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April 28, 2025

Representative Marc Mihaly, Chair
House Committee on General and Housing
Vermont State House, Room 31
Montpelier, VT 05633-5301

H.348 (Rep. Casey)

Dear Chair Mihaly and Committee Members,

The National Federation of Independent Business (NFIB) represents more than 700 small businesses in Vermont. Our members operate in every industry - from family farms to main street shops - and are typically very small, with 80% employing fewer than 20 people.

We write to share our concerns with H.348, which would establish workplace temperature regulations for employers in Vermont.

Protecting workers from dangerous workplace conditions is a paramount – and personal – concern for small businesses. Not only are workers vital to the success of the enterprise but they are often related to or friends with the small business owner.

Workplace temperate regulations generally require employers to develop detailed compliance plans in accordance with the underlying law, continuously monitor high and low temperatures to ensure compliance, regularly document training and compliance, and include steep penalties for noncompliance.

It is difficult for any regulation with as sweeping an impact as workplace temperature rules to account for the differences across industries, parts of the state, or size of employer. Our members believe small businesses should be excluded from onerous and expensive equipment, bookkeeping and training requirements; that temperature regulations should be narrowly tailored to high-risk occupations and account for varying conditions within Vermont; and that maximum flexibility be included for non-exempt small businesses.

Thank you for the opportunity to comment and for considering our members' perspective.

Sincerely,

A handwritten signature in dark ink, appearing to read 'John L. Reynolds', with a stylized, flowing script.

John L. Reynolds
Vermont State Director
National Federation of Independent Business
john.reynolds@nfib.org