

UC ANR Staff Meeting  
May 18, 2017  
Valley Rooms 1:30 to 2:30 PM



## Staff Meeting Agenda

- Welcome Chris Greer
- Introduction Vice Provost SI & SWP Mark Bell Wendy Powers
- Leadership Updates Wendy Powers  
Tu Tran
- Recycling and Composting Jennifer Gilbert  
*Conservation Coordinator  
City of Davis Public Works*
- Presentation – Wendy Powers
- Second Street Operations Committee Update Danny Won
- If “A” is Free.... Karen Ellsworth
- New Faces in New Places Chris Greer
- Kudos/ Open Discussion Chris Greer
- Safety Training –Heat Illness Prevention David Alamillo

*Welcome  
Mark Bell*

*Vice Provost of Strategic Initiatives and Statewide Programs*

## Leadership Updates-

Associate Vice President Wendy Powers

Associate Vice President Tu Tran



 **University of California**  
**Agriculture and Natural Resources**

# Recycling and Composting



Jennifer Gilbert  
Conversation Coordinator  
City of Davis Public Works

 **University of California**  
**Agriculture and Natural Resources**

# A bit of background – W. Powers

Davis staff meeting

May 18, 2017





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Worked at Robert Purcell Dining; director last 2 years

Influential roommate - serendipity

Herdsmen at local dairy for 2 years

Cornell Dairy Fellow (senior year)

Farm Credit Fellow (senior year)

Had a great time

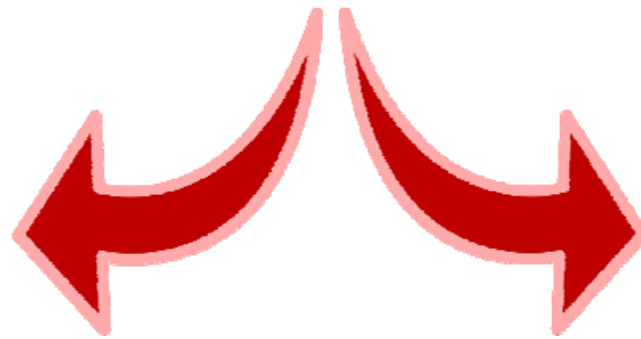
Attended some classes

Earned a B.S. in dairy management



Manager for 3600-cow dairy  
Chiefland, FL

# Farm Manager



Herd  
manager



- M.S. Dairy Science
  - PhD Animal Science
- Environmental Engineering





## Iowa State



- Spent 10 years there
- Faculty position in Animal Science – Environmental issues
  - New position, multispecies
- 0% appointment in ABE
- 75% Extension; 25% research



## Iowa State



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- Faculty position in Animal Science – Environmental issues
  - New position, multispecies
- 0% appointment in ABE
- 75% Extension; 25% research







# Focusing research and Extension program

- Moved from air and water focus to just air quality
- Right place at right time
  - Gov. Tom Vilsack
  - Dean Cathy Woteki
- USDA Ag Air Quality Task Force appointment (2006)
- Constructed a research facility (2001)
  - No money
  - Run down building
  - Plenty of motivation
- Time for a change (2005)

# Michigan State

- Arrived late 2006
- First Director of Environmental Stewardship
  - Joint appointment between BAE and ANS
- 60% Extension, 40% research



# AAQRF

- Start up plus recharge
- \$800k - \$1 mill annual research expenditures
- Turned down endowment opportunity (2014)



# MSUE AABI

- Agriculture and Agribusiness Institute
- 2010 – 2014, first Director
- Maintained most faculty responsibilities
- 88 direct reports (advisors)
- Developed funded positions with commodity boards, redeveloped website and communications, started undergraduate internship program

# Time for a change (again)...

- Joined UC ANR in June 2016





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# Second Street Operations Committee Update

Danny Won

# If “A” is Free... Karen Ellsworth

## Health Care in Retirement



## Health Care After You Retire - UC Davis Contacts:

Guerren Solbach, [gpsolbach@ucdavis.edu](mailto:gpsolbach@ucdavis.edu) 752-4264

Erika Castillo, [ecastillo@ucdavis.edu](mailto:ecastillo@ucdavis.edu) 752-7840

- **Powerpoint Slide Deck from UCD Health Care Facilitator Presentation**

<http://hr.ucdavis.edu/hcf/docs/HealthInsuranceAfterYouRetire2017.pdf>

[http://www.hr.ucdavis.edu/hcf/presentations\\_for\\_employees.html](http://www.hr.ucdavis.edu/hcf/presentations_for_employees.html)

