

# SUMMER 2026 HEAT ILLNESS PREVENTION PLANNING FOR OUTDOOR WORKERS

*Guidance for Complying with the City of Boston's Ordinance to Protect Workers from Heat-Related Illness and Injury in the City of Boston with a Template for a Written Heat Illness Prevention Plan*



Massachusetts Coalition  
For Occupational Safety And Health



**Prepared by:**

Pietra Check, Tatiana Sofia Begault, Rick Rabin at the Massachusetts Coalition for Occupational Safety and Health (MassCOSH)

Madeleine L.K. Scammell, Jonathan Lee at the Boston University School of Public Health

Under Contract EV000017107 with: City of Boston Office of Labor Compliance and Worker Protections, Chanvathana Te, Senior Policy Manager

Significant portions of this document have been adapted from The Massachusetts Department of Labor Standards (DLS) Heat Illness Prevention and Management for Outdoor Workers guidance document and Sample Heat-Illness Prevention Plan published by the Occupational Safety and Health Administration (OSHA) in the US Department of Labor.

Supplemental sections incorporate climate-attitudes data, public concern about extreme heat, language-access considerations, and high-risk examples relevant to clean-energy transition and outdoor work.

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## Section I

### Introduction

Heat is the leading cause of death among all weather-related fatalities. For workers, the impact of excessive heat can be deadly. Every year, dozens of workers die and thousands more become ill while working in hot or humid conditions.

In early 2026, the City of Boston passed a [municipal ordinance](#) that requires covered City of Boston agencies, contractors, and subcontractors to take certain precautions to protect workers from heat illness. This document outlines heat illness, best practices for heat illness prevention, emergency preparedness for heat illness, and provides employers with an adaptable template for the required written Heat Illness Prevention Plan (HIPP).

### Who is covered by the Ordinance?

#### Covered Contractors and Subcontractors:

The **Ordinance to protect workers from heat-related illnesses and injuries in the City of Boston** provides heat safety protections for employees working for contractors on City of Boston contracts in the following categories:

- Building and public works construction (M.G.L. c. 149, M.G.L. c. 149A, M.G.L. c. 30, § 30M)
- Landscaping, tree services, grounds cleaning/mowing, and maintenance of outdoor property
- Outdoor security services, including flaggers
- Moving services
- Trash and recycling collection and hauling.

#### City of Boston Departments

The Ordinance also covers City of Boston departments whose employees perform work in a setting at risk of causing Heat Illness, as determined by the Office of Labor Compliance and Worker Protections.

### Summary of Ordinance requirements

#### City of Boston Departments

The Ordinance requires City of Boston Departments that have employees performing the covered types of work (see above) to develop and implement a Heat Illness Prevention Plan (HIPP) consistent with the template found in [Appendix C](#) of this document, including providing relevant training and materials to employees prior to work in environments with a high heat index.

## Covered Contractors and Subcontractors

As of May 25, 2026, Contractors bidding on City of Boston contracts, subcontracts, leases, and licenses must provide a [Heat Illness Prevention Plan \(HIPP\) Affidavit](#). Through the Affidavit, vendors affirm under the pains and penalties of perjury:

- **Heat Illness Prevention Plan (HIPP) Development:** The Contractor will prepare, before any work begins, a project-specific HIPP that defines planned heat protections the Ordinance. For resources and information on HIPPs, go to [boston.gov/heat-protections](http://boston.gov/heat-protections).
- **HIPP Implementation:** Basic heat protections defined in your HIPP must be implemented whenever the heat index reaches 80°F (initial trigger), and additional protections defined in your HIPP must be implemented when the heat index reaches 90°F (high heat trigger).
- **Availability:** The HIPP will be made available to the City upon request.
- **Language Access:** The HIPP will be accessible to each employee in a language understood by the employee.
- **Employee Notification:** The Contractor, and any Subcontractor(s), will make available to their employees information, provided by the City, on the Ordinance and how to submit a complaint should employees feel they are not receiving the protections required. For information to share with employees, go to [boston.gov/heat-protections](http://boston.gov/heat-protections).
- **Subcontractor Compliance:** The HIPP will be incorporated in all subcontracts, subleases, sublicenses, and other third-party agreements with any third party engaged to perform labor or services in connection with the project. It is the obligation of the Contractor to ensure compliance with all provisions above by its Subcontractor(s).

More details are available on this Fact Sheet for Covered Contractors.

## Definitions

**Covered contractor** refers to any person or entity that is a party to a City service or construction contract, City lease, or City license whose employees perform work in a setting at risk of causing Heat Illness, as determined by the Office of Labor Compliance and Worker Protections.

**Drinking water** means potable, cool or cold water that is suitable for human consumption and is maintained in safe and sanitary conditions to prevent contamination and illness where such is not supplied through plumbed fixtures or otherwise continuously supplied. The term also includes commercially available electrolyte-replenishing beverages that do not contain caffeine.

**Heat illness** means any medical condition caused by high temperatures and humidity, including but not limited to heat cramps, heat exhaustion, heat syncope, heat stroke, and heat edema.

**Heat Illness Prevention Plan** or **HIPP** refers to a written plan to prevent Heat Illness pursuant to the requirements of the City of Boston Ordinance.

**Heat Illness Prevention Plan Affidavit** refers to a sworn statement on a form determined by the Office of Labor Compliance and Worker Protections certifying that the Covered Contractor, or his or her designee, has prepared and will implement a project-specific Heat Illness Prevention Plan that defines planned protections from potential heat hazards.

**Heat index** is a measure of heat stress that combines the air temperature in the shade with the relative humidity. It estimates how the environment “feels” to the body when the effect of humidity is factored in. When work is performed in full sunlight, add 15 degrees to the Heat Index.

**Heat risk** is determined by the Heat Index adjusted for sun exposure. It can be classified as low, moderate, high, or very high/extreme.

**Rest** means a break from work within working hours, during which an employee may not work.

**Shade** refers to an area that is not in direct sunlight. Shade may be provided by any natural or artificial means, such as a tree, tarp, tent, canopy, or other similar structure.

**Subcontractor** refers to any person or entity that has a contract with a Covered Contractor to perform all or part of the work covered by a City contract.

**Work intensity** can be classified as light, moderate, or heavy. See [Table 1](#) below for examples of tasks at level of intensity.

**Table 1 Levels of Work Intensity: Examples**

| Light  | Moderate   | Heavy   |
|--|--|---|
| <ul style="list-style-type: none"><li>• Operating equipment</li><li>• Walking on flat ground</li><li>• Using light hand tools</li><li>• Traveling in vehicle</li></ul> | <ul style="list-style-type: none"><li>• Carrying equipment/supplies weighing 20-40 lbs.</li><li>• Using heavy hand tools, such as shovels, for short periods</li></ul> | <ul style="list-style-type: none"><li>• Climbing</li><li>• Carrying equipment/supplies weighing 40 lbs. or more</li><li>• Using heavy hand tools, such as shovels</li></ul> |

## Section II

### Benefits to employers of protecting workers from extreme heat

Extreme heat is the leading cause of weather-related deaths in the US. (Adams-Fuller, 2023). Heat affects businesses in insurance costs and lost productivity. Economic and human health risks are only expected to increase, as the proportion of people in the US residing in urban areas, which are more affected by heat, is projected to grow to nearly 90% by 2050, and global average temperatures are rising steadily. (Atlantic Council, 2022)

When protected from heat-related illnesses, employees are more productive, efficient, and make fewer mistakes. Protections keep workers on the job and reduces Workers' Compensation costs as fewer heat-related illnesses means less lost work time and fewer heat-related claims. (Blue-Green Alliance, n.d.)

