



WORLD CLASS HEALTH & SAFETY EVENT

Michigan Safety Conference

A Review of OSHA's Proposed Heat Stress Rule

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April 15, 2025



94 Years - Find Your Safety _____!

Heat Stress Injuries, Illnesses and Fatalities - 2011 – 2022

479 fatalities

40 per year

33,890 injuries and illnesses

- 3,389 per year
- Increased attention to heat stress!

Heat Stress Citations and Warnings

Worker impact, citations (and increased insurance rates?)

2023

MI inspection	64
OSHA 5(a)(1)	22
OSHA HAL	476

2024

MI inspections	98
OSHA 5(a)(1)	30
OSHA HAL	198 (Jan – June, 2024)

OSHA is progressing on its heat rule

OSHA Public Hearing on the Heat Injury and Illness Prevention Rulemaking: Notice of Intention to Appear Form

The public hearing will begin on June 16, 2025, at 9:30 a.m. Eastern Time (ET). If necessary, the hearing will continue on subsequent weekdays. All those interested in providing oral testimony, documentary evidence, or questioning witnesses at the hearing must register using this form.

This registration form is only to sign up to provide public testimony, documentary evidence, or question witnesses at the hearing. Do not sign up if you only intend to watch the hearing (instructions for viewing the hearing will be posted separately).

Heat Stress National Emphasis Program (NEP)

Proposed Heat Stress Rule

Hearing – June 16, 2025

Final rule?

ANSI/ASSP A10.50 – Heat Stress Program Management Standard

Published Jan. 4, 2024

ANSI/ASSP A10.50-2024

Standard for Heat Stress Management In
Construction and Demolition Operations



AMERICAN SOCIETY OF
SAFETY PROFESSIONALS



OSHA Proposed Rule vs. A10.50

- Scope and application 1910.148(a) **A10.50, Sec. 1**
- Definitions 1910.148(b) **A10.50, Sec. 3**
 - **Heat Injury and Illness Prevention Plan (HIIPP) 1910.148(c) **A10.50, Sec. 4****
 - **Identifying heat hazards 1910.148(d) **A10.50, Sec. 4; Sec. 6; Sec. 12.1;****
 - **Requirements at or above initial heat trigger 1910.148(e)**
 - **Requirements at or above high heat trigger 1910.148(f)**
- Heat illness and emergency response and planning 1910.148(g) **A10.50, Sec. 9; Sec. 9.3**
- Training 1910.148(h) **A10.50, Sec. 13**
- Recordkeeping 1910.148(i)
- No cost to workers 1910.148(j)

(c)(1) – Requirement to have a site-specific HIIPP	A10.50, Sec. 4 “Heat Stress Management Program”
(c)(2) – (i) types of work activities; (ii) policies and procedures that cover the proposed rule; (iii) ID the heat metric the employer will use	A10.50, 12.b – Employer responsibilities, responsibilities for competent and qualified persons
Heat Metric – Wet Bulb Globe Temperature (WBGT) or heat index Modern equipment available for this!	A10.50, Sec. 4 “...initial trigger of 70 WBGT (approx. 80°F)...” WBGT = temp + humidity = how hot it feels Vapor barrier clothing – add 21.6 to WBGT reading
(c)(3) – Vapor Impermeable clothing – assess heat stress of those wearing vapor impermeable clothing	App. 2, Table 1 notes employers should add 21.6 to the WBGT reading for employees in vapor impermeable clothing

Wet Bulb Globe Temperature monitors



1910.148(c) – con't

(c)(4) 10 or more employees – written program	A10.50, Sec. 10.2: 5 or more employees - written program
<p>(c)(5) – Requirement for a heat safety coordinator:</p> <ul style="list-style-type: none">• Implement and monitor HIIPP• Person identified in the HIIPP• Authority to Assure compliance	<p>Sec. 12.1 – Employer Responsibilities</p> <p>Sec. 12.2 – Supervisor Responsibilities</p> <p>Sec. 12.4 Comp. Person Responsibilities</p> <p>Sec. 12.5 Qualified Person Responsibilities</p> <p>Sec. 13 Training</p> <p>Sec. 13.1 Supervisor</p> <p>Sec. 13.2 Comp. Person</p> <p>Sec. 13.2 Qualified Person</p>

