Maryland's Heat Standard (Indoor & Outdoor)

Effective September 30, 2024

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Purpose & Scope

Purpose

Establish minimum requirements to protect employees from heat-related illness caused by heat stress in the workplace.

Scope

Indoor and outdoor work environments* when employees are exposed to a heat index that is 80°F or higher.

*3 exceptions apply to the scope

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Scope Exceptions

Heat Standard Does Not Apply To:

Incidental Exposure

- When the employee is not required to perform work activities for more than 15 consecutive minutes within an hour.

Emergency Operations & Essential Services

- Work in connection with an emergency that requires the involvement of law enforcement, emergency medical services, firefighting, rescue & evacuation operations, or emergency restoration of essential utilities or telecommunications.

Maintained Systems

- When buildings, structures, and vehicles have a mechanical ventilation system or fan that maintain the heat index below 80°F.

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Major Components

- Written Heat-Related Illness Prevention & Management Plan
  - Temperature Monitoring
  - Acclimatization
  - Shade Access
  - Drinking Water
  - High Temp Protocols (Heat Index of 80°F and 90°F)
  - Emergency Plan
- Training

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Required Plan Components

- How sufficient amounts of water will be provided
- How employees will be provided sufficient opportunities & encouragement to stay hydrated
- How to recognize & respond to suspected heat-related illness
- How employer will implement rest break schedules and how employees will be provided sufficient time & space to rest in shade or cool, climate-controlled areas.
- How employees will be trained on the hazards of heat exposure & steps necessary to prevent a heat-related illness.
- Procedures for heat acclimatization
- Procedures for high-heat conditions
- The emergency response plan

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Heat Index Monitoring

Heat index must be monitored *throughout the work shift* where employees perform work by one of the following methods:

- Direct measurement of the temperature and humidity at the same time and location in the area(s) where employees perform work*;
- Local weather data reported by the National Weather Service or other recognized source to determine the heat index; or
- Use of the National Institute for Occupational Safety and Health's (NIOSH) Heat Safety Tool application to determine the heat index.

Apple App Store

Google App Store

Web links for apps available at ends of slide show

***Method must be used if there is no mechanical ventilation system**

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Acclimatization

Acclimatization required when an employee:

- Is newly exposed to heat in the workplace
- Returns to work after 7 or more consecutive days of absence from the workplace

Acclimatization Monitoring

- Employees must be monitored for signs of heat-related illness via regular communication:
  - Phone or radio
  - Buddy system
  - Other effective means of observation

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Acclimatization

- Acclimatization schedule is required to be in writing
  - Gradually increases exposure time over 5-14 day period, with a max of 20% increase per day
  - Follow National Institute for Occupational Safety & Health (NIOSH) recommendations for acclimatization
  - Use gradual introduction & alternative cooling and control measures that acclimate an employee to the heat

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Drinking Water

Employers must:

- Make available at least 32 ounces of drinking water per hour to each exposed employee per workday.
- Provide drinking water at no cost to exposed employees as close to the work areas as practicable.

Note: The entire supply needed to provide an adequate supply of water does not need to be provided at the start of the shift.

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Shade Access

Must* be provided to exposed employees as close to the work as practicable.

Shaded areas shall:

- Be outside, open, and exposed to air on at least three sides;
- Prevent contributing heat sources from reducing effectiveness;
- Be sufficiently sized for the number of employees utilizing it
- Be arranged in a configuration that allows employees to sit in a normal posture and can also accommodate the removal and storage of personal protective equipment.

