

October 9, 2025
121 N. LaSalle Street Chicago, IL 60602

Re: Opposition to Proposed Heat Illness Prevention Ordinance (SO2023-0004210)

Dear Honorable Member of City Council,

On behalf of the undersigned business associations representing thousands of employers with hundreds of thousands of employees across Chicago, we respectfully voice our **strong opposition** to the proposed Heat Illness Prevention in Outdoor Places of Employment Ordinance ([SO2023-0004210](#)) as currently drafted.

While well intended, our members currently safely follow heat protection practices specific to the uniqueness of each industry. Mandating a **“one size fits all” solution is unfeasible**, would **significantly disrupt safe operations** for businesses of all sizes, will **create competitive disadvantages** that ultimately discourage legitimate businesses from operating in Chicago, and all without basis of public need or clear evidence of improved outcomes. These issues include:

- **Rigid and Arbitrary Work Stoppages**
- **Excessive Supervisory Duties**
- **No Guards Against Abuse**
- **Unclear Language**
- **Disproportionate Fees and Punishments**
- **Costly and Damaging Liability Risk**
- **Inconsistent and Arbitrary Carveouts**
- **Unreasonable and Arbitrary Standards**

Further, the ordinance **regressively harms mid-sized and small businesses**, with increased liability provisions alone driving up insurance costs, forcing businesses to pass these expenses to Chicago residents or scale back services in Chicago altogether.

In addition to its needlessly damaging impacts on Chicago’s businesses and residents, this ordinance represents an **unfunded mandate for Chicago taxpayers**. As currently written, it imposes significant new oversight, enforcement, and administrative requirements on City agencies, yet it provides no dedicated funding to support these mandates, adding further strain to a budget already facing serious shortfalls.

We urge you to oppose this ordinance in its current form and instead work with all stakeholders to create legislation that truly strengthens our workforce while expanding the economic vitality of our great city.

Thank you for your consideration.

Associated Builders and Contractors
Illinois Manufacturers’ Association
Black Contractors Owners and Executives
Building Owners & Managers Association of Chicago
Chicagoland Chamber of Commerce
Chicagoland Women in Roofing
Chicago Roofing Contractors Association
Chicago UNIDOS in Construction
Hispanic American Construction Industry Association
Home Builders and Remodelers Association of Illinois

Illinois Hispanic Chamber of Commerce
Illinois Hotel and Lodging Association
Illinois Movers' and Warehousemen's Association
Illinois Railroad Association
Illinois Retail Merchants Association
Illinois Restaurant Association
Illinois Trucking Association
Landscape Illinois
National Federation of Independent Business
Women Construction Owners & Executives