



OSHA NOTICE

U.S. DEPARTMENT OF LABOR

Occupational Safety and Health Administration

DIRECTIVE NUMBER: CPL 03-01-024

SUBJECT: Extension of CPL 03-00-024, National Emphasis Program – Outdoor and Indoor Heat-Related Hazards

EFFECTIVE DATE: January 16, 2025

ABSTRACT

Purpose: This notice extends OSHA Instruction CPL 03-00-024, National Emphasis Program – Outdoor and Indoor Heat-Related Hazards to continue to protect employees from heat-related hazards and resulting injuries and illnesses in outdoor and indoor workplaces.

Scope: OSHA-wide.

References: CPL 03-00-024, National Emphasis Program – Outdoor and Indoor Heat-Related Hazards, April 8, 2022.

Cancellations: None.

State Impact: Federal Program Change. Notice of Intent Required, Adoption Encouraged.

Action Offices: OSHA Regional and Area Offices, State Plan and OSHA On-Site Consultation programs.

Originating Office: Directorate of Enforcement Programs, Office of Health Enforcement.

Contact: Directorate of Enforcement Programs
Office of Health Enforcement
200 Constitution Avenue, NW, Room N3119
Washington, DC 20210

By and Under the Authority of

DOUGLAS L. PARKER
Assistant Secretary

ABSTRACT-1

Executive Summary

This notice extends OSHA Instruction CPL 03-00-024, National Emphasis Program (NEP) – Outdoor and Indoor Heat-Related Hazards (issued on April 8, 2022, and due to expire April 8, 2025) until April 8, 2026, or until superseded by an updated directive. Regional Offices and State Plan Programs will continue to conduct inspections and provide outreach and compliance assistance under this NEP. OSHA’s review of this NEP shows success in identifying and targeting industries with employee exposures to heat-related hazards while removing nearly 1,400 employees from these hazards. Over the course of the NEP between April 8, 2022, and December 29, 2024, OSHA has conducted approximately 7,000 heat-related inspections, issued 60 heat citations for violations of the General Duty Clause, and issued 1,392 Hazard Alert Letters. Area offices will continue to conduct programmed inspections of establishments and follow other procedures under Section XII.B of the NEP. In addition, Area Offices will continue to conduct unprogrammed inspections under this NEP, with the highest priority given to fatality inspections and complaints and/or referrals that allege potential exposures to heat-related hazard, in accordance with XII.C of the NEP. Compliance assistance and outreach will also continue to be carried out in accordance with Section XII.A and Section XII.G.

Significant Changes

This notice extends OSHA Instruction CPL 03-00-024, National Emphasis Program (NEP) – Outdoor and Indoor Heat-Related Hazards until April 8, 2026, or until superseded by an updated directive.

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- I. **Purpose.** This notice extends OSHA Instruction CPL 03-00-024, National Emphasis Program – Outdoor and Indoor Heat-Related Hazards.
- II. **Scope.** This Notice applies OSHA-wide.
- III. **References.**
 - A. [CPL 03-00-024](#), National Emphasis Program – Outdoor and Indoor Heat-Related Hazards, April 8, 2022.
- IV. **Cancellations.**
 - A. None.
- V. **Action Offices.**
 - A. **Responsible Office.** Office of Health Enforcement (OHE), Directorate of Enforcement Programs.
 - B. **Action Offices.** OSHA Regional and Area Offices, State Plan and OSHA On-Site Consultation Programs.
 - C. **Information Offices.** OSHA National Office.
- VI. **Federal Program Change.** This Notice describes a Federal Program change for which State Plan adoption is encouraged.
- VII. **Significant Changes.** This notice extends OSHA Instruction CPL 03-00-024, National Emphasis Program (NEP) – Outdoor and Indoor Heat-Related Hazards (issued April 8, 2022) until April 8, 2026, or until superseded by an updated directive. No changes are being made to the coding of inspections in the OSHA Information System (OIS).
- VIII. **Background.**

The agency issued OSHA Instruction CPL 03-00-024, National Emphasis Program – Outdoor and Indoor Heat-Related Hazards on April 8, 2022, which incorporated and expanded on OSHA’s September 1, 2021, heat initiative memorandum by further focusing on heat-related hazards in both the outdoor and indoor work environments and providing procedures for planned/programmed and follow-up inspections in targeted workplaces. The NEP also prioritized on-site (in-person) response for complaints and for all employer-reported hospitalizations (i.e., severe injury reports) related to heat hazards.

Prior to the NEP, between 2015 and 2020, Federal OSHA conducted approximately 200 heat-related hazard inspections each year, which included approximately 15 heat-

related fatality inspections annually. Under this NEP, between April 8, 2022, and December 29, 2024, OSHA inspectors conducted approximately 7,000 heat-related inspections, which included 147 heat-related fatality inspections. OSHA also issued 60 heat citations for violations of the General Duty Clause and issued 1,392 Hazard Alert Letters.

OSHA's review of this NEP shows success in identifying, targeting, and providing outreach and compliance assistance to indoor and outdoor workplaces with heat-related hazards while removing nearly 1,400 employees from these hazards. Area offices will continue to conduct programmed inspections of establishments under this NEP and follow other procedures under Section XII.B of the NEP. In addition, Area Offices will continue to conduct unprogrammed inspections under this NEP, with the highest priority given to fatality inspections and where complaints and/or referrals that allege potential exposures to heat-related hazards in accordance with XII.C of the NEP. Compliance assistance and outreach will also continue to be carried out in accordance with Section XII.A and Section XII.G.

Extension of this NEP will enable OSHA to continue to identify and eliminate or reduce exposures to heat-related hazards resulting in illnesses and deaths, both indoors and outdoors, through inspection targeting, outreach, and compliance assistance.

IX. OIS Coding Instructions.

All enforcement activities (*i.e.*, inspections, complaints, and referrals, etc.) and consultation requests/visits conducted under this NEP shall be coded as described in OSHA Instruction [CPL 03-00-024](#), National Emphasis Program – Outdoor and Indoor Heat-Related Hazards, Section XII.F.