### Working in hot conditions: When workers are at risk

Work activities that may increase risk of heat illness include, but are not limited to: outdoor field work; construction; trenching and utility repair; roofing, solar, and battery installation; landscaping; warehouse or industrial work in spaces without adequate cooling; indoor work near hot processes; and community or youth-facing outdoor programming conducted in hot weather.

#### Risk factors for heat illnesses

There are different types of risk factors for heat illness. Some are easier to eliminate or reduce than others. Employers should assess weather, work, site, and worker-related factors every day that workers may be exposed to hot work environments. Below is a brief summary of some risk factors for heat illness.

#### Weather-related

- Air temperature above 80°F
- Relative humidity above 40%
- Radiant heat from direct sun, pavement, rooftops, dark membranes, vehicles, and nearby equipment
- Rapid temperature increases and heat waves
- Low air movement, low wind speeds

#### Work-related

- Physical exertion required by the job – heavy work loads are higher risk than light work
- Long task duration with limited recovery time – working for long stretches in the heat without adequate rest breaks increases risk
- Working in direct sunlight, such as roof work, trenching, utility repair, paving, landscaping, and material handling
- Work near ovens, boilers, engines, mechanical rooms, or spaces without adequate cooling

- Time of day—Heavy work loads and higher risk tasks are even riskier during the times of day with highest temperature and humidity

#### Site and equipment-related

- Conductive or radiant heat from dark-colored work surfaces, machinery, and tools
- Low wind speed or lack of air movement
- Use of non-breathable protective clothing or other PPE
- Inadequate access to potable water, shade, cooled rest space, or reliable transportation to medical care

#### Worker-related

- Not yet acclimated to warmer conditions
- Age, particularly workers 65 years and older
- Poor general health, cardiovascular disease, diabetes, dehydration, or a previous heat-related illness
- Alcohol or excessive caffeine consumption before or during the shift
- Prescription medications that affect water retention or physiological response to heat, including some antibiotics, beta blockers, diuretics, antihistamines, tranquilizers, and antipsychotics

### Heat Illnesses: Signs, symptoms, and response

Heat illness is an umbrella term for several different conditions, each with distinct symptoms. Heat illness can look different in different people, and a person can get severe heat illness without showing symptoms of milder illness first. It is important for supervisors and employees to know the signs and symptoms of heat illness, and to respond quickly when they see these in a co-worker. Early recognition can prevent a minor condition from escalating into a life-threatening emergency.

#### Heat rash

Heat rash is the most common heat illness associated with hot work environments.

*Symptoms:* Sweating may cause clusters of red pimples or small blisters, especially in the groin, underarms, and knee or elbow creases.

*Prevention / response:* Move the employee to a cooler and/or less humid area. Keep the affected area dry. Avoid ointments or creams—these trap heat and moisture.

#### Heat exhaustion

Heat exhaustion often occurs through dehydration and electrolyte depletion. Symptoms can be severe enough to be a medical emergency.

*Symptoms:* Heavy sweating, weakness, fatigue, nausea, vomiting, muscle cramps, headache, dizziness, fainting.

*Prevention / response:* Stop work immediately. Move the employee to a cooler environment. Begin rehydration with water or an electrolyte-restoring drink. Avoid caffeine and alcohol. Allow enough time for full cooling and recovery. **Fainting or loss of consciousness should be treated as a medical emergency.**

### Heat stroke

Heat stroke is a medical emergency that can develop quickly when heat exhaustion isn't treated completely. In hot working conditions, a person can develop heat stroke without showing symptoms of less serious heat illness first. Heat stroke can be life-threatening.

*Symptoms:* Confusion, lethargy, agitation, seizures, dry skin, stopped sweating, and a possible internal temperature above 106°F.

*Prevention / response:* **Call emergency responders immediately.** Move the employee to air conditioning or deep shade, remove unnecessary clothing, cool the person with water, ice packs, or cold cloths, and never leave the worker alone while waiting for emergency medical services.

## Section III

### Preventing Heat Illness

#### 1. Train supervisors and employees

Employees and supervisors must be trained on the provisions of this Heat Illness Prevention Plan. The plan and the training must be provided in a language and form that workers understand. Training should include risk factors, symptoms, hydration, acclimatization, rest schedules, the buddy system, and emergency response steps. Detailed information on training requirements and recommendations is below.

#### 2. Evaluate risk and Monitor work conditions

**Monitor weather reports daily.** Reschedule jobs with high heat exposure to cooler times of day whenever possible, and be extra vigilant when temperatures rise quickly. Be aware of heat advisories, watches, and warnings for the job site area.

If work occurs outdoors or in a building / structure without mechanical cooling, **determine the heat index every day** and if temperatures or humidity change during the day.

The **Heat Index** is a measure of heat stress that combines the air temperature in the shade with the relative humidity. It estimates how the environment “feels” to the body when the effect of humidity is factored in. Humidity decreases the body’s ability to cool because the rate of evaporation of sweat is reduced. When work is performed in full sunlight, add 15 degrees to the Heat Index.

*Example:* The **Heat Index** is 113°F when the air temperature is 90°F and the relative humidity is 80%. If in full sunlight the **heat index** would be 128°F.



To determine the **heat index**:

- Measure temperature and relative humidity at the actual worksite and determine the **heat index** using the **Chart** below **OR**
- Use the [OSHA/NIOSH Heat Safety Tool](https://www.cdc.gov/niosh/topics/heatstress/heatapp.html) (mobile app found at [cdc.gov/niosh/topics/heatstress/heatapp.html](https://www.cdc.gov/niosh/topics/heatstress/heatapp.html)). All supervisors, managers, and employees who use the Heat Tool Application should also understand how to interpret recommended protective actions and how to communicate them to the crew. See [Additional Resources](#) at the end of this document for more information on the Heat Tool app and understanding its recommendations.

Every time the heat index is measured or updated, **inform employees** of the new measurement, the related heat risk, and any precautions that must be taken.

