CABRILLO HOIST

HEAT ILLNESS PREVENTION PROGRAM

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Management Policy Statement

To All Employees:

Cabrillo Hoist has established a written Heat Illness Prevention Program in order to provide a safe and healthy workplace for its employees. The Company's policy is in compliance with all regulatory requirements.

The safety of our employees is our paramount concern. We urge all employees, supervisors and managers to familiarize themselves with this Program.

Employees are responsible for their own safety, as well as that of others in the workplace. To help us maintain a safe working environment, all employees must be safety conscious at all times. Only by working together can we achieve our goal of making the work environment as safe as possible.

This Heat and Illness Prevention Program is available for review by all employees and employee representatives at our Corporate Office and each branch office.

Sincerely,

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HEAT RELATED ILLNESS

Heat may become a serious health hazard at the worksite. Your body builds up heat and sweats to get rid of extra heat. In extreme conditions, the body may sweat as much as 2 – 3 gallons a day. When the body is unable to cool itself through sweating, serious heat illnesses may occur. The most severe heat-induced illnesses are Heat Exhaustion and Heat Stroke. If left untreated, Heat Exhaustion could progress to Heat Stroke and possibly death. Know the symptoms and act immediately to reduce the risks of heat-induced illnesses. Awareness can save your life or the life of a co-worker.

Cal/OSHA Compliant Heat Illness Prevention Program
Summer is here and with the longer days come higher temperatures and an increased riskof heat illness.

Cal/OSHA has begun its yearly heat sweeps to ensure compliance with General Industry Safety Orders section 3395. Already this year, the agency has conducted more than 650 inspections and it will ramp up enforcement activities in the coming week. "For outdoor workers, the hot sun with high temperatures can be life-threatening," warns Cal/OSHA.

HEAT ILLNESS PREVENTION PROGRAM
I.INTRODUCTION

Hot weather puts stress on an employee's body cooling system. When heat is combined with other stressors such as hard physical work, loss of fluids or some medical conditions, it may lead to heat-related illness, disability, or even death.
This can happen to anyone - even the young and fit.
Heat illness risk factors are present in many workplaces. For agricultural employees, solar radiation and hot ambient air are important external sources of heat. Humidity in the workplace also contributes to heat stress.
Employees on medications or with pre-existing medical conditions may be more susceptible to heat stress. Employees should speak to their personal physicians about working in hot environments before starting work.

II.WHAT IS HEAT STRESS/ILLNESS?

Our bodies maintain a fairly constant internal temperature of 98.6 degrees F., even though external temperatures might be much higher or lower. To keep its temperature within safe limits, the body often must shed excess heat. Its natural method is to increase blood circulation to the skin, from which some heat flows to the environment through radiation and convection, and then to release sweat. As the sweat evaporates, it helps to further cool the skin surface.

On hot days, the body cannot shed its heat nearly as efficiently as when the surrounding temperature is much lower than that of the body. In addition, on days of high humidity, sweat does not evaporate as quickly because the surrounding air is moist. These conditions make it more difficult to work in heat. With more blood going to the external surface of the body, less circulation carries nutrients and oxygen to the active muscles, the brain, and other internal organs. Strength soon declines and fatigue occurs earlier than it would otherwise. Alertness and mental capacity also may be impaired. Employees who must perform delicate or detailed work may find their accuracy suffering, and others may find their comprehension and retention of information lowered. Because the loss of body fluid as sweat reduces blood volume, it further interferes with normal functions and makes subsequent cooling even harder.
Failure to recognize the signs and symptoms of heat stress can result in serious illness or even death. Employees who observe fellow employees exhibiting any symptoms of heat illness must IMMEDIATELY report these symptoms to their supervisor. Most heat illness victims are not aware of the danger they are in due to diminished rational thinking caused by the heat stress itself.

III.CONTRIBUTING FACTORS
Many factors influence heat illnesses. You can control some factors, but not others:

•Heat - Ambient temperature at the job site.

•Humidity - The amount of moisture in the air.