1910.148(c)(6) – non-mgmt EEs

<p>(c)(6) Input of non-management employees (EEs)</p> <p>“ER must seek input and involvement of non-managerial employees and their representatives...”</p>	<p>Sec. 10, 10.1, 10.2</p> <p>10.1 “...employees should be involved in conducting task hazard analysis.”</p> <p>10.2 “safety committee”</p> <p>“...employees and supervisors...”</p>
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1910.148(c) – con't

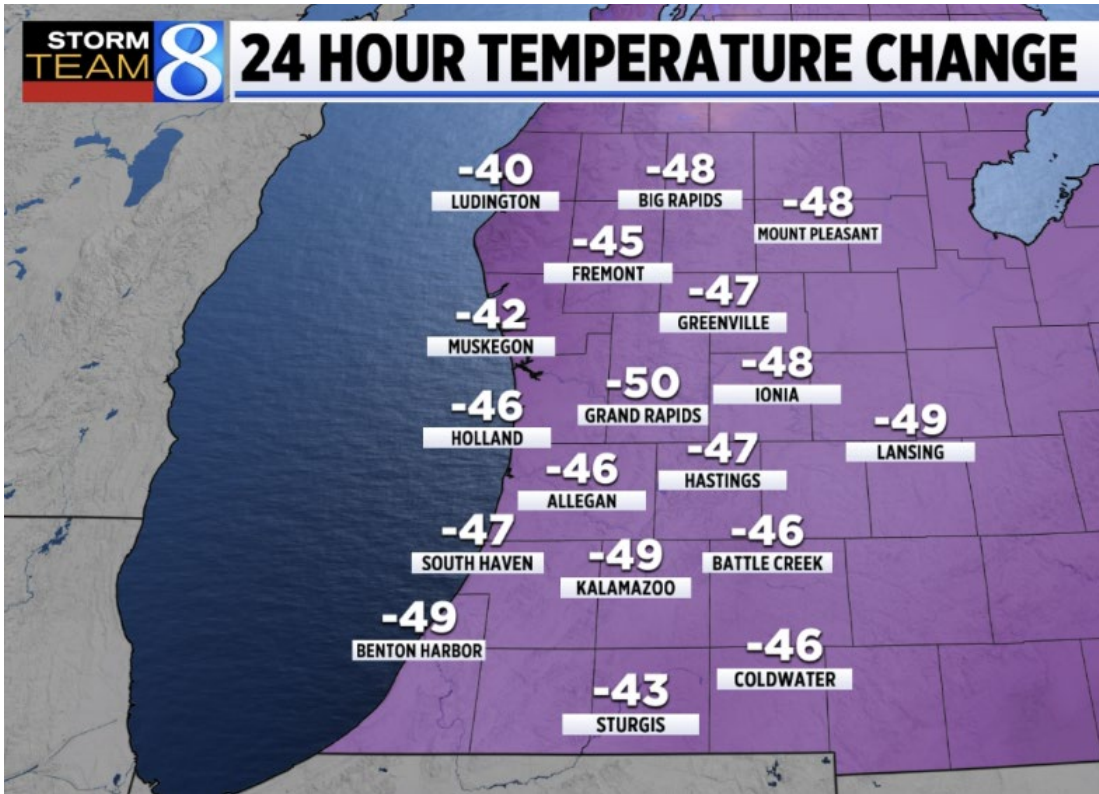
(C)(7) – Review and evaluate HIIPP effectiveness when IIF	Sec. 4(k) – Annual program review and revision as necessary Sec. 13.5 – Retraining shall occur annually and whenever there is a recognized lack of knowledge. ...after a heat-related incident or close call...
(c)(8) – HIIPP must be readily available	Sec. 4 – “...should be kept on-site...” (main paragraph)
(c)(9) - HIIPP must be available in a language each employee, supervisor, and heat safety coordinator understands.	12.1(e) – Train employees according to the [plan] using language that EEs understand MI common, non-English languages: Arabic, Chinese, Spanish

1910.148(d) – Identifying heat hazards

<p>(d)(1) and (2): Measure outdoor temperatures:</p> <ol style="list-style-type: none">1. National Weather Service heat index2. WBGT3. Ambient temp + humidity = heat index	<p>A10.50, Sec. 4 “...initial trigger of 70 WBGT (approx. 80°F)</p> <p>WBGT = temp + humidity = how hot it feels</p> <p>Vapor barrier clothing – add 21.6 to WBGT reading</p> <p>(additions to WBGT found in A10.50, App. 2, Table 1)</p>
<p>(d)(2) Monitor with sufficient frequency for reasonable accuracy</p>	<p>12.4(g) – Monitor for changed conditions including the use of heat stress monitors and their interpretation</p>

