

SENATE BILL 804

K3, P4, L6

6lr2144

By: **Senator Beidle**

Introduced and read first time: February 6, 2026

Assigned to: Finance

A BILL ENTITLED

1 AN ACT concerning

2 **Labor and Employment – Occupational Safety and Health – Revisions to Heat**
3 **Stress Standards**

4 FOR the purpose of requiring certain employers to develop, implement, and maintain an
5 excessive heat–related illness prevention plan for employees; requiring certain
6 employers to develop and implement an acclimatization plan for certain employees
7 or follow the acclimatization plan established by the National Institute for
8 Occupational Safety and Health; requiring employers to monitor the temperature in
9 certain work locations and provide shade and water to employees in a certain
10 manner; requiring certain employers to develop high–heat procedures to prevent
11 heat–related illness when the temperature exceeds a certain threshold; requiring
12 employers to implement emergency response plans for heat–related illness and to
13 provide heat stress training to employees; and generally relating to occupational
14 safety and health heat stress standards.

15 BY repealing and reenacting, with amendments,
16 Article – Labor and Employment
17 Section 5–1201
18 Annotated Code of Maryland
19 (2025 Replacement Volume)

20 BY adding to
21 Article – Labor and Employment
22 Section 5–1202 through 5–1208
23 Annotated Code of Maryland
24 (2025 Replacement Volume)

25 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,
26 That the Laws of Maryland read as follows:

27 **Article – Labor and Employment**

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 5-1201.

2 (a) [(1)] In this [section] SUBTITLE the following words have the meanings
3 indicated.

4 (B) “ACCLIMATIZATION” MEANS THE TEMPORARY ADAPTATION OF THE
5 BODY TO WORK IN THE HEAT THAT OCCURS GRADUALLY WHEN AN INDIVIDUAL IS
6 EXPOSED TO HEAT.

7 [(2)] (C) “Heat-related illness” means a medical condition resulting from
8 the inability of the body to rid itself of excess heat, including heat rash, heat cramps, heat
9 exhaustion, heat syncope, and heat stroke.

10 [(3)] “Heat stress” means the net load to which a worker is exposed from the
11 combined contributions of metabolic heat, environmental factors, and clothing worn that
12 results in an increase in heat storage in the body, causing body temperature to rise to
13 sometimes dangerous levels.

14 (b) (1) On or before October 1, 2022, the Commissioner, in consultation with
15 the Maryland Occupational Safety and Health Advisory Board, shall develop and adopt
16 regulations that require employers to protect employees from heat-related illness caused
17 by heat stress.

18 (2) Before the Commissioner begins the process for developing and
19 adopting the regulations required under paragraph (1) of this subsection, Maryland
20 Occupational Safety and Health shall hold informational hearings in four different
21 geographical areas of the State for the purpose of obtaining input from interested parties.

22 (3) In developing the regulations required under paragraph (1) of this
23 subsection, the Commissioner shall consider standards created by the National Institute
24 for Occupational Safety and Health, the American Conference of Governmental Industrial
25 Hygienists, and the American National Standards Institute.]

26 (D) “SHADE” MEANS BLOCKAGE OF DIRECT SUNLIGHT.

27 (E) “TEMPERATURE” MEANS THE DRY BULB TEMPERATURE IN DEGREES
28 FAHRENHEIT OBTAINABLE BY USING A THERMOMETER TO MEASURE THE OUTDOOR
29 TEMPERATURE IN AN AREA WHERE THERE IS NO SHADE.

30 5-1202.

31 (A) THIS SUBTITLE APPLIES TO AN EMPLOYER WITH EMPLOYEES WHOSE
32 EMPLOYMENT ACTIVITIES, INDOOR OR OUTDOOR, EXPOSE EMPLOYEES TO A

1 TEMPERATURE IN THE AREA WHERE THE EMPLOYEES ARE WORKING OF AT LEAST
2 80 DEGREES FAHRENHEIT.

3 (B) THIS SUBTITLE DOES NOT APPLY TO:

4 (1) WORK IN CONNECTION WITH AN EMERGENCY THAT REQUIRES THE
5 INVOLVEMENT OF LAW ENFORCEMENT, EMERGENCY MEDICAL SERVICES, FIRE
6 FIGHTING, RESCUE AND EVACUATION OPERATIONS, OR EMERGENCY RESTORATION
7 OF ESSENTIAL UTILITIES OR TELECOMMUNICATIONS THAT INVOLVE PROTECTING
8 LIFE OR PROPERTY;

