

Heat Illness Protections for California Workers

Working in hot environments, whether outdoors or indoors, puts workers at risk for serious illnesses and even death. Fortunately, **heat illness is preventable**.

In California, employers must take steps to protect workers from heat illness. Cal/OSHA has two standards: one for outdoor workplaces ([Title 8, Section 3395](#)) and another for indoor workplaces ([Title 8, Section 3996](#)).

Both standards require employers to provide:



Water

Water must be fresh, suitably cool, and free. Water must be located as close to workers as possible.



Access to shade (outdoors) or cool-down areas (indoors)

In outdoor workplaces, shade is required when temperatures exceed 80°F, or at the worker's request at lower temperatures.

In indoor workplaces, there must be at least one cool down-area that is below 82°F available at all times.

Shade and cool-down areas must be as close to workers as possible.



Cool-Down Rest Periods

Employers should encourage and allow workers to take additional breaks when working in hot conditions.



Emergency Response Procedures

When a worker shows severe symptoms of heat illness, the employer must provide first aid and contact emergency services.



Heat Illness is a **serious health condition** resulting from the body being unable to cool off.



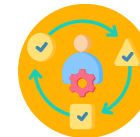
Training

Training must cover the risks, symptoms and ways to prevent heat illness, and the employer's Heat Illness Prevention Plan (HIPP). Supervisors should be trained on how to monitor temperatures and respond to alerts.



Heat Illness Prevention Plan (HIPP)

The written plan should explain how the employer will prevent heat illness: access to water, shade or cool-down areas, rest periods, acclimatization, training, and emergency response. The HIPP should be in a language that workers understand.



Acclimatization

Employers must closely monitor workers for signs and symptoms of heat illness during their first 14 days of working in the heat. All workers should be monitored during a heat wave.

A "**heat wave**" is when the predicted high temperature is at least 80°F and at least 10°F higher than the average high of the previous five days.

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When do these standards apply?

Cal/OSHA's Outdoor Heat Illness Prevention Standard ([Title 8, Section 3395](#)) applies to outdoor work. Certain provisions are required based on temperature, such as shade (refer to previous page). The standard also requires High-Heat Procedures for specific industries, such as agriculture and construction, when temperatures reach or exceed 95°F.

Cal/OSHA's Indoor Heat Illness Prevention Standard ([Title 8, Section 3396](#)) applies to indoor work where temperatures reach or exceed 82°F. In addition, the standard requires employers to implement additional protections when:

- The indoor temperature **or** heat index is 87°F or higher.
- The indoor temperature is 82°F **and** workers are wearing clothing that limits heat removal **or** exposed to high radiant heat.

The **heat index** is a measure that combines temperature and air humidity to show how hot it feels. It calculates the risk of heat illness by indicating how challenging it is for the body to cool itself.

Additional protections can include:

- **Engineering Controls** such as air conditioning, cooling fans, etc.
- **Administrative Controls**, such as rotating schedules, reducing work intensity, etc.
- **Personal Protective Equipment (PPE)**, such as cooling vests, heat-reflective clothing, etc.

How can you protect yourself at work?

- Watch for signs and symptoms of heat illness that you or a coworker may experience:



Early symptoms:

- Fatigue
- Heavy sweating
- Headaches
- Cramps
- Dizziness
- High pulse rate
- Nausea/vomiting



Serious symptoms:

- High body temperature
 - Red, hot, dry skin
 - Confusion
 - Convulsions
 - Fainting
- **If you experience heat illness symptoms, let your coworkers and supervisor know! You may need medical attention.**
 - When working in hot conditions, drink water and take preventative cool-down breaks.
 - When taking breaks, remove any personal protective equipment (PPE) to allow your body to cool down effectively.
 - Make sure you are familiar with your employers' Heat Illness Prevention Plan (HIPP).
 - Know your rights! Speak up if you don't see these heat illness protections at work.

For detailed information on

Cal/OSHA's Heat Illness Prevention Standards:

dir.ca.gov/dosh/heatillnessinfo.html



Any worker can contact Cal/OSHA (dir.ca.gov/dosh/complaint.htm), regardless of their immigration status, if they believe their workplace is unsafe.