

Introduce myself

LINK to the website
www.safework4all.org

LINK to the one pager

60+ Organization Supporters

- **Healthy Climate NM (HCNM)**
- **National Employment Law Project (NELP)**
- **Citizens Caring for the Future (CCFF)**
- Conservation Voters NM (CVNM)*
- AFT-NM*
- Interfaith Power and Light NM (IPL-NM)*
- CWA Local 7076*
- Green Latinos NM*
- NM Center on Law and Poverty (NMCLP)
- NM Legal Aid Farmworker Justice Program
- National partners, including AFL-CIO, BlueGreen Alliance, NRDC, AFT National, La Isla Network
- Sierra Club: Rio Grande Chapter
- Many more environmental, labor and health organizations

Become a Supporter!





Thank you to all who have stepped up to move this campaign forward

The Safe Work for All Coalition

Currently Co-Chairs - 3

CVNM for serving as Co-Chair for the first year

The Steering Committee - noted with an asterisk

Former Steering Committee members

60+ organizations--env, labor and health, national, state and local -- who have endorsed the rule -- check out the logos

and the >2,000 petition signers

And to all of you who want to learn more today - thank you.



plan to talk for about 30 minutes then open up for Q and A and discussion.

Put questions in the chat or raise your hand. I will try to answer as we go along when possible



start with a CALL to ACTION

Individuals:
1. Tell NMED that you want a strong heat rule to protect workers. Go to the website and sign the petition. (Link)
2. Ask others to sign. Print out the page (Link). submit to info@healthyclimatenm.org
3. Social media: like, repost, post your own (Link)

Organizations:
Join the coalition supporting the rule and add your logo.

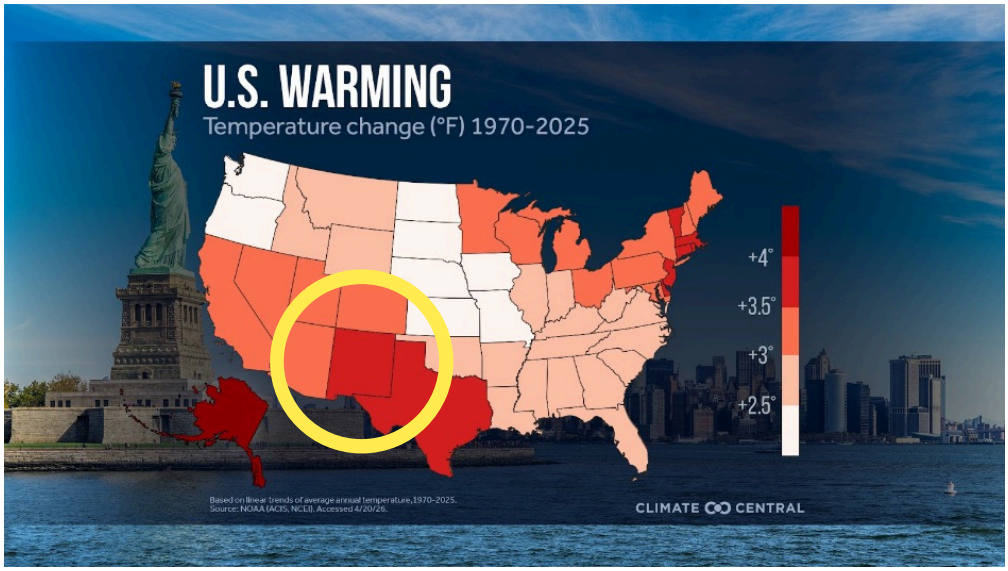
Worker Outreach:
Invite workers who are impacted by heat to share their stories. Workers have control over how their story is shared.

Employers:
Help us find businesses who are voluntarily protecting their workers from heat

Media: Write an LTE or Op-Ed or post on social media -- Bill Rogers will help

All: Join the coalition. Monthly meetings of the full group. Monday, Oct. 26, 3pm. Share your info in the chat.

New Mexico is Hot and Getting Hotter



https://www.climatecentral.org/graphic/fastest-warming-us-cities-and-states?graphicSet=U.S.+War ming+1970-2025&location=national&lang=en

Over the past 55 years, NM is among the top three fastest warming states
Alaska at 4.4, and then NJ and NM tied at 3.7 degrees F

from State Climatologist:
JJA hottest NM summer on record

Las Cruces surpassed 2023 record for days 100 degrees or more: was 52, 2026 was 54; 13 aver before

On average earliest
95-degree day on May
26
since 2000, May 19
(red dots)
In 2026, March 22

March 2026 heat wave:
Records that month
103o Loving
100o Carlsbad

100o Artesia
100o Roswell
98o Tucumcari
91o Farmington
March 2026 heat wave in NM

We also had record high temperatures at our Snotel monitoring stations in the mountains. 61°F at Taos Powerhorn at
11,057’ on March 25. Low was 42°F.

Hottest temperatures 2026

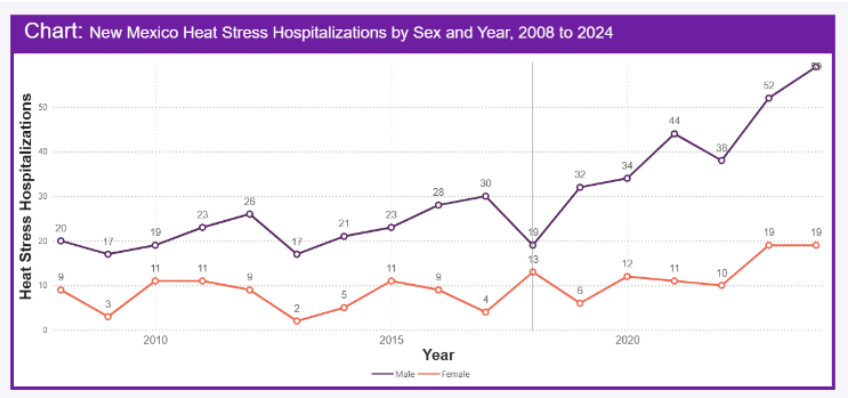
Reached 110° at Caballo Dam
and Tucumcari
109° in Las Cruces and Roswell
106° at the Rio Grande Nature
Center
105° at Aztec Ruins NM
101° at the Albuquerque airport

Heat Harms are Increasing

We can't afford to wait another summer

HEAT is the leading cause of death among all hazardous weather conditions in the US

(source: www.weather.gov/mbx/heatwaves).