9 (2) INCIDENTAL EXPOSURES WHEN AN EMPLOYEE IS NOT REQUIRED
10 TO PERFORM WORK ACTIVITIES FOR MORE THAN 15 CONSECUTIVE MINUTES PER
11 HOUR IN AN AREA EXPOSED TO HEAT CONDITIONS EXCEEDING THE APPLICABLE
12 TEMPERATURE THRESHOLD;

13 (3) BUILDINGS, STRUCTURES, AND VEHICLES THAT HAVE A
14 MECHANICAL VENTILATION SYSTEM OR FAN THAT MAINTAINS THE TEMPERATURE
15 BELOW 80 DEGREES FAHRENHEIT; OR

16 (4) TEMPORARY AND UNANTICIPATED HEAT CONDITIONS RESULTING
17 FROM AN EMERGENCY OR EQUIPMENT FAILURE IF:

18 (I) THE EMPLOYEE IS NOT REGULARLY EXPOSED TO HEAT
19 CONDITIONS EXCEEDING THE APPLICABLE TEMPERATURE THRESHOLD; AND

20 (II) THE EMPLOYER TAKES REASONABLE STEPS TO ABATE THE
21 HEAT EXPOSURE AS SOON AS PRACTICABLE.

22 5-1203.

23 (A) EACH EMPLOYER SHALL DEVELOP, IMPLEMENT, AND MAINTAIN AN
24 EXCESSIVE HEAT-RELATED ILLNESS PREVENTION PLAN FOR EMPLOYEES.

25 (B) THE PLAN DEVELOPED UNDER SUBSECTION (A) OF THIS SECTION SHALL
26 SPECIFY:

27 (1) SUBJECT TO § 5-1205(D) OF THIS SUBTITLE:

28 (I) HOW SUFFICIENT AMOUNTS OF DRINKING WATER WILL BE
29 PROVIDED TO EMPLOYEES; AND

(II) HOW EMPLOYEES WILL BE PROVIDED SUFFICIENT OPPORTUNITIES AND ENCOURAGEMENT TO STAY HYDRATED BY DRINKING WATER;

(2) HOW TO RECOGNIZE THE SYMPTOMS OF HEAT-RELATED ILLNESS, INCLUDING HEAT EXHAUSTION AND HEAT STROKE;

(3) HOW TO RESPOND TO SUSPECTED HEAT-RELATED ILLNESS, INCLUDING HEAT EXHAUSTION AND HEAT STROKE;

(4) SUBJECT TO § 5-1205(C) OF THIS SUBTITLE, HOW EMPLOYEES WILL BE PROVIDED WITH SUFFICIENT TIME AND SPACE TO REST IN SHADED OR COOL, CLIMATE-CONTROLLED AREAS TO COOL OFF;

(5) HOW THE EMPLOYER WILL IMPLEMENT REST BREAK SCHEDULES AS NECESSARY;

(6) HOW THE EMPLOYER WILL CONSIDER ENVIRONMENTAL CONDITIONS, WORKLOAD, REQUIRED CLOTHING, PERSONAL PROTECTIVE EQUIPMENT, AND ALTERNATIVE COOLING AND CONTROL MEASURES WHEN DETERMINING REST BREAK SCHEDULES;

(7) HOW EMPLOYEES WILL BE ENCOURAGED TO TAKE REST BREAKS AS NEEDED TO PREVENT HEAT-RELATED ILLNESS;

(8) HOW EMPLOYEES WILL BE TRAINED ON THE HAZARDS OF HEAT EXPOSURE AND THE NECESSARY STEPS TO PREVENT HEAT-RELATED ILLNESS;

(9) THE USE AND MAINTENANCE OF ALTERNATIVE COOLING AND CONTROL MEASURES USED TO MANAGE HEAT;

(10) PROCEDURES FOR HEAT ACCLIMATIZATION IN ACCORDANCE WITH § 5-1204 OF THIS SUBTITLE;

(11) PROCEDURES FOR HIGH-HEAT CONDITIONS IN ACCORDANCE WITH § 5-1206 OF THIS SUBTITLE; AND

(12) THE EMERGENCY RESPONSE PLAN IN ACCORDANCE WITH § 5-1207 OF THIS SUBTITLE.

