



# SCHOOLS INSURANCE AUTHORITY

## MEMBER ALERT

### Indoor Heat Illness Prevention Plan Regulation July 24, 2024

California's Indoor Heat Illness Prevention regulation has been approved and is effective immediately. The Occupational Safety and Health Standards Board (CCR, Title 8, Section 3396) had approved the regulation on June 20, 2024, and the Office of Administrative Law implemented it July 24, 2024. To ensure compliance we advise all members adapt the requirements.

The regulation applies to indoor work areas where the temperature or heat index reaches or exceeds 87 degrees Fahrenheit when employees are present; OR when employees wear clothing that restricts heat removal or employees work in a high radiant heat area and the temperature reaches or exceeds 82 degrees Fahrenheit. Common areas in our districts that may fall under the regulation include:

- Warehouses
- Kitchens
- Classrooms including shop and agriculture classrooms
- School buses
- Storage containers

Similar to the current Outdoor Heat Illness Prevention regulation (CCR, Title 8, Section 3395), the indoor heat standard requires that employers provide cool drinking water, establish areas for employees to cool down, monitor employees for heat illness symptoms, establish emergency response procedures, and provide training to all staff and supervisors on the plan and their responsibilities.

The Indoor Heat Illness Prevention regulation will also require employers to monitor and record the temperature or heat index (whichever is greater) whenever they reach the above thresholds to determine when control measures should be implemented to protect employees.

Control measures must start with feasible engineering controls that remove or reduce heat or create a barrier between the employee and the heat source. Administrative controls that limit exposure may include adjusting work procedures, practices, or schedules and should only be considered once all engineering controls have been implemented. The last option after exhausting engineering and administrative controls is personal heat-protective equipment.



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SIA has updated our Heat Illness Prevention Plan template to include the requirements of the Indoor Heat Illness regulation, which can be accessed at <https://www.sia-jpa.org/forms/#IIPP>. Additionally, training will be available through Public School Works to meet the new regulation in the near future.

For more information and resources, visit the Cal/OSHA website: [Cal/OSHA Heat Illness Prevention Guidance and Resources](#).