

## **Department of Planning and Budget 2020 Fiscal Impact Statement**

**1. Bill Number:** SB411

<b>House of Origin</b>	<input checked="" type="checkbox"/> Introduced	<input type="checkbox"/> Substitute	<input type="checkbox"/> Engrossed
<b>Second House</b>	<input type="checkbox"/> In Committee	<input type="checkbox"/> Substitute	<input type="checkbox"/> Enrolled

**2. Patron:** Hashmi

**3. Committee:** Commerce and Labor

**4. Title:** Employment health and safety standards; heat illness prevention.

**5. Summary:** This bill requires the Safety and Health Codes Board to adopt regulations establishing reasonable standards designed to protect employees from heat illness. The measure directs the standards to require employers to provide water, shade, rest periods, training, and emergency response procedures. The standards are also directed to require employers in certain industries to implement high-heat procedures when the temperature is 90 degrees Fahrenheit or warmer. The measure requires employers to pay employees one additional hour of pay at his regular compensation for each workday that it fails to provide the employee with five-minute rest period every hour or every half hour if the temperature is 90 degrees Fahrenheit or warmer.

**6. Budget Amendment Necessary:** No.

**7. Fiscal Impact Estimates:** Preliminary, see item 8.

**8. Fiscal Implications:** It is anticipated that this bill will result in a fiscal impact to the Department of Labor and Industry (DOLI), which can be absorbed within existing resources. DOLI indicates that this bill will result in expenditures associated with the Safety and Health Codes Board adopting heat illness prevention regulations, education efforts to inform the regulated community of such new standards, and enforcement of the regulations.

**9. Specific Agency or Political Subdivisions Affected:** Department of Labor and Industry.

**10. Technical Amendment Necessary:** No.

**11. Other Comments:** None.