**It’s the law!**

It is the employer’s responsibility to ensure employees are properly attired and supervised when working under extreme cold conditions. Sections 22 and subsection 23(2) of General Regulation 91-191, under the Occupational Health and Safety Act, set out the requirements for cold stress:

- Proper clothing
- Frequent measurement of temperature (with wind factor) — see paragraph 22(a)
- Taking warm-up breaks in a shelter — see paragraph 22(b)
- Instruction on signs of hypothermia and frostbite

---

**Layered clothing**

1st layer — snug-fitting and allows sweat to escape
2nd layer — loose and warm
3rd layer — windproof and waterproof