

Asunción Valdivia Heat Illness, Injury, and Fatality Prevention Act of 2025

According to the National Oceanic and Atmospheric Administration (NOAA), 2024 was the warmest year on record for the U.S. The past decade, including 2024, was the hottest on record, marking a decade of extreme heat that will only get worse.

Heat-related illnesses can cause heat cramps, organ damage, heat exhaustion, stroke, and even death. Between 1992 and 2017, heat stress injuries killed 815 U.S. workers and seriously injured more than 70,000.

Farmworkers, construction workers, and day laborers experience the highest incidence of heat-related illnesses. No matter what the weather is outside, workers in factories, commercial kitchens, and other workplaces—including ones where workers must wear personal protective equipment (PPE)—can face dangerously high heat conditions year-round.

Since the Occupational Safety and Health Administration (OSHA) initiated heat-stress rulemaking in 2021, between 144 and 212 worker lives were lost due to heat-related hazards. In July 2024, the Biden Administration proposed a rule to establish the first-ever federal safety standard to protect workers from the severe risks of excessive heat, which included key provisions from this bill.

As of today, heat remains the leading weather-related killer, and there is still no federally enforceable OSHA heat standard in place. Five states and the U.S. military have already successfully adopted their own heat stress standards. These standards can lower employers' costs while protecting employee health.

What the bill would do:

- Require OSHA to establish an enforceable standard to protect indoor and outdoor workers in jobs at risk for hazardous heat stress with measures like paid breaks in cool spaces, access to water, limitations on time exposed to heat, and emergency response for workers with heat-related illness.
- Direct employers to provide training and hazard advisories to their employees about heat stress in the language their employees understand and in a format appropriate for their literacy and education levels.