Heat Stress Standard: Summary of Key Maryland Requirements

Maryland Occupational Safety and Health (MOSH) Heat Stress Standards apply to both indoor and outdoor workplaces where there is employee exposure to a heat index at or above 80 degrees Fahrenheit. This document is intended to provide guidance on the Maryland Heat Stress Standards. Employers should refer to COMAR 09.12.32 for full requirements of the standards.

Heat Index Monitoring:
The heat index is to be monitored through direct measurements, local weather data, or the NIOSH Heat Safety Tool application.

Heat-Related Illness Prevention and Management Plan:
A written plan must be developed, implemented, and maintained. The plan should be available and accessible to employees and MOSH upon request.

Acclimatization:
Employees who are newly exposed to heat or are returning from 7 or more days of absence are to be provided with acclimatization for a period of up to 14 days. During the acclimatization period, employees are to be closely monitored through regular observation and/or communication. An acclimatization schedule is to be put in writing.

Shade:
Shaded areas are to be provided for employee rest periods. If a shaded area
is demonstrably infeasible or unsafe alternative cooling and control methods must be implemented. Cooling with an indoor mechanical ventilation system may be used as an alternative.

Drinking Water:
Suitably cool drinking water must be provided to employees at no cost and located as close to the work area as practicable. Each employee should have at least 32 ounces of water per hour available to them.

High Heat Procedures:
When the heat index reaches or exceeds 90°F high heat procedures shall be implemented. This includes employee rest periods or alternative cooling and control measures, and mandatory employee monitoring. Rest periods should follow the table below or NIOSH recommendations.

Heat Index	Rest period
Above 90°F and below 100°F	Minimum of 10 minutes every 2 hours
Above 100°F	Minimum of 15 minutes every hour

Employers shall implement an emergency response plan. This plan shall include procedures for communication, response, monitoring and care, emergency contact, and transport.

Training:
Employees and supervisors shall be provided prior to initial heat exposure. Retraining is to be conducted annually, and immediately following an incident at the worksite involving a suspected or confirmed heat-related illness. The training must be presented in a manner employees can understand. Training records shall be maintained for one year and provided to MOSH upon request.

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