Record-breaking: In 2026, 1,090 heat-related emergency room visits

(Source: New Mexico Public Health Data Portal https://phdp.doh.nm.gov/ as of Oct 13, 2026)

NM Heat-Related ED Visits –LINK

As of the last update (2026-10-06 07:22) there were 1090 HRI ED between April 1st and Sept 30th 2026.: https://nmdoh-reports.shinyapps.io/HeatRelatedIllnessDashboard/

ED visits due to heat stress doubled between early 2010s and 2023.

Heat stress hospitalizations doubled from early 2010s to 2023-2024.

The New Mexico Department of Health also documented hundreds of work-related heat exposure visits to emergency departments during this period (such as 120 work-related visits out of over 900 total heat-related ER visits in 2023)

247,285 workers in New Mexico in high risk industries

Health Equity and Justice:

- **High % Latine workers**
- **Many low income**
- **No health insurance or access to care**
- **No home cooling**
- **No wage protection**



NRDC as of Sep 2026: - see notes
https://www.nrdc.org/resources/occupational-heat-safety-standards-united-states
Ask: What do you think are the highest risk industries?

Construction & Utilities: ~80,000 workers
Agriculture & Forestry: ~20,000 workers
Other High-Risk Sectors: Food service/restaurants, oil and gas field operations, warehousing, and convenience stores

Equity issue:

New Mexico's Latine Workers
80% of agricultural workers
64% of construction trades
Heavily represented in the Permian Basin oil and gas sector.

Health insurance: Latine individuals are twice as likely to be uninsured than Whites (KFF)

Income Loss: Most vulnerable workers have little to no wage protection

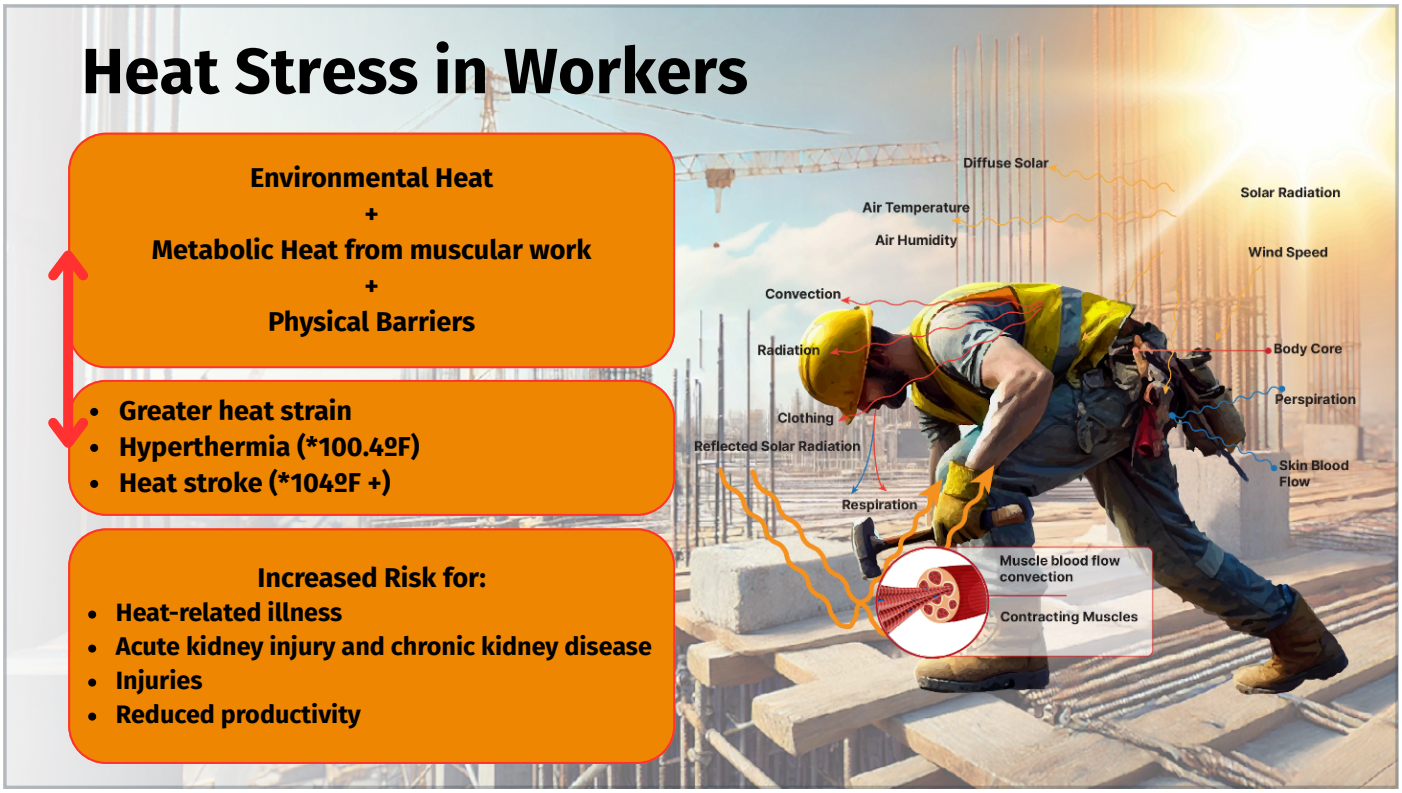
NM OSHA Complaints : 232 in 2 years

- **Workers in a convenience store** went without air conditioning for a month including temperatures of 98 degrees, leaving them dizzy, nauseous, and light-headed.
- **Municipal waste workers** on site without personal protective equipment or water who were threatened with retaliation if employees reported issues to human resources.
- **Eleven agricultural workers** exposed to sun and heat while doing their work.
- **Construction workers** used excavating machines with broken air conditioners, while management failed to order parts to repair them.
- **More than 80 high school workers** trying to do their jobs in the heat without drinking water available.



