

# Proposed OSHA Rule Focuses on Heat Triggers, Acclimatization Protocols

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John Ho was quoted in a SHRM article discussing the Occupational Safety and Health Administration's (OSHA) proposed rule addressing heat-related illnesses. The proposed rule requires employers to implement acclimatization protocols for new and returning workers, gradually increasing their workload to help them adjust to high temperatures. Additionally, the rule defines employer requirements at an initial and high heat trigger. At 80 degrees Fahrenheit, employers must provide workers heat relief such as drinking water and cool break areas. At 90 degrees Fahrenheit, stricter measures, including 15 minute breaks for at least every two hours, are enforced. Employers must also establish a written heat injury and illness prevention plan (HIIPP).

The rule has been critiqued for using vague terms and omitting certain considerations. John suggested that the rule may be challenging for some employers, particularly small businesses. However, he suggested employers provide fluids, minimize physical work demands, provide shaded recovery areas, train employees to detect and monitor heat stress symptoms, reschedule hot jobs, and acclimatize employees to lessen heat stress.

To read more, [click here](#). (subscription required)

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