



TESTIMONY

COMMITTEE: Senate Finance

DATE: March 11, 2026

POSITION: Favorable with Amendments

BILL: SB 804

The Maryland Municipal League (MML) supports with amendment Senate Bill 804, Labor and Employment - Occupational Safety and Health - Revisions to Heat Stress Standards.

HB 804 addresses several aspects protecting workers in workplace environments with high heat and are generally in line with Maryland Occupational Safety and Health (MOSH) standards. Feedback from our member cities and towns show that safe working conditions are of utmost importance and they have already implemented many of the provisions of the bill as part of the MOSH standards. That being said, there are potential points of confusion where we request amendments to clarify the language.

- 1) Acclimatization plans are typically tailored for the individual employee based on the specific nature of their employment as well as any personal health related concerns. The provisions of the bill regarding their submission to the Commissioner is a bit unclear. Suggested MML amendment clarifies that an Acclimatization plan is only to be submitted to the Commissioner only upon request or after a heat-related incident.
- 2) Annual training of employees is already included in the bill, but a portion of the retraining piece is vague. Retraining is important but mostly for those involved in the heat-related incident, not necessarily all employees.
- 3) Employers should not be restrained from implementing policies that are more beneficial to the employee.

MML understands the intent of the bill and our members are already complying with a number of the provisions. However, the League respectfully requests that the committee consider our amendments and provide Senate Bill 804 with a favorable report.

(AMENDMENT LANGUAGE ON NEXT PAGE)

Municipalities in Maryland support 42,000 jobs and provide \$5.2 billion in employee compensation.

MML Amendments:

- 1) On page 6, in lines 5 and 6
(D) AN EMPLOYER SHALL SUBMIT THE ACCLIMATIZATION PLAN DEVELOPED UNDER SUBSECTION (B)(1) OF THIS SECTION FOR A SPECIFIC EMPLOYEE TO THE COMMISSIONER UPON REQUEST OR FOLLOWING A HEAT STRESS INCIDENT INVOLVING THAT EMPLOYEE.

- 2) On page 10 in lines 10 through 12
(II) ~~IMMEDIATELY~~ WITHIN 15 DAYS FOLLOWING CONFIRMATION BY A MEDICAL PROFESSIONAL THAT ~~ANOTHER~~ AN EMPLOYEE SUFFERED A HEAT-RELATED ILLNESS, LIMITED TO THE AFFECTED EMPLOYEE AND EMPLOYEES DIRECTLY INVOLVED IN THE INCIDENT, IF THE EMPLOYEE:

- 3) On page 11 after line 17
(E) NOTHING IN THIS SUBTITLE SHALL BE CONSTRUED TO RESTRICT AN EMPLOYER FROM ADOPTING POLICIES AND PROCEDURES THAT ARE GREATER THAN THE REQUIREMENTS OF THIS SUBTITLE.

For more information relating to this piece of testimony, please contact:

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