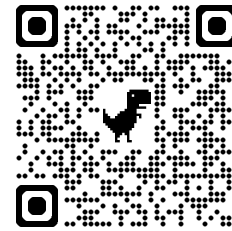
Heat Index Monitoring

Heat index must be monitored throughout the work shift where employees perform work by one of the following methods:

- Direct measurement of the temperature and humidity at the same time and location in the area(s) where employees perform work*;
- Local weather data reported by the National Weather Service or other recognized source to determine the heat index; or
- Use of the National Institute for Occupational Safety and Health's (NIOSH) Heat Safety Tool application to determine the heat index.



Apple App Store



Google App Store

***Method must be used if there is no mechanical ventilation system**

Web links for apps available at ends of slide show



Acclimatization

Acclimatization required when an employee:

- Is newly exposed to heat in the workplace
- Returns to work after 7 or more consecutive days of absence from the workplace

Acclimatization Monitoring

- Employees must be monitored for signs of heat-related illness via regular communication:
 - Phone or radio
 - Buddy system
 - Other effective means of observation



Acclimatization

- Acclimatization schedule is required to be in writing
- Gradually increases exposure time over 5-14 day period, with a max of 20% increase per day
- Follow National Institute for Occupational Safety & Health (NIOSH) recommendations for acclimatization
- Use gradual introduction & alternative cooling and control measures that acclimate an employee to the heat



Drinking Water

Employers must:

- Make available at least 32 ounces of drinking water per hour to each exposed employee per workday.
- Provide drinking water at no cost to exposed employees as close to the work areas as practicable.

Note: The entire supply needed to provide an adequate supply of water does not need to be provided at the start of the shift.



Shade Access

Must* be provided to exposed employees as close to the work as practicable.

Shaded areas shall:

- Be outside, open, and exposed to air on at least three sides;
- Prevent contributing heat sources from reducing effectiveness;
- Be sufficiently sized for the number of employees utilizing it
- Be arranged in a configuration that allows employees to sit in a normal posture and can also accommodate the removal and storage of personal protective equipment.

*If infeasible or unsafe to do so then alternative cooling & control measures that provide equivalent protection to shade must be used



Alternative cooling and control

MOSH definition “*engineering, work-practice, administrative, or other controls to manage heat, including job rotation, mechanical ventilation systems, misting equipment, cooling vests, air-cooled or water-cooled garments, and access to recreational water.*”

