

## Requirements for Indoor and Outdoor Heat Illness Prevention Standards

Requirement	Outdoor Heat (T8CCR 3395)	Indoor Heat (T8CCR 3396)
<b>Scope and Application</b>	<ul style="list-style-type: none"> <li>Applies to outdoor workplaces</li> </ul>	<ul style="list-style-type: none"> <li>Applies to indoor workplaces when the indoor temperature is greater than 82°F</li> </ul>
<b>Provide Clean Drinking Water</b>	<ul style="list-style-type: none"> <li>Provide access to potable water that is fresh, suitably cool, and free of charge</li> <li>Located as close as possible to work areas</li> </ul>	<ul style="list-style-type: none"> <li>Provide access to potable water that is fresh, suitably cool, and free of charge</li> <li>Located as close as possible to work areas and cool-down areas</li> </ul>
<b>Access to Shade and Cool-Down Areas</b>	<ul style="list-style-type: none"> <li>For outdoor workplaces, shade must be present when temperatures are greater than 80°F. When temperatures are less than 80°F, shade must be available upon request</li> <li>For indoor workplaces, provide access to at least one cool-down area which must be kept at a temperature below 82°F</li> <li>Shade and cool-down areas must be:                             <ul style="list-style-type: none"> <li>Blocked from direct sunlight</li> <li>Large enough to accommodate the number of workers on rest breaks so they can sit comfortably without touching each other</li> <li>Close as possible to the work areas</li> </ul> </li> <li>For indoor workplaces, the cool-down areas must be kept at less than 82°F and shielded from other high-radiant heat sources</li> </ul>	
<b>Cool-Down Rest Periods</b>	<ul style="list-style-type: none"> <li>Encourage workers to take preventative cool-down rest periods</li> <li>Allow workers who ask for a cool-down rest period to take one</li> <li>Monitor workers taking such rest periods for symptoms of heat-related illness</li> </ul>	
<b>High-Heat Procedures</b>	<ul style="list-style-type: none"> <li>Have and implement procedures to deal with heat when the temperature equals or exceeds 95°F</li> <li>Procedures must include:                             <ul style="list-style-type: none"> <li>Observing and communicating effectively with workers</li> <li>Reminding workers to drink water and take cool-down rest breaks</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li><i>Not applicable to Indoor Workplaces</i></li> </ul>
<b>Assessment and Control Measures</b>	<ul style="list-style-type: none"> <li><i>Not applicable to Outdoor Workplaces</i></li> </ul>	<ul style="list-style-type: none"> <li>Measure the temperature and heat index and record whichever is greater whenever the temperature or heat index reaches 87°F (or temperature reaches 82°F for workers working in clothing that restricts heat removal or high-radiant-heat areas)</li> <li>Implement control measures to keep workers safe. Feasible engineering controls must be implemented first.</li> </ul>
<b>Monitoring the Weather</b>	<ul style="list-style-type: none"> <li>Monitor outdoor temperature and ensure that once the temperature exceeds 80°F, shade structures will be opened and made available to the workers</li> </ul>	<ul style="list-style-type: none"> <li>For indoor workplaces that are affected by outdoor temperatures, train supervisors on how to check weather reports and how to respond to hot weather advisories</li> </ul>

	<ul style="list-style-type: none"> <li>• When it is at least 95°F, implement high-heat procedures</li> <li>• Train supervisors on how to check weather reports and how to respond to weather advisories</li> </ul>	
<b>Emergency Response Procedures</b>	<ul style="list-style-type: none"> <li>• Provide first aid or emergency response to any workers showing heat illness signs or symptoms, including contacting emergency medical services</li> </ul>	
<b>Acclimatization</b>	<ul style="list-style-type: none"> <li>• Closely observe new workers and newly assigned workers working in hot areas during a 14-day acclimatization period, as well as all workers working during a heat wave</li> </ul>	
<b>Training</b>	<ul style="list-style-type: none"> <li>• Employers must provide training to both workers and supervisors</li> </ul>	
<b>Heat Illness Prevention Plan</b>	<ul style="list-style-type: none"> <li>• Establish, implement, and maintain an effective written Outdoor Heat Illness Prevention Plan that includes procedures for providing drinking water, shade, preventative rest periods, close observation during acclimatization, high-heat procedures, training, prompt emergency response</li> </ul>	<ul style="list-style-type: none"> <li>• Establish, implement, and maintain an effective written Indoor Heat Illness Prevention Plan that includes procedures for providing drinking water, cool-down areas, preventative rest periods, close observation during acclimatization, assessment and measurement of heat, training, prompt emergency response, and feasible control measures</li> </ul>

**Source:** California Department of Industrial Relations, Division of Occupational Safety and Health. (2024). Comparison of Indoor and Outdoor Heat Illness Prevention Standards [Chart]. Cal/OSHA Heat Illness Prevention Guidance and Resources. <https://www.dir.ca.gov/dosh/heatillnessinfo.html>