



Heat Illness Prevention Program

Paramount Media Networks
2025



HEAT ILLNESS PREVENTION PROGRAM

I. Introduction

This program has been created to comply with California Code of Regulations Title 8, 3395 Heat Illness Prevention. The Heat Illness Prevention Standard is applicable when working outdoors, and when environmental or personal risk factors for heat illness are present. Heat illness can occur when your body temperature rises only a few degrees above normal.

II. Responsibilities

A. Studio Safety Representative

The Studio Safety Representative will work jointly with Department Heads (Construction, SPFX, Locations, etc.) to implement the Heat Illness Prevention Program. Other safety professionals may assist to communicate and train the Production.

- 1). Provide a written program.
- 2). Communicate with employees exposed to heat and establish reasonable guidelines to protect employees from heat illness
- 3). Monitor as needed and advise on specific concerns.
- 4). Make training available and comply with applicable regulations.

B. On Set Safety Representative / Construction Coordinator/ Management/ HOD's

Management will monitor and coordinate the responsibilities of the Heat Illness Prevention Program.

- 1). Ensure and enforce safety guidelines for heat related illnesses.
- 2). Attend heat illness safety training and follow procedures.
- 3). Provide access to shade and water at the work site.
- 4). Respond to heat related illnesses.

C. Employees

- 1). Obtain and comply with this program.
- 2). Attend site specific safety training orientation.
- 3). Obtain assistance with heat related illnesses.
- 4). Report heat related illnesses to their immediate HOD/ Sup



III. Program Elements

A. Communication

Making sure your employees are aware of the Heat Illness Prevention Program is an important element to the program. Your crew must be given reminders throughout the day to drink water, or to take breaks. Communication may include verbal announcements, email reminders and safety meetings.

B. Training

Your crew and supervisors assigned to outdoor work locations shall receive training in the elements of this Heat Illness Prevention Program.

1. Supervisor Training (Form A)

Prior to supervising your crew, training on the following must be provided.

- a) The procedures the supervisor must follow to implement the Heat Illness Prevention Program.
- b) The procedures the supervisor must follow if an employee exhibits signs of heat related illness, including notifying EMS.
- c) How to monitor current weather reports, and high heat days.

2. Employee Training

All employees (cast, crew, background and day hires) must receive heat illness prevention training prior to working outdoors. Topics include:

- a) Personal and work factor awareness for heat illness.
- b) Procedures to follow to comply with the regulations.
- c) The importance of water consumption of water, up to 4 cups an hour, when the environment is going to be hot.
- d) The importance of acclimatization.
- e) The different types of heat related illnesses, and the common signs and symptoms that may be exhibited.
- f) The importance of immediately reporting a heat related illness to the employer, when you or your co-workers exhibit signs and symptoms of a heat related illness.
- g) Procedures for responding to symptoms of a possible heat related illness, including summoning EMS.

3. Training Documentation

Training Documentation should be kept as noted in the Production Safety Manual. Electronic storage of documents is valid.

- a) Employees may have received training from another company, but they must provide documentation.
- b) CSATF training is considered valid training; however, employees must receive a site specific meeting to go over the elements in the program.



C. Access to Water

Employees shall have access to fresh, pure and suitably cool potable drinking water in accordance with the following requirements:

1. Where the supply of water is not continuously supplied or plumbed, water shall be provided in sufficient quantity at the beginning of the work shift to provide one quart per employee per hour for the entire shift.
2. Employees may begin the shift with smaller quantities of water if they have effective procedures for replenishment during the shift as needed to allow employees to drink one or more quarts per hour.
3. Monitor water containers and encourage employees to report to a supervisor or designated person if the water level is low.
4. Place water containers as close as practicable to the areas employees are working.
5. Disposable single use drinking cups will be provided to employees, or provisions will be made to issue employee their own cups each day.
6. Encourage frequent drinking of water. Management or a foreman should provide reminders to employees to drink frequently. This can be done at start of shift and throughout the day. Methods to communicate with employees include, but are not limited to, the following:
 - a. Use of noise making devices (i.e. air horns) to remind crew.
 - b. Electronic reminders using two-way radios, cell phones, etc.
 - c. Verbal announcements.

D. Access to Shade

Consideration for shade shall be made as follows:

1. Temperatures below 80 degrees F:
 - a. Shade must be made available or timely access to shade must be provided upon employee request.
2. Temperatures above 80 degrees F:
 - a. Shade must be available (SHADE UP) in one or more areas.
 1. Shade must be open air or be provided with ventilation cooling.
 2. Shade provided must be able to accommodate the number of employees on recovery or rest period so that they can sit in a normal posture, fully in the shade without having to be in physical contact with each other.
 3. Shaded areas shall be located as close as practicable to the areas where employees are working.
 4. During meal periods the amount of shade should accommodate the number of employees on the meal period.



