

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS - LOCAL UNION No. 24

AFFILIATED WITH:

Baltimore-D.C. Metro Building Trades Council - AFL-CIO
Baltimore Port Council
Baltimore Metro Council - AFL-CIO
Central MD Labor Council - AFL-CIO
Del-Mar-Va Labor Council - AFL-CIO
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Written Testimony of
Michael McHale, Business Manager, IBEW LOCAL 24
Before the Senate Finance Committee On
SB 804 Labor and Employment - Occupational Safety and Health - Revisions to Heat Stress
Standards

Unfavorable

March 9, 2026

Madam Chair Beidle, Vice Chair Hayes, and Committee Members,

My name is Mike McHale and I am a member and Business Manager of IBEW Local 24, writing to express opposition to SB 804. IBEW Local 24 represents over 3,000 electrical workers across Maryland who work on construction sites, in industrial facilities, and on infrastructure projects where heat exposure is a serious hazard.

SB 804 undermines Maryland's heat stress standard by shifting from using the heat index to a simple dry bulb temperature measurement. In Maryland's humid climate, that distinction matters. When humidity is high, the body cannot cool effectively even if the raw temperature reads lower.

The bill also weakens rest periods. Under current regulations, workers exposed to a heat index above 90 degrees are entitled to at least 10 minutes of rest every two hours, and 15 minutes every hour above 100 degrees. SB 804 eliminates those minimums and gives employers discretion to set their own schedules.

Maryland took an important step by adopting indoor and outdoor heat protections for both private and public sector workers. We should not roll back that progress after just one year in effect.

For these reasons, we respectfully request an unfavorable report on Senate Bill 804.

Sincerely,

Michael J. McHale
Business Manager
IBEW Local 24