

	RELIANT HOLDINGS LTD AND ITS AFFILIATES Safety Management System		Doc No:	SOP-14
			Initial Issue Date:	1-20-17
CAL/OSHA HEAT ILLNESS PREVENTION			Revision Date:	Initial Version
			Revision No.:	0
			Next Revision Date:	1-20-17
Preparation: Safety Mgr	Authority: CEO	Issuing Dept: Safety	Page:	Page 1 of 4

Purpose

Work performed outdoors in California must comply with the Heat Illness Prevention Standard T8 CCR 3395. This program is designed to reduce the risk of work-related heat illnesses.

Scope

This applies to all work performed in California but should be followed for any location.

Definitions

"Acclimatization" means temporary adaptation of the body to work in the heat that occurs gradually when a person is exposed to it. Acclimatization peaks in most people within four to fourteen days of regular work for at least two hours per day in the heat.

"Heat Illness" means a serious medical condition resulting from the body's inability to cope with a particular heat load, and includes heat cramps, heat exhaustion, heat syncope and heat stroke.

"Preventative recovery period" means a period of time to recover from the heat in order to prevent heat illness.

"Shade" means blockage of direct sunlight. Canopies, umbrellas and other temporary structures or devices may be used to provide shade. 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 air conditioning.

Requirements

All managers and supervisors are responsible for implementing and maintaining the Heat Illness Program in their work areas. High heat procedures are to be followed when the temperature exceeds 95 degrees Fahrenheit. High heat procedures shall include, but are not limited to:

- Effective communication by voice, observation or electronic means,
- Observation of employees for alertness and signs/symptoms of heat illness,
- Reminding employees to drink water throughout the shift,

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- Closely supervising employees for their first 14 days of employment, and The provisions of this procedure

Provision of Water

Employees shall have access to potable drinking water. Where it is not plumbed or otherwise continuously supplied, it shall be provided in sufficient quantity at the beginning of the work shift.

Access to Shade

Employees will be provided with access to shade. At or below 85 degrees Fahrenheit the employee shall have timely access to shade upon request. For temperatures at or above 85 degrees Fahrenheit, one or more areas with shade shall be provided at all times while employees are present. Shade shall accommodate at least 25% of employees on shift at any one time.

Employees suffering from heat illness or believing a preventative recovery period is needed shall be provided access to an area with shade that is either open to the air or provided with ventilation or cooling for a period of no less than five minutes. Such access to shade shall be permitted at all times. See definition of "Shade".

Written Procedures


The heat prevention program/procedures shall be made available to employees. The procedures for RELIANT HOLDINGS LTD AND ITS AFFILIATES shall be in writing and shall be made available to employees.

Each work site shall develop site specific procedures but shall include the minimum:

- Bring at least 2 quarts per employee at the start of the shift and the supervisors/designated persons will monitor water containers every 30 minutes, and employees are encouraged to report to supervisor/designated person low levels or dirty water.
- Supervisors will provide frequent reminders to employees to drink frequently.
- Every morning there will be short tailgate meetings to remind workers about the importance of frequent consumption of water throughout the shift during hot weather.
- Place water containers as close as possible to the workers.
- When drinking water levels within a container drop below 50%, the water shall be replenished immediately or water levels should not fall below the point that will allow for adequate water during the time necessary to effect replenishment.
- Disposable/single use drinking cups will be provided to employees or provisions will be made to issue employees their own cups each day.
- Supervisors will set-up an adequate number of umbrellas, canopies or other portable devices at the start of the shift and will relocate them to be closer to the crew, as needed.

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- Non-agricultural employers can use other cooling measures if they demonstrate that these methods are as effective as shade.
- Working hours will be modified to work during the cooler hours of the day, when possible.
- When a modified or shorter work-shift is not possible, more water and rest breaks will be provided.
- Supervisors will continuously check all employees and stay alert to the presence of heat related symptoms.
- Supervisors will carry cell phones or other means of communication, to ensure that emergency services can be called and check that these are functional at the worksite prior to each shift.
- Every morning, workers will be reminded about address and directions to the worksite to inform medical responders and emergency procedures.
- All newly hired workers will be assigned a buddy or experienced coworker to ensure that they understood the training and follow the Reliant Holdings Ltd and Its Affiliates procedures.

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Training

Employees will receive training in the RELIANT HOLDINGS LTD AND ITS AFFILIATES heat illness prevention procedures. Training in the following topics shall be provided to all supervisory and non-supervisory employees:

- The environmental and personal risk factors for heat illness;
- RELIANT HOLDINGS LTD AND ITS AFFILIATES procedures for complying with the requirements of the Heat Illness Prevention Standard T8 CCR 3395;
- The importance of frequent consumption of small quantities of water, up to 4 cups 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 importance of acclimatization;
- The different types of heat illness and the common signs and symptoms of heat illness;
- The importance to employees of immediately reporting to the employer, directly or through the employee's supervisor, symptoms or signs of heat illness in themselves, or in co-workers;
- RELIANT HOLDINGS LTD AND ITS AFFILIATES procedures for responding to symptoms of possible heat illness, including how emergency medical services will be provided should they become necessary;
- RELIANT HOLDINGS LTD AND ITS AFFILIATES procedures for contacting emergency medical services, and if necessary, for transporting employees to a point where they can be reached by an emergency medical service provider;
- RELIANT HOLDINGS LTD AND ITS AFFILIATES procedures for ensuring that, in the event of an emergency, clear and precise directions to the work site can and will be provided as needed to emergency responders.

Supervisors will be trained in heat related illness prior to supervision of employees working in the heat. Additionally, the supervisors will be trained in the RELIANT HOLDINGS LTD AND ITS AFFILIATES procedures the supervisor is to follow to implement the applicable procedures to prevent heat illness and the procedures the supervisor is to follow when an employee exhibits symptoms consistent with possible heat illness, including emergency response procedures.

Communication for employees shall be in a form readily understandable by all affected employees.

RELIANT HOLDINGS LTD AND ITS AFFILIATES shall ensure all contractors, subcontractors, staffing companies, etc. employees (including temporary) working outdoors have been trained in heat illness prevention.