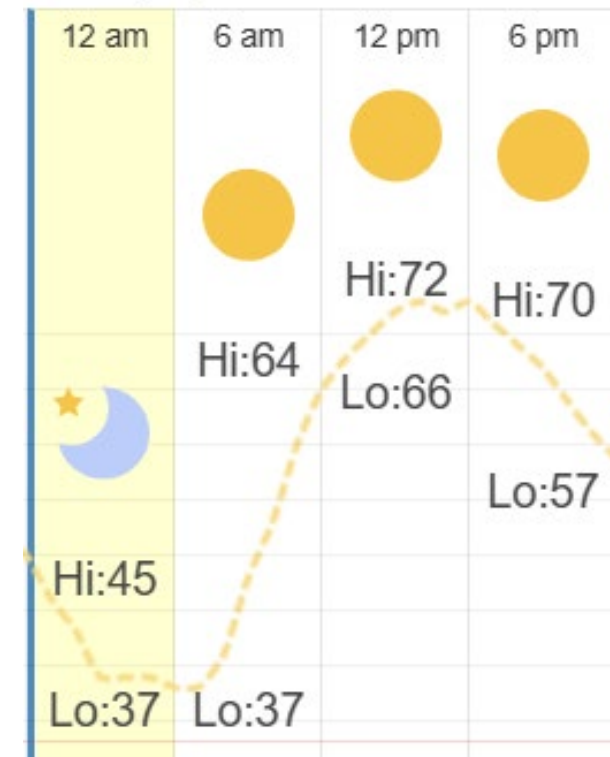
Weather can be unpredictable

Significant temperature swings
in one day!



April 2018 Weather in Lansing — Graph

Mon, Apr 23



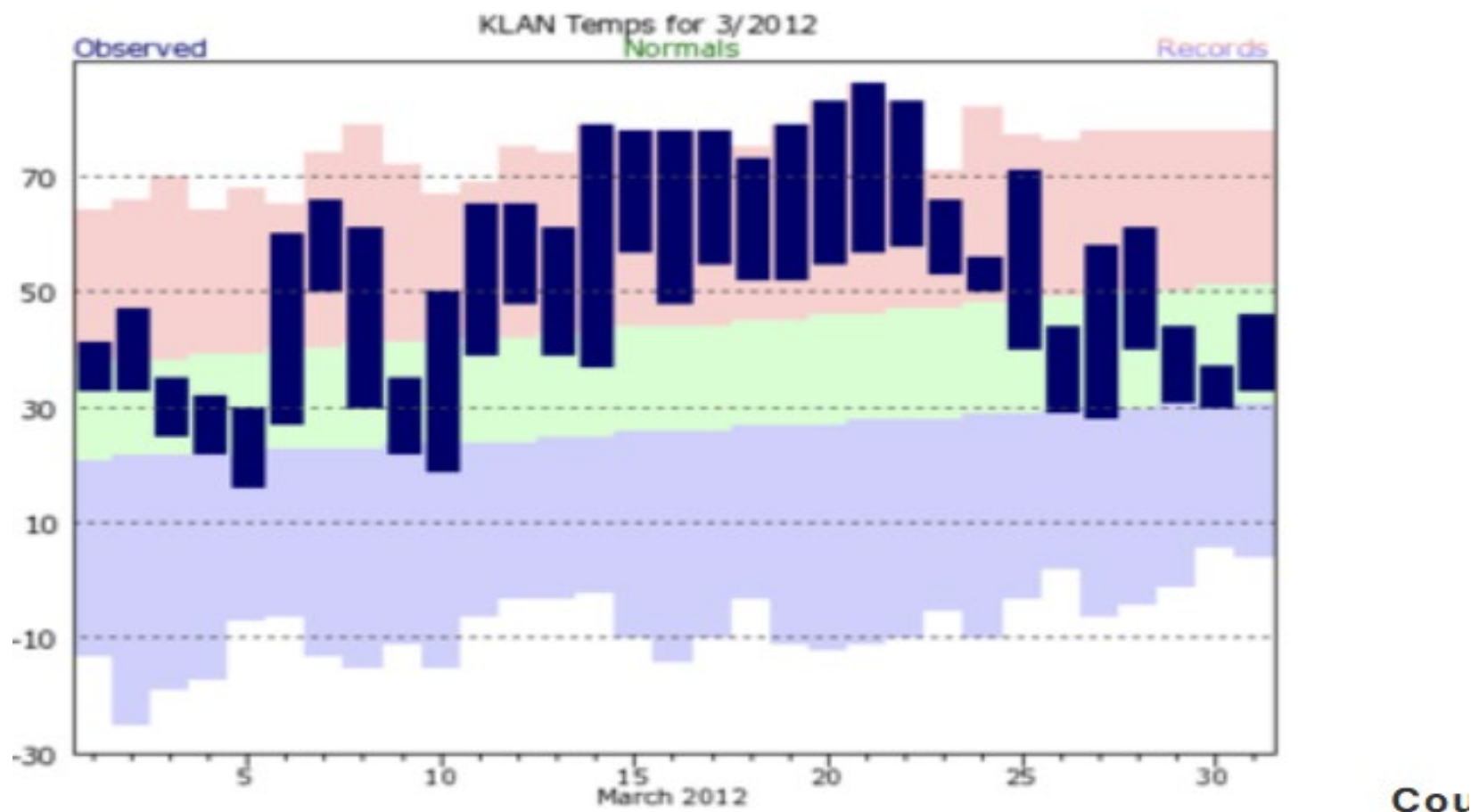
(d)(3)(iii) Whenever there is a change in production, processes, equipment, controls, or a **substantial increase in outdoor temperature which has the potential to increase heat exposure indoors**, the employer must **evaluate any affected work area(s) to identify where there is reasonable expectation that employees are or may be exposed to heat at or above the initial heat trigger**. The employer must update their monitoring plan or develop and implement a monitoring plan, in accordance with paragraph (d)(3)(ii) of this section, to account for any increases in heat exposure.

