

## TAILGATE TALK

### Heat Stress – A Mid-Season Reminder

#### Points to emphasize in this Tailgate Talk

- ☒ Drink water often - not just when you're thirsty.
- ☒ Take your breaks and seek out shade when you can.
- ☒ Watch for signs of heat stress in **yourself and your co-workers**.
- ☒ Speak up early if something doesn't feel right.
- ☒ Heat stroke is an emergency - call 911 immediately!

#### Note to Employers

Under Section 25(2)(h) of Ontario's [Occupational Health and Safety Act \(OHSA\)](#), employers must "take every precaution reasonable in the circumstances for the protection of a worker", including providing developing policies and procedures to protect workers exposed to hot environments, and providing training on how to mitigate the risks associated with working in high heat environments.

**Record-keeping:** use the [Record of Training sheet](#) below to document who received the training. Remember to regularly follow up with employees to ensure they turn this training into action.

### INTRODUCTION (1 minute)

#### Kick-off

- Gather everyone together - this talk takes about 10-13 minutes, ideal for a quick reminder before starting outdoor work.

#### Why are we here?

- We've already had some hot days this summer and today is another reminder that heat stress is a real hazard when we're working outside.
- Even if you've worked through hot weather before, heat illness can still happen. Let's take a few minutes to review the warning signs and what we need to do to keep ourselves, and each other, safe.

## KEY MESSAGES (10 minutes)

### 1. Why Are We Talking About This?

- Heat stress is serious and can affect anyone.
- Working hard in the sun, working in a greenhouse or barn, wearing PPE, or simply working through several hot days in a row all increase the risk of heat stress.
- The good news is that heat illness is preventable if we recognize the warning signs early.

### 2. Knowing the warning signs

- There are two forms of heat stress – heat exhaustion and heat stroke. One is a serious condition, the other is life-threatening.

\* Pass around [Handout 1 - Watch for these signs](#), and [Handout 2 – Look out for each other](#)

#### Heat Exhaustion

Watch for:

- Heavy sweating
- Headache
- Dizziness
- Weakness
- Nausea
- Muscle cramps
- Pale, clammy skin

If you notice these signs:

- Stop working.
- Move into the shade or somewhere cooler.
- Drink water.
- Tell your supervisor.

***Don't try to "push through it."***

#### Heat Stroke

Watch for:

- Confusion
- Slurred speech
- Acting or talking strangely
- Collapse
- Loss of consciousness

Heat stroke is an emergency.

**If you notice this: Call 911 immediately!**

While waiting for help:

- Move the worker into the shade.
- Cool them with water.
- Stay with them.

### 3. Preventing Heat Stress

- One of the best ways to prevent heat illness is to pay attention to the people you're working with – we're all in this together.
- Sometimes a worker with heat stress doesn't realize they're getting sick.
- If your co-worker looks confused, unusually tired, stops sweating, or just doesn't seem like themselves – make sure you **say something**.
  - You won't get anyone in trouble by speaking up, and
  - You might prevent a serious medical emergency.

#### 4. Everyone has a role to play

On this farm, safety is everyone's responsibility.

That means:

- **Employers and supervisors** provide water, shade, breaks, and respond to concerns.
- **Workers** drink water, report symptoms early, and watch out for one another.
- If you see something that doesn't look right - **Speak up**.

#### 5. Before we head out

Let's make sure everyone has:

- ☒ Water
- ☒ A hat
- ☒ Sunscreen
- ☒ Knows where to take a cool break
- ☒ Knows who to talk to if someone starts feeling sick

### DISCUSSION & QUESTIONS (2 minutes)

Before we get back to work:

- Is anyone already feeling the heat today?
- Where's the closest place to cool down if someone needs a break?
- Does everyone have enough water for the morning/afternoon?
- Who would you call if someone collapsed?
- How can we remind each other to drink water?

**Heat illness can happen quickly, but it can also be prevented. Drink water, take your breaks, watch out for your co-workers, and don't wait to speak up if someone isn't feeling well.**

**Did we miss something?** Email us at [info@ofa.on.ca](mailto:info@ofa.on.ca)

**Disclaimer:** The information contained in this document is intended as a guide only and does not constitute expert medical or technical advice. The information and recommendations are current to the best of our knowledge and has been assembled from sources believed to be reliable and to represent the best current opinion on the subject. OFA makes no guarantee to the absolute correctness of any representation contained in this document. OFA assumes no responsibility in that all acceptable safety measures are contained in this document, or that other or additional measures may not be required depending on the circumstances.

For more information regarding the risks of heat stress in the workplace, consult: [Heat Stress Toolkit](#)

# HEAT STRESS TAILGATE TALK

## Record of Training

Training included a reminder on how to stay safe while working in hot environments/weather. Employees received instruction on the seriousness of heat stress, what the warning signs are of heat exhaustion and heat stroke, and what to do if they notice these signs in themselves or co-workers. The training emphasised that everyone has a role in preventing heat stress in the workplace.

Date \_\_\_\_ / \_\_\_\_ / \_\_\_\_

**Name:**

**Signature:**

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# WATCH FOR THESE SIGNS

Heat stress can happen quickly.  
Recognize the warning signs early.

## HEAVY SWEATING



Skin wet with sweat

## HEADACHE



Pain or pressure  
in your head

## DIZZINESS



Light-headed or  
feeling faint

## WEAKNESS



Unusually tired  
or weak

## MUSCLE CRAMPS



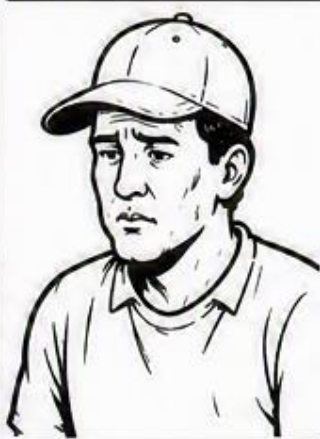
Painful cramps  
in muscles

## NAUSEA



Upset stomach  
or feeling sick

## PALE, CLAMMY SKIN



Skin looks pale,  
cool or clammy

## CONFUSION



Trouble thinking  
clearly



If you notice any of these signs in yourself  
or a co-worker—**STOP WORK** and get help.

# LOOK OUT FOR EACH OTHER

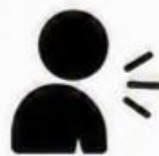
Your co-worker may not realize they are getting too hot.



**CHECK IN**  
with your  
co-workers.



**NOTICE**  
changes in how  
they look or act.



**SPEAK UP**  
if something  
doesn't look right.



**GET HELP**  
and tell your  
supervisor.

**Working together keeps everyone safe.**