(C) EACH EMPLOYER SHALL MAKE THE PLAN REQUIRED UNDER SUBSECTION (A) OF THIS SECTION AVAILABLE TO:

(1) EMPLOYEES; AND

(2) THE COMMISSIONER ON REQUEST.

5-1204.

(A) (1) EACH EMPLOYER SHALL PROVIDE FOR ACCLIMATIZATION OF AN EMPLOYEE NEWLY EXPOSED TO HEAT IN THE WORKPLACE OR RETURNING TO WORK FOLLOWING AN ABSENCE FROM THE WORKPLACE OF AT LEAST 7 CONSECUTIVE DAYS.

(2) FOR PURPOSES OF THIS SECTION, AN EMPLOYEE IS NOT CONSIDERED NEWLY EXPOSED TO HEAT IF THE EMPLOYEE HAS BEEN EXPOSED TO COMPARABLE OCCUPATIONAL HEAT CONDITIONS WITHIN THE IMMEDIATELY PRECEDING 7 DAYS, EVEN IF THE EXPOSURE OCCURRED AT A DIFFERENT WORKSITE OR WHILE EMPLOYED BY A DIFFERENT EMPLOYER.

(B) EACH EMPLOYER SHALL:

(1) SUBJECT TO SUBSECTION (C) OF THIS SECTION, DEVELOP AND IMPLEMENT A WRITTEN ACCLIMATIZATION PLAN; OR

(2) FOLLOW THE ACCLIMATIZATION PLAN DEVELOPED BY THE NATIONAL INSTITUTE FOR OCCUPATIONAL SAFETY AND HEALTH.

(C) AN EMPLOYER SHALL CONSIDER THE FOLLOWING FACTORS WHEN DEVELOPING AN ACCLIMATIZATION PLAN UNDER SUBSECTION (B)(1) OF THIS SECTION:

(1) THE DIFFERENCE IN HEAT TOLERANCE BETWEEN ACCLIMATIZED AND NONACCLIMATIZED WORKERS;

(2) THE DIFFERENCES IN HEAT TOLERANCE BASED ON AN INDIVIDUAL'S PERSONAL FITNESS LEVEL;

(3) THE EFFECTS OF CLOTHING AND PERSONAL PROTECTIVE EQUIPMENT;

(4) THE PERSONAL AND ENVIRONMENTAL RISK FACTORS THAT PUT WORKERS AT A HIGHER RISK OF HEAT-RELATED ILLNESS;

(5) PROCEDURES FOR REACCLIMATIZING A WORKER DUE TO CHANGES IN WEATHER OR THE WORKER SPENDING A SPECIFIED TIME PERIOD AWAY FROM THE JOB;

(6) THE USE AND MAINTENANCE OF AUXILIARY COOLING SYSTEMS SUCH AS WATER-COOLED GARMENTS, AIR-COOLED GARMENTS, COOLING VESTS, AND WETTED OVERGARMENTS; AND

(7) THE EFFECT OF EXPOSURE TO DIRECT SUNLIGHT.

(D) AN EMPLOYER SHALL SUBMIT THE ACCLIMATIZATION PLAN DEVELOPED UNDER SUBSECTION (B)(1) OF THIS SECTION TO THE COMMISSIONER.

5-1205.

(A) NOTWITHSTANDING ANY OTHER PROVISION OF THIS SUBTITLE, ON A WORKSITE WHERE AN EMPLOYEE OF ONE OR MORE SUBCONTRACTORS IS PRESENT, THE PERSON, SUCH AS A GENERAL CONTRACTOR, THAT HAS ACTUAL CONTROL OVER THE WORKSITE OR WORKING CONDITIONS OF THE WORKSITE SHALL BE RESPONSIBLE FOR COMPLIANCE WITH THE REQUIREMENTS OF THIS SECTION.

