

From: [Ana Maria Campoy](#)
To: [Gaw, David \(LNI\)](#); [Shute, Carmyn L \(LNI\)](#)
Subject: Outdoor Heat Exposure Stakeholder Response
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External Email

Dear L&I,

Thank you for all the research and public comment you are taking surrounding heat exposure rulemaking. In response to the August 4 meeting surrounding break/rest times. My questions are as follows:

- Many farmworkers are paid by piece (how much they pick or pack) rather than by the hour. How are their livelihoods being protected in regards to their wages? It is concerning to think how that can be held over a worker's head so they chose to work rather than take their protected rest.
- The law covers that employers must provide shade and cool-down periods, but it does not link the two. The language should be more explicit in connecting the two. It is crucial that farmworkers have shade while cooling down or during outdoor breaks, due to the temperature average of the fields being 8-10 degrees hotter than the listed temperature.
- What language in the rule is preventing employers from retaliating against workers who take more breaks to others due to necessity? What protections are in place for workers who may need more breaks due to their physical needs? Farmworkers in Washington are as young as 12 and older than 70-- this covers various bodies size, ability, and pregnancy.
- If a worker has been exposed to heat stress, what languages are there ensuring or providing steps for the employer to readdress breaks and shade/further prevent heat stress? If they are also providing housing to those farmworkers-- do they need to provide additional support to prevent heat stress from on-going? (Providing shade structures, cooling bands, or hydration packs?)

Thank you so much for this work in protecting Washignton's laborers. Farmworkers feed us all and deserve safety, equity, and dignity.

Best,
Ana María Campoy
she/her/hers

[*WashMasks*](#)

Artists and educators supporting Washington's farmworkers and rural communities through mutual aid.

Support our heat stress prevention donation drive [here](#).

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