*If infeasible or unsafe to do so then alternative cooling & control measures that provide equivalent protection to shade must be used

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Alternative cooling and control

MOSH definition "*engineering, work-practice, administrative, or other controls to manage heat, including job rotation, mechanical ventilation systems, misting equipment, cooling vests, air-cooled or water-cooled garments, and access to recreational water.*"

CODE OF MARYLAND REGULATIONS

Title 09

MARYLAND DEPARTMENT OF LABOR

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High-Heat Trigger

Required when heat-index reaches *90°f or higher*

- A minimum rest period of *10 minutes for every 2 hours worked*
- A minimum **rest period of 15 minutes for every hour** worked where employees are exposed to a **heat index above 100 degrees Fahrenheit**
- Monitoring employees for signs of heat-related illness through regular communications

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Emergency Response Plan (ERP)

Must include procedures for:

Communication

- Effective & accessible means of communication so an employee can contact a supervisor or emergency medical services

Responding

- How to respond to signs & symptoms of a possible heat-related illness

Monitoring

- How care and monitoring of an employee who are exhibiting symptoms of heat-related illness will be done

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Training Requirements

- Training must be provided in a language and manner that all employees & supervisors can understand.

Training Timeframe

Initially

- Prior to employee's first exposure to heat

Retraining

- Annually prior to exposure
- **Immediately** following an incident of suspected or confirmed heat-related illness

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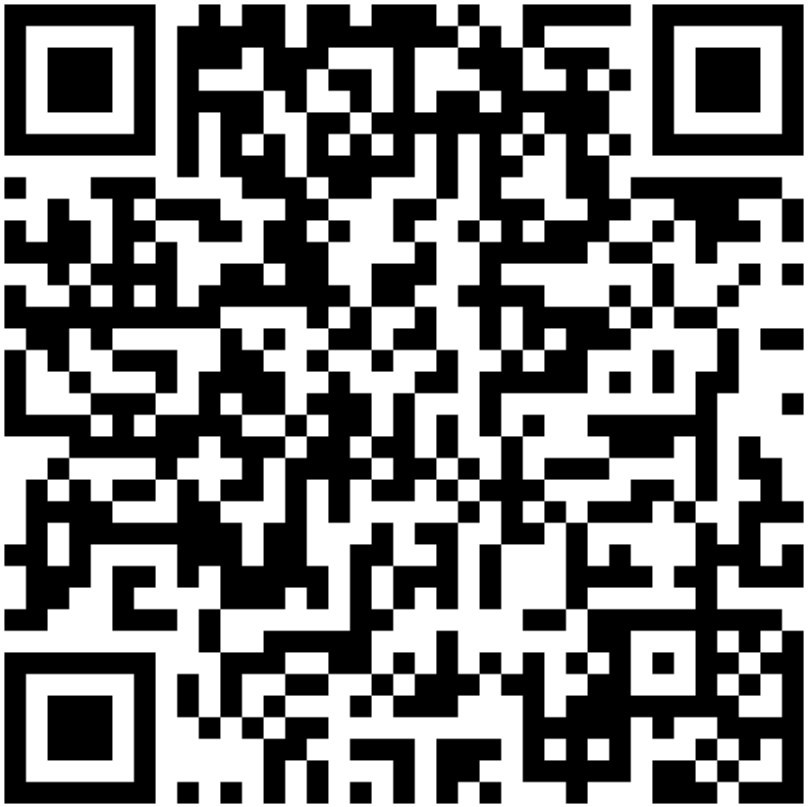
Training Requirements

Training Must Cover:

- The work & environmental conditions that affect heat-related illness;
- The personal risk factors that affect heat-related illness;
- The concept, importance, and methods of acclimatization;
- The importance of frequent consumption of water & rest breaks in preventing heat-related illness;
- The types of heat-related illness, signs & symptoms of heat-related illness, & the appropriate first aid & emergency response measures;
- The importance of and procedures for employees immediately reporting to the employer signs and symptoms of heat-related illness

Download the Heat Standard



https://www.labor.maryland.gov/labor/mosh/09.12.32.pdf

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Heat-Index Apps

Apple App Store

https://apps.apple.com/us/app/osha-niosh-heat-safety-tool/id1239425102

Google App Store

https://play.google.com/store/apps/details/OSHA_NIOSH_Heat_Safety_Tool?id=erg.com.nioshheatindex&hl=en_IE

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