

By: Flores

H.B. No. 446

A BILL TO BE ENTITLED

AN ACT

relating to workplace heat illness prevention, including the creation of a heat illness prevention advisory board; imposing administrative penalties; providing a private cause of action.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

SECTION 1. Subtitle B, Title 2, Labor Code, is amended by adding Chapter 53 to read as follows:

CHAPTER 53. WORKPLACE HEAT SAFETY

Sec. 53.001. DEFINITIONS. In this chapter:

(1) "Advisory board" means the heat illness prevention advisory board established under Section 53.003.

(2) "Commission" means the Texas Workforce Commission.

(3) "Employer" means a person who employs one or more employees.

(4) "Heat illness" means a serious medical condition resulting from the body's inability to cope with a particular heat load and includes heat cramps, heat exhaustion, heat syncope, and heatstroke.

(5) "Heat safety expert" means an individual who:

(A) holds a certification or educational degree in environmental science, human physiology, medicine, occupational safety, public health, or a related field; and

(B) performs work focused on heat safety in the

1 workplace.

2 Sec. 53.002. APPLICABILITY. This chapter applies to all
3 employers in this state, regardless of the location of employment,
4 type of employment, or size or type of employer.

5 Sec. 53.003. HEAT ILLNESS PREVENTION ADVISORY BOARD. (a) A
6 heat illness prevention advisory board is established to assist the
7 commission in adopting heat illness prevention standards under this
8 chapter.

9 (b) The advisory board consists of the following members
10 appointed by the commission:

11 (1) two members who are heat safety experts;

12 (2) two members who are employed as construction
13 workers;

14 (3) one member who is an employer;

15 (4) one member who is a representative of a nonprofit
16 organization engaged in worker safety issues; and

17 (5) one member who is a representative of construction
18 worker labor unions.

19 (c) The advisory board shall develop and recommend to the
20 commission heat illness prevention standards, consistent with this
21 chapter, that are designed to protect employees from heat illness
22 in indoor and outdoor worksites.

23 Sec. 53.004. HEAT ILLNESS PREVENTION STANDARDS. (a) The
24 commission by rule shall adopt heat illness prevention standards.
25 In adopting the standards, the commission shall give full
26 consideration to the recommendations the advisory board makes under
27 Section 53.003(c).

1 (b) The heat illness prevention standards must:

2 (1) be consistent with the standards and
3 recommendations relating to heat and workforce safety contained in
4 the Criteria for a Recommended Standard: Occupational Exposure to
5 Heat and Hot Environments published by the National Institute for
6 Occupational Safety and Health, as those standards and
7 recommendations existed on January 1, 2025; and

8 (2) include:

9 (A) requirements for providing:

10 (i) drinking water;

11 (ii) access to nearby shade or
12 climate-controlled environments, restrooms, and handwashing
13 stations; and

14 (iii) rest periods;

15 (B) standards for effective emergency response
16 procedures;

17 (C) standards for heat acclimatization;

18 (D) training on heat and workforce safety for
19 employees and supervisors; and

20 (E) other related standards for protecting
21 workers from heat illness.

22 Sec. 53.005. NOTICE TO EMPLOYEES. (a) Each employer shall
23 post in a conspicuous place accessible to employees the notice the
24 commission prescribes under Subsection (b) at:

25 (1) the employer's place of business; and

26 (2) if applicable, each worksite at which employees
27 perform job duties for the employer.

1 (b) The commission shall prescribe the form and content of
2 the employer notice required by Subsection (a) and make the notice
3 available on the commission's Internet website. The notice must:

4 (1) be in English, Spanish, Vietnamese, and any other
5 language the commission determines appropriate; and

6 (2) outline:

7 (A) the heat illness prevention standards the
8 commission adopts under this chapter; and

9 (B) employees' rights under this chapter.

10 Sec. 53.006. EMPLOYEE TRAINING REQUIRED. Each employer
11 shall provide training to the employer's employees about the
12 commission's heat illness prevention standards as the standards
13 relate to employees, supervisors, and employers. The training,
14 including any related written materials, must be provided to each
15 employee in a language that the employee understands.

16 Sec. 53.007. UNLAWFUL EMPLOYMENT PRACTICE. An employer
17 commits an unlawful employment practice under this chapter if the
18 employer retaliates or discriminates against an employee who:

19 (1) experiences heat illness in the workplace;

20 (2) reports to the employer an instance of heat
21 illness or a violation of this chapter or other applicable
22 standards;

23 (3) files a complaint with the commission related to a
24 violation of this chapter or rules adopted under this chapter;

25 (4) files an action related to a violation of this
26 chapter or rules adopted under this chapter; or

27 (5) testifies, assists, or participates in any manner

1 in an investigation, proceeding, or hearing under this chapter.

2 Sec. 53.008. ADMINISTRATIVE PENALTY. The commission shall
3 assess an administrative penalty in an amount that is not less than
4 \$1,000 against an employer for each violation of this chapter or a
5 rule adopted under this chapter. Each day a violation continues or
6 occurs is a separate violation for purposes of imposing a penalty.

7 Sec. 53.009. CIVIL LIABILITY. (a) In addition to any
8 administrative penalty assessed under this chapter, an employer is
9 liable in a civil action for personal injury, death, or other
10 damages caused by the employer's failure to comply with the heat
11 illness prevention standards the commission adopts. An employee is
12 not required to exhaust any applicable administrative remedies
13 before filing an action under this section.

14 (b) An employee who prevails in an action against an
15 employer under this section is entitled to recover from the
16 employer court costs and reasonable attorney's fees.

17 (c) A court that finds that an employer knowingly violated
18 the heat illness prevention standards adopted under this chapter
19 shall award exemplary damages in an amount equal to three times the
20 amount of compensatory damages awarded to the employee.

21 SECTION 2. (a) As soon as practicable after the effective
22 date of this Act, but not later than October 1, 2025, the Texas
23 Workforce Commission shall appoint the advisory board members to
24 the heat illness prevention advisory board established under
25 Section 53.003, Labor Code, as added by this Act.

26 (b) Not later than January 1, 2026, the heat illness
27 prevention advisory board shall submit to the Texas Workforce

1 Commission the recommended workplace heat illness prevention
2 standards the board develops under Section 53.003(c), Labor Code,
3 as added by this Act.

4 (c) Not later than March 1, 2026, the Texas Workforce
5 Commission shall:

6 (1) adopt heat illness prevention standards as
7 required by Section 53.004, Labor Code, as added by this Act; and

8 (2) prescribe the employer notice required by Section
9 53.005, Labor Code, as added by this Act.

10 SECTION 3. An employer is not required to comply with
11 Chapter 53, Labor Code, as added by this Act, before March 1, 2026.

12 SECTION 4. (a) The change in law made by this Act applies
13 only to an unlawful employment practice that occurs on or after
14 March 1, 2026.

15 (b) The change in law made by this Act applies only to a
16 cause of action that accrues on or after March 1, 2026.

17 SECTION 5. This Act takes effect immediately if it receives
18 a vote of two-thirds of all the members elected to each house, as
19 provided by Section 39, Article III, Texas Constitution. If this
20 Act does not receive the vote necessary for immediate effect, this
21 Act takes effect September 1, 2025.