



MASSACHUSETTS DEPARTMENT OF LABOR STANDARDS

Minimum Heating Guidelines

Massachusetts General Law Section 113, Chapter 149 requires that adequate heat be provided from October 15 through May 15:

"Every factory, workshop, manufacturing, mechanical and mercantile establishment, railroad freight house, railway express terminal, public garages and premises used by express, trucking, and transportation companies, and any other building in which a person is employed, other than a building under construction, shall be well lighted, well ventilated, and kept free from unsanitary conditions. The work rooms therein in actual use shall be properly heated during the period from October 15 to May 15, according to reasonable rules and regulations adopted by the Department establishing minimum requirements with reference thereto;"

Thermal comfort can depend upon the type of activity conducted by employees, humidity, indoor and outdoor temperature differences, radiant heat, and ventilation. Industry design guidelines establish the following temperatures for employee comfort:



Minimum Heat Guidelines¹

Factories	60-68 °F depending on activities
Foundries	50 °F
Machine Shops	60 °F
Offices	66-68 °F
Restaurants	62 °F
Schools	66-68 °F in classrooms
Stores	66-68 °F

References:

1 Guidelines developed based on ASHRAE 55-2013 "Thermal Environmental Conditions for Thermal Occupancy." and validated using the *Thermal Comfort Tool* developed by the University of California at Berkeley's Center for the Built Environment.

**For additional resources or to contact DLS, visit:
mass.gov/info-details/safetyworks-resources**