



In Vermont, this bill would touch nearly every sector with outdoor or non-climate-controlled indoor work, but the most significantly affected industries are construction, agriculture, manufacturing, transportation/logistics, tourism/outdoor recreation, utilities, and municipal/public works. It also reaches schools, hospitals, and any employer with workers exposed to heat or cold for more than 15 minutes per hour.

Industries in Vermont Most Affected by the Extreme Temperature Worker Protection Act Construction (Heavy Civil, Commercial, Residential)

- Outdoor work routinely occurs below 35°F in winter and above 80°F WBGT in summer.
- Requirements for **wet bulb globe thermometers, temperature-controlled break areas, vehicle HVAC, and written prevention plans** will apply to nearly all job sites.
- Impacts include scheduling changes, acclimatization protocols, and new training requirements.
- This includes **road crews, bridge work, utility contractors, excavation, roofing, and vertical construction.**

Agriculture & Forestry

- Farmworkers, dairy operations, maple operations, and logging crews work in extreme cold and heat.
- Many agricultural worksites lack climate-controlled break areas, so compliance may require new infrastructure.
- Forestry/logging crews face prolonged cold exposure and would need warm-up spaces and communication systems.

Manufacturing & Warehousing

- Many Vermont facilities (e.g., food processing, metal fabrication, distribution centers) have **non-climate-controlled indoor spaces** that exceed 80°F WBGT in summer.
- Requirements for monitoring, water access, and break areas will apply.
- Cold-storage facilities may also trigger the <35°F threshold.

Transportation, Delivery, and Logistics

- CDL drivers, delivery drivers, and equipment operators must have **vehicles with functioning heating and air-conditioning**.
- VTrans crews, municipal highway departments, and private snowplow operators are directly affected.
- Loading docks and freight yards often exceed heat thresholds.

Outdoor Recreation & Tourism

This is a major Vermont sector and will feel the bill strongly.

- **Ski areas:** lift operators, snowmakers, parking attendants, and maintenance crews work in extreme cold.
- **Summer tourism:** guides, camp staff, landscapers, golf course crews, and festival/event workers face heat exposure.
- Ski areas already face scrutiny for cold-weather protections, and this bill would formalize requirements.

Utilities & Energy

- Electrical lineworkers, telecom crews, solar installers, and fuel delivery workers operate in extreme temperatures.
- Emergency response exemptions apply only to firefighting/EMS—not utility storm response—so utilities must comply.

Municipal & Public Works

- Town highway crews, parks staff, water/wastewater operators, and cemetery workers all have outdoor exposure.
- Municipalities must create written plans, provide thermometers, and ensure break accommodations.

Schools, Colleges, and Childcare

- Staff supervising outdoor recess, athletic programs, maintenance, and groundskeeping may fall under the rule.
- Facilities with non-air-conditioned gyms or cafeterias may exceed heat thresholds.

Health Care & Social Services

- Home health aides, visiting nurses, and social workers who travel between homes must have temperature-controlled vehicles.
- Outdoor programming (e.g., therapeutic recreation) may require monitoring.

Industries Minimally Affected

- **Office-based employers** with climate-controlled environments.
- **Tech, finance, and administrative sectors** with no expected exposure.
- **Emergency services** (fire/EMS) already covered by other regulations and explicitly exempted.

Bottom Line

This bill is **broad in scope** and will affect **nearly every Vermont employer** with workers exposed to heat or cold for more than 15 minutes per hour. The most significant operational and cost impacts will fall on **construction, agriculture, tourism, utilities, and municipal public works**, the backbone of Vermont's outdoor workforce.

Contractor Compliance Guide

Extreme Temperature Worker Protection Act

A practical field guide for Vermont employers

What This Law Means

This act requires **all Vermont employers**—including construction companies—to protect workers from **heat above 80°F WBGT** and **cold below 35°F**. It applies to **all indoor and outdoor worksites**, except for exposures under 15 minutes per hour.

