

ORDINANCE TO PROTECT WORKERS FROM HEAT-RELATED ILLNESSES AND INJURIES

HEAT-1

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, § 39M)
- 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.