



HR Bulletin

March 16, 2015

Changes to California's Heat Illness Standard

The California Occupational Safety and Health Standards Board has issued an amendment to its Heat Illness Standard, which applies to all outdoor places of employment. If you have employees who work outdoors, or in an indoor environment that lacks air conditioning, it will be important to understand these changes, which are effective May 1, 2015.

Contents

- 1 Changes to California's Heat Illness Standard
- 2 Providing Notice of Changes to Pay Date or Pay Period
- 2 Events Calendar
- 2 Sierra HR Team

- The temperature threshold at which employers must provide shade and allow employees to take a cool-down recovery period has been reduced from 85 degrees to 80 degrees.
- The amount of shade provided must be enough to accommodate the total number of employees taking a recovery or rest period. The Standard previously stated shade must accommodate 25% of employees on the shift, and the new requirement may increase the amount of shade you must make available.
- Employers are required to give employees access to potable water, which has been defined as being "fresh, pure, and suitably cool." Water must be provided free of charge and be located as close as practicable to the areas where employees are working.
- Employers now have greater responsibilities when an employee takes a cool-down recovery period to avoid heat illness. The amended Standard states that the individual should be monitored for symptoms of heat illness, be encouraged to remain in the shade for no less than 5 minutes, and shall not be ordered back to work until any signs or symptoms of heat illness have abated. If the employee exhibits symptoms of heat illness during the cool-down rest, the employer must provide appropriate first aid or emergency response.
- High heat procedures must be taken when outdoor temperatures reach 95 degrees, and the amended Standard provides greater details regarding employers' responsibilities to ensure effective communication, monitor employees, encourage recovery periods and hydration, and contact emergency medical services when necessary.
- A Heat Illness Prevention Plan must be provided in writing in both English and the language understood by the majority of the employees.

Sierra HR Partners can assist you in creating or revising your Heat Illness Prevention Plan.

Providing Notice of Change to Pay Dates or Pay Period

How much notice must you give to employees if you want to change your pay dates or pay period? While there is no specific time frame given under the law, California Labor Code requires that wages be payable "on days designated in advance by the employer as the regular paydays." Because a pay period and a pay date must be established before work in that period has begun, giving advance notice of at least one pay period should meet or exceed those requirements. Notice should be given in writing to comply with the requirements of Labor Code section 2810.5.

Events Calendar

❖ Legal Beagle Bagel Breakfast

Date and Topic to be announced

Email receptionist@flcz.net or call (559) 256-5000 to register.

❖ Harassment & Discrimination Prevention Training

Tuesday, March 31st from 9 - 11:15 a.m.

Email woods@sierrahr.com or call (559) 431-8090 to register

❖ Central Valley Workplace Conference

Thursday, May 7th from 8:00am – 4:00pm

Visalia Convention Center

Mark your calendar and register for a day of engaging, informative workshops and great networking opportunities. Keynote speaker will be Dave Berndt, Director of Employment Compliance for Wal-Mart U.S.

Sierra HR Partners Team

Sierra HR Partner's team of certified professionals are here to support you in the areas of legal compliance, training, recruitment, handbooks, audits, policy development, job descriptions, performance evaluations, compensation, terminations, and related employment areas.

As an HR Business Partner you are entitled to:

- ❖ **Unlimited** phone consultation by certified HR consultants (M – F)
- ❖ **Free** monthly LBBB seminars for designated representative
- ❖ **HR bulletins** covering breaking employment news and employment best practices
- ❖ **Discounted rates** on projects

Contact us at (559) 431-8090 or toll free 1-844-431-HR4U (4748).

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