- **UC Retirement Administration Service Center**

<http://www.ucop.edu/human-resources/staff/retirement-administration-staff/index.html> 800 – 888- 8267

- **US Social Security Administration**

<https://www.ssa.gov/>

- **UC Retirement Planning Resources**

<http://ucnet.universityofcalifornia.edu/compensation-and-benefits/retirement-benefits/resources.html>

## New Faces in New Places



 **University of California**  
**Agriculture and Natural Resources**

Kudos/ Open Discussion



 **University of California**  
Agriculture and Natural Resources



**Andrea Davis** – Contracts and Grants

*Team 4*

**Alma Jackson** – Academic HR

*Team 4*

**Michael Zwahlen** – Risk & Safety Services

*Team 4*

*Many thanks to all who participate in ANR Reception Support Teams:*

*Ann Pohl, Jeri Hansen, Melissa Mabuchi, Marcie Valenzuela, Sueanne Johnson, Terri White, Danny Won, Kellie McFarland, Shaunna Ludwig, Rachel Palmer, Danielle Palermini, Darlene Ruiz, Andrea Davis, Michael Zwahlen, Alma Jackson, Doris McCarty*

***ANR Reception Support***

***April 2017***

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**Agriculture and Natural Resources**





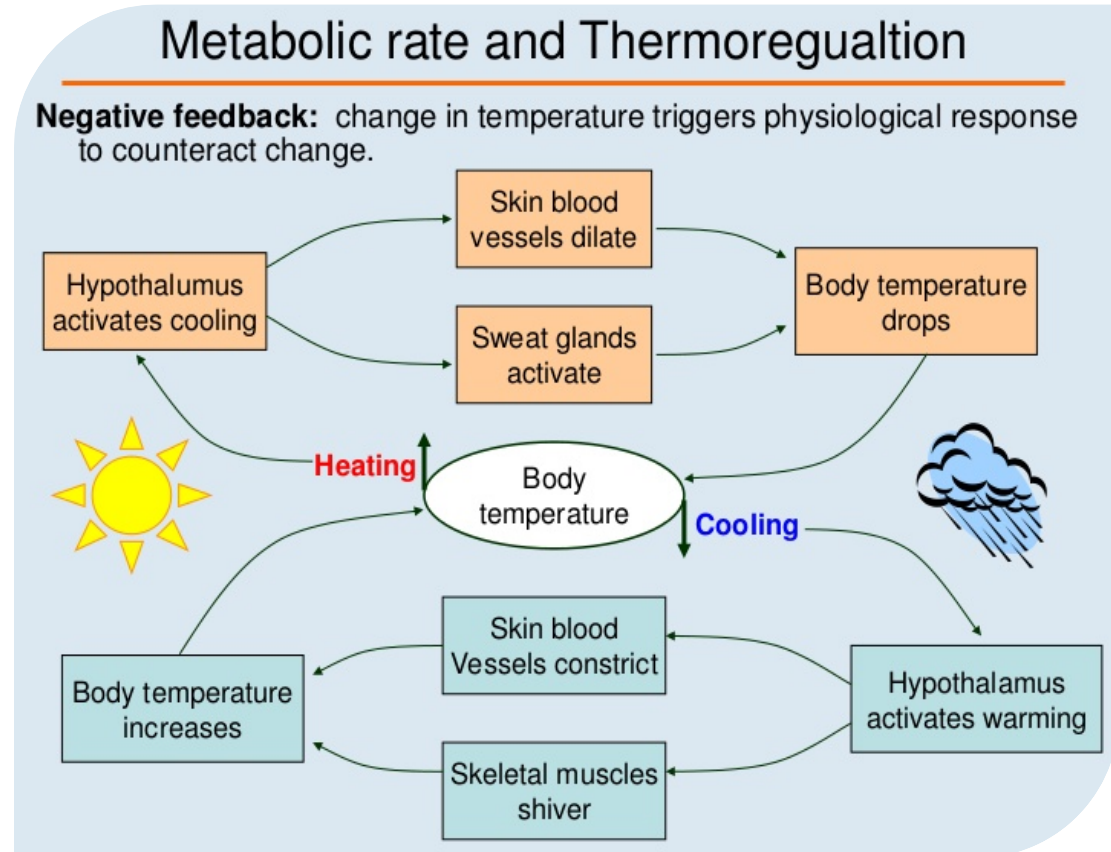
# Heat Illness Prevention

ANR Building, Davis  
All Staff Meeting  
May, 2017

 **University of California**  
**Agriculture and Natural Resources**

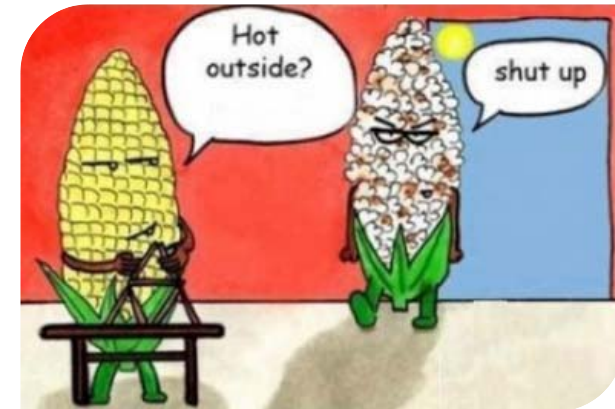
## The Body's Response to Heat

- Homeostasis: maintaining an internal core temperature, 97.7 ~ 99.5
- Thermoregulation: the balance between heat gain & loss
- Hypothalamus (in the brain) is our body's thermostat
- When our internal temperature rises, the body attempts to get rid of excess heat by:
  - Increasing blood flow to the skin surface
  - Releasing sweat onto the skin surface



## Effects of the Body's Response to Heat

- + Increased blood flow to skin
    - + results in a decrease in organ function
  - + Reduced blood flow to the brain