•Air Movement - A light wind can act as a refresher, but too much wind can increase your body's dehydration rate.

•Exertion - How much effort a person expends while working.

•Clothing - Thick, heavy clothing acts as insulation that can greatly decrease the body's ability to dissipate its heat and control its temperature. Darker clothing generally absorbs more solar heat.

•Condition - Your overall physical condition can play a huge role in how your body reacts to hot conditions and tolerates loss of fluids.

•Water Consumption - Drinking plenty of water, especially on hot days, is crucial to replace fluids lost as sweat and preventing heat illness.

•Alcohol Use - Alcohol dehydrates the body. By drinking a lot of alcohol the night before, you will already be dehydrated before your workday even starts, greatly increasing your risk of heat illness.

•Acclimatization - The extent to which your body had adjusted to working in hot weather by starting to sweat earlier and with less loss of electrolytes.

IV.DEFINITIONS

“Acclimatization” means temporary adaptation of the body to work in the heat that occurs gradually when a person is exposed to it. Acclimatization peaks in most people within 4-14 days of regular work for at least two hours per day in the heat.

“Heat illness” means a serious medical condition resulting from the body’s inability to cope with a particular heat load, including heat cramps, heat exhaustion, heat syncope (i.e., fainting) and heat stroke (i.e., impairment of brain or nervous system stemming from dangerously elevated body temperature).

“Environmental risk factors for heat illness” means working conditions that create the possibility that heat illness could occur, including air temperature, relative humidity, radiant heat from the sun and other sources, conductive heat sources such as the ground, air movement, work load severity and duration and protective clothing and personal protective equipment worn by employees.

“Personal risk factors from heat illness” means factors such as an individual’s age, degree of acclimatization, health, water consumption, alcohol consumption, caffeine consumption, and the use of medications or other drugs that affect the body’s water retention or other psychological responses to heat.

“Shade” means blockage of direct sunlight. One indicator that blockage is sufficient is when objects do not cast a shadow in the area of blocked sunlight. Shade is not adequate when heat in the area of shade defeats the purpose of shade, which is to allow the body to cool. For example, a car sitting in the sun does not provide acceptable shade to a person inside it, unless the car is running with air conditioning. Shade may be provided by any natural or artificial means that do not expose employees to unsafe or unhealthy conditions.

“Temperature” means the dry-bulb temperature in degrees Fahrenheit obtainable by using a thermometer to measure the outdoor temperature in an area where there is no shade. While the temperature measurement must be taken in an area with full sunlight, the sensor of the thermometer should be shielded by the hand or some other object, from direct contact by sunlight.

V.DISORDERS RELATED TO HEAT STRESS

Disorders related to heat stress and their causes, symptoms, treatment and prevention are summarized in this table:

Mild: Heat Cramps This is often the earliest and least serious form of heat	Signs and Symptoms	Treatment •Rest in a cool, shady area.

illness. It isn't dangerous unless the symptoms aren't treated. You should get treated and tell your supervisor.	•Having painful spasms in your muscles during activity or hours afterward (heat cramps)	•For muscle cramps, use warm, moist compresses. Then massage gently. •Drink water or a sport drink
Moderate: Heat Exhaustion This is a serious form of heat illness that can progress to stroke if not treated right away. You may need to take a break from work and get medical attention.	Signs and Symptoms •Sweating a lot •Cold, moist, pale, or flushed skin •Feeling very weak or tired •Headache, nausea, loss of appetite •Feeling dizzy or giddy •Rapid or weak pulse	Treatment •Resting in a cool area. •Drinking water or a sport drink. In some cases, a medical professional will need to administer fluids. •Taking salt, if instructed. •Using cool compresses on the forehead, around the neck, and under armpits. Blowing air across skin with fans.
Severe: Heat Stroke This is a serious, life threatening medical emergency. If not treated right away, heat stroke can lead to permanent brain damage and even death.	Signs and Symptoms •Sweating stops •Hot, dry skin that looks red, mottled or bluish. •Deep, fast breathing •Headache or nausea •Rapid, weak, or irregular pulse •Feeling dizzy, confused, or delirious •Fainting •Having convulsions	Treatment •Call 9-1-1 immediately •Implement Emergency Response Procedures •Rest in a cool area. •Have clothing soaked with cool water, or remove outer clothing and be wrapped with a sheet soaked in cool water. •Be blown with fans •Drink water or a sport drink. (Do not try to give water to someone who is unconscious.)