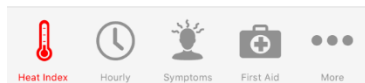
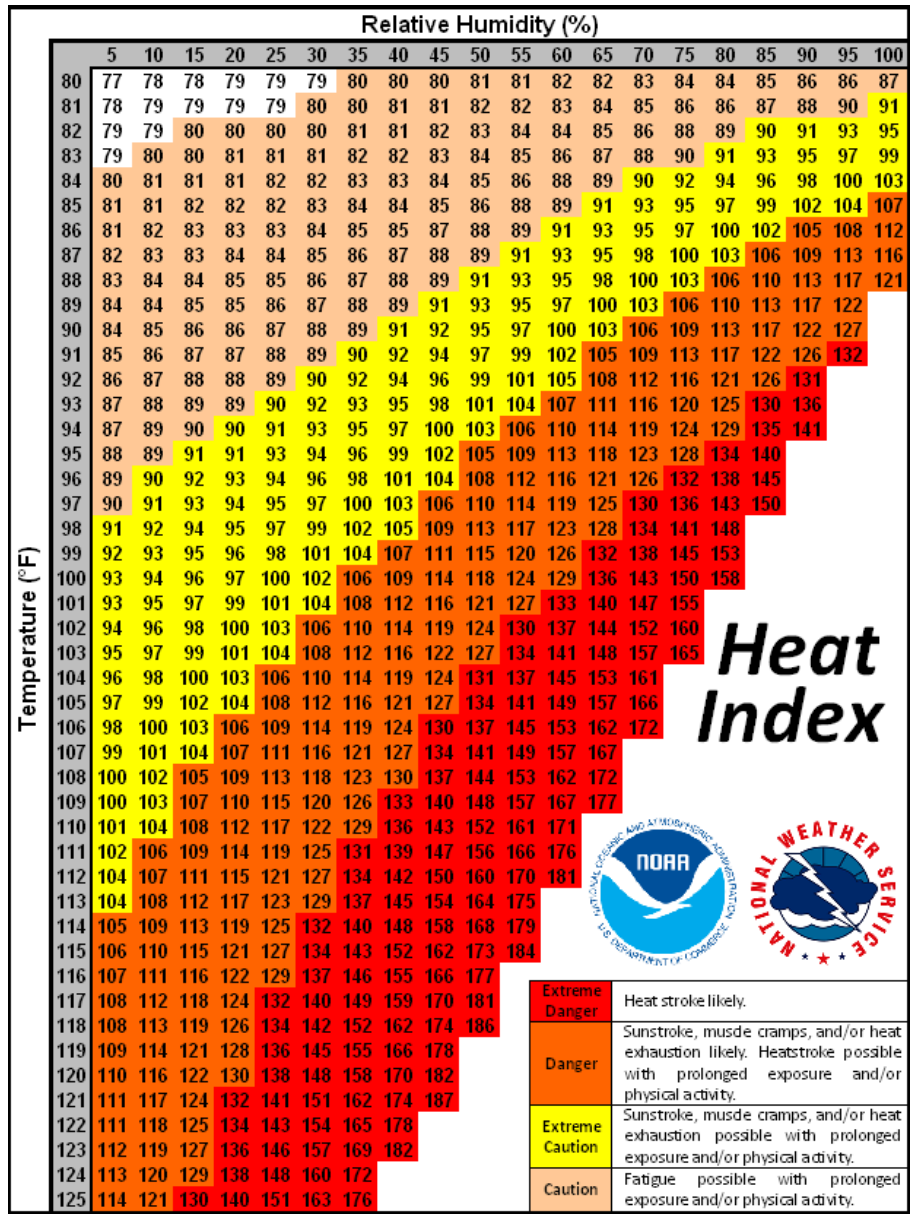


Image of the OSHA/NIOSH Heat Safety Tool Application screen

# Heat Index Chart



### 3. Determine site-specific health illness prevention procedures

At each worksite, the employer should tailor the general protections of their Heat Illness Prevention Plan to actual on-site conditions. Site-specific procedures should identify how heat index information will be obtained, where water and cooled recovery spaces are located, who is on an acclimatization schedule, and who is responsible for first aid and emergency response. See the [Job-site Specific Heat Illness Prevention Plan Template](#) in [Appendix D](#) for an example.

#### Acclimatization

Acclimatization means getting used to the weather gradually over time. Allow workers time to acclimatize to the heat during the first week of work in hot weather—whether because of weather changes, an employee who is new to working in the heat, or an employee returning from a week or more away from work. Over the course of the first week, increase workloads and intensity of work gradually. Provide more frequent breaks.

#### Access to water, rest, and shade

- Encourage employees to drink small amounts of water frequently throughout the day and before they feel thirsty.
- For moderate work under moderately hot conditions, workers need about 8 ounces of clear fluid every 15 to 20 minutes. Over a full day, avoid drinking extreme amounts of water; very large amounts of water can also be dangerous.
- Encourage workers to eat regular meals and snacks to replace salt and electrolytes lost through sweat.
- Set up a buddy system so workers remind each other to hydrate, cool down, and watch for symptoms.
- Provide shaded, cooled, or air-conditioned areas for rest breaks. Air conditioning does not erase acclimatization.

#### Emergency response procedures

Ensure employees know the signs of heat-related illness and report symptoms in themselves or co-workers immediately.

At higher heat index levels, designate at least one on-site employee who is equipped and authorized to call 911.

Keep first-aid supplies available, including a reliable oral thermometer, a means to check heart rate, cool water or electrolyte replacement fluids, cold packs / ice packs, and spray bottles or another water source to support emergency cooling.

Before work begins, confirm the location, physical address, and phone number of the nearest hospital or emergency medical service. For remote sites, verify that EMS can find the exact location and obtain GPS coordinates if needed.

The following [Daily Heat Safety Task Matrix Table](#) summarizes site-specific procedures, when to implement them during a work day, and the responsible role for each task.

## Daily Heat Safety Task Matrix

| Timing                     | Required Task  | Responsible Role       |
|----------------------------|--|------------------------|
| Before shift               | <ul style="list-style-type: none"> <li>• Check forecast / measure on-site heat index</li> <li>• Identify high-risk tasks, acclimatization needs, water access, shaded recovery space, and emergency contacts</li> <li>• Identify and prepare for worker language access needs</li> </ul> | Supervisor / manager   |
| Pre-task briefing          | <ul style="list-style-type: none"> <li>• Review symptoms, water and break expectations and locations, location of first aid materials</li> <li>• Assign buddy system</li> <li>• Designate 911 caller(s) on crew</li> </ul>   | Supervisor + crew      |
| During shift               | <ul style="list-style-type: none"> <li>• Communicate heat index changes</li> <li>• Enforce breaks</li> <li>• Document concerns and rotate or reschedule work when needed</li> <li>• Observe for symptoms</li> </ul>  | Supervisor             |
| During Shift               | <ul style="list-style-type: none"> <li>• Observe for symptoms</li> <li>• Communicate concerns to supervisor</li> </ul>   | Crew                   |
| After incident / near miss | <ul style="list-style-type: none"> <li>• Provide first aid</li> <li>• Activate EMS if needed</li> <li>• Document incident and corrective actions</li> <li>• Reassess whether work may safely continue.</li> </ul>  | Supervisor / responder |

### 4. Take action to prevent heat illnesses

The [Heat Index Action Thresholds Table](#) below outlines heat illness prevention measures at different levels of heat risk. Note that certain additional measures are required when the heat

index is at least 80°F, and then additional measures again are required when the heat index is at least 90°F.

**When the heat index is at least 80°F:**

- Provide access to shade / cooling areas for rest breaks.
- Provide cool drinking water.
- Follow acclimatization recommendations for new and returning employees ([Appendix A](#)).