    - + results in reduced mental alertness and comprehension
  - + Reduced blood flow to active muscles
    - + results in fatigue, loss of strength
  - + Increased Sweating
    - + results in slippery, wet skin; excessive sweat loss results in dehydration; sodium loss causes heat cramps
- = Potential for a higher rate of mistakes, injury &
- = Potential for Heat Related Illness



## Contributing Factors

- **Environmental:**

- \*Air temperature
- \*Radiant heat (sunlight)
- \*Humidity
- \*Conductive heat (reflected from the ground)
- \*Air circulation

- **Work-related:**

- \*Type of work
- \*Location
- \*Level of physical activity
- \*Clothing weight & color
- \*Time spent working
- \*PPE

- **Personal:**

- \*Weight/fitness/nutrition
- \*Use of drugs, alcohol, caffeine, medication
- \*Age
- \*Low water consumption
- \*Prior heat-related illness



## Heat Illness

- Heat-related illness occurs when the body is unable to compensate and properly cool itself.
- Very high body temperatures may damage the brain and other organs and can be lethal.



Heat-related illnesses include:

- Heat rash - skin irritation from excessive sweating
- Heat cramps - muscle pains or spasms
- Heat exhaustion - can precede heatstroke
- Heatstroke - a life-threatening illness

# Heat Illness – Heat Rash

## Signs and symptoms:

- Clusters of red bumps on skin
- Often appears on neck, upper chest, folds of skin
- Common problem in hot work environments

## What to do:

- Try to work in a cooler, less humid environment when possible
- Keep the affected area dry







## *Save the Date-*

Employee Recognition and Retirement Event

Wednesday, June 14, 2017

3:00 to 5:00 PM

Valley Conference Rooms

Register at:

<http://ucanr.edu/survey/survey.cfm?surveynumber=20808>

***Staff Meeting scheduled Thursday, June 15 is cancelled***

# Heat Illness – Heat Cramps

## Signs and symptoms:

- Muscle spasms
- Pain
- Usually in abdomen, arms, or legs
- Can be a first sign of worsening heat-related illness