In 2023, NM OSHA adopted the NEP, National Emphasis Program for heat-related injuries and illnesses

The New Mexico Occupational Health and Safety Bureau (NM OSHA) reported receiving 232 heat-related complaints from workers From April 2023 through mid-2025. [1] thru this program



Workers in hot environments take in heat from the sun and surroundings while also generating heat from physical work.

Clothing and equipment make it harder to shed that heat.

The body fights back by sweating and increasing skin blood flow, but when it can't keep up, core temperature rises.

That puts workers at risk of heat illness, kidney problems, injuries, and lower productivity.

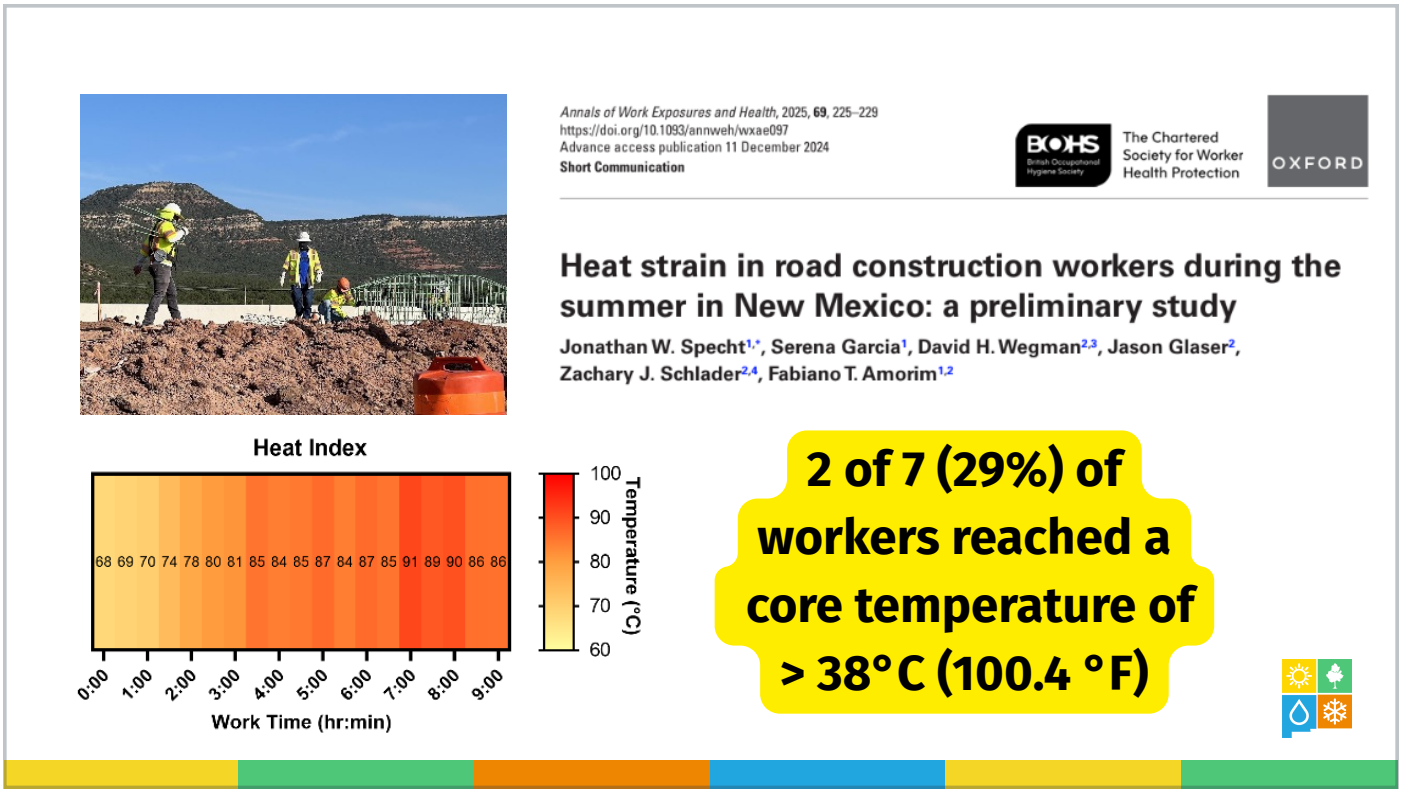
Heat stress comes from three things adding up:
Environmental heat (sun, air temperature, humidity)
Metabolic heat produced by the body during muscular work
Physical barriers, such as clothing and protective gear that trap heat

Heat coming in: solar radiation from the sun, diffuse solar (scattered sunlight), reflected solar radiation off surfaces like concrete, and warm air.

Heat generated inside: contracting muscles produce heat, and blood flow carries it from the muscles toward the body's core and skin (the magnified muscle circle in the bottom right).

"Working muscles turn most of their energy into heat, blood carries that heat to the skin and core, and if the body can't release it to the environment, core temperature climbs."