**When the heat index is at least 90°F:**

- Require mandatory rest-break periods in shaded or cooled areas according to work intensity and duration ([Appendix B](#)).
- Require proactive two-way communication between employees and supervisors.
- Designate at least one employee at the worksite who is equipped and authorized to call 911 for emergency medical services.

**Heat Index Action Thresholds**

| Heat Index   | Prevention Measures   |
|--|---|
| Below 80°F<br>(low heat risk)                        | <ul style="list-style-type: none"><li>● Continue routine hydration</li><li>● Monitor forecast changes</li><li>● Prepare water and shade/cooling areas before conditions worsen</li></ul>  |
| 80°F and above<br>(lower heat risk—exercise caution) | <ul style="list-style-type: none"><li>● Provide cool drinking water</li><li>● Provide access to shade or cooled recovery areas</li><li>● Follow acclimatization procedures for new or returning workers</li></ul>                         |
| 90°F and above<br>(moderate heat risk)               | <ul style="list-style-type: none"><li>● Implement mandatory rest breaks based on work intensity</li><li>● Require proactive two-way communication</li><li>● Designate a 911 caller</li><li>● Increase active symptom monitoring</li></ul> |

## Training Requirements and Recommendations

### For Workers

All employees should be trained on the following topics before working under high heat-index conditions:

- Risk factors for heat-related illness, including weather, work, site/equipment, and worker-related factors.
- The different types of heat illness, the common signs and symptoms of each, and the appropriate first aid and emergency response.
- Employer responsibilities and procedures for providing water, heat-index information, shade / cooling areas, preventive rest breaks, and access to first aid and emergency response.
- The importance of drinking small quantities of water continuously throughout the day when the work environment is hot and employees will sweat more than usual.
- The concept, importance, and methods of acclimatization.
- The importance of immediately reporting signs and symptoms of heat illness in oneself or in others. Their role in the buddy system to keep each other safe.

MassCOSH also recommends bilingual or multilingual instruction whenever the workforce includes employees who speak English less than very well. In testimony addressing clean-energy transition work, MassCOSH emphasized that if training is not bilingual, it is not accessible (Begault, 2026).

### For Supervisors

Supervisors should be trained on all of the topics employees are trained on, along with the following:

- Completing and/or implementing the site-specific heat illness prevention plan and supervising the daily task matrix.
- Implementing acclimatization procedures so that new workers and current workers who have not worked in high heat for the past week get adjusted to working in heat
- Monitoring weather reports and determining the heat risk level based on a heat index measurement
- Responding to hot weather advisories
- Providing clean drinking water
- Providing rest schedules
- Providing shade for rest areas
- Monitoring and encouraging adequate fluid intake and rest breaks
- Implementing a worker buddy system and two-way communication for continuous symptom monitoring
- What procedures to follow when a worker has symptoms of heat-related illness, including first aid and emergency response procedures

## Evaluate your Heat Illness Prevention Plan

Monitoring and quality improvement is an important aspect of any safety plan. A first step in evaluating your readiness for heat illness prevention and compliance with the new city Ordinance, review your written plan to ensure it includes the following:

[Sample Work Site Incident Reporting Form](#) (see OSHA doc page 62)

- How will you monitor ambient temperature(s) and levels of work exertion at the worksite to assess risk?
- How will you provide unlimited cool water so that it is easily accessible to the employees?
- Under what conditions will you require additional breaks for hydration?
- How will you schedule rest breaks?
- How will you ensure there is a shaded area for workers to rest?
- How will you provide time for acclimatization of new and returning workers?
- How will you implement a “buddy” system in place on hot days?
- What administrative controls will you use (earlier start times, and employee/job rotation) to limit heat exposures?
- When, how, and in what languages will you provide training on heat illness signs, how to report signs and symptoms, first aid, how to contact emergency personnel, prevention, and the importance of hydration?

Once the plan is in place and has been working for some time, it is good practice to assess its efficacy. One way to do that is to complete an incident report each time there is an heat illness or near miss on a job site, and review the reports periodically to see if there are patterns or trends for what needs improvement. [Appendix E](#) of this document provides a sample/template for a Heat Illness Incident Reporting form for this purpose.

## Section IV: Appendices

### Appendix A: Acclimatization Schedule for New and Returning Employees

#### CDC Acclimatization Recommendations

According to the Centers for Disease Control and Prevention, acclimatization is the beneficial adaptation a worker's body makes as repeated, gradual exposure to a hot environment occurs.

*Recommended phased exposure schedule:*

New workers should spend no more than 20% of the first day in high-heat index conditions, 40% on day 2, 60% on day 3, 80% on day 4, and 100% on day 5.

Workers returning after an absence of a week or more should generally spend no more than 50% of the day in high-heat index conditions on day 1, 60% on day 2, 80% on day 3, and 100% on day 4.

A worker's physical fitness and total heat stress affect how well the body adapts. After a week or more away from heat exposure, some of the beneficial adaptation may be lost, so re-acclimatization may be needed.

*Additional notes on maintaining acclimatization:*

- Acclimatization adaptations can often be regained in 2 to 3 days upon return to work in high-heat index conditions.
- Acclimatization appears to be maintained better by those who are physically fit.
- Seasonal shifts in temperature may still create difficulty.
- Air conditioning does not take away the acclimatization adaptations.

#### Appendix B: Work / Rest Schedule - Massachusetts Department of Labor Standards

Recommended minutes of rest per hour while performing light, moderate, and heavy intensity work. These recommendations assume workers are physically fit, well-rested, fully hydrated, under age 40, and have adequate water intake. "Caution" conditions indicate a high risk of heat stress; consider rescheduling work.

| Light Work               |        |         |         |         |         |         |         |
|--------------------------|--------|---------|---------|---------|---------|---------|---------|
| Heat Index °F            | 88-112 | 113-114 | 115-116 | 116-118 | 119-120 | 121-122 | >122    |
| Rest Period Minutes/Hour | Usual  | 15      | 20      | 25      | 30      | 45      | Caution |

| Moderate Work            |        |     |         |         |         |         |         |         |         |
|--------------------------|--------|-----|---------|---------|---------|---------|---------|---------|---------|
| Heat Index °F            | 88-101 | 102 | 103-104 | 105-106 | 107-110 | 111-112 | 113-114 | 115-116 | >116    |
| Rest Period Minutes/Hour | Usual  | 15  | 20      | 25      | 30      | 35      | 40      | 45      | Caution |

| Heavy Work               |       |       |    |       |         |         |         |         |         |
|--------------------------|-------|-------|----|-------|---------|---------|---------|---------|---------|
| Heat Index °F            | 88-93 | 94-96 | 97 | 98-99 | 100-102 | 103-106 | 107-110 | 111-112 | >112    |
| Rest Period Minutes/Hour | Usual | 15    | 20 | 25    | 30      | 35      | 40      | 45      | Caution |

## Appendix C: Sample/Template Written Heat Illness Prevention Plan

# Heat Illness Prevention Plan

*Model template adapted for Massachusetts worksites with supplemental climate, language-access, and clean-energy task guidance*

|                           |  |
|---------------------------|--|
| Department / Company Name |  |
| Date                      |  |

### Adaptation note

This Heat Illness Prevention Plan template has been adapted by MassCOSH for the City of Boston Departments and Covered Contractors from the Massachusetts Department of Labor Standards *Heat Illness Prevention and Management for Outdoor Workers* guidance document and *Sample Heat-Illness Prevention Plan* published by the Occupational Safety and Health Administration (OSHA) in the US Department of Labor.

