



To: Chairman Verrelli and Members of the Assembly Labor Committee
From: Eileen Kean, State Director NFIB

February 20, 2025

A 5022- NFIB Opposes Mandated Heat-Related Injury Plan

NFIB, New Jersey's largest small business association opposes A-5022 which establishes a heat stress standard for the workplace. NFIB members are the businesses that occupy the storefronts of every Main Street and the commercial strip malls that we drive past every day. The majority of members have under 20 employees and a significant percentage have under 10 employees.

While we appreciate the intentions of the bill, NFIB is strongly opposed to the proposal because it is redundant. OSHA already has a general provision related to worker safety that has been effective in protecting workers from unsafe conditions, including excessive heat. Currently, OSHA is working on more specific heat-related standards, so moving this legislation is unnecessary. Allowing New Jersey's Department of Labor to create standards and develop two-tiered safety rules would add to why this state is the costliest place to run a business in the country. New Jersey doesn't need to become an outlier on yet another labor mandate. Furthermore, it is outrageous that an organization with a collective bargaining agreement is now exempt from the bill.

As the bill is drafted every business in New Jersey regardless of size, or type of business will be required to draft and implement, with employee participation, a heat-related illness and injury prevention plan. The Department of Labor will have the right to enter and inspect places of employment to ascertain compliance and violations. OSHA rules already allow for inspection. Also, the first violation of the proposed bill can be as high as \$5,000 per each alleged individual violation.

NFIB respectfully requests that you vote NO on S-2822. If you have questions,
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