VI.SUPERVISOR/COMPANY RESPONSIBILITIES

•Each supervisor/foreman is responsible for carrying out the procedures of this Policy and the training of employees under his or her direct supervision that are specific to the employee's work locations. Procedures and responsibilities will be communicated to all agricultural employee working outdoors, and in particular to the supervisory employees assigned program responsibilities through training, general safety meetings and tailgate meetings.

VII.PROVISION OF WATER

Every field supervisor/foreman shall carry out the following procedures:

•Bring to the worksite fresh, pure and suitably cool drinking water in containers (5 to 10 gallons each) so that at least one quart per employee per hour is available at the start of

the shift. Smaller quantities of such drinking water may be brought at the beginning of the work shift if the supervisor follows the replenishment procedure noted below.

•Bring sufficient paper cone cups or bags of disposable cups and the necessary cup dispensers to ensure that enough disposable cups are made available for each employee and are kept clean until used.

•Check the water level of all containers at least once an hour, and more frequently when the temperature exceeds 85 deg. F. When the water level within a container drops below 50%, refill it with fresh, pure and suitably cool water from additional water containers (i.e., 5 gallon bottles), or replace it with a full container. Monitor and replace water as needed throughout the day to ensure at least one quart per employee per hour is available.

•When the temperature exceeds 85 deg. F., carry ice in separate clean containers, so that when necessary, it will be added to the drinking water to keep it suitably cool.

•Continuously monitor the worksite and place water containers as close as practical to employees so that it is readily accessible. If field terrain prevents the water from being readily accessible to the employees, bring bottled water or individual containers (in addition to disposable cups and water containers), so that employees can have drinking water readily accessible.

•Relocate water containers throughout the day to follow crews so that drinking water will be readily accessible at all times.

•Clean the water containers and ensure they are kept in sanitary condition

•Point out to employees daily the location of water containers and remind them to drink water frequently. When the temperature exceeds or is expected to exceed 85 deg. F., hold a brief “tailgate” meeting each morning to review with employees the importance of drinking water throughout the workday, the number and schedule of water and rest breaks, and the signs and symptoms of heat illness.

•When the temperature equals or exceeds 95 deg. F. or during a heat wave, consider increasing the number of water breaks, and remind employees to drink plenty of water.

•During employee training sessions, stress the importance of drinking water frequently.

VIII.ACCESS TO SHADE

To minimize the risk of heat illnesses and to insure access to shade at all times, the company has adopted and adheres to the following policies:

•Employees are allowed and encouraged to take a cool-down rest in the shade for a period of no less than 5 minutes when they feel the need to do so to protect themselves from overheating. Such access to shade is permitted at all times, irrespective of the temperature.

Where a work area with employees present does not have adjacent to it an adequately large area shaded by a permanent natural or permanent artificial structural shade, the field supervisor/foreman must set up portable shade structure so it is immediately available when the temperature exceeds 85 deg. F. Such portable shaded area must be open to the air or provided with ventilation or cooling. The amount of shade present must be sufficient to accommodate 25% of employees on the shift at any time, so they can sit in a normal posture fully in the shade without having physical contact with each other. The shaded areas must be located as close as practicable to areas where the employees are working. When the outdoor temperature in the work areas does not exceed 85 deg. F., the supervisor provides shade either as above, or timely upon an employee's request.

•A vehicle sitting in the sun does not provide acceptable shade to an employee inside it, unless the vehicle is running with air conditioning that is functional.

•The supervisor/foreman points out the location of the shade structures and shaded areas to employees each day.

•The supervisor/foreman ensures that the portable shade structures are relocated to follow the crew and double-checks to ensure they are as close as practicable to the employees at all times.