A10.50 – No similar text

Plant managers need to assess outdoor weather impact on indoor environments

Watch for rapid changes in the weather

- But when there's a sudden heat wave, EH&S managers need to act



Photo

A March 2012 climate plot by the National Weather Service for the city of Lansing.

High Heat Environments	
<p>(d)(5) Exemption from monitoring. The employer can assume that the temperature at a work area is at or above both the initial heat and high heat triggers instead of conducting on-site measurements or tracking local forecasts. In such cases, the employer must provide all control measures outlined in paragraphs (e) and (f) of this section.</p>	<p>A10.50 – no similar provision</p>



= Just implement the rule

(e) Requirements at or above the initial heat trigger	
<p>(e)(2) Drinking Water</p> <p>The employer must provide access to potable water for drinking that is:</p> <ul style="list-style-type: none"> (i) Placed in locations readily accessible to the employee; (ii) Suitably cool; and (iii) Of sufficient quantity to provide access to 1 quart of drinking water per employee per hour <p>OSHA is silent on electrolyte replenishment beverages</p>	<p>Sec. 4.c – “... provide water (and electrolytes for EEs involved with heavy work activities greater than 2 hours)”</p> <p>6.2.1 – EEs shall have access to potable (drinking water) ...that is suitably cool and provided to EEs free of charge....one quart (~1 litre)/ employee/hour/shift</p> <p>6.2.2 – 2 hours or more = access to electrolyte replenishment beverages</p>

<p>(e)(4) – Indoor break areas:</p> <ul style="list-style-type: none"> • Air Conditioning • Dehumidification • Accommodate the number of workers taking a break • Readily accessible to the work area 	<p>A10.50; Sec. 4.e. [Heat Stress Management Program] “requirements for scheduled rest breaks</p> <p>9.3.3 – Separate area for Emergency Equipment – water, ice bags, cooling fans...</p>
<p>(e)(5) - Indoor controls:</p> <ul style="list-style-type: none"> • Fans • Ventilation • Dehumidification 	<p>A10.50, Sec. 11 – Heat Stress Controls:</p> <p>11.1.2 - “air-conditioning...and dehumifiers...can reduce heat load in enclosed areas.”</p> <p>11.1.3 – “Misting fans and evaporative cooling can be used to cool workers.”</p>
<p>(e)(6) – Indoor Fan use:</p> <p>Above 102°F evaluate the humidity to determine fan use is harmful</p>	<p>A10.50, Sec. 11.1.2 “Fans can reduce heat load, but only when the indoor temp is < 95°F.”</p>

