

# STATE OF NEW YORK

3412

2025-2026 Regular Sessions

## IN SENATE

January 27, 2025

Introduced by Sens. RAMOS, BRISPORT, BROUK, CLEARE, COMRIE, FERNANDEZ, GIANARIS, GONZALEZ, HARCKHAM, JACKSON, MAY, MAYER, PARKER, RIVERA, SALAZAR, SCARCELLA-SPANTON, SERRANO, STAVISKY, WEBB -- read twice and ordered printed, and when printed to be committed to the Committee on Labor

AN ACT to amend the labor law, in relation to regulating the temperature of all indoor and outdoor worksites

The People of the State of New York, represented in Senate and Assembly, do enact as follows:

1 Section 1. This act shall be known and may be cited as the "temper-  
2 ature extreme mitigation program (TEMP) act".

3 § 2. Legislative findings and intent. The legislature hereby finds and  
4 declares that New Yorkers, working both in outdoor and indoor sites, are  
5 exposed to extreme temperatures. This involves skyrocketing heat in the  
6 summer. Every year, New York city has high numbers of heat-related  
7 emergency department visits, hospital admissions, and deaths. According  
8 to the New York City Office of the Mayor, each year there are an esti-  
9 mated 450 heat-related ED visits, 150 heat-related hospital admissions,  
10 10 heat-stroke deaths, and 350 heat-exacerbated deaths, caused by heat  
11 worsening existing chronic conditions.

12 The legislature hereby finds and declares that the government is obli-  
13 gated to ensure that employers provide safe conditions for their employ-  
14 ees.

15 § 3. The labor law is amended by adding a new article 20-D to read as  
16 follows:

### ARTICLE 20-D

#### TEMPERATURE REGULATION BY EMPLOYERS

##### Section 742. Scope.

##### 743. Definitions.

##### 744. Heat protection standards.

##### 745. Education and training.

EXPLANATION--Matter in italics (underscored) is new; matter in brackets  
[-] is old law to be omitted.

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1           746. Enforcement.

2           § 742. Scope. 1. The following covered industries will be held to the  
3 standards in this article:

4           (a) Agriculture;

5           (b) Construction, unless the employer is party to a: (i) collective  
6 bargaining agreement or (ii) project labor agreement with a bona fide  
7 building and construction trades council;

8           (c) Landscaping;

9           (d) Car wash service;

10          (e) Commercial shipping;

11          (f) Food service, including food retail workers whose jobs require  
12 regular outdoor work, or exposure to outside temperatures in back and  
13 storage rooms where deliveries are received;

14          (g) Warehousing;

15          (h) Transport service, including but not limited to airport service  
16 work, ramp, cargo, tarmac maintenance workers, and commuter rail line  
17 service; and

18          (i) Building service work.

19          2. For the purposes of this article, outdoor worksites of the covered  
20 industries in paragraphs (a), (b), (c), (d), (f), and (h) of subdivision  
21 one of this section shall be subject to the provisions herein. For the  
22 purposes of this article, indoor worksites of the covered industries in  
23 paragraphs (e), (f), (g) and (i) of subdivision one of this section  
24 shall be subject to the provisions herein.

25          § 743. Definitions. For the purposes of this article, the following  
26 terms shall have the following meanings:

27          1. "Employee" means any person within a covered industry providing  
28 labor or services for remuneration for a public or private entity or  
29 business within the state, without regard to an individual's immi-  
30 gration status, and shall include, but not be limited to, part-time  
31 workers, workers classified as independent contractors, day laborers,  
32 agricultural workers and other temporary and seasonal workers. The  
33 term shall also include individuals working for staffing agencies,  
34 contractors or subcontractors on behalf of the employer at any individ-  
35 ual worksite, as well as any individual delivering goods or trans-  
36 porting people at, to or from the worksite on behalf of the employer,  
37 regardless of whether delivery or transport is conducted by an indi-  
38 vidual or entity that would otherwise be deemed an employer under this  
39 article, or any person holding a position by appointment or employment  
40 in the service of a public employer within the scope of this article.