Think of the worker as a car engine on a hot day. The muscles are the engine making heat, the blood is the coolant, and the skin is the radiator. If the radiator can’t shed heat because the air is too hot, humid, or blocked by clothing, the engine overheats.



a field study showing that heat strain actually happens to workers in New Mexico.

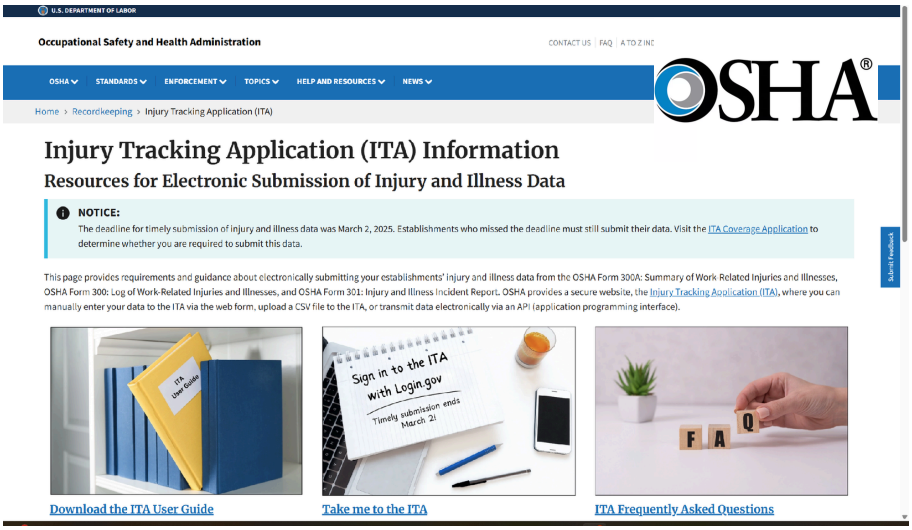
CHANGE C to F degrees

Source: Jonathan W Specht, Serena Garcia, David H Wegman, Jason Glaser, Zachary J Schlader, Fabiano T Amorim, Heat strain in road construction workers during the summer in New Mexico: a preliminary study, Annals of Work Exposures and Health, Volume 69, Issue 2, March 2025, Pages 225–229, https://doi.org/10.1093/annweh/wxae097

The key finding (yellow box)
2 of 7 workers (29%) reached a core body temperature above 38°C (100.4°F). This is the hyperthermia threshold from your first slide. It connects the two slides: the first explained how heat builds up in the body, and this one shows it occurring in real workers, even though conditions were not extreme by desert standards.

Researchers in New Mexico monitored road construction workers over a summer workday. The heat index climbed from the high 60s in the morning to the 90s by late in the shift. By the end, two of the seven workers had core temperatures above 38°C, or 100.4°F, which is the point where heat strain becomes hyperthermia. The sample is small, but it shows this risk is real, even in a dry climate.

Heat and Work Injuries in the U.S.



NEW DATA SOURCE

2023-onwards

Large employers (100+ workers) are required to submit every "recordable" injury to the U.S. OSHA

Any injury: e.g. **slips, trips, falls, equipment mishap, violence etc**

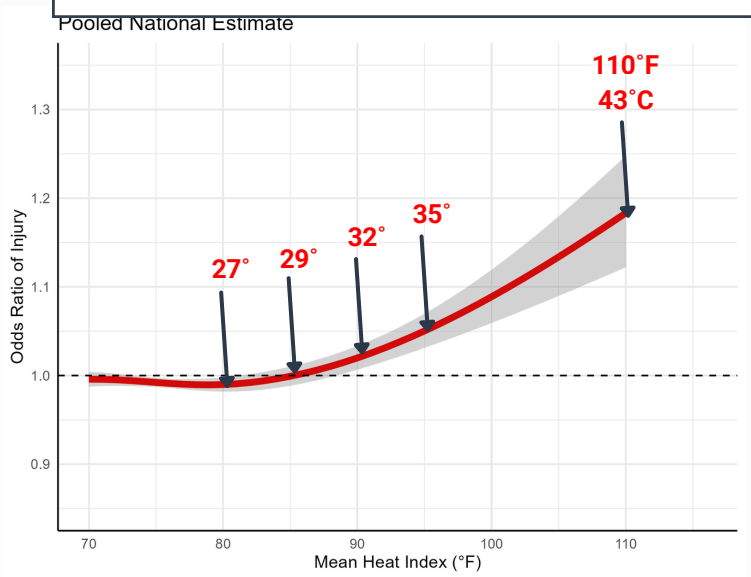
All injuries reported in 2023 were geocoded: **850,000**

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Accidents/Injuries (National)

Heat is associated with increased accidents



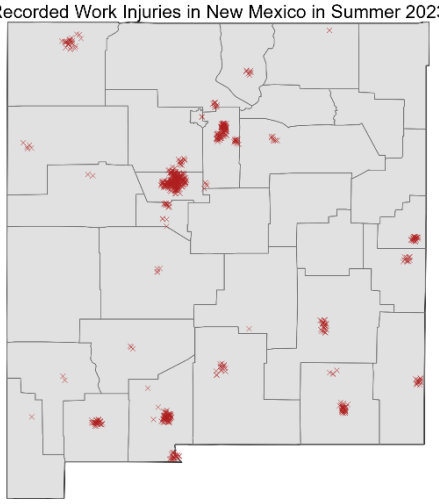
A Dose-Response Relationship:

90F (vs. 80F) = **3%** increase
95F (vs. 80F) = **6%** increase
100F (vs. 80F) = **10%** increase
105F (vs. 80F) = **15%** increase
110F (vs. 80F) = **20%** increase

- Nearly all industries seem to be affected by heat (including those that are “indoors”)
- Many of these injuries were indirect: **resulting from fatigue, impaired coordination, or reduced attention** rather than classic heat illness

Heat Injuries in New Mexico

Recorded Work Injuries in New Mexico in Summer 2023



In 2023	Injuries (N = 2,497)
Month	
January	187 (7.5%)
February	173 (6.9%)
March	223 (8.9%)
April	166 (6.6%)
May	214 (8.6%)
June	234 (9.4%)
July	276 (11.1%)
August	258 (10.3%)
September	198 (7.9%)
October	198 (7.9%)
November	181 (7.2%)
December	189 (7.6%)

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(Unpublished Analysis)
balahmad@hsph.Harvard.edu

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Note about 2,500 reported work-related injuries in NM, bit employers only.

