



# Heat-Related Illness Prevention— for Companies

The Next Three Seconds Protects Your Life, Your Loved Ones, Your Livelihood®

**The N3L3 philosophy:**  
our approach to protecting workers from fatal and life-changing events.

Eastern Alliance is here to help. To learn more about Eastern's N3L3 program and access other safety resources, sign in and visit the Safety Tools on [www.easternalliance.com](http://www.easternalliance.com), or contact your Risk Management Consultant for assistance

**1.855.533.3444**

Eastern's N3L3 Program discusses how the mind can easily be tricked into thinking we are safe or that nothing bad will happen because we have done something so many times without a negative outcome. It is human nature to continue the same routine, day in and day out, thinking nothing bad will happen. Too often, we see that employers assume their employees know when they need to take a break, or know when they need a drink of water. Unfortunately, this assumption often results in a life-changing event such as a heat stroke or a fatality. The purpose of this alert is to proactively provide you with heat stress information to help avoid a workplace injury that can forever impact the life, livelihood and loved ones of you and your employees.

Heat-Related Illness	Symptom	First Aid Measures
<p><b>Heat Rash:</b> A common problem resulting from persistent wetting of clothing by unevaporated sweat.</p>	Symptoms of heat rash are typically clusters of red bumps on the skin. The rash often appears on the neck, upper chest, and within or near folds of skin.	<ul style="list-style-type: none"> <li>• Try to work in a cooler, less humid environment when possible</li> <li>• Keep the affected area dry</li> </ul>
<p><b>Heat Cramps:</b> Usually the result of hard physical labor in a hot environment, often resulting from an imbalance of electrolytes in the body.</p>	Symptoms include muscle spasms or pain typically found in the abdomen, arms, or legs.	<ul style="list-style-type: none"> <li>• Have the worker rest in shady, cool area</li> <li>• The worker should drink water or other cool beverages</li> <li>• Wait a few hours before allowing worker to return to strenuous work</li> <li>• Have the worker seek medical attention if cramps don't go away</li> </ul>
<p><b>Heat Exhaustion:</b> A result of the combination of excessive heat and dehydration. Untreated, heat exhaustion can lead to heat stroke.</p>	The symptoms of heat exhaustion include headache, heavy sweating, intense thirst, dizziness, fatigue, loss of coordination, nausea, impaired judgment, loss of appetite, hyperventilation, tingling in hands or feet, anxiety, cool moist skin, weak and rapid pulse (120-200), and low to normal blood pressure.	<ul style="list-style-type: none"> <li>• Have the worker sit or lie down in a cool, shady area</li> <li>• Give the worker plenty of water or other cool beverages to drink</li> <li>• Cool the worker with cold compresses/ice packs</li> <li>• Take the worker to clinic or emergency room for medical evaluation or treatment if signs or symptoms worsen or do not improve within 60 minutes</li> <li>• Do not return to work that day</li> </ul>
<p><b>Heat Stroke:</b> The most serious disorder associated with heat stress. It occurs when the body's temperature regulation fails and body temperature rises to critical levels. Heat stroke is a medical emergency that can lead to death.</p>	The early symptoms of heat stroke include a high body temperature (103° F); a distinct absence of sweating (usually); hot red or flushed dry skin; rapid pulse; difficulty breathing; constricted pupils; any/all signs or symptoms of heat exhaustion such as dizziness, headache, nausea, vomiting, or confusion, but more severe; bizarre behavior; and high blood pressure. Advanced symptoms may be seizure or convulsions, collapse, loss of consciousness, and a body temperature of over 108° F.	<ul style="list-style-type: none"> <li>• <b>Call 911</b></li> <li>• <b>While waiting for help:</b> <ul style="list-style-type: none"> <li>• Place the worker in shady, cool area</li> <li>• Loosen the worker's clothing, and remove outer clothing</li> <li>• Fan air on the worker; place cold packs in armpits</li> <li>• Wet the worker with cool water; apply ice packs, cool compresses, or ice if available</li> <li>• Provide fluids (preferably water) as soon as possible</li> <li>• Stay with worker until help arrives</li> </ul> </li> </ul>



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**In addition to the above, the company can help prevent employees from suffering heat-related illnesses by:**

- Pre-planning the work to allow for more strenuous work to be done during cooler parts of the day. It is especially important to consider where employees are working, just because they are out of the sun doesn't mean they are safe! For example, confined areas with no breeze can cause the body to overheat.
- Shift work hours to complete more work during cooler hours and decrease time in the hottest part of the day.
- Check the weather, including the humidity, daily to determine appropriate work/rest cycles. The OSHA Heat Index Phone App is a great resource for this.
- Identify places where rest breaks can be taken that provide shade and are relatively cool. For example, the work truck, under a tent with a fan, or under the shade of trees.
- Acclimate new employees and all employees at the beginning of each season by gradually increasing the length and intensity of work in hot environments. It takes approximately 14 days to acclimate to different temperatures and only 3-4 days to lose acclimation.
- Educate employees on the different types of heat illnesses, recognizing the symptoms of heat illnesses within themselves and others, the amount of water required, how to avoid heat illness, and what to do if an employee shows signs of heat illness.
- Provide ample sources of drinking water and ensure there is enough water available for the entire shift or opportunities to refill.
- Whenever possible, provide clothing that is moisture wicking or cooling. Company issued uniforms or shirts should be light colored for employees working outside during summer months. Avoid clothing that is made of synthetic materials and go for more breathable fabrics instead. Wearing appropriate clothing, sunscreen, hats and neck covers should also be encouraged to prevent sunburns.
- Provide first aid kits with resources applicable for heat stress (sponges, handheld battery operated fans or mister, electrolyte drink or dissolvable powder, instant cold packs, scissors to cut outer clothing if needed, etc.)
- Implement a buddy system on the jobsite to encourage workers to look out for one another.