## Purpose

The purpose of this plan is to protect employees from the hazards of hot working environments and climate-intensified extreme heat. This plan is designed to help employers prevent, recognize, and respond to heat-related illness before it becomes an emergency.

Work activities that may increase risk of heat illness include, but are not limited to: [assess potential industry, occupation, and site-specific activities that could increase risk of heat illness and list them here]

## Scope

This document outlines efficient and safe work practices to prevent heat-related illness among employees at the workplace. It may be used for new employee training, annual refresher training, site-specific planning, and daily heat-safety briefings. In alignment with the City of Boston Heat Injury and Illness Prevention Ordinance, the plan details the measures that we will take to prepare for and respond to conditions when the heat index rises to 80°F and above, including employee training, access to water, rest, and shade, acclimatization, and emergency procedures.

## Background

Heat-related illnesses can happen when workplace activity in a hot environment overwhelms the body's ability to cool itself. Risk increases when workers lack adequate hydration, must wear

restrictive PPE, work on dark or reflective surfaces, labor in humid environments, or perform strenuous work without enough rest. Climate change is increasing the urgency of planning for heat: national survey research found that 74% of U.S. adults think global warming is affecting extreme heat in the United States, and 73% worry extreme heat may harm their local area (Leiserowitz et al., 2026).

## Risk Factors

There are different types of risk factors for heat illness. Some are easier to eliminate or reduce than others. Employers should assess weather, work, site, and worker-related factors every day that workers may be exposed to hot work environments. Below is a brief summary of some risk factors for heat illness.

### Weather-related

- Air temperature above 80°F.
- Relative humidity above 40%.
- Radiant heat from the sun, pavement, rooftops, dark membranes, vehicles, and nearby equipment.
- Rapid temperature increases, heat waves, and low air flow/movement.

### Work-related

- Physical exertion required by the job.
- Long task duration with limited recovery time.
- Working in direct sunlight, such as roof work, trenching, utility repair, paving, landscaping, and material handling.
- Indoor work near ovens, boilers, engines, mechanical rooms, or spaces without adequate cooling.

### Site and equipment-related

- Conductive or radiant heat from dark-colored work surfaces, machinery, and tools.
- Low wind speed or lack of air movement.
- Use of non-breathable protective clothing or other PPE.
- Inadequate access to potable water, shade, cooled rest space, or reliable transportation to medical care.

### Worker-related

- Not yet acclimated to warmer conditions.
- Poor general health, cardiovascular disease, diabetes, dehydration, or a previous heat-related illness.
- Alcohol or excessive caffeine consumption before or during the shift.
- Prescription medications that affect water retention or physiological response to heat, including some antibiotics, beta blockers, diuretics, antihistamines, tranquilizers, and antipsychotics.

## Recognizing Heat-Related Illnesses

Heat illness is an umbrella term for several different conditions with distinct symptoms. Early recognition can prevent a minor condition from escalating into a life-threatening emergency.

## Heat rash

Heat rash is the most common heat illness associated with hot work environments.

Symptoms: Sweating may cause clusters of red pimples or small blisters, especially in the groin, underarms, and knee or elbow creases.

Prevention / response: Move the employee to a cooler and/or less humid area. Keep the affected area dry. Avoid ointments or creams—these trap heat and moisture.

## Heat exhaustion

Heat exhaustion often occurs through dehydration and electrolyte depletion. Symptoms can be severe enough to be a medical emergency.

Symptoms: Heavy sweating, weakness, fatigue, nausea, vomiting, muscle cramps, headache, dizziness, fainting.

Prevention / response: Stop work immediately. Move the employee to a cooler environment. Begin rehydration with water or an electrolyte-restoring drink. Avoid caffeine and alcohol. Allow enough time for full cooling and recovery. **Fainting or loss of consciousness should be treated as a medical emergency.**

## Heat stroke

Heat stroke is a medical emergency that can develop quickly when heat exhaustion isn't treated completely. In hot working conditions, a person can develop heat stroke without showing symptoms of less serious heat illness first. Heat stroke can be life-threatening.

Symptoms: Confusion, lethargy, agitation, seizures, dry skin, stopped sweating, and a possible internal temperature above 106°F.

Prevention / response: **Call emergency responders immediately.** Move the employee to air conditioning or deep shade, remove unnecessary clothing, cool the person with water, ice packs, or cold cloths, and never leave the worker alone while waiting for emergency medical services.

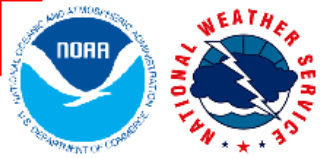
## Evaluate Risk for Heat Illness

- Monitor weather reports daily. Reschedule jobs with high heat exposure to cooler times of day whenever possible, and be extra vigilant when temperatures rise quickly.
- If work occurs outdoors or in a building / structure without mechanical cooling, determine the heat index every day and if temperatures or humidity change during the day.
  - Measure temperature and relative humidity at the actual worksite and determine the heat index using the chart below OR
  - Use the NIOSH Heat Stress app. All supervisors, managers, and employees who use the Heat Stress Application should also understand how to interpret recommended protective actions and how to communicate them to the crew.
- Every time the heat index is measured or updated, inform employees of the new measurement, the related heat risk, and any precautions that must be taken.

