



General Assembly

January Session, 2025

**Committee Bill No. 830**

LCO No. 5907



Referred to Committee on LABOR AND PUBLIC EMPLOYEES

Introduced by:  
(LAB)

***AN ACT ESTABLISHING SAFETY STANDARDS TO PREVENT HEAT-RELATED ILLNESS IN WORKPLACES.***

Be it enacted by the Senate and House of Representatives in General Assembly convened:

- 1       Section 1. (NEW) (*Effective October 1, 2025*) (a) As used in this section:
- 2       (1) "Drinking water" means potable water that is suitable to drink and
- 3       is a temperature of not more than seventy-seven degrees;
- 4       (2) "Emergency medical service" means the provision of care by a
- 5       medically trained person, including, but not limited to, services
- 6       provided by a hospital, clinic, ambulance, disaster car or rescue vehicle;
- 7       (3) "Heat illness" means a serious medical condition that results from
- 8       the body's inability to cope with a particular heat load, including, but
- 9       not limited to, heat cramps, heat exhaustion, heat syncope and heat
- 10       stroke;
- 11       (4) "Shade" means a natural or artificial blockage of direct sunlight;
- 12       and
- 13       (5) "Temperature" means the dry bulb temperature in degrees

14 Fahrenheit, as measured by a thermometer in an area where there is no  
15 shade.

16 (b) (1) When the outdoor temperature exceeds eighty degrees, an  
17 employer who employs individuals in positions where a majority of the  
18 work is done in an outdoor setting, including, but not limited to,  
19 positions in the agricultural, construction or landscaping industry, shall  
20 establish and maintain one or more shade areas at all times employees  
21 are present at an outdoor work site. Such shade areas shall be (A) open  
22 to the air or have mechanical ventilation for cooling, (B) located as close  
23 as practicable to areas where employees are working, and (C) large  
24 enough to accommodate the number of employees taking breaks or  
25 meal periods so that each such employee can sit in a normal posture,  
26 fully in the shade, without having physical contact with another  
27 employee.

28 (2) When the outdoor temperature is less than eighty degrees, an  
29 employer subject to the provisions of subsection (b) of this section shall  
30 (A) provide shade areas pursuant to subdivision (1) of this subsection,  
31 or (B) allow employees reasonable access to shade located at the outdoor  
32 work site upon an employee's request.

33 (3) An employer in the agricultural industry may satisfy the  
34 requirements of this subsection by implementing cooling measures  
35 other than the shade areas pursuant to subdivision (1) of this subsection,  
36 including, but not limited to, the use of misting machines, if such  
37 employer can demonstrate that such cooling measures are as effective  
38 as utilizing the shade areas pursuant to subdivision (1) of this  
39 subsection.

40 (c) An employer subject to the provisions of subsection (b) of this  
41 section shall provide a sufficient supply of drinking water, at no cost, to  
42 employees so that each employee is able to consume not less than thirty-  
43 two fluid ounces of water per hour for the duration of such employee's  
44 shift. If such drinking water is not plumbed or otherwise continuously  
45 supplied, an employer may provide such supply of drinking water at

46 the beginning of each employee's shift or in smaller quantities  
47 throughout an employee's shift.

48 (d) (1) Any employer subject to the provisions of subsection (b) of this  
49 section shall provide reasonable breaks in the shade areas required  
50 pursuant to subdivision (1) of subsection (b) of this section to  
51 employees. Such breaks shall be permitted as necessary in order to allow  
52 an employee's body temperature to cool down and prevent overheating  
53 and shall be not less than five minutes in duration, not including the  
54 time the employee needs to access shade.

55 (2) When an employee takes a break pursuant to this subsection, an  
56 employer shall monitor such employee for signs or symptoms of heat  
57 illness. If an employee is showing signs or experiencing symptoms of  
58 heat illness, an employer shall allow the employee to remain in the  
59 shade until such signs or symptoms subside, and, if necessary,  
60 implement emergency response procedures established pursuant to  
61 subsection (e) of this section.

62 (e) An employer subject to the provisions of subsection (b) of this  
63 section shall develop and implement effective emergency response  
64 procedures for employees showing signs or experiencing symptoms of  
65 heat illness, including, but not limited to, first aid measures and  
66 implementing an emergency medical plan to ensure the rapid provision  
67 of medical services to employees showing signs or experiencing  
68 symptoms of heat illness, including transportation of such employee if  
69 the outdoor work site is not in proximity to emergency medical services.