(B) (1) SUBJECT TO PARAGRAPH (2) OF THIS SUBSECTION, AN EMPLOYER SHALL MONITOR THE TEMPERATURE THROUGHOUT THE WORK SHIFT IN AREAS WHERE EMPLOYEES PERFORM WORK BY:

(I) DIRECTLY MEASURING THE TEMPERATURE AND HUMIDITY AT THE SAME TIME AND LOCATION IN THE AREAS WHERE EMPLOYEES PERFORM WORK; OR

(II) USING LOCAL WEATHER DATA REPORTED BY THE NATIONAL WEATHER SERVICE OR OTHER RECOGNIZED SOURCE TO DETERMINE THE TEMPERATURE.

(2) AN EMPLOYER WHOSE EMPLOYEES WORK IN BUILDINGS AND STRUCTURES THAT DO NOT HAVE A MECHANICAL VENTILATION SYSTEM SHALL DIRECTLY MEASURE THE TEMPERATURE AND HUMIDITY AT THE SAME TIME AND LOCATION IN AREAS WHERE EMPLOYEES PERFORM WORK.

(C) (1) EXCEPT AS PROVIDED IN PARAGRAPHS (3) AND (4) OF THIS SUBSECTION, AN EMPLOYER SHALL PROVIDE SHADED AREAS TO EXPOSED EMPLOYEES AS CLOSE TO THE WORK AREA AS PRACTICABLE.

(2) SHADED AREAS SHALL:

(I) BE OUTSIDE, OPEN, AND EXPOSED TO AIR ON AT LEAST THREE SIDES;

(II) PREVENT CONTRIBUTING HEAT SOURCES FROM REDUCING EFFECTIVENESS;

(III) BE SUFFICIENTLY SIZED FOR THE NUMBER OF EMPLOYEES USING THE SHADED AREA;

(IV) BE ARRANGED IN A CONFIGURATION THAT ALLOWS EMPLOYEES TO SIT IN NORMAL POSTURE; AND

(V) ACCOMMODATE THE REMOVAL AND STORAGE OF PERSONAL PROTECTIVE EQUIPMENT DURING PERIODS OF USE.

(3) IF CREATING OUTDOOR SHADE IS DEMONSTRABLY INFEASIBLE OR UNSAFE IN THE WORK AREA, THE EMPLOYER SHALL IMPLEMENT ALTERNATIVE COOLING AND CONTROL MEASURES THAT PROVIDE EQUIVALENT PROTECTION TO SHADE.

(4) AN EMPLOYER MAY PROVIDE COOLING WITH AN INDOOR MECHANICAL VENTILATION SYSTEM AS AN ALTERNATIVE TO OUTDOOR SHADE PROVIDED THAT THE INDOOR SPACE SATISFIES THE REQUIREMENTS OF PARAGRAPH (2)(II) THROUGH (V) OF THIS SUBSECTION.

(D) (1) AN EMPLOYER SHALL:

(I) PROVIDE DRINKING WATER AT NO COST TO EXPOSED EMPLOYEES AS CLOSE TO THE WORK AREA AS PRACTICABLE; AND

(II) MAKE AVAILABLE AT LEAST 32 OUNCES OF DRINKING WATER PER HOUR TO EACH EXPOSED EMPLOYEE PER WORK DAY.

(2) AN EMPLOYER IS NOT REQUIRED TO PROVIDE THE ENTIRE DRINKING WATER SUPPLY AT THE BEGINNING OF AN EMPLOYEE'S SHIFT BUT SHALL MAKE DRINKING WATER AVAILABLE AT ALL TIMES WHILE WORK IS BEING PERFORMED.

5-1206.

(A) EACH EMPLOYER SHALL IMPLEMENT HIGH-HEAT PROCEDURES WHEN THE TEMPERATURE IS AT LEAST 90 DEGREES FAHRENHEIT IN THE AREA WHERE THE WORK IS BEING PERFORMED.

(B) THE HIGH-HEAT PROCEDURES SHALL INCLUDE A WORK AND REST SCHEDULE TO PROTECT EMPLOYEES FROM HEAT-RELATED ILLNESS THAT IS ADJUSTED FOR ENVIRONMENTAL CONDITIONS, WORKLOAD, AND IMPACT OF REQUIRED CLOTHING OR PERSONAL PROTECTIVE EQUIPMENT.