# Heat Index Chart

|     |     | Relative Humidity (%) |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
|-----|-----|-----------------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
|     |     | 5                     | 10  | 15  | 20  | 25  | 30  | 35  | 40  | 45  | 50  | 55  | 60  | 65  | 70  | 75  | 80  | 85  | 90  | 95  | 100 |
| 80  | 77  | 78                    | 78  | 79  | 79  | 79  | 80  | 80  | 80  | 81  | 81  | 82  | 82  | 83  | 84  | 84  | 85  | 86  | 86  | 87  | 87  |
| 81  | 78  | 79                    | 79  | 79  | 79  | 80  | 80  | 81  | 81  | 82  | 82  | 83  | 84  | 84  | 85  | 86  | 86  | 87  | 88  | 90  | 91  |
| 82  | 79  | 79                    | 80  | 80  | 80  | 80  | 81  | 81  | 82  | 83  | 84  | 84  | 85  | 86  | 88  | 89  | 90  | 91  | 93  | 95  | 95  |
| 83  | 79  | 80                    | 80  | 81  | 81  | 81  | 82  | 82  | 83  | 84  | 85  | 86  | 87  | 88  | 90  | 91  | 93  | 95  | 97  | 99  | 99  |
| 84  | 80  | 81                    | 81  | 81  | 82  | 82  | 83  | 83  | 84  | 85  | 86  | 88  | 89  | 90  | 92  | 94  | 96  | 98  | 100 | 103 | 103 |
| 85  | 81  | 81                    | 82  | 82  | 82  | 83  | 84  | 84  | 85  | 86  | 88  | 89  | 91  | 93  | 95  | 97  | 99  | 102 | 104 | 107 | 107 |
| 86  | 81  | 82                    | 83  | 83  | 83  | 84  | 85  | 85  | 87  | 88  | 89  | 91  | 93  | 95  | 97  | 100 | 102 | 105 | 108 | 112 | 112 |
| 87  | 82  | 83                    | 83  | 84  | 84  | 85  | 86  | 87  | 88  | 89  | 91  | 93  | 95  | 98  | 100 | 103 | 106 | 109 | 113 | 116 | 116 |
| 88  | 83  | 84                    | 84  | 85  | 85  | 86  | 87  | 88  | 89  | 91  | 93  | 95  | 98  | 100 | 103 | 106 | 110 | 113 | 117 | 121 | 121 |
| 89  | 84  | 84                    | 85  | 85  | 86  | 87  | 88  | 89  | 91  | 93  | 95  | 97  | 100 | 103 | 106 | 110 | 113 | 117 | 122 |     |     |
| 90  | 84  | 85                    | 86  | 86  | 87  | 88  | 89  | 91  | 92  | 95  | 97  | 100 | 103 | 106 | 109 | 113 | 117 | 122 | 127 |     |     |
| 91  | 85  | 86                    | 87  | 87  | 88  | 89  | 90  | 92  | 94  | 97  | 99  | 102 | 105 | 109 | 113 | 117 | 122 | 126 | 132 |     |     |
| 92  | 86  | 87                    | 88  | 88  | 89  | 90  | 92  | 94  | 96  | 99  | 101 | 105 | 108 | 112 | 116 | 121 | 126 | 131 |     |     |     |
| 93  | 87  | 88                    | 89  | 89  | 90  | 92  | 93  | 95  | 98  | 101 | 104 | 107 | 111 | 116 | 120 | 125 | 130 | 136 |     |     |     |
| 94  | 87  | 89                    | 90  | 90  | 91  | 93  | 95  | 97  | 100 | 103 | 106 | 110 | 114 | 119 | 124 | 129 | 135 | 141 |     |     |     |
| 95  | 88  | 89                    | 91  | 91  | 93  | 94  | 96  | 99  | 102 | 105 | 109 | 113 | 118 | 123 | 128 | 134 | 140 |     |     |     |     |
| 96  | 89  | 90                    | 92  | 93  | 94  | 96  | 98  | 101 | 104 | 108 | 112 | 116 | 121 | 126 | 132 | 138 | 145 |     |     |     |     |
| 97  | 90  | 91                    | 93  | 94  | 95  | 97  | 100 | 103 | 106 | 110 | 114 | 119 | 125 | 130 | 136 | 143 | 150 |     |     |     |     |
| 98  | 91  | 92                    | 94  | 95  | 97  | 99  | 102 | 105 | 109 | 113 | 117 | 123 | 128 | 134 | 141 | 148 |     |     |     |     |     |
| 99  | 92  | 93                    | 95  | 96  | 98  | 101 | 104 | 107 | 111 | 115 | 120 | 126 | 132 | 138 | 145 | 153 |     |     |     |     |     |
| 100 | 93  | 94                    | 96  | 97  | 100 | 102 | 106 | 109 | 114 | 118 | 124 | 129 | 136 | 143 | 150 | 158 |     |     |     |     |     |
| 101 | 93  | 95                    | 97  | 99  | 101 | 104 | 108 | 112 | 116 | 121 | 127 | 133 | 140 | 147 | 155 |     |     |     |     |     |     |
| 102 | 94  | 96                    | 98  | 100 | 103 | 106 | 110 | 114 | 119 | 124 | 130 | 137 | 144 | 152 | 160 |     |     |     |     |     |     |
| 103 | 95  | 97                    | 99  | 101 | 104 | 108 | 112 | 116 | 122 | 127 | 134 | 141 | 148 | 157 | 165 |     |     |     |     |     |     |
| 104 | 96  | 98                    | 100 | 103 | 106 | 110 | 114 | 119 | 124 | 131 | 137 | 145 | 153 | 161 |     |     |     |     |     |     |     |
| 105 | 97  | 99                    | 102 | 104 | 108 | 112 | 116 | 121 | 127 | 134 | 141 | 149 | 157 | 166 |     |     |     |     |     |     |     |
| 106 | 98  | 100                   | 103 | 106 | 109 | 114 | 119 | 124 | 130 | 137 | 145 | 153 | 162 | 172 |     |     |     |     |     |     |     |
| 107 | 99  | 101                   | 104 | 107 | 111 | 116 | 121 | 127 | 134 | 141 | 149 | 157 | 167 |     |     |     |     |     |     |     |     |
| 108 | 100 | 102                   | 105 | 109 | 113 | 118 | 123 | 130 | 137 | 144 | 153 | 162 | 172 |     |     |     |     |     |     |     |     |
| 109 | 100 | 103                   | 107 | 110 | 115 | 120 | 126 | 133 | 140 | 148 | 157 | 167 | 177 |     |     |     |     |     |     |     |     |
| 110 | 101 | 104                   | 108 | 112 | 117 | 122 | 129 | 136 | 143 | 152 | 161 | 171 |     |     |     |     |     |     |     |     |     |
| 111 | 102 | 106                   | 109 | 114 | 119 | 125 | 131 | 139 | 147 | 156 | 166 | 176 |     |     |     |     |     |     |     |     |     |
| 112 | 104 | 107                   | 111 | 115 | 121 | 127 | 134 | 142 | 150 | 160 | 170 | 181 |     |     |     |     |     |     |     |     |     |
| 113 | 104 | 108                   | 112 | 117 | 123 | 129 | 137 | 145 | 154 | 164 | 175 |     |     |     |     |     |     |     |     |     |     |
| 114 | 105 | 109                   | 113 | 119 | 125 | 132 | 140 | 148 | 158 | 168 | 179 |     |     |     |     |     |     |     |     |     |     |
| 115 | 106 | 110                   | 115 | 121 | 127 | 134 | 143 | 152 | 162 | 173 | 184 |     |     |     |     |     |     |     |     |     |     |
| 116 | 107 | 111                   | 116 | 122 | 129 | 137 | 146 | 155 | 166 | 177 |     |     |     |     |     |     |     |     |     |     |     |
| 117 | 108 | 112                   | 118 | 124 | 132 | 140 | 149 | 159 | 170 | 181 |     |     |     |     |     |     |     |     |     |     |     |
| 118 | 108 | 113                   | 119 | 126 | 134 | 142 | 152 | 162 | 174 | 186 |     |     |     |     |     |     |     |     |     |     |     |
| 119 | 109 | 114                   | 121 | 128 | 136 | 145 | 155 | 166 | 178 |     |     |     |     |     |     |     |     |     |     |     |     |
| 120 | 110 | 116                   | 122 | 130 | 138 | 148 | 158 | 170 | 182 |     |     |     |     |     |     |     |     |     |     |     |     |
| 121 | 111 | 117                   | 124 | 132 | 141 | 151 | 162 | 174 | 187 |     |     |     |     |     |     |     |     |     |     |     |     |
| 122 | 111 | 118                   | 125 | 134 | 143 | 154 | 165 | 178 |     |     |     |     |     |     |     |     |     |     |     |     |     |
| 123 | 112 | 119                   | 127 | 136 | 146 | 157 | 169 | 182 |     |     |     |     |     |     |     |     |     |     |     |     |     |
| 124 | 113 | 120                   | 129 | 138 | 148 | 160 | 172 |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
| 125 | 114 | 121                   | 130 | 140 | 151 | 163 | 176 |     |     |     |     |     |     |     |     |     |     |     |     |     |     |

