



Special Safety Bulletin  
July 25, 2024

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## Indoor Heat Illness Prevention

Indoor Heat Illness Standard took effect July 23, 2024. The new Indoor Heat Illness Prevention regulation (8 C.C.R. section 3396) on June 20, California employers have been eagerly waiting for more guidance, as well as an effective date. Both of these concerns are now addressed. The Office of Administrative Law (OAL) issued its final approval on July 20, 2024, and the standard took effect on July 23, 2024.

The standard applies to all indoor work areas where the temperature equals or exceeds 82° Fahrenheit when employees are present. This regulation is aimed at workplaces like warehouses, restaurant kitchens, and manufacturing plants. Indoor workspaces where the temperature never exceeds 82° F, like office environments with functioning air conditioning, will not need to worry about this if the temperature never exceeds 82° F when employees are present.

### Are There Any Exceptions?

The standard does not apply to outdoor working conditions since these are already regulated by their own Heat Illness Prevention Standard. The regulation did name some narrow exceptions including:

- Prisons, local detention facilities and juvenile facilities
- Teleworking employees where the location is not under the control of the employer
- Emergency operations directly involved in the protection of life or property
- Incidental heat exposure where a worker is exposed to temperatures between 82 and 95° F for less than 15 minutes in any 60-minute period. This exception does not apply to vehicles without working air conditions or shipping or intermodal containers during loading, unloading or related work.

### What Must Employers do to Comply?

Employers must develop, document, and implement procedures for complying with the requirements of this standard. In order to be compliant a Heat Illness Prevention Plan (HIPP) must include:

- Water
- Cool-Down Areas & Breaks
- Emergency Response Procedures
- Acclimatization Methods

When additional risk factors are present, such as when the temperature reaches or exceeds 82° F when employees are wearing restrictive clothing or working in high radiant areas (ovens, fire, etc.), or anytime the temperature reaches or exceeds 87° F, employers must also

implement Monitoring & Controls.

Covered employers must also train their staff on heat illness prevention and treatment, and the employer's written heat illness prevention plan. For supervisors, employers must provide additional training on monitoring and responding to weather reports indicating excessive heat.

Additional information is available at Cal/OSHA Heat Illness Prevention and Guidance Resources. <https://www.dir.ca.gov/dosh/HeatIllnessInfo.html>. For outdoor heat illness prevention refer to Title 8, Section 3395. <https://www.dir.ca.gov/title8/3395.html>

Members are encouraged to review the Cal/OSHA website for guidance or Contact Robert May, Director of Loss Control for assistance and training.