



House Committee on General and Housing  
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## H. 348 - Extreme Temperature Worker Protection Act

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## Overview

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- Application
- Extreme Temperature Prevention Plan
- Heat Injury and Illness Prevention
- Cold Injury and Illness Prevention
- Emergency Response Plan
- Education and Training
- Employee Rights

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## Definitions

- **Employee** includes individuals on the worksite through a staffing agency, contractor, subcontractor, or delivery service
- **Signs & symptoms** of extreme temperature-related illnesses and injuries and heat emergency
- **Wet bulb globe temperature (WBGT)** – a heat metric that considers ambient temperature, humidity, radiant heat from sunlight or artificial sources, and air movement



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## Application

All employers, employees and employment in or at a workplace in Vermont BUT NOT IF:

- No reasonable expectation of temperatures above 80°F or below 60°F
- Only short exposures of less than 15 mins in any 60 mins
- Firefighting/emergency response covered by existing law/regulation
- Working remotely at location of employee's choosing
- Sedentary work activities indoor



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## Extreme Temperature Protection Plan

- Display thermometer in workplace
- Create an Extreme Temperature Injury and Illness Prevention Plan with worksite specific information
  - Covered work activities
  - Risk factors
  - Policies and procedures
  - Education and training
  - Emergency response and contact info
- Update plan at least annually and whenever there is a major change to work conditions OR following a serious extreme temperature incident
- Be available to employees at worksite



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## Heat Injury & Illness Prevention

- Identifies steps to be taken when WBGT exceeds 80°F
- Effective means of communication w/ supervisor
- Access to cool, potable water
- Cool down break area – shade, readily accessible, size
- PPE – maintain cooling properties
- Functioning AC in work vehicles
- Employer encourages employees to request preventative breaks of not less than 10 minutes as needed; monitored; compensable




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### Heat Injury & Illness Prevention

- If WBGT exceeds 90°F at worksite – employer must provide at least a 15-minute paid rest break every two hours in the cool down break area
- If WBGT exceeds 100°F – provide at least a ten-minute paid rest break every hour
- Remind employees to drink water, take breaks, signs & symptoms, how to seek help, location of break areas and water
- Close observation of employees for signs and symptoms of heat-related illness/emergency
  - Mandatory buddy system
  - Supervisor observation (20 employees max)
  - 2-way communication every 2 hours w/ employees working alone

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### Acclimatization

- Gradually increase the duration of work when temperatures above 80°F and close observation of employee for signs and symptoms of heat-related illness
- NEW employees
  - Day 1 - 20% of normal work shift exposure
  - Day 2 – 40%
  - Day 3 – 60%
  - Day 4 – 80%
- RETURNING employees (after 14+ day absence)
  - Day 1 – 50%
  - Day 2 – 60%
  - Day 3 – 80%

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# Cold Injury & Illness Prevention

Steps to be taken when temperature below 60°F

- Effective means of communication with supervisor
- Access to cool, potable water
- Warm-up break area – warm & draft-free, warm beverages, change out of wet clothes
- Encourage employees to request preventative warm-up breaks of not less than 10 minutes as needed; monitored, compensable
- Functioning heat in work vehicles



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# Cold Injury & Illness Prevention



- If temperature drops below 40°F at worksite – employer must provide at least a 15-minute paid rest break every two hours in the warm-up break area
- Provide suitable PPE – if PPE or clothing is wet, then immediate removal from worksite and not return until items have been dried or replaced
- Close observation of employees for signs and symptoms of cold-related illness/emergency
  - Mandatory buddy system
  - Supervisor observation (20 employees max)
  - 2-way communication every 2 hours w/ employees working alone
- If temperature is below 30°F – remind employees of right to take rest breaks and precautionary steps

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## Emergency Response Plan

### INCLUDES:

- Emergency phone numbers
- How to contact supervisor
- How to transport employees to where they can be reached by emergency medical provider
- Clear and precise directions to location for dispatcher
- Immediate action to be taken in an emergency to reduce/increase employee's body temperature
- If employee is experiencing signs or symptoms of heat/cold related illness, employer must
  - Relieve employee from duty
  - Monitor employee
  - Ensure employee is not left alone
  - Offer first aid or medical services on-site

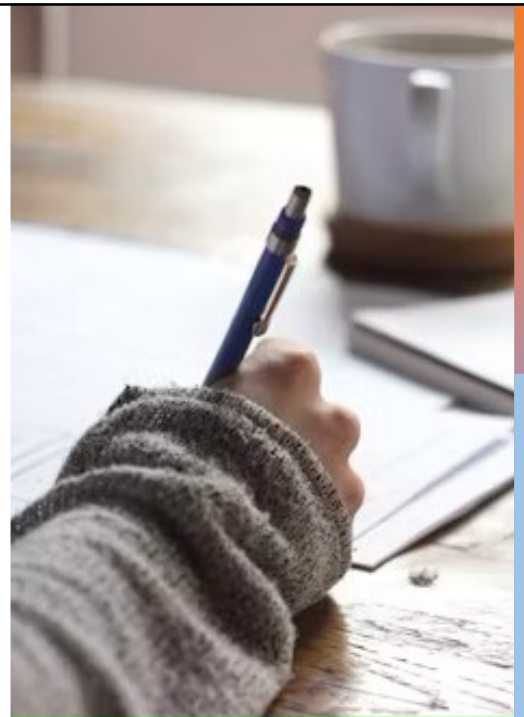


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## Education & Training

Provided at no cost to employees; in language and literacy level each employee understands; and covers:

- Symptoms and signs of temperature-related injuries & illnesses
- Risk factors (physical exertion, clothing, PPE, lack of acclimatization, age, health, alcohol consumption, certain medications)
- Importance of proper use of PPE, taking preventative breaks, drinking water & hydration, employee reports any signs and symptoms of self or observed in co-workers
- How to access Extreme Temperature Protection Plan
- Employee right to Act's protections and from retaliation



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## Education & Training

- **Supplemental training of employees** when job duties change, policies change, employee hasn't retained information, anticipated heatwave or temp drop
- **Supervisor training** – listed topics, plus policies and procedures for monitoring temperature/humidity and adjusting work protocols as necessary, and procedures if employee exhibits signs and symptoms of temperature-related illness
- **Solicit input** from employees on administrative controls and engineering controls that could limit exposure to temperature-related hazards

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