(C) (1) EXCEPT AS PROVIDED IN PARAGRAPH (2) OF THIS SUBSECTION, THE HIGH-HEAT PROCEDURES SHALL INCLUDE A REST PERIOD:

(I) DETERMINED BY THE EMPLOYER TO BE APPROPRIATE FOR THE INDUSTRY, WORKLOAD, WORKING ENVIRONMENT, AND TEMPERATURE; OR

(II) AS PROVIDED FOR IN THE CURRENT NATIONAL INSTITUTE FOR OCCUPATIONAL SAFETY AND HEALTH RECOMMENDATIONS FOR WORK AND REST SCHEDULES TO MANAGE HEAT EXPOSURE.

(2) SUBJECT TO PARAGRAPH (3) OF THIS SUBSECTION, AN EMPLOYER IS NOT REQUIRED TO COMPLY WITH PARAGRAPH (1) OF THIS SUBSECTION IF THE EMPLOYER CAN DEMONSTRATE EFFECTIVE HEAT MANAGEMENT AND PROTECTION FROM HEAT-RELATED ILLNESS THROUGH ALTERNATIVE COOLING AND CONTROL MEASURES.

(3) IF AN EMPLOYER USES ALTERNATIVE COOLING AND CONTROL MEASURES UNDER PARAGRAPH (2) OF THIS SUBSECTION, THE MEASURES:

(I) SHALL BE READILY AVAILABLE AND ACCESSIBLE TO EMPLOYEES AT ALL TIMES WORK IS BEING PERFORMED;

(II) SHALL BE DESCRIBED IN WRITING; AND

(III) EXCEPT AS PROVIDED IN PARAGRAPH (2) OF THIS SUBSECTION, MAY NOT SUPERSEDE ANY OTHER REQUIREMENTS OF THIS SUBTITLE.

(D) REST PERIODS REQUIRED UNDER THIS SECTION:

(1) MAY RUN CONCURRENTLY WITH A SCHEDULED REST OR MEAL PERIOD OR A REST OR MEAL PERIOD REQUIRED UNDER ANY OTHER PROVISION OF LAW; AND

(2) SHALL BE TAKEN IN THE SHADE IN ACCORDANCE WITH § 5-1205(C) OF THIS SUBTITLE.

1 **(E) AN EMPLOYER MAY NOT DISCOURAGE EMPLOYEES FROM TAKING REST**
2 **BREAKS REQUIRED BY HIGH-HEAT PROCEDURES IMPLEMENTED IN ACCORDANCE**
3 **WITH THIS SECTION.**

4 **(F) WHEN HIGH-HEAT PROCEDURES ARE IN EFFECT, AN EMPLOYER SHALL**
5 **MONITOR EXPOSED EMPLOYEES FOR SIGNS OF HEAT-RELATED ILLNESS WITH**
6 **REGULAR COMMUNICATION BY:**

7 **(1) TELEPHONE OR RADIO;**

8 **(2) A BUDDY SYSTEM; OR**

9 **(3) OTHER EFFECTIVE MEANS OF OBSERVATION.**

10 **(G) AN EMPLOYER SHALL MAKE HIGH-HEAT PROCEDURES AVAILABLE IN**
11 **WRITING IN A LANGUAGE AND MANNER THAT ALL EMPLOYEES OF THE EMPLOYER**
12 **CAN UNDERSTAND.**

13 **5-1207.**

14 **EACH EMPLOYER SHALL IMPLEMENT AN EMERGENCY RESPONSE PLAN THAT**
15 **INCLUDES PROCEDURES FOR:**

16 **(1) ENSURING EFFECTIVE AND ACCESSIBLE MEANS OF**
17 **COMMUNICATION AT ALL TIMES AT THE WORKSITE TO ENABLE AN EMPLOYEE TO**
18 **CONTACT A SUPERVISOR OR EMERGENCY MEDICAL SERVICES;**

19 **(2) RESPONDING TO SIGNS AND SYMPTOMS OF POSSIBLE**
20 **HEAT-RELATED ILLNESS IN EMPLOYEES;**

21 **(3) MONITORING AND PROVIDING CARE TO EMPLOYEES WHO ARE**
22 **EXHIBITING SYMPTOMS OF HEAT-RELATED ILLNESS; AND**

23 **(4) CONTACTING EMERGENCY MEDICAL SERVICES AND, IF**
24 **NECESSARY, TRANSPORTING EMPLOYEES TO A LOCATION ACCESSIBLE TO**
25 **EMERGENCY MEDICAL SERVICES.**