## What to do:

- Have worker rest in shady, cool area
- Drink water or other cool beverages
- Wait a few hours before allowing returning to strenuous work
- Seek medical attention if cramps don't go away



# Heat Illness – Heat Exhaustion

## Signs and symptoms:

- Heavy sweating
- Weakness
- Cold, pale, and clammy skin
- Fast, weak pulse
- Nausea or vomiting
- Headache, dizziness, lightheadedness

## What to do:

- Move to a cooler location
- Lie down and loosen clothing
- Apply cool, wet cloths to as much of the body as possible
- Sip water
- Seek medical attention immediately for prolonged vomiting



# Heat Illness – Heat Stroke

## Signs and Symptoms:

- Very high body temperature (above 103° F)
- Hot, red, dry or moist skin
- Rapid and strong pulse
- Possible fainting, confusion, or seizures

## What to do:

- **Call 911 immediately** — this is a medical emergency.

While waiting for emergency services:

- Move the person to a cooler environment. Do **NOT** give fluids.
- Reduce the person's body temperature with cool cloths or even a bath.



## Heat Illness Standard – Title 8, Section 3395



- Applies to outdoor worksites  
(applicable to Employees, PI's, Students, SRA's, Farm Advisors and Field Staff)
- Must have a written plan (can be part of IIPP)
- Triggered by temperature at worksite
- Employee and Supervisor training is specified
- Water must be available, Shade required at 80F
- High heat procedures (temperature > 95F)
- Emergency response procedures
- Acclimatization procedures



## Heat Illness Standard - Water

- One quart per person, per hour (2 gallons for an 8-hr shift)
- Must be “*fresh, pure, suitably cool... free of charge*” (potable water, not ice cold)
- As close as practicable to worksite (if not plumbed or supplied at site)
- Educate workers and actively encourage them to drink small amounts of water often (up to 4 cups/hour)



## Heat Illness Standard - Shade

- Shade = blockage of direct sunlight
- *Required to be available at 80F (formerly required at 85F)*
- Must accommodate “*the number of employees*” on rest or recovery break, or taking an onsite lunch period
- Access to shade must be permitted at all times
  - Must be made available upon request if <80F
  - If unsafe or not feasible, define alternative procedures



## Heat Illness Standard – Cool-down Rest Periods

- Must be allowed and encouraged
- Employees shall be monitored for symptoms and signs of heat illness (observation and inquiry is sufficient)
- If symptoms or signs occur:
  - *First aid or emergency response is required (based on level of heat-related illness)*
  - *Workers must not be ordered back to work, sent home, or left alone until symptoms have abated*



## Heat Illness Standard - High Heat Procedures

- Triggered at 95F (unchanged in regulation)
- Pre-shift meeting to review high heat procedures
- Observation of employees for signs and symptoms
- Mandatory 10 minutes cool-down recovery time for each two hour period of continuous work
- Employees must be authorized and able to call for emergency service (or designate employees onsite)



## Heat Illness Standard – Emergency Response

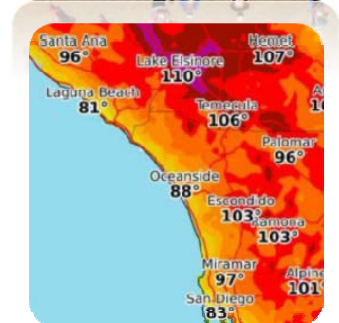
- Ensure effective communication with employees
- First aid procedures
- Emergency medical services (how and when are they provided?)
- “Clear and precise” directions to the worksite
- Employees must be able to call for emergency service





# Heat Illness Standard – Acclimatization

- Include concept/definition and specific procedures in training and written plan
- Applies to new employees, heatwave events, and employees returning to work after extended absence from heat
- New employees must be observed for first 14 days
- All employees observed during heat wave events ( $\geq 80^{\circ}\text{F}$  AND 10 degrees higher than average of previous 5 days)
- Procedure: define gradual increase in work hours over multi-day period or define alternative work arrangements



# Heat Illness Standard - Training

- Employer responsibilities and worker's rights
- Signs and symptoms of heat illness
- Personal/environmental risk factors and acclimatization
- First aid and emergency response for various levels of heat illness
- High heat procedures (pre-shift meeting required)
- Emergency response procedures



