



On the Alert!

Date: August 2, 2024

Attention: ASCIP Members

Affected: Administrators, Legal, Risk Management, Faculty & Staff

Applicability: K-12, Community Colleges & Charter Schools

NEW INDOOR HEAT ILLNESS PREVENTION STANDARD

On June 20, 2024, the Occupational Safety and Health Standards Board approved California Code of Regulations, Title 8, section 3396, "[Heat Illness Prevention in Indoor Places of Employment](#)." This new standard, **effective July 23, 2024**, mandates safety measures to prevent heat illness in most indoor workplaces where the temperature reaches 82°F. California employers must comply with both indoor and outdoor heat illness prevention regulations under sections 3395 and 3396.

Implementation Requirements

Employers must implement the requirements of the regulation under the following conditions:

- Temperature equals or exceeds 87°F.
- Heat index equals or exceeds 87°F.
- Workers wear clothing that restricts heat removal, and the temperature equals or exceeds 82°F.
- Workers work in high radiant heat areas and the temperature equals or exceeds 82°F.

Definition of Indoor Places of Employment

Indoor places of employment are spaces with a ceiling or overhead covering that restricts airflow, enclosed along the entire perimeter by walls, doors, windows, dividers, or other barriers (e.g. warehouses, transportation garages, kitchens, maintenance buildings, buses, areas without HVAC, etc.).

Measuring Indoor Temperature

Indoor temperature should be measured with a thermometer that is freely exposed to air but shielded from radiant heat sources. This temperature must be recorded in the immediate area where workers are located.

Heat Index Measurement

The heat index is the perceived temperature when relative humidity is combined with air temperature. It can be measured using:

- A heat index monitor that measures both temperature and relative humidity.

- Calculating the heat index using a thermometer and a hygrometer, and referencing the chart in Appendix A of Title 8, section 3396.

Training and Compliance

Employers must provide training in a language understood by workers, covering:

- Heat illness risk factors and symptoms
- Procedures for heat illness prevention
- Emergency response procedures
- The importance of hydration and acclimatization

Engineering and Administrative Controls

Employers must implement feasible engineering controls (e.g., ventilation, cooling systems) and administrative controls (e.g., modifying work schedules, mandatory rest breaks) to reduce heat exposure.

TAKE ACTION

California's new **indoor** heat illness prevention regulations require employers to proactively protect workers from heat-related illnesses by implementing comprehensive measures, ensuring access to water and cool-down areas, and providing thorough training and emergency response procedures.

Heat Illness Prevention Plan (HIPP)

Employers must develop a written HIPP, detailing procedures for water provision, cool-down areas, temperature measurement, emergency response, and acclimatization. This plan must be accessible at the worksite and included in the Injury and Illness Prevention Program if applicable. Cal/OSHA provides a Written Model Program to assist in developing a HIPP.

RESOURCES

[Cal/OSHA Heat Illness Prevention Guidance and Resources](#)

[Indoor Heat Illness Prevention Educational Materials and Other Resources](#)

[Frequently Asked Questions Related to Indoor Heat Illness Prevention](#)

[Combined Indoor and Outdoor Heat Illness Prevention Model Plan for Employers](#)

[Indoor Heat Illness Prevention Fact Sheet for Employers](#)

Please contact your ASCIP Risk Services Consultant or our Risk Services team at RM_Info@ascip.org for questions or to discuss further.