

119TH CONGRESS  
2D SESSION

**S.** \_\_\_\_\_

To prohibit the Secretary of Labor from finalizing, implementing, or enforcing a proposed standard with respect to heat injury and illness prevention, and for other purposes.

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IN THE SENATE OF THE UNITED STATES

Mr. CASSIDY (for himself, Mr. RISCH, Mr. TUBERVILLE, Mr. CRAPO, Mr. BUDD, Mr. DAINES, Mr. SHEEHY, and Mr. CORNYN) introduced the following bill; which was read twice and referred to the Committee on

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**A BILL**

To prohibit the Secretary of Labor from finalizing, implementing, or enforcing a proposed standard with respect to heat injury and illness prevention, and for other purposes.

1       *Be it enacted by the Senate and House of Representa-*  
2       *tives of the United States of America in Congress assembled,*

3       **SECTION 1. SHORT TITLE.**

4       This Act may be cited as the “Heat Workforce Stand-  
5       ards Act of 2026”.

6       **SEC. 2. FINDINGS.**

7       Congress finds that—

1 (1) the proposed standard titled “Heat Injury  
2 and Illness Prevention in Outdoor and Indoor Work  
3 Settings” published by the Occupational Safety and  
4 Health Administration in the Federal Register on  
5 August 30, 2024 (89 Fed. Reg. 70698) is overly  
6 prescriptive, burdensome to businesses, and con-  
7 fusing for workers;

8 (2) utilizing prescriptive requirements on em-  
9 ployers to effectuate the aims of this proposed  
10 standard, including high-heat triggers, stringent pro-  
11 tocols around rest breaks, strict acclimatization pro-  
12 tocols, and highly detailed written safety plans,  
13 make the proposed standard unworkable; and

14 (3) creating a proposed standard to regulate in-  
15 door heat and outdoor heat with prescriptive and  
16 specific requirements, which covers all industries and  
17 geographies without regard for unique consider-  
18 ations, will cause confusion and undermine worker  
19 safety.

20 **SEC. 3. PROHIBITION AGAINST FINALIZING, IMPLE-**  
21 **MENTING, OR ENFORCING A PROPOSED**  
22 **STANDARD WITH RESPECT TO HEAT INJURY**  
23 **AND ILLNESS PREVENTION.**

24 The Secretary of Labor may not finalize, implement,  
25 or enforce the proposed standard titled “Heat Injury and

1 Illness Prevention in Outdoor and Indoor Work Settings”  
2 published by the Occupational Safety and Health Adminis-  
3 tration in the Federal Register on August 30, 2024 (89  
4 Fed. Reg. 70698), or any substantially similar standard.