

DECEMBER 19, 2024 | CAL/OSHA INSPECTIONS, CITATIONS & ENFORCEMENT

Cal/OSHA's First Willful Heat Violation Citation Highlights Heat Illness Prevention Focus

By [Andrea O. Chavez](#) and [Rachel L. Conn](#)

Cal/OSHA announced in a [press release](#) on December 12, 2024, that it had issued its first willful heat violation citation, highlighting its increased emphasis on heat illness prevention.

The citation imposed \$276,425 in penalties on an employer for deliberately and knowingly failing to comply with outdoor heat illness prevention regulations, following a similar violation in 2022. The violations included failing to provide essential protections such as access to drinking water, shaded areas, and adequate training for workers to prevent heat-related illnesses. Moreover, the employer did not have written procedures for managing work conditions during high temperatures, which often exceeded 95 degrees Fahrenheit, despite having been provided with model heat illness prevention procedures following its prior violation.

A “willful” citation is significant because such citations are rare, indicating Cal/OSHA’s commitment to addressing heat-related hazards in the workplace. This action serves as a clear message to employers about the importance of developing and implementing effective Heat Illness Prevention Programs (HIPPs) to ensure worker safety.

In addition to its focus on outdoor heat illness prevention, Cal/OSHA recently introduced regulations addressing indoor heat illness. For more information on Cal/OSHA’s indoor heat illness regulation, check out our blog post available [here](#).

Other states are taking similar steps to implement heat regulations, highlighting the growing emphasis across the country on heat illness prevention. For instance, [Nevada adopted a heat illness regulation](#) on November 15, 2024, which is now in effect, with enforcement beginning on February 13, 2025. Similarly, [Maryland’s Heat Stress Standard](#) went into effect on September 30, 2024.

Employers should take proactive steps to review their current HIPPs to ensure compliance with both outdoor and indoor requirements in their state. For assistance in drafting or reviewing your HIPPs, please contact [Andrea O. Chavez](#), [Rachel L. Conn](#), [Megan S. Shaked](#) or [Anthony Casaletta](#) (for Maryland program).

