

OSHA HEAT STRESS TRAINING FOR GENERAL INDUSTRY

Resource Document — Section 5(a)(1) of the OSH Act · 29 CFR Part 1910 · CPL 03-00-024

Primary Authority

Section 5(a)(1), Occupational Safety and Health Act of 1970 (General Duty Clause)

- <https://www.osha.gov/laws-regs/oshact/section5-duties>

CPL 03-00-024 — National Emphasis Program, Outdoor and Indoor Heat-Related Hazards (reissued April 10, 2026)

- <https://www.osha.gov/enforcement/directives/cpl-03-00-024-0>

Case Study Sources

Module 1 — Landscape Worker Heat Stroke Fatality (Michigan FACE Report 02MI075)

- <https://oem.msu.edu/images/MiFACE/02MI075v1.pdf>
- <https://wwwn.cdc.gov/NIOSH-FACE/>

Module 3 — Delivery Driver Heat Exhaustion and Acute Kidney Failure (OSHA Heat Case Studies)

- <https://www.osha.gov/heat-exposure/case-studies>

Module 4 — Foundry Worker Heat Stroke Fatality (OSHA Heat Case Studies)

- <https://www.osha.gov/heat-exposure/case-studies>

Enforcement Data — Evaluation of Occupational Exposure Limits for Heat Stress in Outdoor Workers, United States, 2011–2016 (Tustin et al., MMWR 2018)

- <https://www.cdc.gov/mmwr/volumes/67/wr/mm6726a1.htm>

Heat and Workplace Injuries — A Nationwide Analysis of Heat and Workplace Injuries in the United States (Environmental Health, 2025)

- <https://ehjournal.biomedcentral.com/articles/10.1186/s12940-025-01231-1>

Supporting Content

OSHA Heat Topic Page

- <https://www.osha.gov/heat-exposure>

OSHA Technical Manual, Section III, Chapter 4 — Heat Stress

- <https://www.osha.gov/otm/section-3-health-hazards/chapter-4>

OSHA — Protecting New Workers (acclimatization and the Rule of 20 Percent)

- <https://www.osha.gov/heat-exposure/protecting-new-workers>

OSHA — Water. Rest. Shade.

- <https://www.osha.gov/heat-exposure/water-rest-shade>

OSHA-NIOSH Info sheet — Protecting Workers from Heat Illness

- <https://www.osha.gov/sites/default/files/publications/osha-niosh-heat-illness-infosheet.pdf>

OSHA Temporary Worker Initiative — Exposure to Outdoor and Indoor Heat-Related Hazards (OSHA 4185)

- <https://www.osha.gov/sites/default/files/publications/OSHA4185.pdf>

NIOSH Criteria for a Recommended Standard: Occupational Exposure to Heat and Hot Environments (Publication 2016-106)

- <https://www.cdc.gov/niosh/publications/numbered/2016-106.html>

NIOSH Heat Stress — Overview and Risk Factors

- <https://www.cdc.gov/niosh/heat-stress/about/index.html>

NIOSH Heat-Related Illnesses — Signs, Symptoms, and First Aid

- <https://www.cdc.gov/niosh/heat-stress/about/illnesses.html>

OSHA-NIOSH Heat Safety Tool App (free; note that NIOSH has advised the app is not currently being updated)

- <https://www.cdc.gov/niosh/heat-stress/communication-resources/app.html>

National Weather Service — Heat Index

- <https://www.weather.gov/safety/heat-index>

Worker Rights and Reporting

OSHA — File a Safety and Health Complaint (anonymous; any language; 800-321-6742)

- <https://www.osha.gov/workers/file-complaint>

Section 11(c) of the OSH Act — Retaliation Protections (30-day filing deadline)

- <https://www.whistleblowers.gov/statutes/oshact>

Cross-Referenced OSHA Standards

- 29 CFR 1910.141 (Sanitation — potable water) — <https://www.ecfr.gov/current/title-29/subtitle-B/chapter-XVII/part-1910/subpart-J/section-1910.141>
- 29 CFR 1910.151 (Medical Services and First Aid) — <https://www.ecfr.gov/current/title-29/subtitle-B/chapter-XVII/part-1910/subpart-K/section-1910.151>
- 29 CFR 1910.132 (PPE — General Requirements and Hazard Assessment) — <https://www.ecfr.gov/current/title-29/subtitle-B/chapter-XVII/part-1910/subpart-I/section-1910.132>
- 29 CFR 1910.134 (Respiratory Protection) — <https://www.osha.gov/laws-regs/regulations/standardnumber/1910/1910.134>
- 29 CFR Part 1904 (Recording and Reporting Occupational Injuries and Illnesses) — <https://www.osha.gov/laws-regs/regulations/standardnumber/1904>

State Plan Heat Standards

Several states enforce heat requirements beyond the federal baseline. Workers and employers in these states should consult their state plan directly.

- California (outdoor and indoor) — <https://www.dir.ca.gov/dosh/heatillnessinfo.html>
- Oregon (outdoor and indoor) — <https://osha.oregon.gov/Pages/topics/heat-stress.aspx>
- Washington (outdoor) — <https://www.lni.wa.gov/safety-health/safety-topics/topics/outdoor-heat-exposure>
- Maryland (outdoor and indoor) — <https://www.labor.maryland.gov/labor/mosh/>
- Minnesota (indoor maximum temperatures by workload) — <https://www.dli.mn.gov/business/workplace-safety-and-health/mnosha-heat-stress>
- Nevada (written heat safety program) — <https://dir.nv.gov/OSHA/Home/>
- Colorado (agricultural workers) — <https://cdle.colorado.gov/>

OSHA directory of approved State Plans — <https://www.osha.gov/stateplans>