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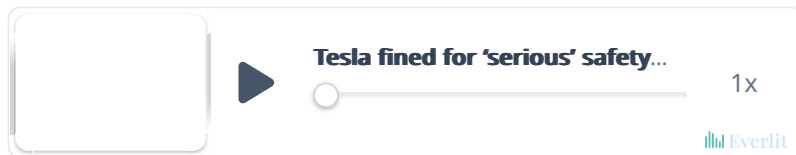
Tesla fined for 'serious' safety lapse at Bay Area factory

By **Aidin Vaziri**, Staff Writer
Feb 12, 2025



Tesla vehicles line a parking lot at the company's Fremont factory. California regulators fined the company \$13,500 for violating heat safety labor laws at its Fremont plant.

Noah Berger/Associated Press



California regulators fined [Tesla](#) \$13,500 for [violating heat safety labor laws](#) at its Fremont plant.

The citation, issued by Cal-OSHA in December, refers to Tesla's failure to provide adequate rest breaks for workers to cool down. This violation breaches California's Heat Illness Prevention in Indoor Places of Employment law, which took effect in July 2024.

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The regulation requires employers to ensure employees can take preventive cool-down breaks in the shade when necessary to prevent heat-related illnesses.

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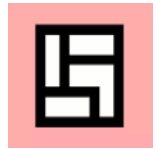
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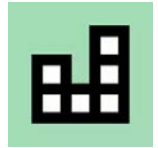
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The [law mandates](#) that employees working in high heat must have access to shaded areas and be encouraged to take breaks lasting at least five minutes. If any heat illness symptoms are reported, workers should not return to work until they have recovered.

Tesla's violation is [classified](#) as "serious," indicating it could have resulted in significant harm, including heat illness or death, had it not been addressed. Cal-OSHA's inspection report reveals that 50 employees were exposed to heat stress without adequate rest breaks.

Tesla has not commented publicly on the citation.

The violation was especially concerning, as heat illness can rapidly escalate, leading to confusion, loss of consciousness or even death if not promptly addressed, according to Cal-OSHA's safety guidelines.

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Aidin Vaziri is a staff writer at The San Francisco Chronicle.

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