

scope, covering certain workers in specific settings in varying ways. Table 1 provides an overview of existing state standards to protect workers exposed to extreme heat.



TABLE 1

Seven states have standards specifically designed to protect workers from extreme heat

States with standards to protect workers from extreme heat hazards, 2025

Click buttons to see breakdowns:

Overview **Protections**

State	Date of enactment	Worker populations covered	Settings	Temperature trigger
California	August 2005 for outdoor standards, June 2024 for indoor standards	All outdoor and indoor workers, with all mandatory high-heat procedures required for the agriculture, construction, landscaping, and oil and gas extraction sectors Does not cover correctional facilities, workers involved in emergency situations directly related to protecting life and property, and remote employees working from home or other locations outside their employer's control	Outdoors and indoors	80° F outdoors, 82° F indoors
Colorado	May 2022	Agriculture	Outdoors and indoors	80° F
Maryland	September 2024	All workers whose jobs expose them to a heat index of 80° F or higher Does not cover emergency workers or workers in essential services	Outdoors and indoors	80° F
Minnesota	October 2014	All indoor workers Does not include workers engaged in emergency response activities, sedentary employees at indoor jobsites	Indoors	77° F for heavy work

		kept below 80° F, remote workers, or food employees who present a minimal risk of contaminating food		
Nevada	November 2024	All employers with more than 10 employees, excluding employers in the mining industry*	Outdoors and indoors	None
		Does not include workers in climate-controlled environments		
Oregon	June 2022	All workers in workplaces where extreme heat caused by weather can expose workers to heat-related illness	Outdoors and indoors	80° F
		Does not apply to buildings and structures with mechanical ventilation to keep indoor heat standard index below 80° F		
Washington	Originally enacted in 2008; updated version enacted in July 2023	All workers performing work in an outdoor environment	Outdoors	80° F

**In Nevada, mining industry employers are always required to establish a written safety program, regardless of the number of employees they have.*

Source: Agricultural Labor Conditions Rules, "7 CCR 1103-15, Colorado Department of Labor and Employment Division of Labor Standards and Statistics" (January 31, 2022); Title 09: "Maryland Department of Labor, Subtitle 12, Chapter 32, Maryland Code of Regulations" (2019); Minnesota Administrative Rules, "Chapter 5205, Part 0110, Minnesota State Legislature" (2014); "An Act to amend the education law, in relation to establishing a maximum temperature in school buildings and indoor facilities, S. 3397-A, New York State Senate" (January 31, 2023); "A Regulation relating to occupational safety and health, Approved Regulation R131-24, Nevada Department of Business and Industry Division of Industrial Relations" (November 15, 2024); General Environmental Controls, "Oregon Administrative Rules 437-002-0156, Oregon Department of Consumer and Business Services Occupational Safety and Health Division" (2025); Washington State Department of Labor and Industries, "Be Heat Smarts! Your Outdoor Heat Safety Program" (last accessed May 2025).

Table: Center for American Progress

Recommendations for state policies to protect workers from extreme heat