

**UNFAVORABLE**  
**Senate Bill 804**  
**Labor and Employment –**  
**Occupational Safety and Health – Revisions to Heat Stress Standards**

**Finance Committee**  
**March 11, 2026**  
**1:00 pm**

**Jessica Cook**  
**Government Relations**

The Maryland State Education Association opposes Senate Bill 804. This legislation undermines Maryland's current heat stress standard that provides crucial protection for workers, whether they work indoors or outdoors or whether they are private or public sector employees.

MSEA represents 76,000 educators and school employees who work in Maryland's public schools and community colleges, teaching and supporting our almost 900,000 K-12 students so they can pursue their dreams. MSEA represents more than 44 local affiliates in every county across the state of Maryland, and our parent affiliate is the 3-million-member National Education Association (NEA).

Since 2024, Maryland workers have been protected by a strict heat stress standard. Regulations were developed and adopted by the Commissioner of Labor and Industry, mandating that employers implement a formal heat safety program featuring mandatory hydration, shade, rest breaks, and gradual heat acclimatization for staff.

SB 804 undermines those hard fought protections for workers by: i) altering the threshold for heat illness protections by using dry bulb temperature rather than heat index; ii) allowing the employer to set the acclimatization period and no required monitoring; iii) providing the employer discretion to determine the work and rest schedule without minimum requirements; iv) creating an exemption from heat protections for "temporary and unanticipated heat conditions," which is not defined; and v) altering heat stress retraining requirements following an incident at the worksite. We cannot roll back the progress that has been made to protect workers.

**We urge the committee to issue an Unfavorable Report on Senate Bill 804.**