CODE OF MARYLAND REGULATIONS

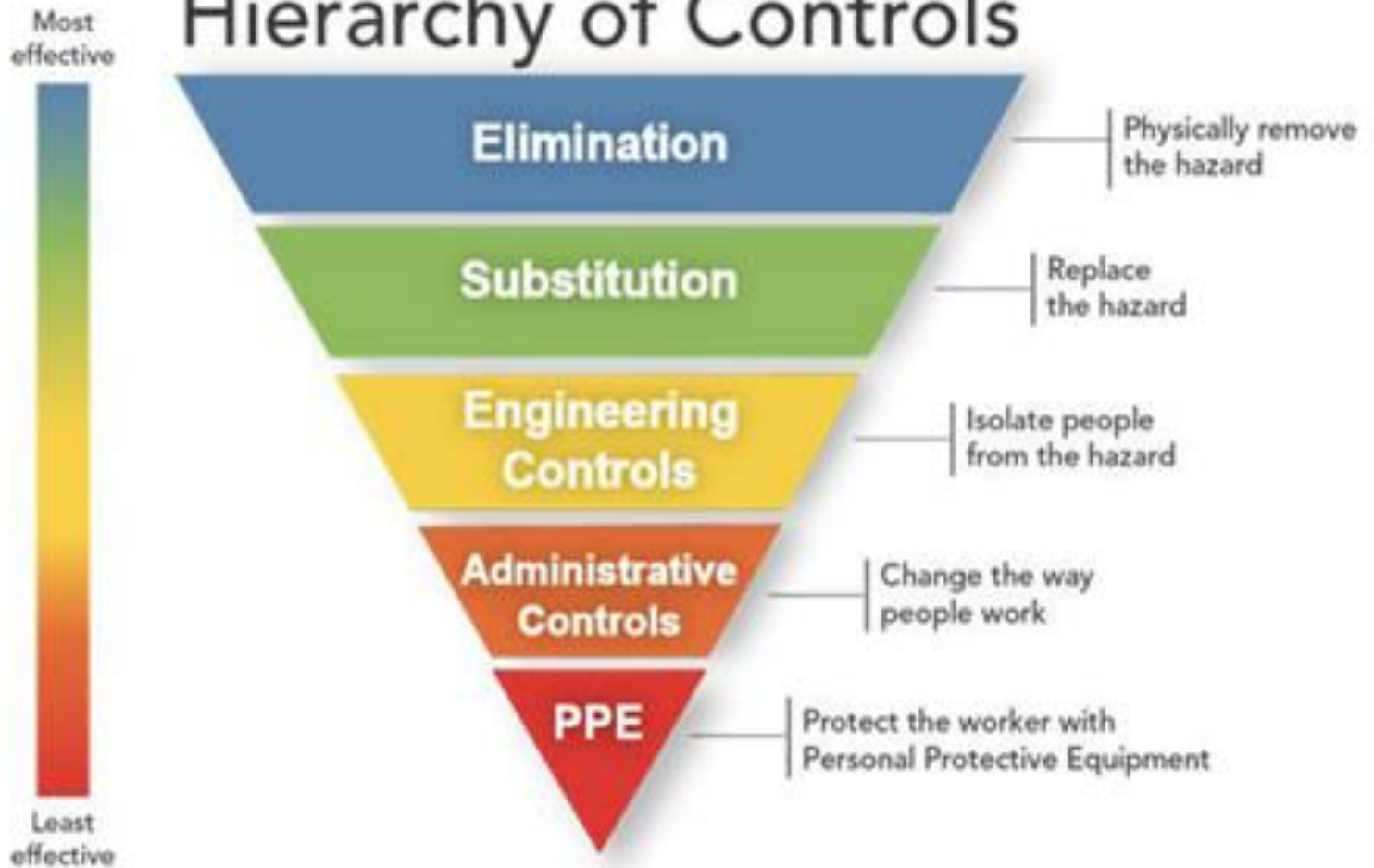


Title 09
MARYLAND DEPARTMENT OF LABOR

AFSCME
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Hierarchy of Controls



Source: NIOSH.



High-Heat Trigger

Required when heat-index reaches 90°f or higher

- A minimum rest period of 10 minutes for every 2 hours worked
- A minimum **rest period of 15 minutes for every hour** worked where employees are exposed to a **heat index above 100 degrees Fahrenheit**
- Monitoring employees for signs of heat-related illness through regular communications



Emergency Response Plan (ERP)

Must include procedures for:

Communication

- Effective & accessible means of communication so an employee can contact a supervisor or emergency medical services

Responding

- How to respond to signs & symptoms of a possible heat-related illness

Monitoring

- How care and monitoring of an employee who are exhibiting symptoms of heat-related illness will be done



Training Requirements

- Training must be provided in a language and manner that all employees & supervisors can understand.

Training Timeframe

Initially

- Prior to employee's first exposure to heat

Retraining

- Annually prior to exposure
- **Immediately** following an incident of suspected or confirmed heat-related illness



Training Requirements

Training Must Cover:

- The work & environmental conditions that affect heat-related illness;
- The personal risk factors that affect heat-related illness;
- The concept, importance, and methods of acclimatization;
- The importance of frequent consumption of water & rest breaks in preventing heat-related illness;
- The types of heat-related illness, signs & symptoms of heat-related illness, & the appropriate first aid & emergency response measures;
- The importance of and procedures for employees immediately reporting to the employer signs and symptoms of heat-related illness



Let's Discuss

- How will this standard affect you in your daily work?
- What part of the standard do you think your employer may fail in complying with?
 - What can be done about this?
- Are there more things you would like to see included in the standard?



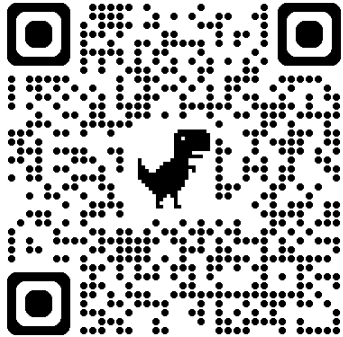
Download the Heat Standard



<https://www.labor.maryland.gov/labor/mosh/09.12.32.pdf>

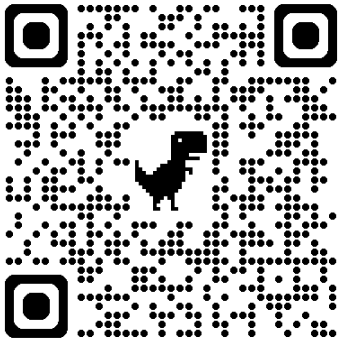


Heat-Index Apps



Apple App Store

<https://apps.apple.com/us/app/osha-niosh-heat-safety-tool/id1239425102>



Google App Store

https://play.google.com/store/apps/details/OSHA_NIOSH_Heat_Safety_Tool?id=erg.com.nioshheatindex&hl=en_IE

