

New Indoor Heat Illness Requirements Effective Immediately

On July 24, 2024, the Department of Industrial Relations issued a [News Release](#) announcing that California's indoor heat illness prevention requirements go into effect immediately. The Indoor Heat Illness Prevention Regulation [CCR 3396](#) applies to most indoor workspaces where the temperature equals or exceeds 82° Fahrenheit when employees are present. The following is a brief summary of the regulation.

What is an "indoor workspace"?

An indoor workspace is defined as a space that has a ceiling or overhead covering and is enclosed along its entire perimeter by walls, doors, windows, dividers, or other physical barriers that restrict airflow, whether open or closed. Indoor workspaces may include, but are not limited to, warehouses, maintenance & machine shops, boiler rooms, metal work areas, kitchens, and other workspaces with indoor heat-generating equipment. All work areas that are not defined as indoor are considered outdoor and covered by the Outdoor Heat Illness Regulation [CCR 3395](#).

Is your District required to comply?

The District is required to comply with this regulation if there are indoor workspaces present, where temperatures equal or exceed 82° F, when employees are present. Requirements include:

- Access to potable water that is fresh, suitably cool, and at no cost to employees.
- Access to at least one cool-down area.
- Procedures to assess and measure heat whenever the indoor temperature or heat index reaches 87° F when employees are present, or 82°F when workers wear protective clothing that restricts heat removal or work in high radiant heat areas.
- Emergency response procedures.
- Close observation procedures during acclimatization.
- Employee and supervisor training.
- Written Indoor Heat Illness Prevention Plan. The Plan can be combined with the Outdoor Heat Illness Prevention Plan. Both may be included in the District's Injury & Illness Prevention Program or stand alone.

Exceptions to the requirements:

- Places of employment where workers are teleworking that are not under the control of the District.
- Incidental heat exposures where a worker is exposed to temperatures at or above 82°F and below 95°F for less than 15 minutes in any 60-minute period (some exceptions apply).
- Emergency operations directly involved in the protection of life or property.
- Prisons, local detention facilities, and juvenile facilities.

Available Resources

The regulation includes a wide range of potential conditions, scenarios, and requirements, based on specific operations. It's critical to conduct a thorough review of the regulation when developing the customized procedures. SDRMA is currently developing a model program and training resources which will be available soon in [MemberPlus](#). Additional Cal/OSHA resources include:

- [Indoor Heat Illness FAQs](#) (very informative!)
- [Sample Heat Illness Prevention Plan - Combined Indoor & Outdoor](#)
- [Comparison of Indoor & Outdoor Heat Illness Requirements](#)
- [Other Indoor Heat Illness Publications](#)

Questions? Give us a call at 800.537.7790 or email Henri Castro, Risk Control Manager, at hcastro@sdrma.org or Eric Lucero, Sr. Risk Control Specialist, at elucero@sdrma.org.