










# Agricultural Workers: Your Rights when Working in Extreme Outdoor Heat



## When the outdoor temperature is at or above **89 degrees Fahrenheit** (or over **31 degrees Celsius**), your employer must:

-  Encourage you to frequently consume water or other acceptable beverages to ensure hydration.
-  Allow and encourage you to take additional paid preventative cool-down rest to protect you from overheating.
-  Monitor you to determine whether medical attention is necessary if you are showing signs or demonstrating symptoms of heat-related illness.
-  Ensure that a sufficient quantity of suitably cool drinking water is readily accessible to you at all times.
-  Relieve you from duty and provide you with sufficient means to reduce body temperature if you are showing signs or demonstrating symptoms of heat-related illness.
-  Provide **training\*** in a language that you understand before you work in outdoor temperatures that exceed 89 degrees.
-  Ensure that you have the opportunity to drink at least one quart of drinking water per hour.

## When the outdoor temperature is at or above **100 degrees Fahrenheit** (or over **37 degrees Celsius**), your employer **must also**:

-  Always have at least one area with adequate **shade\*\*** that is either open to the air, provided with ventilation and cooling, or other sufficient means for you to cool down your body temperature.
-  Ensure that you have a **paid cool-down rest period** of at least 10 minutes every two hours.

**\*The training must include:** (a) The environmental factors that contribute to the risk of heat-related illness; (b) General awareness of personal factors that may increase susceptibility to heat related illness including, but not limited to, an individual's age, degree of acclimatization, medical conditions, drinking water consumption, alcohol use, caffeine use, nicotine use, and use of medications that affect the body's responses to heat. This information is for the employee's personal use; (c) The employer's procedure for providing employees with sufficient means to reduce body temperature for the preventative cool-down rest and the requirement for preventative rest periods during extremely high heat; (d) The importance of removing heat-retaining personal protective equipment such as nonbreathable chemical resistant clothing during all breaks; (e) The importance of frequent consumption of small quantities of drinking water or other acceptable beverages; (f) The importance of acclimatization; (g) The different types of heat-related illness, the common signs and symptoms of heat related illness; and (h) The importance of immediately reporting signs or symptoms of heat-related illness in either themselves or in co-workers to the person in charge and the procedures the employee must follow including appropriate emergency response procedures.

**\*\*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 air conditioning. Shade may be provided by any natural or artificial means that does not expose employees to unsafe or unhealthy conditions and that does not deter or discourage access or use.