41          2. "Employer" means any individual, partnership, association, corpo-  
42 ration, limited liability company, business trust, legal representative,  
43 public entity, or any organized group acting as employer within a  
44 covered industry identified in this article.

45          3. "Indoor worksite" means any enclosed work vehicles and any space  
46 between a floor and a ceiling bound on all sides by walls. A wall  
47 includes any door, window, retractable divider, garage door, or other  
48 physical barriers that is temporary or permanent, whether open or  
49 closed.

50          4. "Outdoor worksite" means all employers with employees performing  
51 work in an outdoor environment including work on a loading dock with an  
52 overhead covering and open sides. The term outdoor worksite does not  
53 apply to incidental exposure, which exists when an employee is required  
54 to perform a work activity outdoors for not longer than fifteen minutes  
55 in any sixty-minute period.

1 5. "Heat stress threshold" means a heat stress threshold of eighty or  
2 more degrees Fahrenheit. For the purposes of indoor temperature regu-  
3 lated environments, the indoor temperature shall fall between sixty-  
4 eight and seventy-five degrees Fahrenheit, to the extent practicable.

5 6. "Heat illness" means a serious medical condition resulting from the  
6 body's inability to cope with extreme heat temperature stress thresh-  
7 olds, and includes, but is not limited to, heat cramps, heat exhaustion,  
8 heat syncope, and heat stroke.

9 7. "Personal protective equipment" or "PPE" means the necessary  
10 protective equipment, gear, and uniforms to withstand extreme heat at or  
11 exceeding the heat stress thresholds.

12 § 744. Heat protection standards. The employer shall fulfill the  
13 following requirements when employees are in an outdoor or indoor work-  
14 site and experiencing conditions at or exceeding a heat stress thresh-  
15 old:

16 1. Access to hydration. The employer shall provide access to potable  
17 drinking water at no cost to the employee. The water shall be located  
18 as close as practicable to the areas where employees are working. Water  
19 shall be provided at the beginning of the work shift to provide one  
20 quart per employee per hour for drinking for the entire shift; provided,  
21 however, that an employer may begin the shift with smaller quantities of  
22 water where such employer has effective procedures for replenishment  
23 during the shift as needed to allow employees to drink one quart or more  
24 per hour.

25 2. Medical monitoring. Employers shall closely monitor temperatures  
26 and implement their workplace heat stress plan. If an employee exhibits  
27 signs or reports symptoms of heat illness while taking a preventative  
28 break pursuant to subdivision four of this section, or at any other  
29 time, the employer shall make a reasonable effort to provide the worker  
30 with access to first aid or other treatment.

31 3. Access to shade. (a) With respect to outdoor sites, shade shall be  
32 made available while employees are present when the temperature exceeds  
33 eighty degrees Fahrenheit and shall be as close to the worksite as  
34 reasonably possible. When the outdoor temperature in the work area  
35 exceeds eighty degrees Fahrenheit, the employer shall have and maintain  
36 one or more areas with shade at all times while employees are present  
37 that are either open to the air or provided with ventilation or cooling.  
38 The amount of shade present shall be at least enough to accommodate the  
39 number of employees on preventative breaks, so that they can sit in a  
40 normal posture fully in the shade with at least four square feet per  
41 resting employee.

42 (b) Where the employer can demonstrate that it is infeasible or unsafe  
43 to have a shade structure, or otherwise to have shade present on a  
44 continuous basis, the employer may utilize alternative procedures for  
45 providing access to shade if the alternative procedures provide equiv-  
46 alent protection.

