



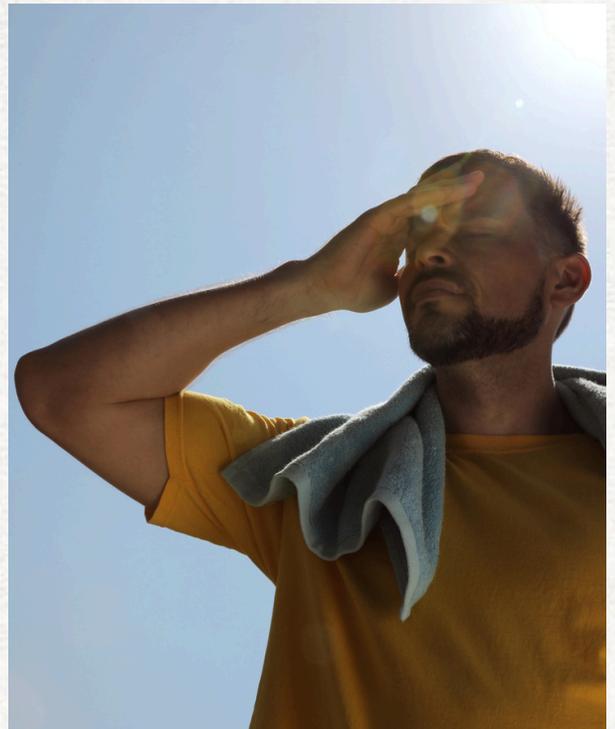
Safety Bulletin: Heat Illness Preparedness April 2026

Attention: M&O, Custodial, Grounds, Nutrition Services, Warehouse, Risk Management

As the weather warms, it is time to focus on heat illness prevention. Learn to identify heat disorders and take precautions to keep yourself and your coworkers safe.

Recognizing Heat Disorders

- **Heat Rash** – A skin irritation caused by excessive sweating during hot, humid weather. Symptoms include red clusters or pimples or small blisters around the neck, upper chest, groin, under breasts and in elbow creases.
- **Heat Cramps** – Often affects people who sweat a lot during strenuous activity. The sweating depletes the body's salt and moisture levels. Low salt levels in muscles can cause painful cramps. Symptoms include muscle cramps, pain, or spasms in the abdomen, arms, or legs.
- **Fainting (heat syncope)** – Usually occurs when standing for too long or suddenly standing up after sitting. Symptoms include fainting, dizziness, or light-headedness.
- **Heat exhaustion** – Excessive loss of water and salt, usually through excessive sweating, may result in exhaustion. Symptoms include headache, nausea, weakness, irritability, thirst, decreased urine output, and elevated body temperature.
- **Heat Stroke** – The most serious heat illness. It occurs when the body can no longer control its temperature. The body's temperature rises rapidly, sweating stops, and the body is unable to cool down. It can result in permanent disability or death if the person does not receive emergency treatment. Symptoms include confusion, slurred speech, loss of consciousness, seizures, hot dry skin, or profuse sweating.



Prevention and Treatment

- Give yourself a chance to acclimate to the heat. Gradually increase exposure time in hot environmental conditions over a 7 to 14-day period. Acclimatization is especially important for new employees.
- Wear light-colored, loose-fitting, and lightweight clothing. A wide brimmed hat will protect your face and neck.
- Avoid overexertion, strenuous work, and outside play during the hottest part of the day.
- Drink plenty of water and do not wait until you are thirsty. Avoid caffeine and salt tablets.
- Take breaks in cool and shaded areas. *(Continued on Page 2)*

- Be alert to the signs and symptoms of heat illness in your staff and coworkers. Establish a buddy system to check on each other, especially when working alone.
- If your coworker's symptoms worsen, be prepared to pour cool water over the person and keep them lying down with feet raised. If victim is vomiting, has fainted or exhibits confusion, angry or strange behavior, call 911 immediately.

District Policies and Procedures

All California employers are required to have a Heat Illness Prevention Plan and be responsible for preventing heat-related illnesses in outdoor and indoor workspaces.

It is your responsibility as an employee to learn your district's procedures for prevention and emergency response. Complete all district-assigned training and review your Heat Illness Prevention Plan. If you have any questions, ask your supervisor or risk management.

For additional resources, visit: [CDC](#) and [CalOSHA](#)

