

Welcome to Today's Webinar

# OSHA's Temporary Worker Initiative Bulletin Series: Heat

Thursday, August 4, 2022, 2 p.m. Eastern time



Please note that the audio will be streamed through your computer—there is no dial-in number. Please make sure to have your computer speakers turned on or your headphones handy.



American Staffing Association

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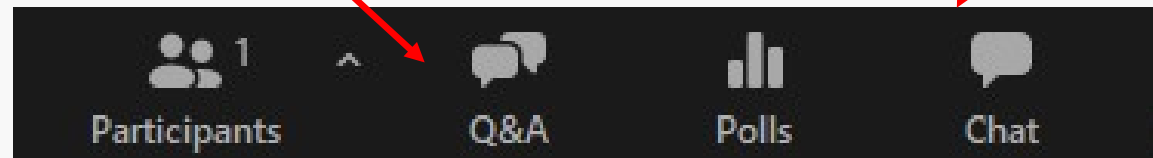
# Ask a Question, Engage With Other Attendees

## Q&A

Type your questions for the panel into the Q&A box

## Chat

Start a conversation—say hello. Engage with panelists and other attendees.



# Today's Presenter



Audrey Profitt

Senior Industrial Hygienist  
U.S. Occupational Health and Safety  
Administration

# HEAT: Temporary Workers Initiative

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*Audrey Profitt, MPH*

Senior Industrial Hygienist  
Office of Health Enforcement



# HEAT : Temporary Workers Initiative

- Heat NEP Overview
- Employers' Responsibilities
- Host Employer Responsibilities
- Staffing Agency Responsibilities
- Joint Responsibilities

# HEAT : Temporary Workers Initiative

## *NEP Overview*

- Effective April 8, 2022
- Expands on September 1, 2021, Heat Memorandum
- Focuses on vulnerable workers in outdoor and indoor environments
- Prioritizes on-site (in person) response
- The NEP takes a more proactive approach vs a reactive approach



# HEAT : Temporary Workers Initiative

## *Inspections*

- On any day that the National Weather Service (NWS) has announced a heat **advisory or warning**, for the local area:  
<https://www.weather.gov/safety/heat-ww>
  - Conduct programmed inspections at worksites in targeted industries
- On **heat priority days** (when the heat index is expected to be **80 degrees F or higher**):
  - During any programmed or unprogrammed inspections, CSHOs should inquire about heat-related hazard prevention programs
  - Provide compliance assistance where needed

# HEAT: Temporary Workers Initiative

## *Heat Hazard Industries - Appendix A*

<b>Table 1</b> – Examples of non-construction industries in ListGen	<b>Table 2</b> – Examples of construction industries	<b>Table 3</b> – Examples of industries based on local knowledge
<b>2017 NAICS Industry Sector Title</b>	<b>2017 NAICS Industry Sector Title</b>	<b>2017 NAICS Industry Sector Title</b>
3118 Bakeries and Tortilla Manufacturing	2361 Residential Building Construction	1112 Vegetable and Melon Farming
3211 Sawmills and Wood Preservation	2362 Nonresidential Building Construction	4911 Postal Service
3241 Petroleum and Coal Products Manufacturing	2371 Utility System Construction	5613 Employment Services
3251 Basic Chemical Manufacturing	2372 Land Subdivision	5616 Investigation and Security
3272 Glass and Glass Product Manufacturing	2373 Highway, Street, and Bridge Construction	7225 Restaurants and Other Eating Places
3311 Iron and Steel Mills and Ferroalloy Manufacturing	2379 Other Heavy and Civil Engineering Construction	
3314 Nonferrous Metal (except Aluminum) Production and Processing		
3325 Foundries		

# HEAT: Temporary Workers Initiative

## *Employers Responsibilities*

**All** employers must ensure that workers are protected from heat-related hazards.

- Access to cool water
- Access to cool and/or shaded areas for rest
- Buddy System
- Acclimatization

