


AUGUST 6, 2024 | LEGISLATIVE & STANDARDS BOARD UPDATES

# Top Takeaways from Cal/OSHA's Heat Illness Prevention Presentation

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We recently attended the "Heat Illness Prevention for Indoor and Outdoor Workers – What Employers Need to Know" presentation put on by Cal/OSHA's Consultation Unit to get an idea of how Cal/OSHA plans to interpret and enforce their new regulation ([Section 3396](#)). The presentation started with an emphasis on the seriousness of heat illness, noting that heat illness is the leading climate-related killer, with over 1,000 worker heat-related illnesses in California each year. 

Here are the top three takeaways from the presentation:

## 1. No Grace Period—It's Go Time!

The new regulation is already in effect, and as of now, there is no grace period. Employers should take steps to comply right away!

## 2. Feasibility of Control Measures: It's All About the Details

Determining whether a control measure is feasible depends on various factors like workspace size, environment, and the type of work being performed. While you're not required to document this feasibility assessment, it's a good idea. Cal/OSHA noted that if you get cited for not implementing feasible controls and you appeal, having documentation can help show you've done your due diligence.

## 3. Multi-Employer Worksite Rules Are Still in Play

The usual rules for multi-employer worksites still apply, so make sure you're taking the necessary steps to protect not only your own workers but also those from other employers on your worksite.

A few attendees asked if places like offices or retail stores with air conditioning are covered under the standard if the only time temperatures might hit 82°F is during an air conditioning malfunction. Cal/OSHA's consistent response was, "If the temperature is not anticipated to exceed 82°F, the facility is not covered by the standard." Cal/OSHA's answer seems to suggest that if an air conditioning system fails and it is anticipated that the workplace could exceed 82°F, then the regulation would apply.

If you have any questions or need help developing your indoor or outdoor heat illness prevention program, please contact [Megan S. Shaked](#), [Rachel L. Conn](#) or [Andrea O. Chavez](#). Also check out our recent [blog post](#) for

more information on the new indoor heat illness prevention regulation.