New Mexico vs. National

Heat likely contributed to **7.36%** of all injuries in New Mexico in 2023.
This is about **6 times** the national estimate for the same year in the US (**1.18%**).

Table 4. Estimated proportion of work injuries attributable to heat in New Mexico and the United States.

Heat Index	Percent of all **New Mexico** Injuries attributed to Heat	Uncertainty Range ‡
≥ 60 °F	8.56%	(2.88% to 13.74%)
≥ 70 °F	7.36%	(2.80% to 11.45%)
≥ 80 °F	2.57%	(1.03% to 3.92%)

Heat Index	Percent of all **U.S.** Injuries attributed to Heat*	Uncertainty Range ‡
≥ 60 °F	1.33%	(1.04% to 1.64%)
≥ 70 °F	1.18%	(0.92% to 1.45%)
≥ 80 °F	0.69%	(0.69% to 0.85%)

* Derived from Alahmad et al. (2025) using the same ITA OSHA dataset for the contiguous U.S.
‡ Calculated as 95% empirical confidence intervals using 1,000 Monte Carlo simulations

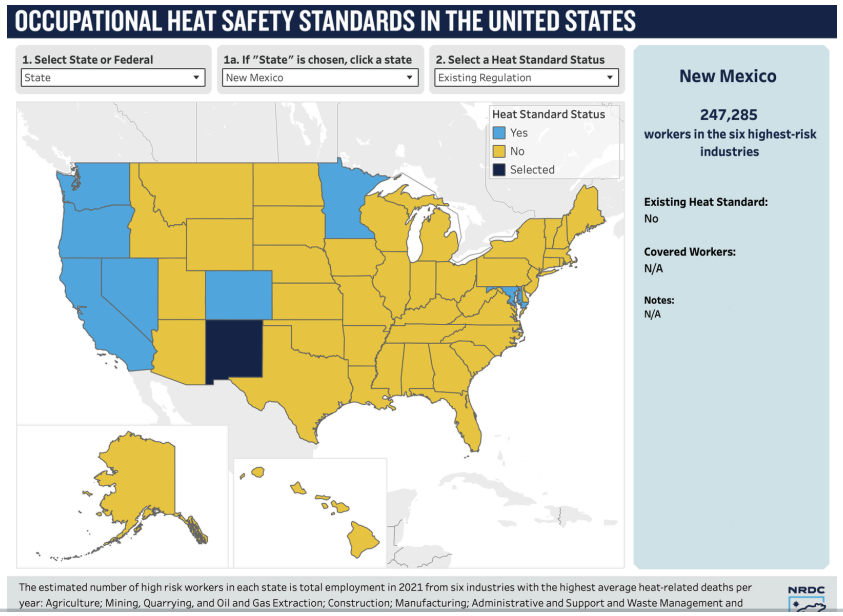
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(*Unpublished Analysis*)
balahmad@hsph.Harvard.edu

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7.36% compared to 1.18% in the same year. 6 times the national estimate. NM is hot!

States can Adopt a Heat Rule to Protect Worker Health



Heat Standard States:

- California
- Washington
- Oregon
- Colorado
- Maryland
- Minnesota
- *Nevada**

In process:

- *Virginia*
- *New Mexico*

NRDC as of Sep 28, 2026:
https://www.nrdc.org/resources/occupational-heat-safety-standards-united-states

Nevada is often discounted because
1) It's performance-based. Sets goals, not specific requirements

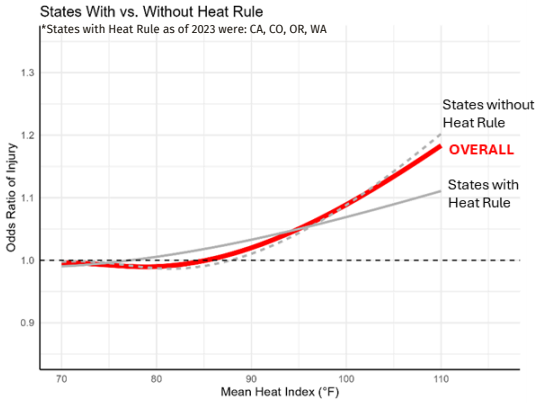
2. It has no required, trigger-based protections. Other states tie specific requirements (such as shade, water, and cool-down rest breaks) to defined temperature thresholds.