- b. Employees shall be allowed and encouraged to take a preventative cool down rest in the shade when they feel the need to protect themselves from overheating.

An employee who does not take a cool down rest:

1. Should be monitored and asked if he or she is experiencing symptoms of heat illness. Provide appropriate first aid or medical response, if needed.
2. Should not return to work until the symptoms of heat illness have abated.

- c. Where it is infeasible or unsafe to have a shade structure, or otherwise to have shade present on a continuous basis, alternate procedures for providing access to shade may be provided if the alternative provides equivalent protection.

1. Umbrellas, canopies, awnings, or other portable devices.
2. Trees with adequate canopy of leaves.
3. Access to offices, vehicles, or other buildings with air conditioning.

3. High Heat Procedures Industries covered by this subsection:

- Agriculture
- Construction
- Landscaping
- Oil and Gas Extraction
- Transportation or delivery of agricultural, construction materials or other heavy materials

When the temperature equals or exceeds 95°F.

You must implement additional preventive measures:

- Ensure effective communication (by voice, observation or electronic means)

You must implement additional preventive measures:

- Observe employees for alertness and signs and symptoms of heat illness
- Supervisory or designee observation of 20 or fewer employees
- Mandatory buddy system
- Regular communication
- Other effective means
- Designate one or more employees to call for emergency services
- Give more frequent reminders to drink plenty of water
- Hold pre-shift meetings on prevention

TEMPERATURE means the “dry bulb” temperature in the degrees Fahrenheit obtained by using a thermometer to measure outdoor temperature in an area where there is no shade.

While the temperature measurement must be taken in an area with full sunlight, the bulb or sensor of the thermometer should be shielded while taking the measurement.



E. Responding to a Heat Related Illness

Procedures should include:

1. Having a medic on site, if necessary.
2. Having phones, cell phones, or other reliable means of communication on site, for contacting “911.” NOTE: *Electronic devices may be used only if the reception in the area is tested and determined to be reliable.*
3. Having the address of the location, a map, and the nearest hospital on the call sheet.

NOTE: Use a “**Form**” to post at location to inform the crew of the response procedures. (This includes location of water, shade and medical aid).

IV. Heat Illness Prevention Program Action Guidelines

Due to local weather patterns in the United States, environmental risk factors for heat illness are high during the months of April through the end of October. Actual weather conditions will need to be monitored by the productions as they fluctuate. The following guidelines will establish a minimum action plan. Always monitor the weather, the type of work being conducted, acclimatization, and environmental risk factors.

A. Temperatures below 80 degrees F

1. Prepare your action plan for Heat Illness Prevention training.
2. Provide your crew access to potable drinking water.
3. Encourage frequent drinking of water.
4. Make shade available.

B. Temperatures above 80 degrees F

1. Ensure the Heat Illness Prevention Program training is in place.
2. Ensure there is ample potable water available and remind your employees to drink.
3. Provide shade (SHADE UP).
4. Evaluate clothing your employees are wearing. Make adjustments as needed and provide PPE.
5. Observe your employees. Evaluate whether they are showing signs/symptoms of heat illness.
6. Ensure that employees can communicate by voice, observation, or by electronic means (cell phone, radio) between the worksite and the employer, to report heat related illness concerns.
7. Ensure the procedures for contacting EMS are in place, and if necessary, for transporting employees to a point where they can be reached by an EMS provider.
8. Ensure that in the event of an emergency, clear and precise directions to the worksite can and will be provided as needed to EMS.
9. In the event of a “heat wave”, employees should be closely observed for signs and symptoms of heat illness. A “heat wave” is defined as any day in which the predicted high temperature for the day will be at least 80 degrees Fahrenheit and at least 10 degrees higher than the average high daily temperature in the preceding five (5) days.

C. Temperatures above 95 degrees F

When the temperature equals or exceeds 95°F.