26 **5-1208.**

27 **(A) IN THIS SECTION, “HEAT STRESS” MEANS THE NET LOAD TO WHICH A**
28 **WORKER IS EXPOSED FROM THE COMBINED CONTRIBUTIONS OF METABOLIC HEAT,**
29 **ENVIRONMENTAL FACTORS, AND CLOTHING WORN THAT RESULTS IN AN INCREASE**

1 IN HEAT STORAGE IN THE BODY, CAUSING BODY TEMPERATURE TO RISE TO
2 SOMETIMES DANGEROUS LEVELS.

3 (B) EACH EMPLOYER SHALL:

4 (1) PROVIDE INITIAL HEAT STRESS TRAINING TO EMPLOYEES,
5 INCLUDING SUPERVISORS, BEFORE AN EMPLOYEE'S FIRST EXPOSURE TO HEAT;

6 (2) RETRAIN EMPLOYEES, INCLUDING SUPERVISORS:

7 (I) AT LEAST ANNUALLY BEFORE THE EMPLOYEES ARE FIRST
8 EXPOSED FOR THE YEAR TO CONDITIONS THAT WOULD SUBJECT THE EMPLOYEES
9 AND EMPLOYER TO THIS SUBTITLE; AND

10 (II) IMMEDIATELY FOLLOWING CONFIRMATION BY A MEDICAL
11 PROFESSIONAL THAT ANOTHER EMPLOYEE SUFFERED A HEAT-RELATED ILLNESS IF
12 THE EMPLOYEE:

13 1. SUFFERED THE HEAT-RELATED ILLNESS IN THE
14 COURSE OF EMPLOYMENT; AND

15 2. WORKS IN THE SAME HEAT CONDITIONS TO WHICH
16 THE EMPLOYEES TO BE RETAINED ARE EXPOSED;

17 (3) PRESENT TRAINING IN A LANGUAGE AND MANNER THAT ALL
18 EMPLOYEES OF THE EMPLOYER CAN UNDERSTAND;

19 (4) ENSURE THAT TRAINING INCLUDES, AT A MINIMUM:

20 (I) THE WORK AND ENVIRONMENTAL CONDITIONS THAT
21 AFFECT HEAT-RELATED ILLNESS;

22 (II) THE PERSONAL RISK FACTORS THAT AFFECT
23 HEAT-RELATED ILLNESS;

24 (III) THE CONCEPT, IMPORTANCE, AND METHODS OF
25 ACCLIMATIZATION;

26 (IV) THE IMPORTANCE OF FREQUENT CONSUMPTION OF WATER
27 AND REST BREAKS IN PREVENTING HEAT-RELATED ILLNESS;

1 (V) THE TYPES OF HEAT-RELATED ILLNESS, SIGNS AND
2 SYMPTOMS OF HEAT-RELATED ILLNESS, AND THE APPROPRIATE FIRST AID AND
3 EMERGENCY RESPONSE MEASURES;

4 (VI) THE IMPORTANCE OF AND PROCEDURES FOR EMPLOYEES
5 IMMEDIATELY REPORTING TO THE EMPLOYER SIGNS AND SYMPTOMS OF
6 HEAT-RELATED ILLNESS; AND

7 (VII) THE EMPLOYER'S PROCEDURES AND THE REQUIREMENTS
8 FOR COMPLYING WITH THIS SUBTITLE; AND

9 (5) MAINTAIN TRAINING RECORDS FOR 1 YEAR FROM THE DATE ON
10 WHICH THE TRAINING OCCURRED.

11 (C) THE TRAINING RECORDS REQUIRED BY THIS SECTION SHALL INCLUDE:

12 (1) THE NAMES OF THE EMPLOYEES TRAINED;

13 (2) THE DATES OF THE TRAINING SESSIONS; AND

14 (3) A SUMMARY OR AN OUTLINE OF THE CONTENT OF THE TRAINING
15 SESSIONS.

16 (D) THE TRAINING RECORDS SHALL BE MADE AVAILABLE TO THE
17 COMMISSIONER ON REQUEST.

18 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect
19 October 1, 2026.