3. Rest breaks are reactive. Critics point out that the standard only requires workers to be given rest breaks after they're already showing the signs or symptoms of heat illness. Strong standards have preventive scheduled rest breaks

4. only employers with 10 or more employees

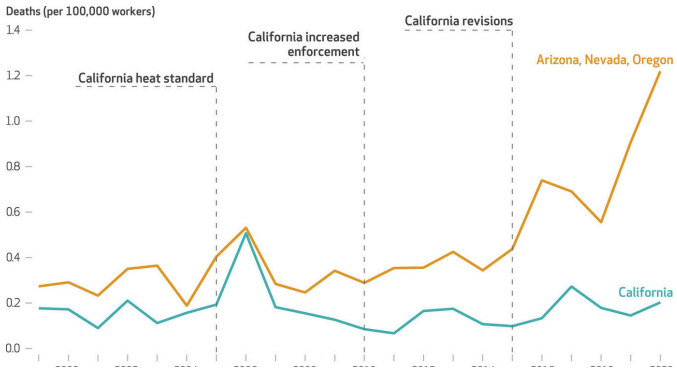
State rules are protective - prevention works

Alahmad et al. (2025) – *Work Injuries*



105˚F in states WITHOUT	= 16% increase
105˚F in states WITH	= 8% increase
110˚F in states WITHOUT	= 22% increase
110˚F in states WITH	= 10% increase

Dean et al. (2025) – *Work deaths*



CA vs. AZ, NV, OR:

(2005-2009) ⇨ no decline in work deaths
(2010-2014) ⇨ 33% decline in work deaths
(2015-2020) ⇨ 51% decline in work deaths

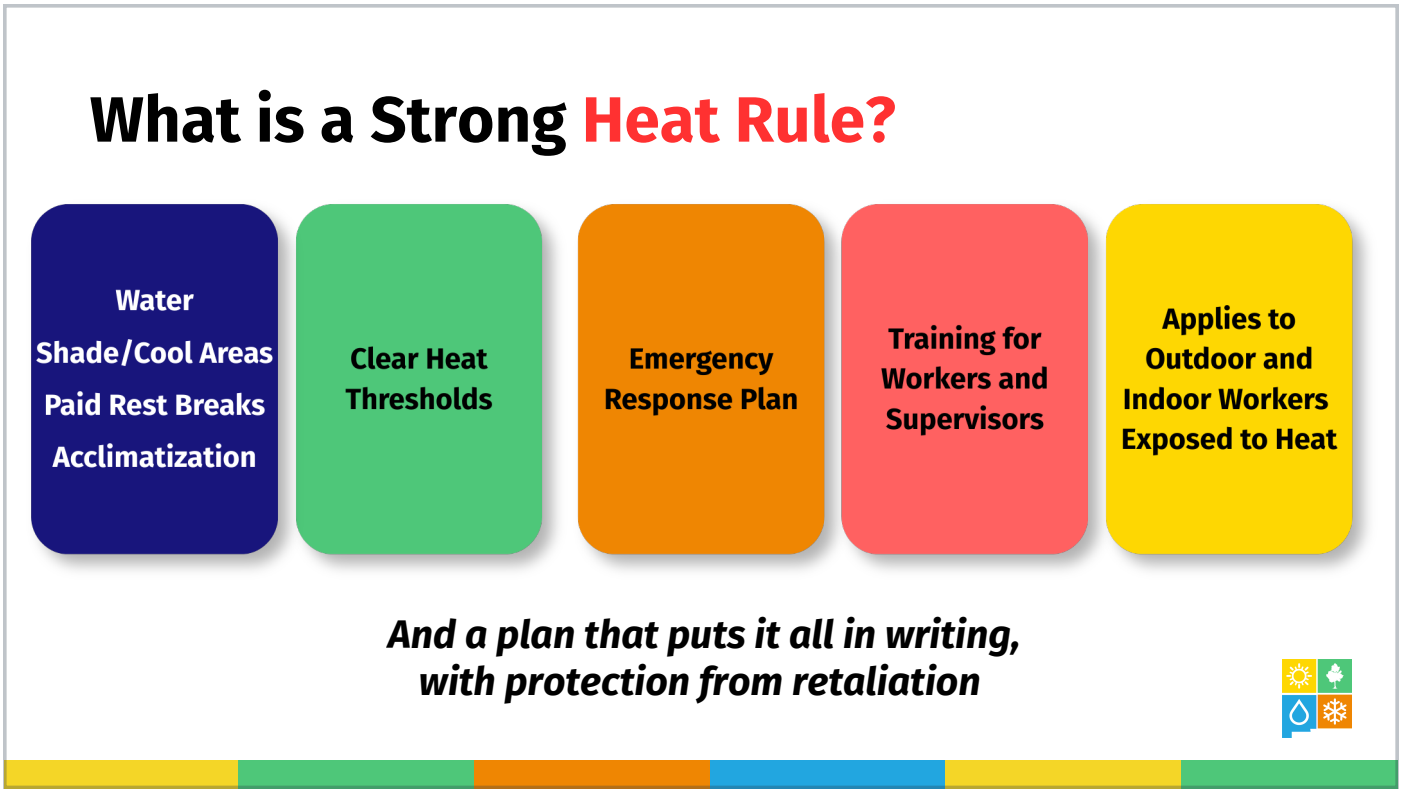
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Study of states with a heat rule: CA, CO, OR and WA as of 2023

Since: MN, MY and Nevada

And the recent study comparing CA to AZ, NV and OR --before OR adopted their rule



Covers all outdoor and indoor workers
Four key pillars:
Drinking water
Shade or cool areas
Paid rest breaks
Acclimatization: Time to get used to the heat for new and returning workers
Emergency response plans: “cool down first; transport second”
Training for workers and supervisors
Protection from retaliation

And a plan that puts it all in writing (LINK to sample: https://calsaga.org/wp-content/uploads/2024/07/CalOSHA-SAMPLE-Heat-Illness-Prevention-procedures-Indoor-Outdoor_Updated-6-2024.pdf

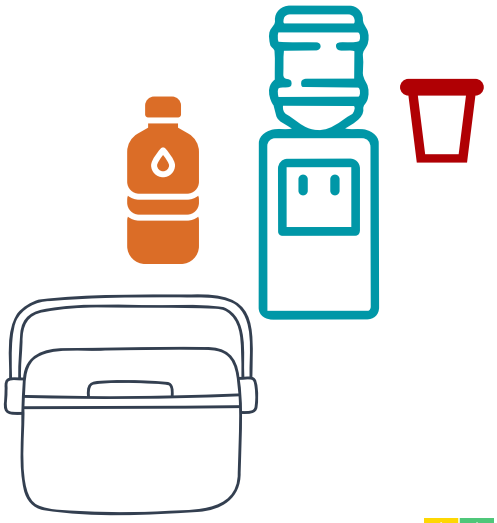
What did I say about Nevada?