70 (f) An employer subject to the provisions of subsection (b) of this  
71 section shall implement additional high heat practices when the  
72 temperature at the outdoor work site equals or exceeds ninety-five  
73 degrees, which practices shall, to the extent possible, include:

74 (1) Ensuring that employees at such work site can contact a  
75 supervisor by maintaining effective communication by voice or an  
76 electronic device. If an employer chooses to utilize an electronic device,

77 including, but not limited to, a cell phone or text messaging device, such  
78 employer shall ensure reception in the area is reliable;

79 (2) Monitoring employees for signs and symptoms of heat illness by  
80 designating a supervisor, or a supervisor's designee, to observe twenty  
81 or fewer employees or by implementing a mandatory buddy system or  
82 other effective means of observation;

83 (3) Designating one or more employees at such work site to call for  
84 emergency medical services when needed and allowing other  
85 employees to call for emergency medical services when such designated  
86 employees are unavailable;

87 (4) Reminding employees throughout the work shift to drink plenty  
88 of water and to take breaks pursuant to subsection (d) of this section;

89 (5) Implementing a schedule to provide employees a preventative  
90 cool-down rest period of not less than ten minutes every two hours.  
91 Such rest period may be provided concurrently with a meal or rest  
92 period required under state or federal law; and

93 (6) Holding meetings before the commencement of a work shift to  
94 review the high heat practices required pursuant to this subsection.

95 (g) An employer subject to the provisions of subsection (b) of this  
96 section shall develop and implement effective acclimatization practices  
97 in order to allow new employees assigned to work at an outdoor work  
98 site where the temperature exceeds eighty degrees to gradually adapt to  
99 such working conditions.

100 Sec. 2. (NEW) (*Effective October 1, 2025*) (a) For the purposes of this  
101 section:

102 (1) "Drinking water" means potable water that is suitable to drink and  
103 is a temperature of not more than seventy-seven degrees;

104 (2) "Emergency medical service" means the provision of care by a

105 medically trained person, including, but not limited to, services  
106 provided by a hospital, clinic, ambulance, disaster car or rescue vehicle;

107 (3) "Heat illness" means a serious medical condition that results from  
108 the body's inability to cope with a particular heat load, including, but  
109 not limited to, heat cramps, heat exhaustion, heat syncope and heat  
110 stroke; and

111 (4) "Temperature" means the dry bulb temperature in degrees  
112 Fahrenheit, as measured by a thermometer in an area where there is no  
113 shade.

114 (b) (1) When the outdoor temperature exceeds eighty degrees, an  
115 employer shall measure the temperature and heat index at an indoor  
116 work area that does not have effective or functioning air conditioning  
117 and record whichever measurement is greater.

118 (2) The records required pursuant to subdivision (1) of this subsection  
119 shall include the date, time and specific location of all measurements.  
120 Any records required pursuant to this section shall be maintained by an  
121 employer for a period of at least one year and made available to  
122 employees upon request.

123 (3) An employer shall take measurements required pursuant to  
124 subdivision (1) of this subsection again when the temperature or heat  
125 index is expected to be ten degrees higher than the previous  
126 measurement and at times when employee exposure to heat illness is  
127 expected to be the greatest.

128 (c) At times when the temperature at such indoor work areas  
129 described in subsection (b) of this section equals or exceeds eighty-two  
130 degrees, an employer shall:

131 (1) Establish and maintain one or more cool-down areas at all times  
132 when employees are present at such indoor work area, except where the  
133 employer can demonstrate that the establishment of such cool-down  
134 areas is impracticable. Such cool-down area shall (A) maintain a

135 temperature of less than eighty-two degrees, (B) be located as close as  
136 practicable to areas where employees are working, and (C) be large  
137 enough to accommodate the number of employees taking breaks or  
138 meal periods;

139 (2) Provide a sufficient supply of drinking water, at no cost, to  
140 employees so that each employee is able to consume not less than thirty-  
141 two fluid ounces of water per hour for the duration of such employee's  
142 shift. If such drinking water is not plumbed or otherwise continuously  
143 supplied, an employer shall provide such supply of drinking water at  
144 the beginning of each employee's shift or in smaller quantities  
145 throughout an employee's shift; and

146 (3) Provide reasonable breaks in the cool-down areas required  
147 pursuant to subdivision (1) of this subsection. Such breaks shall be  
148 permitted as necessary in order to allow an employee's body  
149 temperature to cool down and prevent overheating and shall be not less  
150 than five minutes in duration, not including the time the employee  
151 needs to access such cool-down area. When an employee takes a break  
152 pursuant to this subdivision, an employer shall monitor such employee  
153 for signs or symptoms of heat illness. If an employee is showing signs  
154 or experiencing symptoms of heat illness, an employer shall allow the  
155 employee to remain in the shade until such signs or symptoms subside,  
156 and, if necessary, implement emergency response procedures  
157 established pursuant to subsection (e) of this section.

