

# New Indoor Heat Protections in California



## What Employers Need to Know

As temperatures rise, so do the risks of heat illness, even indoors. In response, California has enacted new regulations to protect indoor workers, effective July 24, 2024. Here is a comprehensive overview to help you stay compliant and keep your employees safe.

## Key Points of the New Regulation

### 1. Scope & Applicability

1. Applies to most indoor workplaces, including restaurants, warehouses, and manufacturing facilities.
2. Exemptions include local and state correctional facilities and emergency operations.

### 2. Trigger Temperatures & Required Actions

1. At 82°F, employers must provide water, rest breaks, cool-down areas, and training.
2. At 87°F, additional measures include cooling the work area, adjusting work-rest schedules, and providing personal heat-protective equipment.

### 3. Special Considerations

1. Additional requirements at 82°F for workers wearing restrictive clothing or working in high radiant heat areas.
2. Employers with both indoor and outdoor workplaces must comply with both sets of regulations.

Read the full News Release here: [California indoor heat protections approved and go into effect](#) | California Department of Industrial Relations

## Additional Resources

## **Cal/OSHA**

Numerous prepared resources to aid employers in implementing these new protections, including:

1. Detailed compliance guides: Heat Illness Prevention ([ca.gov](http://ca.gov))
2. Comparison charts for indoor and outdoor heat standards: Cal/OSHA Heat Illness Prevention Guidance and Resources
3. Online tools and training materials: 99 Calor
4. Consultation Services: Cal/OSHA Consultation Services

## **Questions?**

For further assistance, employers can contact Cal/OSHA's Consultation Services Branch at 800-963-9424 or visit the Heat Illness Prevention web page: [Indoor Heat Illness Prevention \(ca.gov\)](http://Indoor Heat Illness Prevention (ca.gov))