Heat Rule Basics: Cool Drinking *Water*

- Provide fresh, pure, and suitably cool water free of charge.
- Workers must be able to drink at least **1 quart per hour** (8 oz per 15 min).
- Water sources must be located as close as practical to the work area.

There are many ways to provide water:

- *Water fountains or dispensers*
- *Water bottles*
- *Single-use or disposable cups and a place to dispose of used cups*



Heat Rule Basics:
Shade and Cooling Areas

"Employers must establish and maintain one or more cooling areas for employees who work in the heat"



Many ways to provide shade:

- Pop-ups
- Canopies
- Umbrellas
- Tarpulin tied to 4 posts
- Full, thick tree canopies
- Air conditioned space
- Misting machines





Climate Rig: https://climaterig.com/

https://www.dir.ca.gov/dosh/etools/08-006/EWP_shade.htm

https://www.ergodyne.com/blog/why-shaded-areas-are-important-breaks-at-work-toolbox-talks

Heat Rule Basics: *Paid Rest Breaks*

- As heat conditions worsen, workers need to take breaks in cool areas.
- A good heat rule requires paid cool-down rest breaks during high heat times.

In Maryland: The fixed work/rest cycle begins at higher heat indexes. Above 90°F, workers must have ten minutes of cooled rest, in AC or shade, for every two hours of work. At 100°F, that increases to fifteen minutes for every hour worked. The rest periods must be taken in the shade and may coincide with scheduled rest or meal breaks.



As heat conditions worsen, workers need to take breaks in cool areas. A good heat rule requires cool-down rest breaks during high heat times.

The ACGIH and NIOSH approach sets the ratio from WBGT and workload. As conditions worsen, the ratio shifts from continuous work toward patterns like 45 min work/15 min rest, then 30/30, then 15/45, and ultimately stopping work.

NIOSH approach: see chart
California rule:
New Mexico proposal

Heat Rule Basics:
Acclimatization - Time to get used to the heat

- **How long does it take?** Most of the adaptation happens in the first 1 to 2 weeks, with much of it in the first 4 to 7 days. It only builds by actually working in the heat.

- **What is a safe ramp up schedule?**
  - Only 20% of a shift at full intensity on day one.
  - About 20% per day for new workers
  - Experienced workers who've worked in heat before:
    - 50% on day one
    - 60% on day two, 80% on day three, and 100% on day four

- **Who needs time to acclimate?**
  - Workers who are new to a job. A large share of fatal heat illness cases happen in the first days on the job.
  - Workers who've been away from the heat for a week or more
  - All workers exposed to a major jump in heat, e.g. heat wave



Source: NIOSH

What's Up with Federal Rulemaking?

- **There have been calls for a national heat standard since OSHA began:** NIOSH has urged a national heat standard since 1972, with renewed calls in 1986 and 2016.
- **OSHA created a National Emphasis Program on heat hazards:** Launched in 2022, now extended through 2031. The NEP
- **OSHA proposed a heat rule:** Rulemaking began in 2021 and the rule was published in Aug. 2024, with heat index triggers at 80°F and 90°F.
- **The rulemaking was stalled:** Work was paused in Feb. 2025, though an informal public hearing ran from June to Oct. 2025.
- **OSHA now plans to submit a supplemental proposal by December 2026 to "scale back burdens flagged by commenters", with finalization listed for Oct. 2027.**



OSHA launched the national emphasis program on outdoor and indoor heat-related hazards. it covered both outdoor and indoor work and told inspectors to prioritize heat inspections on days when the National Weather Service had issued a heat warning or advisory. It also let them open heat-related inspections whenever they spotted a hazard during other work.

The New Mexico Heat Rule Journey

2021: Advocates reached out to NM OSHA to develop a heat rule to protect all workers.

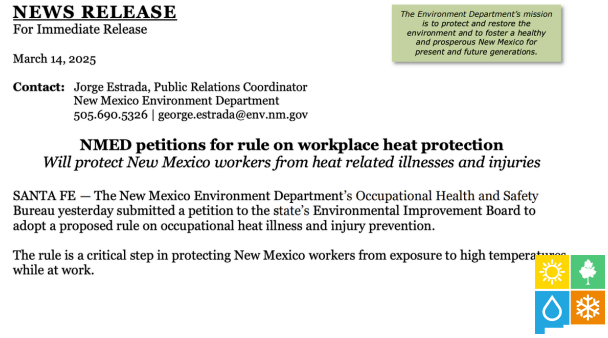
2022: The NM Occupational Health and Safety Bureau adopted federal OSHA's Heat NEP.

2023-2025: NM OSHA received **232 heat-related worker complaints** since adopting the NEP, supporting the drive for a state heat rule.

March 13, 2025: NMED petitioned the Environmental Improvement Board (EIB) to adopt a statewide workplace heat protection rule.

- Public submits 600+ comments
- July 16, 2025: 1st hearing date set
- Hearing postponed 4 times
- **New hearing date: March 22-25, 2027**

The Safe Work for All Coalition has been organized to advocate for a strong heat rule that truly protects New Mexican workers. www.safework4all.org



NEWS RELEASE
For Immediate Release

The Environment Department's mission is to protect and restore the environment and to foster a healthy and prosperous New Mexico for present and future generations.