# Heat Index



|                 |  |
|-----------------|--|
| Extreme Danger  | Heat stroke likely.  |
| Danger          | Sunstroke, muscle cramps, and/or heat exhaustion likely. Heatstroke possible with prolonged exposure and/or physical activity. |
| Extreme Caution | Sunstroke, muscle cramps, and/or heat exhaustion possible with prolonged exposure and/or physical activity.                    |
| Caution         | Fatigue possible with prolonged exposure and/or physical activity.   |

## Prevent Heat-Related Illnesses

### Employee and supervisor training

Employees and supervisors must be trained on the provisions of this Heat Illness Prevention Plan. The plan and the training must be provided in a language and form that workers understand. Training should include risk factors, symptoms, hydration, acclimatization, rest schedules, the buddy system, and emergency response steps.

### Site-specific procedures

At each worksite, the employer should tailor the general protections in this plan to actual conditions. Site-specific procedures should identify how heat index information will be obtained, where water and cooled recovery spaces are located, who is on an acclimatization schedule, and who is responsible for first aid and emergency response.

### Acclimatization

Acclimatization means getting used to the weather gradually over time. Allow workers time to acclimatize to the heat during the first week of work in hot weather—whether because of weather changes, an employee who is new to working in the heat, or an employee returning from a week or more away from work. Over the course of the first week, increase workloads and intensity of work gradually. Provide more frequent breaks.

### Access to water, rest, and shade

- Encourage employees to drink small amounts of water frequently throughout the day and before they feel thirsty.
- For moderate work under moderately hot conditions, workers need about 8 ounces of clear fluid every 15 to 20 minutes. Over a full day, avoid drinking extreme amounts of water; very large amounts of water can also be dangerous.
- Encourage workers to eat regular meals and snacks to replace salt and electrolytes lost through sweat.
- Set up a buddy system so workers remind each other to hydrate, cool down, and watch for symptoms.
- Provide shaded, cooled, or air-conditioned areas for rest breaks. Air conditioning does not erase acclimatization.

### Emergency response procedures

- Ensure employees know the signs of heat-related illness and report symptoms in themselves or co-workers immediately.
- At higher heat index levels, designate at least one on-site employee who is equipped and authorized to call 911.
- Keep first-aid supplies available, including a reliable oral thermometer, a means to check heart rate, cool water or electrolyte replacement fluids, cold packs / ice packs, and spray bottles or another water source to support emergency cooling.
- Before work begins, confirm the location, physical address, and phone number of the nearest hospital or emergency medical service. For remote sites, verify that EMS can find the exact location and obtain GPS coordinates if needed.

## Heat Index Action Thresholds

The City of Boston’s Ordinance to Protect Workers from Heat-Related Illnesses and Injuries, employees requires that covered workers are afforded certain protections when, according to the National Weather Service, the heat index reaches 80°F (initial trigger), and additional protections when the heat index reaches 90°F (high heat trigger). The heat index may also be referred to as the “feels like” temperature.

| Heat Index     | Prevention Measures   |
|----------------|---|
| Below 80°F     | <ul style="list-style-type: none"><li>• Continue routine hydration</li><li>• Monitor forecast changes</li><li>• Prepare water and shade/cooling areas before conditions worsen</li></ul>  |
| 80°F and above | <ul style="list-style-type: none"><li>• Provide cool drinking water</li><li>• Provide access to shade or cooled recovery areas</li><li>• Follow acclimatization procedures for new or returning workers</li></ul>                         |
| 90°F and above | <ul style="list-style-type: none"><li>• Implement mandatory rest breaks based on work intensity</li><li>• Require proactive two-way communication</li><li>• Designate a 911 caller</li><li>• Increase active symptom monitoring</li></ul> |

## Daily Heat Safety Task Matrix

| Timing                     | Required Task  | Responsible Role       |
|----------------------------|--|------------------------|
| Before shift               | <ul style="list-style-type: none"> <li>• Check forecast / measure on-site heat index</li> <li>• Identify high-risk tasks, acclimatization needs, water access, shaded recovery space, and emergency contacts</li> <li>• Identify and prepare for worker language access needs</li> </ul> | Supervisor / manager   |
| Pre-task briefing          | <ul style="list-style-type: none"> <li>• Review symptoms, water and break expectations and locations, location of first aid materials</li> <li>• Assign buddy system</li> <li>• Designate 911 caller(s) on crew</li> </ul>   | Supervisor + crew      |
| During shift               | <ul style="list-style-type: none"> <li>• Communicate heat index changes</li> <li>• Enforce breaks</li> <li>• Document concerns and rotate or reschedule work when needed</li> <li>• Observe for symptoms</li> </ul>  | Supervisor             |
| During Shift               | <ul style="list-style-type: none"> <li>• Observe for symptoms</li> <li>• Communicate concerns to supervisor</li> </ul>   | Crew                   |
| After incident / near miss | <ul style="list-style-type: none"> <li>• Provide first aid</li> <li>• Activate EMS if needed</li> <li>• Document incident and corrective actions</li> <li>• Reassess whether work may safely continue.</li> </ul>  | Supervisor / responder |

## Planning for Prevention

### Responsibilities

All employees are responsible for protecting themselves from heat illness by following the prevention measures in this plan and immediately reporting any signs or symptoms of heat illness.

[Supervisor / manager / role] \_\_\_\_\_ is responsible for conducting initial training with new employees and annual refresher training for existing employees.

[Supervisor / manager / role] \_\_\_\_\_ is responsible for administering the provisions of this plan, including communication of heat-index conditions and protective measures.

### Provision of water

Water is located throughout the work area. Locations include:

[Fill in locations where employees can obtain cool drinking water.]

### Access to shade / cooling areas

Shade or cooling areas are located:

[Fill in areas where employees can take shaded, cooled, or air-conditioned rest breaks.]

### When the heat index is at least 80°F

- Provide access to shade / cooling areas for rest breaks.
- Provide cool drinking water.
- Follow acclimatization recommendations for new and returning employees ([Appendix A](#)).

### When the heat index is at least 90°F

- Require mandatory rest-break periods in shaded or cooled areas according to work intensity and duration ([Appendix B](#)).
- Require proactive two-way communication between employees and supervisors.
- Designate at least one employee at the worksite who is equipped and authorized to call 911 for emergency medical services.

