

# Recognize Heat Illness

Three stages every worker and supervisor should know — before it becomes an emergency.

01  
STAGE 1

## Heat Cramps

**WARNING SIGNS**

- Painful muscle cramps & spasms
- Heavy sweating
- Thirst, fatigue

**WHAT TO DO**

Move to shade. Sip water or a sports drink every 15 minutes. Stretch gently. Rest until cramps fully resolve before returning to work.

02  
STAGE 2

## Heat Exhaustion

**WARNING SIGNS**

- Heavy sweating, cool & clammy skin
- Dizziness, headache, nausea
- Weak, rapid pulse · muscle cramps
- Fast, shallow breathing

**STOP WORK · COOL DOWN · GET HELP**

Move worker to a cool place. Loosen clothing. Apply cool, wet cloths or mist with water. Sip water. If symptoms worsen or last longer than 1 hour, call 911.

03  
STAGE 3

## Heat Stroke

**WARNING SIGNS**

- High body temperature (103°F+)
- Hot, red, dry OR damp skin
- Confusion, slurred speech
- Loss of consciousness · seizures

**CALL 911 IMMEDIATELY**

This is a medical emergency. Move the worker to shade. Cool them rapidly with cold water, ice packs to neck/armpits/groin. Do NOT give fluids. Stay with them until EMS arrives.

### Prevent heat illness — Water · Rest · Shade



#### Drink water

One cup (8 oz) every 15–20 minutes. Don't wait until you're thirsty.



#### Take rest breaks

Schedule frequent breaks. New & returning workers need extra time to acclimatize over 7–14 days.



#### Find shade

Rest in shaded or air-conditioned areas. Wear light-colored, loose clothing and a wide-brim hat.



#### Watch the heat index

When the heat index hits 80°F+, monitor closely. At 91°F+, OSHA recommends mandatory rest breaks.