

April 29, 2026

The Honorable Bill Cassidy
United States Senate
455 Dirksen Senate Office Building
Washington, D.C. 20510

The Honorable James Risch
United States Senate
483 Russell Senate Office Building
Washington, D.C. 20510

Dear Chairman Cassidy and Representative Messmer,

The undersigned organizations, representing small businesses and businesses in a variety of industries across the country, write in support of your legislation, the *Heat Workforce Standards Act*. The important legislation would shield businesses across the country from massive new regulatory burdens and compliance costs by preventing the finalization of the Biden Administration's Occupational Safety and Health Administration (OSHA) Heat Injury and Illness Prevention in Outdoor and Indoor Work Settings, or OSHA Heat Standard, and prevent a future administration from undertaking a similar rulemaking.

The proposed OSHA Heat Standard is a one-size-fits-all approach that would add onerous new mandates on businesses across the country without regard to regional climate differences or industry specific job functions. Specifically, the rule would require employers in general industry and construction, manufacturing, maritime, housing, and agricultural sectors to identify heat hazards, implement engineering and work practice heat control measures, implement a heat illness and emergency response plan, train personnel, retain extensive records, actively supervise employees, and add new paid break mandates.

We recognize that excessive heat can adversely affect the health of an individual. That's why business owners across the country are already taking steps to prevent these types of incidents. Yet, the proposed Heat Standard ignores the measures businesses are already taking and will continue to take to keep workers safe and instead imposes new unworkable one-size-fits-all mandates and paperwork requirements.

That's why your legislation, the *Heat Workforce Standards Act*, is so vital. This bill would eliminate the threat of this burdensome regulation being finalized and prevent a future OSHA Heat Standard from being pursued by future administrations. Congress must act to clarify that OSHA cannot undertake this rulemaking and in doing so prevent onerous regulatory compliance burdens from being imposed on American businesses.

The undersigned organizations are grateful for your leadership to eliminate this burdensome rule and prevent increasing compliance burdens and red tape on millions of America's job creators.

Sincerely,

AICC, The Independent Packaging Association
Alliance for Chemical Distribution (ACD)
American Bakers Association
American Building Materials Alliance
American Craft Spirits Association
American Foundry Society
American Lighting Association
American Pipeline Contractors Association
American Short Line and Regional Railroad Association (ASLRRA)
American Supply Association
Associated Equipment Distributors
Associated Industries of Florida
Brick Industry Association
Distribution Contractors Association
Family Business Coalition
Florida Attractions Association
Florida Farm Bureau Federation
Foodservice Equipment Distributors Association
Gases and Welding Distributors Association
Heating, Air-conditioning, & Refrigeration Distributors International
Idaho Farm Bureau Federation
Independent Electrical Contractors
Indiana Farm Bureau
International Franchise Association
Louisiana Farm Bureau Federation
Louisiana Home Builders Association
Mason Contractors Association of America
National Apartment Association
National Association of Convenience Stores
National Association of Manufacturers
National Electrical Contractors Association
National Energy & Fuels Institute
National Federation of Independent Business
National Lumber & Building Material Dealers Association
National Marine Manufacturers Association (NMMA)
National Ready Mixed Concrete Association
National Restaurant Association

National RV Dealers Association (RVDA)
North American Association of Food Equipment Manufacturers (NAFEM)
Pennsylvania Utility Contractors Association
Petroleum Equipment Institute (PEI)
Plastics Industry Association (PLASTICS)
Plastics Pipe Institute
Pool & Hot Tub Alliance (PHTA)
Power & Communication Contractors Association
PRINTING United Alliance
Small Business & Entrepreneurship Council
Spray Polyurethane Foam Alliance
Steel Tank Institute/Steel Plate Fabricators Association (STI/SPFA)
Treated Wood Council
Window and Door Manufacturers Association