

## Article XI.

# Contractor Requirements for the Mitigation of Heat-Related Illnesses and Injuries in the Workplace

### Sec. 18-411. Declaration of policy.

- A. It is the policy of the City of Phoenix that any contractor whose employees and contract workers perform work in an outdoor environment under a City contract, lease or license must utilize heat safety and mitigation plans to prevent heat-related illnesses and injuries in the workplace.
- B. The purpose of this article is to address a serious public health concern in the City of Phoenix and to take measures to protect the outdoor workforce.
- C. It is acknowledged that the Federal Occupational Safety and Health Administration (OSHA) has published an advanced notice of proposed rulemaking to address heat injury and illness prevention in outdoor and indoor work settings. It is also acknowledged that no State standard or regulation addressing the mitigation of heat-related illnesses and injuries in the workplace is currently codified and in effect within the State of Arizona. It is further acknowledged that, if OSHA ultimately adopts a rule or the Arizona Legislature enacts heat mitigation workplace legislation, then enforcement of this article may be preempted by Federal or State law. (Ord. No. G-7241, § 2, 2024)

### Sec. 18-412. Definitions.

In addition to the definitions set forth in Section [18-3](#), in this article, unless the context otherwise requires:

"City" means the City of Phoenix.

"Contractor" means any person or entity that is a party to a City contract, City lease or City license (collectively a "contract").

"Heat mitigation" means the implementation of preventative and proactive measures by contractors to provide protection and relief from heat hazards when working on City-owned, City-leased or City-licensed property including on any City streets or dedicated rights-of-way.

"Outdoor environment" means a City-owned, City-leased or licensed location where work activities are conducted outside. The term also includes locations such as sheds, tents, greenhouses, or other structures including jet bridges to aircraft where work activities are conducted inside but the temperature is not managed by devices that reduce heat exposure and aid in cooling, such as air conditioning systems.

"Subcontractors" means a firm, partnership, corporation or combination thereof having a direct contract with the contractor for all or any portion of the work that is the subject of the City contract. For purposes of this article, subcontractors include sublessees and sublicensees. (Ord. No. G-7241, § 2, 2024)

## **Sec. 18-413. Requirements of contractors.**

A. *Required contract language.* The following clause is required to appear in all contracts between the City and the contractor and contracts between the contractor and its subcontractors, sublicensees and sublessees:

Any contractor whose employees and contract workers perform work in an outdoor environment under this contract must keep on file a written heat safety plan. The City may request a copy of this plan and documentation of all heat safety and mitigation efforts currently implemented to prevent heat-related illnesses and injuries in the workplace. The plan must also be posted where it is accessible to employees. At a minimum, the heat safety and mitigation plan and documentation required under this provision shall include each of the following as it relates to heat safety and mitigation:

1. Availability of sanitized cool drinking water free of charge at locations that are accessible to all employees and contract workers.
2. Ability to take regular and necessary breaks as needed and additional breaks for hydration.
3. Access to shaded areas and/or air conditioning.
4. Access to air conditioning in vehicles with enclosed cabs. All such vehicles must contain functioning air conditioning by no later than May 1, 2025.
5. Effective acclimatization practices to promote the physiological adaptations of employees or contract workers newly assigned or reassigned to work in an outside environment.
6. Conduct training and make it available and understandable to all employees and contract workers on heat illness and injury that focuses on the environmental and personal risk factors, prevention, how to recognize and report signs and symptoms of heat illness and injury, how to administer appropriate first aid measures and how to report heat illness and injury to emergency medical personnel.

The contractor further agrees that this clause will be incorporated in all subcontracts with subcontractors, sublicensees or sublessees who may perform labor or services in connection with this contract. Additionally, the contractor agrees to require all subcontractors, sublicensees or sublessees to include this clause in all contracts with any third party who is contracted to perform labor or services in connection with this contract. It is the obligation of the contractor to ensure compliance by its subcontractors.

- B. *Documentation.* In addition to the documents required in subsection [A](#) of this section, upon request contractors shall provide additional documentation verifying that mitigation efforts to protect against heat related illness or injury in the workplace are being utilized.
- C. *Monitoring.* The department primarily responsible for managing any contract covered by this article shall monitor compliance with the provisions of this article. (Ord. No. G-7241, § 2, 2024)

### **Sec. 18-414. Failure of contractors to comply.**

A contractor who fails to comply with the provisions of this article after receiving notice and an opportunity to cure shall be subject to those sanctions allowed by law including, but not limited to, cancellation, termination, suspension of the contract, or suspension or debarment in accordance with Chapter [43](#), Article [IX](#). (Ord. No. G-7241, § 2, 2024)

### **Sec. 18-415. Administrative responsibility.**

City departments shall include the requirements of this article as expressed in Section [18-413](#) in all bids, proposals, written quotes, contractual agreements, leases, licenses or requests for qualifications. (Ord. No. G-7241, § 2, 2024)

### **Sec. 18-416. Exclusions.**

This article does not apply to any City contract, City lease or City license with any other governmental agency. (Ord. No. G-7241, § 2, 2024)

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**The Phoenix City Code is current through Ordinance G-7363, passed February 19, 2025.**

Disclaimer: The City Clerk's Office has the official version of the Phoenix City Code. Users should contact the City Clerk's Office for ordinances passed subsequent to the ordinance cited above.

[City Website: www.phoenix.gov](http://www.phoenix.gov)

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