

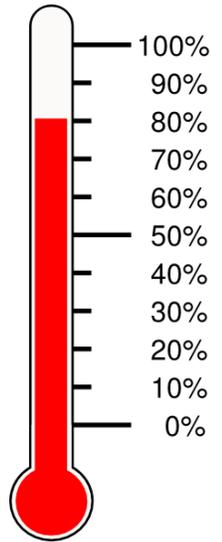
LABOR RELATIONS **HEAT ADVISORY**

High Heat Advisories Across California

The National Weather Service has issued [heat advisories](#) this week for California counties. Cal/OSHA reminds employers, supervisors, and workers must be trained on the signs and symptoms of heat illness so that they know when to take steps that can prevent a coworker from getting sick.

Cal/OSHA provides the following steps to be taken with outdoor workers to prevent heat illness:

1. **Shade**
Provide shade when workers request it or when temperatures exceed 80 degrees. Encourage workers to take a cool-down rest in the shade for at least five minutes when they feel the need to do so. They should not wait until they feel sick to cool down.
2. **Plan**
Develop and implement an effective written heat illness prevention plan that includes emergency response procedures.
3. **Training**
Train all employees and supervisors on heat illness prevention.
4. **Water**
Provide drinking water that is fresh, pure, suitably cool and free of charge so that each worker can drink at least 1 quart per hour and encourage workers to do so.



DIR & MLAs Require Recovery Periods

DIR regulations require an employee be provided a [recovery period](#) with a penalty of 1 hour of wages for noncompliance. Within the Basic Trade MLAs, the failure to provide a recovery period is treated the same as any other wage or rest period violation and is to be resolved through the grievance process.

As an example: Southern California District Council of Laborers MLA

Article XVI Holidays, Payment of Wages, Meal Periods, Rest Periods (Breaks), & Heat Illness Preventative Recovery Period

E. Heat Illness Preventative Recovery Period

A heat illness preventative cool-down recovery period shall be made available for employees working in high heat conditions in order to prevent heat illness in accordance with CAL OSHA requirements.

F. All disputes concerning the payment of wages, meals, rest periods (breaks) and/or heat illness preventative recovery periods are subject to the Procedure for Settlement of Grievance and Disputes in Article VI and as outlined in Appendix C of the Agreement. Decisions resolving disputes arising out of the Procedure for Settlement of Grievance and Disputes shall be final and binding upon both parties.