•In situations where trees or other vegetation are used to provide shade (such as in orchards), the supervisor/foreman evaluates the thickness and shape of the shaded area (given the changing angles of the sun during the entire shift), in determining whether it will cast sufficient shadow to protect employees throughout the shift.

•In situations where it is not safe to provide shade (e.g., winds of more than 40 mph), or it is not feasible to provide it continuously (e.g., employee is roving on an all-terrain vehicle), the supervisor/foreman must document how this determination was made and what steps will be taken to provide shade upon request.

IX.PROCEDURES FOR MONITORING THE WEATHER

Prior to each workday, the supervisor/foreman will do the following:

•Review the forecasted temperature and humidity for the worksite, refer to the National Weather Service Heat Index, and evaluate the risk level for heat illness, for instance, whether employees will be exposed to a temperature and humidity characterized as either "extreme caution" or "extreme danger" for heat illnesses such as heat stroke. Consider the potential effect of direct exposure to the sun in this evaluation.

•Monitor the weather with the aid of a thermometer at the worksite. Consider weather information in determining the necessity to make work schedule modifications, such as starting or stopping work early, rescheduling the job, working at night or during cooler hours of the day, or increasing the number of water and rest breaks.

•Use a thermometer at the job site to check the temperature at least hourly to monitor any sudden increases in temperature; ensure that once the temperature exceeds 85 deg. F., the shade structures are open and accessible to employees; and make certain that once the temperature equals or exceeds 95 deg. F., additional preventative "high-heat procedures" are implemented.

X.HANDLING A HEAT WAVE

The company takes the following additional "high-heat" precautions, to the extent practicable, when the temperature equals or exceeds 95 deg. F.

•Consider starting the workday early, stopping work early, rescheduling the job, working at night or during cooler hours of the day, or increasing the number of water and rest breaks. (The specific action taken shall be documented, as applicable.)

•Conduct a daily "tailgate" meeting to reinforce heat illness prevention with emergency response procedures and review the weather forecast with employees.

•Insure that effective communication by voice, observation or electronic means (such as a cell phone or text messaging device if reception in the area is reliable) is maintained so that employees at the worksite can contact a supervisor when necessary.

•Observe all employees periodically for alertness and signs and symptoms of heat illness.

•Remind employees throughout the workday to frequently drink plenty of water.

•Closely supervise new employees for their first 14 days on the job, unless the employee indicates at the time of hire that he or she has been doing similar outdoor work for at least 10 of the past 30 days for 4 or more hours per day.

•Assign each employee a "buddy" to be on the look-out for signs and symptoms of heat illness and insure that emergency procedures are initiated when someone displays possible signs or symptoms of heat illness.

XI. EMPLOYEE TRAINING

To help employees understand heat illness prevention, the supervisor/foreman trains employees in the following topics before the employees begin anticipated to result in exposure to the risk of heat illness:

•The environmental and personal risk factors for heat illness, as well as the added burden of heat load on the body caused by exertion, clothing and personal protective equipment.

•Our company's procedures for complying with the requirements of the Heat Illness Prevention standard.

•The importance of frequent consumption of small quantities of water, up to 4 cups per hour, when the work environment is hot and employees are likely to be sweating more than usual in the performance of their duties.
•The importance of acclimatization. Also, new employees shall be supervised for the first 14 days of employment, unless the employee indicates at the time of hire that he or she has been doing similar work for at least 10 of the past 30 days for 4 or more hours per day.

•The different types of heat illness and the common signs and symptoms of heat illness.

•The importance to employees of immediately reporting to the employer, directly or through the employee's supervisor, signs or symptoms of heat illness in themselves, or in co-employees.

•The company's procedures for responding to symptoms of possible heat illness, including how emergency medical services will be provided should they become necessary.

•The company's procedures for contacting emergency medical services, and if necessary, for transporting employees to a point where they can be reached by emergency medical service providers.