March 14, 2025

Contact: Jorge Estrada, Public Relations Coordinator
New Mexico Environment Department
505.690.5326 | george.estrada@env.nm.gov

NMED petitions for rule on workplace heat protection
Will protect New Mexico workers from heat related illnesses and injuries

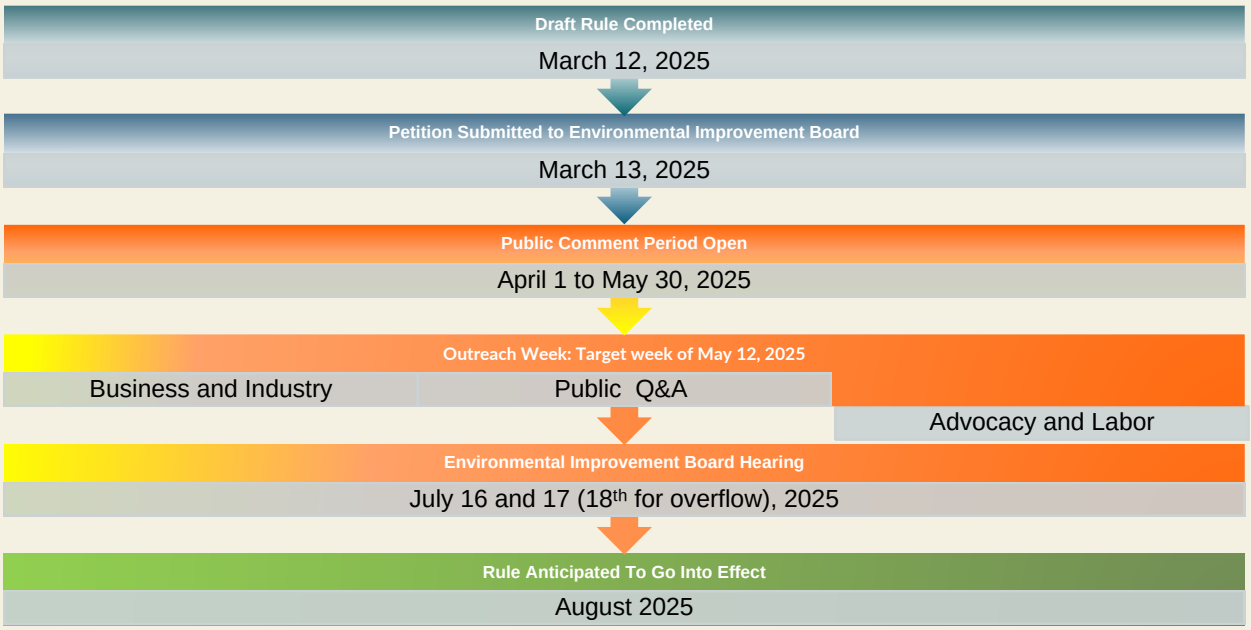
SANTA FE — The New Mexico Environment Department's Occupational Health and Safety Bureau yesterday submitted a petition to the state's Environmental Improvement Board to adopt a proposed rule on occupational heat illness and injury prevention.

The rule is a critical step in protecting New Mexico workers from exposure to high temperatures while at work.

www.safework4all.org

LINK to NMED website
https://www.env.nm.gov/occupational_health_safety/heat-illness-and-injury-prevention/

NMED Heat Rule Promulgation: The Promise



Support and Opposition

Supporters argued:

✅ Heat illness is preventable

✅ Workers should not have to risk their health

✅ Basic protections save lives

Support came from:

- Labor organizations
- Worker advocates
- Public health and safety groups



Opponents raised concerns about:

⚠️ Cost and implementation burdens

⚠️ Operational impacts on employers

⚠️ Questions about specific requirements and enforcement

Bruce Stidworthy, CEO of Bohannan Huston and chair of Local Government Advocacy for the Greater Albuquerque Chamber of Commerce (GACC), presented concerns about the proposal during a May 22 Board of Directors meeting. He indicated that the proposal might inadvertently affect New Mexico's ability to address critical economic issues, particularly in housing, infrastructure, and job creation.

Kelly Roepke-Orth, president and CEO of Associated General Contractors, elaborated on why the Chamber should oppose the proposal. The main concerns highlighted were mandatory rest breaks at 90°F for construction workers, operational impacts, mental health and workforce well-being, and financial burdens.



Hearing now set for March 22-25, 2027

How long do workers have to wait for heat protections?

- **The proposed rule has faced four delays** as NMED reviewed feedback and continued stakeholder discussions.
- **The timeline matters**! Workers have been waiting for these protections through years of study, stakeholder engagement, and rulemaking.
- **The revised rule:** NMED posted a revised rule briefly in March 2026. They are finalizing the revision and expect to publish the rule soon.
  - NMED OSHA is meeting with small groups to discuss revised rule.
  - NMED will finalize the revised proposal and publish it at least 60 days before the hearing date for public comment.
  - The revision will address many of the opposition's concerns.
  - **We will all take action to support a strong rule!**



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This timeline matters! Workers have been waiting for these protections through years of study, stakeholder engagement, and rulemaking.

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NMED will finalize the revised proposal and publish it at least 60 days before the hearing date for public comment.

All who care about worker safety will take action to support a strong rule



CALL to ACTION
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Employers:
Help us find businesses who are voluntarily protecting their workers from heat

Media: Write an LTE or Op-Ed or post on social media -- Bill Rogers will help

More Ways to Move the Heat Rule Forward!

- **Talk to candidates and decision-makers** about the need for a strong, science-based heat rule to protect New Mexico's workers before the next heat season
- **Support increased funding for OSHA** compliance and enforcement
- **Advocate for local heat rules** to build momentum (municipal or organizational)
- **What are your ideas?**

Learn More

Take Action

www.SafeWork4All.org

Questions & Comments

For more information or to show your support, go to www.SafeWork4All.org

Speak Up for

New Mexico Worker Safety!

Thank you!