



BOSTON WORKERS, KNOW YOUR RIGHTS IN THE HEAT!

The City of Boston's **Ordinance to Protect Workers from Heat Illness and Injury** provides safety protections for employees working for contractors on City of Boston contracts in the following categories:

- Building and public works construction
- Landscaping, tree services, grounds cleaning/mowing, and maintenance of outdoor property
- Outdoor security services, including flaggers
- Moving services
- Trash and recycling collection and hauling

WHAT DOES THIS MEAN FOR YOU?

If you work for an employer on a contract with the City of Boston in any of these categories, your employer must prepare and implement a **Heat Illness Prevention Plan (HIPP)**. A HIPP is a written plan that details employee training, access to water, rest and shade, acclimatization (time to adapt to working in hot conditions), and emergency procedures to prevent heat illness and injury.

The Heat Illness Prevention Plan must be available in a language you understand.

WHEN ARE HEAT PROTECTIONS IMPLEMENTED?

Basic heat protections defined in your employer's Heat Illness Prevention Plan must be implemented whenever the National Weather Service heat index reaches 80°F (initial trigger), and additional protections defined in your employer's HIPP must be implemented when the National Weather Service heat index reaches 90°F (high heat trigger).

CONTACT

If you believe you are not receiving the protections you should under the Ordinance to Protect Workers from Heat Illness and Injury, contact the Office of Labor Compliance and Worker Protections at **617-918-5248** or **workers@boston.gov**.

Learn more about the Ordinance to Protect Workers from Heat Illness and Injury at **[boston.gov/heat-protections](https://www.boston.gov/heat-protections)**.