## Training Requirements

All employees should be trained on the following topics before working under high heat-index conditions:

- Risk factors for heat-related illness, including weather, work, site, and worker-related factors.
- Employer responsibilities and procedures for providing water, heat-index information, shade / cooling areas, preventive rest breaks, and access to first aid.
- The importance of drinking small quantities of water continuously throughout the day when the work environment is hot and employees will sweat more than usual.
- The concept, importance, and methods of acclimatization.
- The different types of heat illness, the common signs and symptoms of each, and the appropriate first aid and emergency response.
- The importance of immediately reporting signs and symptoms of heat illness in oneself or in others.

Documentation of training will be maintained by:

\_\_\_\_\_.



## Appendix D: Job Site-Specific Heat Illness Prevention Plan

|   |   |
|---|---|
| <b>Date</b>   |   |
| <b>Job Site Location / Address</b>  |   |
| <b>Plan Prepared By</b>   |   |
| <b>On-site supervisor responsible for this plan</b>   |   |
| <b>Person(s) on-site equipped and authorized to call 911 / emergency medical services</b>         |   |
| <b>First Aid and Emergency Medical Services</b>   | <p>First aid supplies location:<br/>_____</p> <p>First aid contact:<br/>_____</p> <p>Phone: _____ Alternate phone:<br/>_____</p> <p>Emergency medical services phone:<br/>_____</p> <p>Local hospital address:<br/>_____</p> <p>Local hospital phone:<br/>_____</p> |
| <b>Water will be available in these locations on site</b>   |   |
| <b>Workers can take cooling / shaded / air-conditioned rest breaks in these locations on site</b> |   |

Date: \_\_\_\_\_

What is the heat index on-site today? \_\_\_\_\_

**Other identified heat stress hazards (check those that apply):**

- Outside work with sun exposure and temperatures above 80°F.
- Work around hot processes, machinery, and / or radiant heat sources.
- Workers will wear heavy or non-breathable PPE.
- Work under high relative humidity conditions (for example, above 50%).
- Low wind speed or lack of air movement.
- Manual labor and tasks requiring physical exertion.
- Workers not acclimatized to hot environments.
- Workers wearing multiple layers of clothing.
- Other: \_\_\_\_\_.
- Other: \_\_\_\_\_.

**What measures must be taken today, given the heat risk?**

- Review the heat illness prevention plan and safety measures with employees.
- Review risk factors, signs and symptoms, and expected water intake / rehydration timing.
- Remind workers to eat snacks and meals.
- Confirm locations of water, shade, and first-aid supplies.
- Identify the designated first-aid / emergency response person on-site.
- Identify employee(s) on an acclimatization schedule.
- Enforce mandatory rest breaks based on work intensity / time-on-task chart.
- Confirm buddy-system assignments for hydration, break reminders, and symptom monitoring.
- Maintain two-way communication between employees and supervisors.

## Appendix E

### Sample/Template Heat Illness Incident Reporting Form

|   |  |
|---|--|
| Date Form is Filled Out   |  |
| Worker Name   |  |
| Worker Job Title  |  |
| Date of Incident  |  |
| Time of Incident  |  |
| Job Location  |  |
| Incident Location at Jobsite  |  |
| Heat Index at the time of incident                                  |  |
| Who interviewed the worker?   |  |
| What witnesses were interviewed?<br>(Names and titles of witnesses) |  |

Provide a detailed description of the incident. Include relevant events leading up to, during and after the incident.

Preparer Name:

Date:

Preparer Signature:



## Appendix F

### MassCOSH Supplemental Climate, Language Access, and High-Risk Task Guidance

This supplemental Appendix adds context relevant to Massachusetts worker protection, especially where heat risk overlaps with climate change, environmental exposure, and clean-energy transition work.

#### 1. Climate and public concern context

The climate-attitudes materials used for this adaptation indicate broad public understanding that extreme heat is already a major and growing risk.

Some important statistics to consider:

- Across the Yale / George Mason survey, 74% of respondents said global warming is affecting extreme heat in the United States, and 73% worried that extreme heat may harm their local area (Leiserowitz et al., 2026).
- 72% of Americans think global warming is happening, and 64% report being at least somewhat worried about it (Leiserowitz et al., 2026).
- 44% of Americans think people in the United States are being harmed by global warming right now (Leiserowitz et al., 2026).
- 30% of respondents described extreme heat as a major local problem and 34% as a minor local problem (YouGov, 2025).

#### 2. Language access and training equity

MassCOSH testimony to Boston City Council emphasized that training is not fully accessible if workers cannot understand the language in which it is delivered. The same testimony reported that 38% of distribution laborers speak English “less than very well,” reinforcing the need for translated materials, multilingual instruction, and plain-language safety communication where needed (Begault, 2026).

#### 3. High-risk task examples

- Rooftop solar and battery installation on dark membrane roofs, where roof surface temperatures may far exceed ambient air temperature and can reach 130°F at the hottest times of year (Begault, 2026).
- Trenching, utility repair, and gas-leak work that may also involve confined areas, radiant heat, hot machinery, and air-monitoring needs.
- Indoor work in structures without mechanical cooling, including warehouses, mechanical rooms, and temporary sites.
- Outdoor youth and community-facing programming, canvassing, organizing, or event support during heat advisories.

#### 4. Practical MassCOSH additions employers should consider

- Start outdoor work earlier in the day when feasible and reschedule especially strenuous tasks away from peak afternoon heat.
- Use crew rotation for high-exertion work, especially on roofs, trenches, asphalt, and other heat-amplifying surfaces.
- Provide bilingual pre-task briefings and visual reminders for hydration, symptoms, break intervals, and emergency response.
- When heat coincides with other hazards (for example trenching, combustion byproducts, or rooftop electrical work), treat the site as a layered-risk environment and do not rely on a heat-only plan.

### Additional Resources

[MA Department of Labor Standards SafetyWorks Consultation Program:](https://www.mass.gov/info-details/safetyworks-consultation)

<https://www.mass.gov/info-details/safetyworks-consultation>

A free, confidential program to help small and medium employers, whether public or private sector, improve workplace safety.

[OSHA Heat Illness Worksite Poster:](https://www.osha.gov/sites/default/files/publications/3431_WKSITEPOSTER_EN.pdf)

[https://www.osha.gov/sites/default/files/publications/3431\\_WKSITEPOSTER\\_EN.pdf](https://www.osha.gov/sites/default/files/publications/3431_WKSITEPOSTER_EN.pdf)

[OSHA Water Rest Shade heat illness prevention campaign:](https://www.osha.gov/heat) <https://www.osha.gov/heat>

[CPWR The Center for Construction Research and Training:](https://www.cpwr.com/research/research-to-practice-r2p/r2p-library/other-resources-for-stakeholders/working-in-hot-weather/)

<https://www.cpwr.com/research/research-to-practice-r2p/r2p-library/other-resources-for-stakeholders/working-in-hot-weather/>

[NIOSH Heat Stress and Workers:](https://www.cdc.gov/niosh/heat-stress/about/index.html) <https://www.cdc.gov/niosh/heat-stress/about/index.html>

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