47 4. Preventative breaks. (a) Employees shall be allowed and encouraged  
48 to take paid preventative breaks when they feel the onset of heat  
49 illness. Employees shall notify their employer as soon as possible about  
50 such onset and a preventative break shall be offered to such employees.  
51 Such preventative break may include access to shade. An individual  
52 employee who takes a preventative break:

53 (i) Shall be monitored and asked if they are experiencing symptoms of  
54 heat illness;

55 (ii) Shall be encouraged to remain in the shade, where applicable  
56 under subdivision three of this section; and

1 (iii) Shall not be ordered back to work until any signs or symptoms of  
2 heat illness have abated, but in no event, less than five minutes in  
3 addition to the time needed to access shade where applicable.

4 (b) With respect to outdoor sites, where the temperature reaches or  
5 exceeds ninety-five degrees Fahrenheit, the employer shall allow and  
6 encourage employees to take a minimum ten minute preventative cool-down  
7 rest period every two hours.

8 5. Personal protective equipment. Employers shall provide the neces-  
9 sary protective equipment, gear, and uniforms to withstand temperatures  
10 at or exceeding the heat stress thresholds to the extent practicable.  
11 This may include, but is not limited to:

12 (a) Fans, if possible;

13 (b) Air-conditioning, which shall be mandated in all delivery vehicles  
14 and warehouses in an industry identified in this article; and

15 (c) Anything additional deemed necessary by the department to combat  
16 extreme heat.

17 6. Vehicle standards. Employees who spend more than sixty minutes in  
18 workplace or employer provided vehicles each day or whose worksite is  
19 considered an employer provided vehicle shall have adequate air-condi-  
20 tioning available inside such vehicle, provided however that agricul-  
21 tural machinery including tractors, seeders, and harvesting equipment  
22 shall be exempt from this provision unless otherwise determined by the  
23 commissioner.

24 § 745. Education and training. 1. Training. The department shall  
25 create a training curriculum outlining the signs of heat illness and the  
26 available medical responses. Such training shall be administered by the  
27 employer at time of hiring or the employee's training fund if a member  
28 of organized labor.

29 2. Mandated signage and materials. The department shall promulgate  
30 signage and educational materials that are required to be made available  
31 to employees by their employer in the twelve most common languages  
32 spoken in the state regarding the following:

33 (a) Signs of heat illness;

34 (b) Heat stress thresholds;

35 (c) Employer required protections from heat stress thresholds;

36 (d) Where employees can report an employer's lack of accommodation;  
37 and

38 (e) Anything else deemed necessary by the department.

39 3. Unlawful retaliation. For the purposes of this article, there  
40 shall be a rebuttable presumption of unlawful retaliation if an employer  
41 in any manner discriminates, retaliates, or takes any adverse action  
42 against any employee within ninety days of the employee initiating a  
43 complaint pursuant to this article.

44 4. Outreach campaign. The department shall establish a statewide  
45 outreach campaign to educate employees on the heat illness standards  
46 established and ensure that employers are providing access to proper  
47 signage and materials.

48 § 746. Enforcement. The department shall promulgate rules and regu-  
49 lations to require the following:

50 1. Every employer in a covered industry shall establish, maintain, and  
51 preserve for three years contemporaneous, true, and accurate records on  
52 all heat-related illnesses and fatalities which occur at an outdoor or  
53 indoor worksite to ensure compliance with commissioner requests for  
54 data.

55 2. Every employer in a covered industry shall develop a written plan  
56 on how heat-related stress will be mitigated. An employer shall provide

1 such plan to all employees and applicable labor organizations on an  
2 annual basis.

3 3. Every employer in a covered industry shall be required to pay  
4 penalties of no less than fifty dollars per day for failing to implement  
5 heat protection standards as set forth in this article. The department  
6 shall administer notice and collect all fines.

7 4. The department shall establish a worker hotline and an online form  
8 where employees can file complaints with the department regarding heat  
9 protection standards.

10 5. Any other reporting or enforcement protocols necessary to ensure  
11 the protection of workers.

12 § 4. This act shall take effect on the ninetieth day after it shall  
13 have become a law. Effective immediately, the addition, amendment and/or  
14 repeal of any rule or regulation necessary for the implementation of  
15 this act on its effective date are authorized to be made and completed  
16 on or before such effective date.