You must implement additional preventive measures:

- Ensure effective communication (by voice, observation or electronic means)



You must implement additional preventive measures:

- Observe employees for alertness and signs and symptoms of heat illness
- Supervisory or designee observation of 20 or fewer employees
- Mandatory buddy system
- Regular communication
- Other effective means
- Designate one or more employees to call for emergency services
- Give more frequent reminders to drink plenty of water
- Hold pre-shift meetings on prevention



Preventing Heat Illness

Training Resource for Department Heads/Supervisors (2015)

1. **Prepare your employees for the heat – it may take several days.** If the weather suddenly turns hot and/or humid or an employee is transferred to a hot/humid environment they must be given an opportunity to acclimate to the “heat wave.” *FOR NON-ACCLIMATED EMPLOYEES:* Monitor employees during shift and have them use the buddy system. Consider staggered breaks and access to shade until acclimated. **REMEMBER: A heat wave means any day in which the predicted high temperature for the day will be at least 80 degrees F and at least 10 degrees Fahrenheit higher than the average high temperature in the preceding 5 days.**
2. **Provide heat illness symptom awareness and emergency medical response training.** All employees must have the ability to obtain medical aid, at all times. All employees must be trained on how to recognize heat illness symptoms and the medical response required. Training of all employees (day hires, extras, cast and crew) must be documented. Safety has provided forms for you to use.

Mild to Moderate Heat Illness Symptoms

WHAT TO LOOK FOR

- Swollen ankles feet and hands
- Bumpy red skin
- Dry mouth
- Muscle cramps or spasms
- Sweating
- Dry mouth
- Fatigue

Moderate to Severe Heat Illness Symptoms

WHAT TO LOOK FOR

- Dizziness nausea, vomiting, headache and fatigue
 - Pale, cool, moist flushed or ashen looking skin
 - Skin that is red and hot to the touch
 - Altered level of consciousness or unconsciousness
 - Weak and rapid pulse and/or shallow breathing
 - Extremely high body temperature
 - Sweating profusely or no longer sweating

NOTE: Personal factors such as age, general health, alcohol/caffeine consumption and prescribed medications may also contribute to heat illness.



Emergency Medical Response

- Call for medical assistance- follow the prearranged medical response procedures for your location.
- Find shade or air conditioning. If it's safe to move the individual, assist them out of the sun and find the nearest shady, or cooler area indoors. If they are unconscious, or it is not safe to move them, provide shade.
- Protect the individual from falling. Ask the individual to sit or lie down to reduce the risk of a fall.
- Offer cool water- small amounts at first and only if there are no signs of nausea or vomiting (half cup every 15 minutes).

NOTE: Effective communication includes voice, observation or electronic means that allow employees the ability to contact a supervisor, set medic (if available) or outside emergency services. Electronic devices such as cell phones may be used only if the reception in the area is reliable. If a supervisor observes, or any employee reports, any signs or symptoms of heat illness in any employee a supervisor should take immediate action commensurate with the severity of the illness.

3. **Encourage employees to drink plenty of cool water.** 3-4 glasses of water per hour. Have suitably cool water available at all times as close as practicable to the areas employees are working and inform every one of its locations. Encourage employees to drink well in advance of heat exposure. *Frequently encourage employees to drink water by using radio call reminders, phone calls, hourly signals using air-horn signals, department head announcements, etc.*
4. **Provide access to shade when heat becomes moderate.**
At temperatures below 80 degrees F, shade shall be made available or timely access to shade must be provided upon employee request.

At temperatures above 80 degrees F, shade must be available (SHADE UP) in one or more areas using these guidelines:

- Shade must be open air or be provided with ventilation or cooling and should allow employees to sit in a normal posture, fully in the shade, without having to be in physical contact with each other.
- The amount of shade present shall be at least enough to accommodate the number of employees on recovery or rest periods. During meal periods shade should be provided for all employees who are on a meal break.



- The shaded area shall be located as close as practicable to the areas where employees are working.
- Employees shall be allowed and encouraged to take a preventative cool-down rest in the shade when they feel the need to do so to protect from overheating. When an employee takes a preventative cool-down rest, the employee should be monitored for symptoms of heat illness, be encouraged to remain in the shade and should not return to work until any signs and symptoms of heat illness have abated.
- Where it is infeasible or unsafe to have shade or structure, or shade present on a continuous basis, alternate procedures for having access to shade may be provided if the alternative means will provide the equivalent protection.

5. Monitor the Weather

Prior to each workday, check the forecast temperature and implement appropriate elements of the Heat Illness Prevention Program.

- Use local radio weather reports.
- Internet- www.nws.noaa.gov
- California Dial-A-Forecast (LA Area (805) 988- 6610 option # 1)
- Use a “dry bulb” temperature thermometer.

6. Communicate Frequently

Use the Form provided to communicate the PROCEDURES FOR HEAT ILLNESS COMMUNICATION.

7. Document the Training

You must complete a location specific Heat Illness Prevention Training, and it must be documented in writing. This includes all employees (day hires, extras, cast and crew).

Use a Toolbox Training Form to Document meeting.

Post the HEAT ILLNESS PREVENTION PROCEDURES at the worksite.



WHAT ARE TYPES OF HEAT ILLNESS?

