

New York

New York City Issues Executive Order on Worker Heat Protections

On June 22, 2026, Mayor Zohran Mamdani issued an [executive order](#) (EO) directing New York City (NYC) regulators to develop worker heat illness prevention plans for **municipal employees and contractors**.

The EO went into effect immediately. Outdoor worker guidance will be issued as soon as practicable, and indoor worker guidance must be submitted by the Department of Health and Mental Hygiene (DOHMH) by March 1, 2027.

Background

The EO cites climate change, increasing numbers of extreme heat days, and the growing risk of heat-related illnesses and injuries as the primary reasons for the initiative.

The EO states that workers in industries such as construction, food delivery, street vending and other gig economy occupations often have limited access to water, rest breaks, shade or restroom facilities, increasing their risk of dehydration, heat exhaustion, heat stroke and other serious medical conditions.

The EO aligns with OSHA's proposed federal Heat Injury and Illness Prevention Standard and indicates that NYC intends to build a comprehensive framework for protecting workers from extreme heat.

Key Highlights

The EO directs multiple NYC agencies to develop guidance, review existing safety requirements, enhance communications, and study heat-related workplace illnesses and injuries.

Worker Heat Illness Prevention Guidance

The DOHMH, in coordination with NYC Emergency Management (NYCEM) and the Department of Citywide Administrative Services (DCAS), will develop worker heat illness prevention guidance and educational materials recommending best practices to prevent heat-related illnesses, injuries and deaths for indoor and outdoor workers. The guidance will cover, but is not limited to:

- Employees;
- Independent contractors;
- Gig workers; and
- Day laborers.

Highlights

June 22, 2026

The NYC EO directing NYC regulators to develop worker heat illness prevention plans for **municipal employees and contractors** went into effect.

March 1, 2027

The DOHMH must provide indoor worker guidance.

The DOB must recommend new construction safety guidance, training requirements or other actions.

The guidance must be made available in languages commonly spoken by workers in NYC. The DOHMH, the NYCEM, the DCAS, the Department of Consumer and Worker Protection, the Department of Social Services, the Department of Buildings (DOB), the Department of Small Business Services, the Mayor's Office of Climate and Environmental Justice (MOCEJ), and any other city agency or office, as determined by the Deputy Mayor for Economic Justice or the Deputy Mayor for Health and Human Services, must disseminate such guidance and educational materials widely to workers and employers. The DOHMH must prepare outdoor worker guidance as soon as practicable, and indoor worker guidance must be **submitted by March 1, 2027**.

Construction Safety Review

The DOB will review existing construction safety and training requirements to determine whether they adequately protect workers from heat illness. The review will consider the DOHMH's guidance and include consultation with worker organizations. The DOB may issue recommendations for new construction safety and training guidance, or other relevant actions, based upon such review. **The DOB must submit recommendations to the Deputy Mayor for Economic Justice, the Deputy Mayor for Health and Human Services, and the Deputy Mayor for Housing and Planning no later than March 1, 2027.**

Municipal Worker Heat Illness Plans

All mayoral agencies must develop and implement indoor- and outdoor-worker heat illness plans for NYC employees and contractors when NYC's Heat Emergency Plan is activated. Agencies must consider the heat illness prevention guidance developed by the DOHMH when creating these plans.

Heat Emergency Communications

When NYC's Heat Emergency Plan is activated, the NYCEM will communicate worker heat illness prevention information based on forecasted temperatures, including recommendations for employers using the DOHMH's guidance.

Heat Illness Data Collection

The DOHMH will review workers' compensation claims filed by NYC employees to identify patterns related to heat exposure. The DOHMH will also study whether heat-related illnesses should become reportable under the NYC Health Code, including whether reports should identify the worker's employer and work location. If the DOHMH determines that such reporting would benefit public health, it may propose amendments to the Health Code to include heat-related illnesses among the "Diseases and Conditions of Public Health Interest That Are Reportable."

Construction Incident Reporting

During periods of high heat, the DOB will notify and remind property owners, contractors, subcontractors and others responsible for construction sites of their existing obligation to report heat-related incidents occurring on construction sites requiring emergency medical transport or immediate emergency care at a hospital or off-site medical clinic.

Access to Heat Relief Resources

During periods of high heat, NYC agencies will enforce existing laws intended to improve access to public restrooms for outdoor workers, including the requirement that restaurants allow food delivery workers to use restroom facilities. Agencies will also provide workers with information about public bathrooms, cooling centers, drinking fountains, shaded locations and other resources that offer relief from extreme heat.

Next Steps for Employers

Affected employers should review existing heat illness prevention practices to ensure workers have appropriate access to water, rest, cooling measures and understand emergency response procedures during periods of extreme heat. Although the EO does not impose new compliance obligations on private employers, employers with outdoor workers or employees exposed to high-heat indoor environments should monitor the forthcoming DOHMH guidance and any future recommendations from the DOB, particularly those in the construction industry, for best practices.