158 (d) An employer shall monitor an indoor work area temperature and  
159 heat index for indoor work areas described in subsection (a) of this  
160 section and implement control measures (1) when such temperature or  
161 heat index equals or exceeds eighty-seven degrees, or (2) where  
162 individuals employed at such indoor work area are required to wear  
163 clothing that restricts heat removal or to work in a high radiant heat  
164 area, when such temperature or heat index equals or exceeds eighty-  
165 seven degrees. Such control measures may include:

166 (A) Implementing engineering controls, including, but not limited to,

167 air conditioning, cooling fans, cooling mist fans, evaporative coolers,  
168 natural ventilation or local exhaust ventilation, in order to reduce and  
169 maintain the temperature at such indoor work area to (i) below eighty-  
170 seven degrees, or (ii) where individuals employed at such indoor work  
171 area are required to wear clothing that restricts heat removal or to work  
172 in a high radiant heat area, below eighty-two degrees;

173 (B) Implementing administrative controls in order to limit exposure  
174 to heat illness, including, but not limited to, rotating employees,  
175 scheduling work earlier or later in the day, implementing rest schedules,  
176 reducing work intensity or speed, reducing work hours, using relief  
177 workers and changing required work clothing; or

178 (C) Providing personal heat-protective equipment, including, but not  
179 limited to, water-cooled garments, air-cooled garments, cooling vests,  
180 wetted overgarments and heat-reflective clothing.

181 (e) An employer subject to the provisions of subsections (b) to (d),  
182 inclusive, of this section shall develop and implement effective  
183 emergency response procedures for employees experiencing symptoms  
184 of heat illness, including, but not limited to, procedures for:

185 (1) Ensuring that employees at the work site can contact a supervisor  
186 by maintaining effective communication by voice or an electronic  
187 device. If an employer chooses to utilize an electronic device, including,  
188 but not limited to, a cell phone or text messaging device, such employer  
189 shall ensure reception in the area is reliable; and

190 (2) Responding to signs and symptoms of heat illness, including, but  
191 not limited to, first aid measures and implementing an emergency  
192 medical plan to ensure the rapid provision of medical services to  
193 employees showing signs or experiencing symptoms of heat illness.

194 (f) An employer subject to the provisions of subsections (b) to (d),  
195 inclusive, of this section shall develop and implement effective  
196 acclimatization practices in order to allow new employees assigned to

197 work at indoor work areas where the temperature exceeds eighty-seven  
198 degrees or, where individuals employed at such indoor work areas are  
199 required to wear clothing that restricts heat removal or to work in a high  
200 radiant heat area, exceeds eighty-two degrees, in order to allow such  
201 employees to gradually adapt to such working conditions.

202       Sec. 3. (NEW) (*Effective October 1, 2025*) (a) An employer subject to the  
203 provisions of section 1 or 2 of this act shall provide each employee with  
204 training on heat illness and the employer's procedures regarding heat  
205 illness. Such training shall include, but not be limited to, information  
206 regarding:

207       (1) The environmental and personal risk factors for heat illness,  
208 including the added burden of heat load on the body caused by exertion,  
209 clothing and personal protective equipment;

210       (2) The employer's procedures for complying with the provisions of  
211 sections 1 and 2 of this act, including the employee's right to exercise  
212 such employee's rights under such sections without retaliation;

213       (3) The importance of frequent consumption of up to thirty-two  
214 ounces of water per hour when the work environment is hot and the  
215 employee is likely to be sweating more than usual in the performance of  
216 such employee's duties;

217       (4) The concept, importance and methods of acclimatization;

218       (5) The different types of heat illness, the common signs and  
219 symptoms of heat illness and appropriate first aid or emergency  
220 responses to different types of heat illness;

221       (6) The importance of employees immediately reporting to the  
222 employer signs and symptoms of heat illness in such employee or in  
223 other employees;

224       (7) The employer's procedures for responding to signs and symptoms  
225 of possible heat illness, including how emergency medical services will



226 be provided should such services become necessary; and

227 (8) The employer's procedures for contacting emergency medical  
228 services and, if necessary, for transporting employees to a point where  
229 such employee is reachable by an emergency medical service provider.

230 (b) In addition to the training required pursuant to subsection (a) of  
231 this section, an employer shall provide training to supervisory  
232 employees on the following:

233 (1) Supervisor-specific procedures required to implement the  
234 provisions of sections 1 and 2 of this act;

235 (2) Supervisor-specific procedures required when an employee  
236 exhibits signs or reports symptoms consistent with possible heat illness,  
237 including emergency response procedures required pursuant to  
238 subsection (e) of section 1 of this act and subsection (e) of section 2 of  
239 this act; and

240 (3) How to monitor weather reports and how to respond to heat  
241 advisories.

This act shall take effect as follows and shall amend the following sections:		
Section 1	October 1, 2025	New section
Sec. 2	October 1, 2025	New section
Sec. 3	October 1, 2025	New section

**Statement of Purpose:**

To create safety standards to prevent employee exposure to the risk of heat-related illness.

*[Proposed deletions are enclosed in brackets. Proposed additions are indicated by underline, except that when the entire text of a bill or resolution or a section of a bill or resolution is new, it is not underlined.]*

Co-Sponsors: SEN. LOONEY, 11th Dist.

S.B. 830