HEAT RASH is caused by excessive sweating during hot and humid weather and appears on the skin in the form of a rash or small blisters.

HEAT CRAMPS are painful muscle spasms that occur when excessive sweating (usually from strenuous physical activity) has depleted the body of its salt and fluids (electrolytes).

SUNBURN is caused by overexposure to the sun's ultraviolet rays. It may cause burns and blisters on the skin which may also be called sun poisoning. Long term exposure to the sun may lead to skin cancer.

HEAT EXHAUSTION occurs when the body loses more fluids than it has taken in. Some symptoms include excessive sweating, cold and clammy skin, weakness, muscle cramps, dizziness, vomiting and loss of consciousness.

HEATSTROKE is a life-threatening emergency that occurs when the body's natural temperature regulation system shuts down and normal sweating stops. Symptoms include hot, dry, flushed skin or profuse sweating, chills, altered behavior, slurred speech, convulsions and high internal body temperature.

IF ANY OF THESE SYMPTOMS ARE PRESENT, SEEK MEDICAL ATTENTION IMMEDIATELY!

HEAT ILLNESS RISK FACTORS:

Some of the following personal and environmental conditions can increase the risk of heat related illnesses:

Environmental Conditions

- High air temperature high humidity
- Lack of Air movement
- Physical activity
- Direct heat from the sun
- Personal protective equipment

Personal Conditions

- Insufficient water consumption
- Consumption of alcohol, caffeine, energy drinks or Carbonated drinks
- History of heat illness
- Poor fitness level- overweight or underweight
- Medications
- Low salt diet
- Advanced age or young age.

HEAT STRESS INDEX						
Relative Humidity	Air Temperature °F					
	70°	80°	90°	100°	110°	120°
0%	64°	73°	83°	91°	99°	107°
10%	65°	75°	85°	95°	105°	116°
20%	66°	77°	87°	99°	112°	130°
30%	67°	78°	90°	104°	123°	148°
40%	68°	79°	93°	110°	137°	
50%	69°	81°	96°	120°	150°	
60%	70°	82°	100°	132°		
70%	70°	85°	106°	144°		
80%	71°	86°	113°			
90%	71°	88°	122°			
100%	72°	91°				

Heat Sensation	Risk of Heat Injury
90° - 105°	Possibility of heat cramps
105° - 130°	Heat cramps or heat exhaustion likely; Heat stroke possible
130°+	Heat stroke a definite risk



ACCLIMATIZATION

It takes about 4-7 days for most people to adjust to unusual heat. If you know that you will be exposed to hot temperatures, spend more time each day in the heat for about a week before beginning your task (Acclimatization). During this period, you should begin work slowly and gradually increase your work pace and schedule. Drink small amounts of cool water frequently when you're in the heat; at least 32 oz per hour is recommended. You may not be thirsty, but your body can still be losing as much as three gallons of water a day in hot weather. If you are not needing to urinate during the workday, then you are not drinking enough water. Take rest periods often to prevent the symptoms of heat illness.

HEAT ILLNESS PREVENTION

DRINK WATER!!!

- The average person may lose up to 2 quarts of fluids per hour when working in hot weather. Dehydration can occur very quickly.
- The only way to replace your body's fluids is to drink water.
- Once you are thirsty, you may already be dehydrated.
- Avoid the consumption of alcohol and caffeine and limit the amount of sugar.

WEAR APPROPRIATE WORK CLOTHES AND COOL DOWN UNDER COVER

- Wear a wide brim hat, sunglasses and loose cotton, light-colored fabrics to help you stay cool.
- Take frequent breaks in a cool place.
- When possible, stay out of direct or reflective light.

SUMMARY

Heat illness may be prevented if these measures are followed. Understanding heat illness may save your life and others so please watch for symptoms, drink plenty of water and report any signs of heat illness immediately to your supervisor! Together, we can "beat the heat".



PROCEDURES FOR HEAT ILLNESS PREVENTION

When the temperature exceeds or is expected to exceed **80** degrees F, a responsible person will ensure that a brief 'tailgate' safety meeting is held each morning to review the importance of drinking water, access to shade and the signs and symptoms of heat illness.

Location: _____

Date: _____

Responsible Person and Contact Information:

DRINKING WATER is available at:

ACCESS TO SHADE is provided at:

PROCEDURES FOR MEDICAL RESPONSE:

1. Place the call-out for emergency medical services. Notify 911
2. Notify foreman
3. Move employee to a shaded area.

Call EMS immediately if an employee displays signs or symptoms of heat illness (loss of consciousness, incoherent speech, convulsions, red and hot face), does not look OK or does not get better after drinking cool water and resting in the shade.