# HEAT: Temporary Workers Initiative

## *Acclimatization*



### TIPS



**Acclimatization occurs after daily repeated exposure.**

#### Benefits:

- ▶ increased sweating efficiency
- ▶ stabilization of the circulation
- ▶ the work is performed with lower core temperature & heart rate

**Gradually increase time spent in hot conditions over 7-14 days**

#### **New worker heat exposure schedule:**

Exposures to heat should be less than 20% on Day 1;  
and increase max 20% per day after

#### **Experienced worker heat exposure schedule:**

Day 1 - 50%; Day 2 - 60%; Day 3 - 80%; Day 4 - 100%

# HEAT: Temporary Workers Initiative

## *Employers Responsibilities (cont'd)*

- Implement administrative controls
- Training
  - Train workers
  - Train supervisors
- Develop a written Heat Illness and Injury Program

# HEAT: Temporary Workers Initiative

## *Host Employer Responsibilities*

- Responsible for site-specific policies and procedures
- Maintain surveillance of workplace conditions
- Develop a written Heat Illness and Injury Program
- Become familiar with the NWS website and OSHA-NIOSH Heat Safety Tool App

<https://www.osha.gov/heat/heat-app>

# HEAT: Temporary Workers Initiative

## *Host Employer Responsibilities*

- Implement administrative controls
- Provide cool shaded areas for rest
- Provide cool water
- Provide training
- Implement acclimatization procedures

# HEAT: Temporary Workers Initiative

## *Staffing Agency Responsibilities*

- Shared responsibility for its workers' safety and health
- Become familiar with the host employer's Heat Illness and Injury Program for the worksite
- Ensure that the host employers provide all that is required to temporary workers in same manner as host's workers.



## HEAT: Temporary Workers Initiative

### *Staffing Agency Responsibilities (cont'd)*

- Inform temporary workers of the heat-related hazards they may encounter
- Instruct temporary workers that they **must** follow all safety and health rules required by the host employer
- Train the workers on how to identify signs and symptoms of exposure to heat
- Use of a buddy system

## HEAT: Temporary Workers Initiative

### *Staffing Agency Responsibilities (cont'd)*

- Maintain communication with its workers and the host employer regarding acclimatization procedures for new and/or returning workers, heat exposures, and any signs or symptoms the temporary workers are exhibiting.

# HEAT: Temporary Workers Initiative

## *Joint Responsibilities*

- **ALL** employers are required to provide a safe and healthful workplace
- When a temporary worker is exposed to a recognized hazard, and the worker is employed by both a staffing agency and a host employer
- OSHA will make an assessment of whether both employers have fulfilled their respective compliance responsibilities

# HEAT: Temporary Workers Initiative

## *NEP: Citation Guidance*

- General Duty Clause 5(a)(1) or HAL
- Other applicable standards:
  - **Recordkeeping:** 1904.7(b)(5) and 1926.22
  - **Personal Protective Equipment:** 1910.132 and 1926.28
  - **Sanitation:** 1910.141, 1915.88, 1917.127, 1918.95, 1926.51, and 1928.110
  - **Medical Services and First Aid:** 1910.151 and 1926.23
  - **Safety & Health Program** (frequent safety & health inspections): 1926.21 and 1926.20

# HEAT: Temporary Workers Initiative

## Resources

- Resources:
  - OSHA Technical Manual (OTM), Section III, Chapter 4 - Heat Stress <https://www.osha.gov/otm/section-3-health-hazards/chapter-4>
  - OSHA Field Operations Manual (FOM), Chapter 3- Inspection Procedures <https://www.osha.gov/enforcement/directives/cpl-02-00-164/chapter-3>
  - Heat National Emphasis Program (NEP- Appendix H) <https://www.osha.gov/enforcement/directives/cpl-03-00-024>



NIOSH / OSHA Heat Safety Tool - Smartphone

[iPhone](#)

[Android](#)



Please feel welcome to share your questions in the Q&A panel.

# Questions



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# Thank You!



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U.S. Occupational Health and Safety  
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