

OSHA Indoor and Outdoor Heat Illness Prevention Rulemaking

BACKGROUND

OSHA is in the rulemaking process for the first federal workplace heat standard that, if enacted, would affect approximately 36 million workers. In October of 2021, OSHA issued an Advanced Notice of Proposed Rulemaking (ANPRM) for an Indoor and Outdoor Heat Illness Prevention Standard. On August 30, 2024, OSHA published the Notice of Proposed Rulemaking (NPRM), beginning a 120-day comment period.

PROPOSED RULE REQUIREMENTS

As proposed, the rule would require both private- and public-sector employers to develop programs and implement controls to protect employees from heat hazards in both outdoor and indoor work environments. It would establish requirements for developing site-specific emergency response plans, training employees and supervisors, temperature monitoring, recordkeeping, and implementing work practice standards at two trigger levels – including rest breaks, access to shade and water, control of indoor heat, and heat acclimatization for new or returning employees. The initial and high heat trigger levels are currently set at 80- and 90-degrees Fahrenheit, respectively.

STATE-LEVEL POLICIES

Five states currently have heat injury and illness prevention regulations (California, Oregon, Minnesota, Colorado and Washington), and additional states have proposed regulations. Certain state regulations only apply to either outdoor or indoor workplaces. Additionally, the requirements and heat trigger levels vary among states.

ACTION

TRSA is working with industry stakeholders and coalition partners to submit public comments.