

## YOU HAVE LEGAL RIGHTS

### DON'T FORGET YOUR RIGHTS!

**WATER** – Employers should provide sufficient water so that every worker can drink a cup every 15 minutes.

**TRAINING** – Your employer should provide training regarding prevention, recognition and treatment of heat stress.

**REST AND SHADE** – People who work outdoors have the right to have an extra rest and shade when they feel it necessary to prevent heat stress or any other illness caused by heat.

**EMERGENCY PLAN** – Your employer, by law, should have procedures on what to do when workers are exposed to heat stress. Employers have to provide training to all workers on how to direct an ambulance to the precise work area in case of an emergency.



Photos by David Bacon

### CRLA OFFICES

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777-2752 Administrative Office - No Client Services

\*These offices have limited intake and office hours

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Photos Courtesy of David Bacon



CALIFORNIA RURAL LEGAL ASSISTANCE, INC.

## Heat Stress Can Kill



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In past summers, farmworkers have been hospitalized due to heat stress and several have died. You and your employer should take necessary precautions to avoid heat stress.

## A T T E N T I O N

Immediately Notify Your Supervisor If You Or A Co-Worker Are Experiencing The Following Symptoms:

- HEADACHE
- WEAKNESS
- CRAMPS
- NAUSEA or VOMITING
- INCREASED HEART RATE
- EXCESSIVE SWEATING
- REDNESS or BURNING of SKIN
- IRRITABILITY or CONFUSION
- CONVULSIONS
- DIZZINESS or FAINTING

## AVOID ILLNESSES CAUSED BY

## H E A T S T R E S S

### IN CASE OF EMERGENCY:

- Call 911
- Immediately Notify Your Supervisor
- Move Victim To A Cooler and Shaded Area
- Do Not Leave Person Unattended



The employer shall be responsible and should provide immediate help or medical assistance if you are injured or become ill at work.

## Safety and Health Recommendations

- Drink a cup of cold water every 15 minutes.
- Wear light clothing and use caps or hats.
- Take breaks in shaded and cool areas.
- Avoid drinking alcohol before you start working.
- Try not to work alone.
- At the moment you start feeling symptoms of heat stress, take a break or slow down.
- Take extra precautions during the first weeks on a new job so that your body can get used to the sun's heat and acclimatize to the working conditions.

If you believe your employer is violating the law or is retaliating against you, contact one of our offices for information regarding your legal rights.

