

Colorado

Colorado Enacts New Extreme Temperature Protections for All Workers

On June 4, 2026, Colorado enacted [House Bill \(HB\) 26-1272](#), the Extreme Temperatures Worker Protections Act. The law creates a statewide framework for addressing workplace exposure to extreme heat and cold, extending protections beyond agricultural workers to employees in all industries.

The law goes into effect on Aug. 12, 2026.

Background

Before HB 26-1272, Colorado's workplace temperature protections primarily applied to agricultural workers under the state's [Agricultural Labor Conditions Rules](#). HB 26-1272 creates a statutory framework for statewide workplace protections against extreme heat and cold across industries.

Key Highlights

The law adds statutory definitions for workplace exposure to extreme temperatures, including:

- Heat-related injury or illness;
- Cold-related injury or illness;
- Temperature-related emergencies;
- Acclimatization;
- Shade;
- Potable drinking water; and
- Worksite.

It also broadens the definition of covered principals and workers to include employers across industries and certain entities that contract with independent contractors.

By Jan. 15, 2027, the Colorado Division of Labor Standards and Statistics (DLSS) must establish a public reporting platform on its website for workplace temperature-related injuries and emergencies. DLSS must also obtain data from the Colorado Department of Public Health and Environment (CDPHE), using the CDPHE's current syndromic surveillance program or a successor program, to track workplace heat-related injuries, illnesses and emergencies. In addition, the DLSS must begin working with the Division of Workers' Compensation (DWC) to

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Important Dates

June 4, 2026

Colorado enacts the Extreme Temperature Worker Protection Act.

Aug. 12, 2026

The law goes into effect.

Jan. 15, 2027

The DLSS must establish a public reporting platform for workplace temperature-related injuries and emergencies and begin collecting data from the CDPHE, the DWC and other designated sources.

July 1, 2028

The DLSS must develop and publish a model TRIIPP.

collect, at least twice annually, information on workers' compensation claims involving temperature-related injuries, illnesses or emergencies and with the Center for Improving Value in Health Care, or a successor organization, to collect, at least twice annually, information on workplace occurrences of temperature-related injuries, illnesses and emergencies.

By July 1, 2028, the DLSS must develop and publish a written model temperature-related injury and illness prevention plan (TRIIPP). The model plan must include:

- Providing workers with access to cool, potable drinking water at no cost;
- Providing workers with access to cool-down or warm-up rest areas;
- Monitoring workplace temperature conditions;
- Acclimatizing new or returning workers during their first 14 days of assignment;
- Training workers to recognize signs and symptoms of temperature-related injury and illness;
- Responding to temperature-related medical emergencies; and
- Other components and exemptions as necessary.

The DLSS has discretion to incorporate by reference and adapt existing TRIIPP models and to adopt implementing regulations. However, it must make the model plan publicly available on the DLSS' website and review and update the plan at least once every five years.

Next Steps for Employers

Employers should monitor rulemaking by the DLSS, particularly the development of the model TRIIPP and any implementing regulations. Agricultural workers are still subject to the state's Agricultural Labor Conditions Rules.

Organizations with indoor or outdoor workers should begin evaluating existing policies addressing heat and cold exposure, emergency response procedures, access to drinking water and rest areas, temperature monitoring practices, acclimatization procedures for new and returning workers, and employee training programs. Employers should also monitor the DLSS' guidance as it develops the model plan and any future compliance requirements.