## Heat Illness Standard – Written Plan

- Heat Illness Prevention Plan (English & most prominent language spoken)
- Must be available at worksite upon request:
  - Procedures for complying with standard (written plan, water, shade, training)
  - High heat procedures
  - Emergency response procedures
  - Acclimatization procedures



# Heat Illness Standard – Helpful Resources

UC-ANR Heat Illness Prevention website:  
[http://safety.ucanr.edu/Programs/Heat\\_Illness\\_Prevention/](http://safety.ucanr.edu/Programs/Heat_Illness_Prevention/)

- Written plan template
- PPT for detailed training
- Safety Note for brief training
- Guidance, brochures, apps

## Heat Illness Prevention

The Office of Administrative Law has approved the Occupational Safety & Health Standards Board's proposed amendments to the [Heat Illness Prevention Regulation, General Industry Safety Orders CCR/8-3395](#). The amended regulation went into effect on May 1, 2015.

### ANR EH&S Guidance: *\*UPDATED MAY 2015\**

Compliance with the amended Heat Illness Prevention Standard can be achieved by including the following Heat Illness Prevention Plan - IIPP Attachment H to your existing Injury and Illness Prevention Program (IIPP) or as an addendum document to a field research protocol and implementing the actions and training described within. **NOTE** that a physical copy of the plan must be present at the outdoor/field work site.

**Update** - Memorandum to UC ANR on the Revised Standard for Heat Illness Prevention: [Heat Illness Revised Standard Memo May 2015](#)

### Newly Added Resources:

- [Heat Illness Prevention Plan - IIPP Attachment H \(pdf version\)](#) *\*NEW - CURRENT (pdf version)\**
- [Heat Illness Prevention Plan - IIPP Attachment H \(MS Word\)](#) *\*NEW - CURRENT (MS Word version)\**
- Training Power Point: [Heat Illness Slides 2015](#) *\*NEW - CURRENT\**
- Safety Note [020 Heat Stress Awareness](#) *\*REVISED MAY 2015\**
- Training Presentation, from the [3/12/15 Safety Coordinator Webinar](#) (Heat Illness Prevention begins at 44:54)
- [Heat Safety Tool App](#) for iPhone or Android mobile phones

### Additional Resources:

- [Heat Illness Brochure for Supervisors](#)
- 4-H Clover Safe Note [#19](#)
- Master Gardener Thinking Safe & Green Note [#3](#)
- [Heat Illness Prevention for ANR Employees or Volunteers](#)

### Other UC ANR Information:

- [UC ANR Articles about Heat Illness Prevention](#)
- [Helping Field Workers Battle Heat](#)

### Cal/OSHA guidance on the the new requirements:

# Heat Illness Standard – Helpful Resources

## UC-ANR resources:

- Heat Illness Prevention website: <http://ucanr.edu/heatillness>
- Heat Illness Prevention Plan Template (IIPP Attachment H)
- Safety Note # 20 Heat Illness Awareness: [http://safety.ucanr.edu/Safety\\_Notes/](http://safety.ucanr.edu/Safety_Notes/)

## CalOSHA resources:

- Heat Illness prevention website: <http://www.dir.ca.gov/DOSH/heatillnessinfo.html>
- Water. Rest. Shade. campaign: <http://www.99calor.org/campaign/>
- Heat Illness prevention e-tool: <http://www.dir.ca.gov/DOSH/etools/08-006/>



## Heat Illness Standard – Helpful Resources

### Federal government resources:

OSHA picture-based pamphlet:

[https://www.osha.gov/SLTC/heatillness/3422\\_factsheet\\_en.pdf](https://www.osha.gov/SLTC/heatillness/3422_factsheet_en.pdf)

OSHA Heat Illness prevention website:

<https://www.osha.gov/SLTC/heatstress/prevention.html>

CDC Heat Stress website:

<http://www.cdc.gov/niosh/topics/heatstress/>

National Weather Service updates, forecasts, and alerts:

<https://alerts.weather.gov/cap/ca.php?x=1>



# QUESTIONS?

please remember to 'sign-in'



**Next** - ANR Staff Meeting

Thursday, July 20, 2017

1:30 – 2:30 PM

Valley Conference Rooms