For contractors, this means:

- New **monitoring, training, and documentation** requirements
- New **equipment expectations** (thermometers, break areas, vehicle HVAC)
- New **procedures** for heat and cold exposure
- New **recordkeeping and communication** expectations

What You Must Have in Place

Below is the contractor-specific checklist.

A. Wet Bulb Globe Thermometers (WBGT)

You must:

- Install a **WBGT thermometer** at every indoor and outdoor worksite
- Ensure it is **visible and functional**
- Monitor readings throughout the day

Tip: Assign a foreman or safety lead to take readings at set intervals.

B. Written Extreme Temperature Prevention Plan

Every contractor must create a **site-specific plan** that includes:

1. Hazard Identification

- Heat sources (sun, equipment, enclosed spaces)
- Cold exposure risks (wind, elevation, moisture)
- Work tasks that increase risk

2. Controls and Procedures

- Hydration protocols
- Break schedules
- Shade/warm-up areas
- PPE expectations
- Vehicle HVAC checks
- Acclimatization procedures for new workers

3. Training Requirements

You must train workers on:

- Signs/symptoms of heat and cold illness
- How to report concerns
- Emergency procedures
- Proper hydration and clothing

4. Emergency Response

Your plan must include:

- Who to call
- How to communicate on site
- Steps to take during a heat or cold emergency
- Location of first-aid supplies

Required Actions When WBGT Exceeds 80°F

When the heat threshold is reached:

1. Communication

Provide a reliable way for workers to contact a supervisor:

- Radios
- Cell phones
- Jobsite communication apps

2. Water Access

- Potable water must be **readily accessible**
- Enough for **1 quart per worker per hour** (best practice)

3. Break Areas

Provide a space that:

- Fits the number of workers on break
- Offers shade or cooling
- Is reasonably close to the work area

4. Vehicle Requirements

All work vehicles must have:

- **Working air conditioning**
- **Working heating**

This includes:

- Pickup trucks
- Dump trucks
- Excavators
- Loaders
- Rollers
- Any enclosed cab equipment

Required Actions When Temperatures Drop Below 35°F

1. Warm-Up Areas

You must provide:

- Heated spaces
- Enough room for workers to warm up safely
- Access during breaks or as needed

2. Clothing/PPE Guidance

While the bill doesn't mandate specific PPE, your plan should address:

- Layering
- Waterproof gear
- Gloves
- Face protection

3. Monitoring

Supervisors should watch for:

- Frostbite
- Hypothermia
- Reduced dexterity

5. Who Is Exempt

The law does **not** apply to:

- Exposures under **15 minutes per hour**
- Work with **no reasonable expectation** of extreme temperatures
- Firefighting and emergency response organizations already regulated elsewhere

Construction is **not exempt**.

6. Practical Steps for Contractors to Prepare Now

Here's the AGC-style, no-nonsense version.

1. Buy WBGT thermometers

Budget: \$150–\$300 each Plan for:

- Yard
- Shop
- Each active jobsite

2. Update your safety manual

Add a new **Extreme Temperature** section with:

- Procedures
- Training
- Emergency response

3. Train your crews

Use toolbox talks:

- Heat illness
- Cold stress
- Hydration
- Acclimatization

4. Evaluate your break areas

You may need:

- Pop-up tents
- Portable heaters
- Cooling fans
- Heated trailers

5. Inspect all vehicle HVAC systems

Document:

- Pre-season checks
- Repairs
- Daily operator inspections

6. Assign a “Temperature Safety Lead”

Usually the foreman or site supervisor:

- Takes WBGT readings
- Enforces breaks
- Monitors workers
- Documents compliance

7. What This Means for Project Scheduling

Contractors may need to:

- Shift work to cooler hours
- Add more breaks

- Rotate crews
- Adjust productivity expectations
- Build temperature-related delays into bids

8. What Owners and GCs Should Expect

- Subcontractors will need compliance support
- Schedules may need flexibility
- Additional jobsite infrastructure may be required
- Safety plans must be coordinated across all trades

9. Documentation You Should Keep

- WBGT readings
- Training records
- HVAC inspection logs
- Break schedules
- Incident reports
- Site-specific plans

This will matter if there's a complaint or inspection.