



## **Ordinance to Protect Workers from Heat-related Illnesses and Injuries in the City of Boston**

### **Fact Sheet for Covered Contractors**

Heat is the leading cause of death among all weather-related fatalities. In accordance with the City of Boston's *Ordinance to Protect Workers from Heat-Related Illnesses and Injuries*, employees covered under City of Boston contracts, leases, and licenses are afforded certain protections when, according to the National Weather Service, the heat index reaches 80°F (initial trigger), and additional protections when the heat index reaches 90°F (high heat trigger). The heat index may also be referred to as the “feels like” temperature.

**The Office of Labor Compliance and Worker Protections has determined that the following types of contracts are covered under the Ordinance:**

- Building and public works construction (M.G.L. c. 149, M.G.L. c. 149A, M.G.L. c. 30, § 30M)
- Landscaping, tree services, grounds cleaning/mowing, and maintenance of outdoor property
- Outdoor security services, including flaggers
- Moving services
- Trash and recycling collection and hauling

**As a covered contractor, you have certain responsibilities:**

1. You must develop and implement a Heat Illness Prevention Plan (HIPP) that outlines training and comprehensive workplace protections for your employees that will be implemented when the heat index reaches 80°F (initial trigger), and additional protections when the heat index reaches 90°F (high heat trigger).
2. Make your HIPP available to the City upon request;
3. Make your HIPP accessible to each employee in a language understood by the employee;



4. Incorporate your HIPP in all subcontracts, subleases, sublicenses, and other agreements with any third party engaged to perform labor or services in connection with the contract; and
5. Make information available to your employees, provided by the City, on the Ordinance and how to submit a complaint to the Office of Labor Compliance and Worker Protections.
6. Ensure compliance by your Subcontractor(s).

**The Office of Labor Compliance and Worker Protections will provide covered contractors with the training and resources needed to comply with the Ordinance including:**

- **Trainings** on understanding heat illness, necessary protections for workers, and how to create a Heat Illness Prevention Plan.
- **Templates for Heat Illness Prevention Plans** with examples of specific protections that should be provided to workers when the heat index reaches 80°F (initial trigger), and additional protections when the heat index reaches 90°F (high heat trigger).
- **Technical assistance** to support you in creating your Heat Illness Prevention Plan.
- **Training resources** for your employees on understanding heat illness and the protections outlined in your Heat Illness Prevention Plan.
- **Information in multiple languages** on the requirements of the Ordinance and how to submit a complaint to the Office of Labor Compliance and Worker Protections.
- To access available resources, and read the Ordinance in its entirety, go to [boston.gov/heat-protections](https://boston.gov/heat-protections).