ORDINANCE G-7402

AN ORDINANCE AMENDING ORDINANCE G-7241 TO INCLUDE PROPOSED REVISIONS TO PHOENIX CITY CODE CHAPTER 18, ARTICLE XI, SECTION 18-413(A) RELATED TO THE REQUIREMENT TO POST HEAT SAFETY PLANS.

BE IT ORDAINED BY THE COUNCIL OF THE CITY OF PHOENIX as follows:

SECTION 1. That Chapter 18, Article XI, Section 18-413(A) is hereby amended and revised to clarify language for contractor requirements related to the posting of heat safety plans as follows:

ARTICLE XI.
CONTRACTOR REQUIREMENTS FOR THE MITIGATION OF HEAT-RELATED ILLNESSES AND INJURIES IN THE WORKPLACE.

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Sec. 18-413. Requirements of contractors.

A. *Required Contract Language.*

The following clause is required to appear in all contracts between the City and contractor and contract between the contractor and its subcontractors, sublicenses, and 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 IN ENGLISH AND SPANISH ON A BULLETIN BOARD IN A BREAK ROOM where it is accessible to employees. IF A CONTRACTOR DOES NOT HAVE A BREAK ROOM, THE HEAT SAFETY PLAN MUST BE PHYSICALLY PLACED IN A CONSPICUOUS LOCATION IN THE WORKPLACE WHERE NOTICES TO EMPLOYEES ARE CUSTOMARILY POSTED. THE HEAT SAFETY PLAN MUST ALSO INCLUDE A CONTACT NUMBER OF THE CONTRACTOR THAT ALL EMPLOYEES AND CONTRACT WORKERS CAN CALL IF THEY NEED TO INQUIRE OR REPORT ANY HEAT SAFETY ISSUES. 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, 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.

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SECTION 2. That other than the amendments and revisions provided in Section 1 above, all language in Ordinance G-7241 shall remain in full force and effect.

PASSED by the City Council of the City of Phoenix this 2nd day of July, 2025.

MAYOR

07/03/2025
Date

ATTEST:

Denise Archibald, City Clerk

APPROVED AS TO FORM:
Julie M. Kriegh, City Attorney

By: Micah Ray Alexander

Assistant Chief Counsel Micah R. Alexander

DRL

REVIEWED BY:

Jeffrey Barton, City Manager

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