(e)(7) – Acclimatization	
(e)(7)(i) – New employees 20%; 40%; 60%; 80%; 100% (Full week to on-board a new employee)	A10.50, Sec. 5.2 Same acclimatization schedule
(e)(7)(ii) – Returning employees 14-days or less: 50%, 60% 80%, 100%	A10.50, Sec. 5.3 Same acclimatization schedule
(e)(7)(iii) – Exemption! The above do not apply if the worker worked consistently in similar conditions	No similar language

(e)(10) – PPE:	A10.50 Sec. 11.3, 11.3.1
“...employer must ensure the cooling properties of the PPE are maintained at all times during use.”	“PPE that facilitates cooling can be used to supplement engineering and administrative controls...”

1910.148(f)(2) & (3)

High Heat Trigger	
(f)(2) Rest Breaks 15 minutes / 2 hours Not including <ul style="list-style-type: none">• Time to arrive at the break site• Time to doff and don PPE	A10.50, Sec. 6.2.3 “Breaks and Rest Areas” No comment on length of time for breaks
(f)(3)(i) Mandatory Buddy-System “co-workers observe each other” (f)(3)(ii) – Exemption: Unless a supervisor observes the workers	A10.50 Sec., 6.2.4 “Buddy system” “...at or above the moderate hazard, the employer should implement a buddy system for monitoring workers.”

Harnessing your political power

MI Congressional Delegation

- Rep. Lisa McClain (R-MI-9 (the Thumb))

Lake Orion-Marlette

Education and Workforce Committee

- Rep. Haley Stevens (D-MI-11)

Farmington Hills-Pontiac-Birmingham

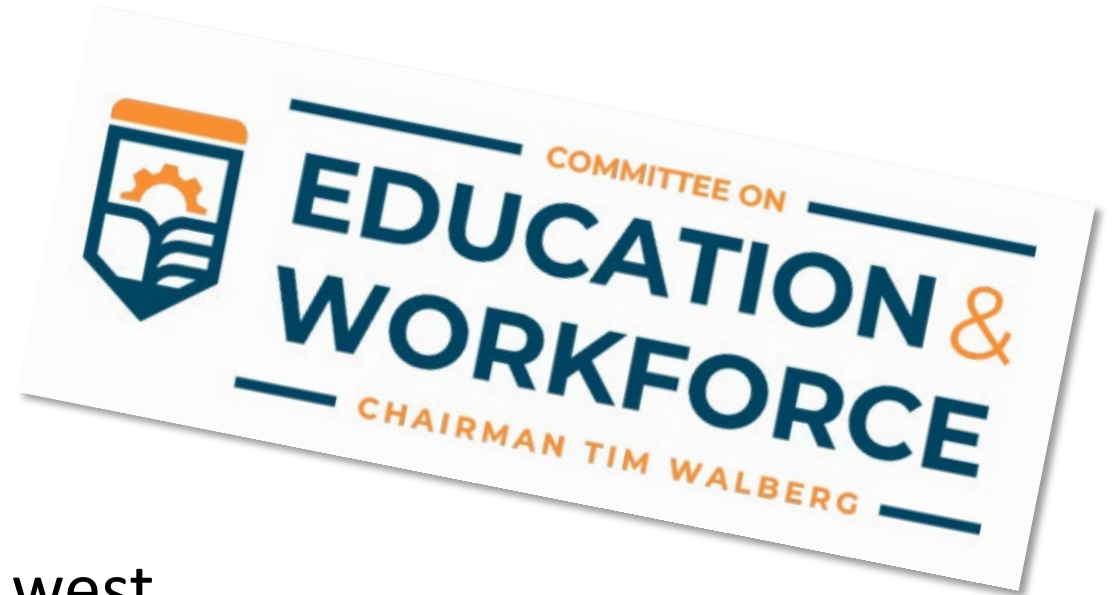
Education and Workforce Committee

Bipartisan = gets noticed!



Education and Workforce Committee

- Jurisdiction over OSHA
- Half jurisdiction over NIOSH
- Chair is Tim Walberg (R-MI-5)
- Michigan's southern border, east to west
- Rep. Stevens – E&W Committee, Workforce Protections Subcommittee



Thank you!

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