•The company's procedures for insuring that, in the event of an emergency, clear and precise directions to the worksite can and will be provided as needed to emergency responders. These procedures shall include designating a person to be available to insure that emergency procedures are invoked when appropriate.

XII.SUPERVISOR TRAINING
Before supervising employees performing work anticipated to result in exposure to the risk of heat illness, the company provides to each supervisor/foreman effective training on the following topics:

•All of the information required to be provided in Section XII above.

•The procedures supervisors are to follow to implement the applicable provisions of the Heat Illness Prevention standard (8 C.C.R. Section 3395).

•The procedures supervisors are to follow when an employee exhibits symptoms consistent with possible heat illness, including emergency response procedures.

•How to monitor weather reports and how to respond to hot weather advisories.

XIII.PROCEDURES FOR EMERGENCY RESPONSE

The company has established the following procedures for emergency response to heat illness and related symptoms:

•Before assigning a crew to a particular worksite, the supervisor provides employees and the foremen with a map along with clear and precise directions (such as street or road names, distinguishing features and distances to major roads) of the worksite, to avoid the delay of emergency medical services.

•Before assigning a crew to a particular worksite, the supervisor/foreman insures that a qualified, appropriately trained and equipped person will be available at the site to render timely first-aid if necessary. This person shall be trained in First-Aid, safety and CPR.

•Before the start of the shift, the supervisor/foreman determines if a language barrier is present at the worksite and takes steps (such as assigning responsibility to call emergency medical services to the foremen or an English-speaking employee) to insure that emergency medical services can be immediately called in the event of an emergency.

•All foremen and supervisors carry cell phones or other means of communication to insure that emergency medical services can be called and check that these devices are functional at the worksite before each shift.

•When an employee is showing symptoms of possible heat illness, the supervisor/foreman takes immediate steps to keep the stricken employee cool and comfortable once emergency responders have been called, in order to reduce the progression to more serious illness.

•At remote locations such as rural farms or undeveloped areas, the supervisor/foreman designates an employee or employees to physically go to the nearest road or highway where emergency responders can see them. If daylight is diminished, the designated employee or employees are given reflective vests or flashlights in order to direct emergency responders to the location of the worksite, which may not be visible from the road or highway.

•During a heatwave or hot temperatures, employees are reminded and encouraged to immediately report to their supervisor any signs or symptoms of heat illness that they are experiencing.

•The company provides training for employees and supervisors that includes every detail of these written emergency procedures.

XIV.HANDLING A SICK EMPLOYEE

The following procedures are followed by supervisors and/or foremen present at the worksite:

•When an employee displays signs or symptoms of possible heat illness, a trained first-aid worker or supervisor checks the sick employee and determines whether resting in the shade and drinking cool water will suffice or if emergency responders are needed. The employee is not to be left alone, even in the shade.

•When an employee displays signs or symptoms of possible heat illness and no trained first-aid worker or supervisor is available at the worksite, emergency service providers are to be contacted immediately.

•Emergency responders are contacted immediately if an employee displays signs or symptoms of heat illness such as loss of consciousness, incoherent speech, convulsions, red and hot face, does not look coherent, or does not get better after drinking cool water and resting in the shade. While the emergency responders are in route, the foreman or other trained employee initiates first-aid (cool the employee, place in the shade, remove excess layers of clothing, place ice packs in the armpits, fan the employee). A sick employee is not allowed to leave the worksite alone.

•If an employee displays signs or symptoms of severe heat illness (loss of consciousness, incoherent speech, convulsions, red and hot face) and the worksite is located more than 20 minutes away from a hospital, the supervisor or other employee calls emergency responders, communicates the signs and symptoms of the employee, and requests an air ambulance.

XV.AVAILABILITY OF HEAT ILLNESS PREVENTION PROGRAM

This policy and related training documentation is available to all employees and to representatives of the Division of Occupational Safety and Health upon request.

XVI.PROHIBITION

The company does not discharge or discriminate in any other manner against employees for exercising their rights under the Heat Illness Prevention Standard (8 CCR Section 3395) or any other provision offering occupational safety and health protection to employees.