



Maryland Heat Stress Standard Compliance Checklist

(Effective September 30, 2024)

This compliance checklist has been developed to help you recognize if your employer/worksite is meeting the major requirements of the Maryland Heat Stress Standard.

The standard has several exemptions and some very detailed requirements which cannot be listed in entirety here. The full text of the standard should be reviewed to accurately determine if requirements are being met by your employer. The full standard can be accessed by scanning the QR Code embedded at the end of this document.

For the employer/worksite to be deemed in compliance with the standard, each question should be answered with a 'Yes'.

Should you learn or be concerned that your employer/worksite is not in compliance, contact your union representative with relevant information as soon as possible.

General Requirements

Heat Index Monitoring:

Yes No: Is your employer monitoring the heat index throughout the work shift?

Yes No: Is your employer using direct measurement, local weather data, or the NIOSH Heat Safety Tool to monitor the heat-index?

Written Heat-Related Illness Prevention and Management Plan:

Yes No: Does your employer have a written plan?

Yes No: Does the plan include all required elements (drinking water, hydration, symptom recognition, emergency medical response, rest breaks, environmental conditions, emergency response plan, training, etc.)?

Yes No: Is the plan accessible to employees and MOSH upon request?

Acclimatization

Acclimatization Provision:

Yes No: Is your employer providing acclimatization for up to 14 days for new or returning (7 or more days absence) employees?

Yes No: Is your employer monitoring employees during the acclimatization period by phone or radio, the buddy system, or other effective means of observation?

Acclimatization Schedule:

Yes No: Does your employer/worksite have a written acclimatization schedule?

Yes No: Does the schedule gradually increase exposure time over 5-14 days or follow NIOSH recommendations?

Shade Access

Shaded Areas:

Yes No: Are shaded areas provided close to the work area?

Yes No: Are shaded areas open on at least three sides, sufficiently sized, configured to allow employees to sit in a normal position?

Alternative Cooling Measures:

Yes No: If outdoor shade is infeasible, are alternative cooling and control* measures provided?

**Alternative cooling and control measures include engineering, work-practices, administrative or other controls to manage heat, including job-rotation, mechanical ventilations systems, misting equipment, cooling vests, air-cooled or water-cooled garments, and access to recreational water.*

Drinking Water

Provision of Drinking Water:

- Yes No: Is drinking water provided at no cost to employees?
- Yes No: Is at least 32 ounces of drinking water available per hour per employee?

High-Heat Procedures

High-Heat Procedures Implementation:

- Yes No: Are high-heat procedures implemented when the heat index reaches or exceeds 90°F where the work is being performed?
- Yes No: Are work and rest schedules adjusted for environmental conditions, workload, and impacts such as required clothing or personal protective equipment?

Rest Periods:

- Yes No: Are minimum rest periods provided based on the heat index (10 minutes for every 2 hours at 90-100°F, 15 minutes for every hour above 100°F)?

Alternative Cooling Measures:

- Yes No: If using alternative cooling measures, are they documented and readily available?

Employee Monitoring:

- Yes No: Are employees monitored for signs of heat-related illness with regular communication?

Emergency Response

Emergency Response Plan:

- Yes No: Is there an emergency response plan in place?
- Yes No: Does the plan include effective and accessible means of communication in case of emergency, response to signs & symptoms of illness, monitoring, and contacting emergency medical services or transporting employees accessible to emergency medical services?

Training

Initial and Annual Training:

- Yes No: Is initial heat stress training provided before first exposure?
- Yes No: Is annual re-training conducted?
- Yes No: Is re-training conducted after any suspected or confirmed heat-related illness?

Training Content:

- Yes No: Is the training presented/delivered in a language and manner that all employees and supervisors can understand?
- Yes No: Does the training cover work conditions, personal risk factors, acclimatization, hydration, types of heat-related illness, first aid, and reporting procedures?

Training Records:

- Yes No: Are training records maintained for at least one year?
- Yes No: Do the records include names, dates, and a training content summary?



Scan here to open Maryland's Occupational Safety and Health (MOSH) website
<https://www.labor.maryland.gov/labor/mosh/>



Scan here to open a PDF of the full text of Maryland's Heat Stress Standard
<https://www.labor.maryland.gov/labor/mosh/09.12.32.pdf>