

BEAT THE HEAT: **ORGANIZING FOR RELIEF AND CHANGE IN AN** **OVERHEATING PLANET**

Why talk about heat? The issue:

Of all types of weather, extreme heat is the most fatal. 489,000 people die each year due to extreme heat, and 18,970 deaths annually are attributed to workers exposed to dangerous temperatures.¹

The problem is not going away. In fact, due to the climate crisis, it is getting much worse. Over the last year, 4 billion people — about 49% of the global population — experienced at least 30 additional days of extreme heat. Studies show that climate change has at least doubled the number of extreme heat days in 195 countries around the world.²

Low- and moderate-income people are hit hardest by extreme heat days – in their homes and on the job – reducing life expectancy, making people ill and exposing people to dangerous working conditions. . Infants, pregnant mothers and the elderly are especially vulnerable³ but anyone who is unable to escape the heat – whether it's due to work or faulty housing is at risk.

¹ Extreme Heat is the Deadliest Weather Disaster, Scientific American, July 26, 2024 <https://www.scientificamerican.com/article/extreme-heat-kills-hundreds-of-thousands-worldwide-each-year/>

² Climate Central, Red Cross Red Crescent Climate Centre, World Weather Attribution "Climate Change and the Escalation of Global Extreme Heat: Assessing and Addressing the Risks" May 30, 2025 https://assets.ctfassets.net/cxgsgtp8r5d/4xsn9TLNNtmuTOTzNr2Tx/43dfdaed84074d4e4f481eeff0fbbff/Report_Climate_Change_and_the_Escalation_of_Global_Extreme_Heat_Heat_Action_Day_2025_.pdf

³ Gronlund, Carina J. "Racial and Socioeconomic Disparities in Heat-Related Health Effects and Their Mechanisms: a Review" Current Epidemiology Report, July 1, 2014 <https://link.springer.com/article/10.1007/s40471-014-0014-4>

Around the planet, ACORN International affiliate members are feeling the heat, and organizing to protect themselves and their communities from a growing climate crisis.

What we're seeing:

Temperatures above 35°C/95°F are considered dangerous to human health.⁴ In cities across India, members of the ACORN-affiliated Gig Workers Association are expected to work in temperatures that have surged much higher – from 42°C to a record high of 51°C in Delhi in June 2025 (108-123°F).

The Gig Worker Association is an all-India network of platform-based gig workers – mainly providing delivery services in some of the world's busiest and hottest cities. Delivery workers associated with online platforms work long hours without guaranteed rest zones, paid heat breaks, or basic heat safety protocols.⁵ Heat-induced headaches, UTIs, stress, and fatigue are frequently reported.⁶

In June 2025, as the heat index climbed above 50°C, India's meteorological department issued a series routine "red" warnings, urging citizens of Delhi to avoid the outdoors, especially at mid-day. However, Delhi-based delivery workers were told to report for delivery work from noon to 4pm. One⁷ described the situation for many gig workers: "The company has made it mandatory to log-in for 3.5 hours between 12-4 PM during the hottest time of day to get incentives." Ironically, the phones that workers use for their work routinely break down due to the extremely high temperatures.⁸

"The company doesn't care whether we survive or not, they just want the deliveries done."⁹

- Gig Worker Association member¹⁰ in Delhi, June 2025

Extreme heat is one of many on-the-job risks faced by sugarcane workers affiliated with ACORN Cameroon. Cameroon's industrial agriculture sector alone accounted for 26.4% of work-related

Graphic produced by ACORN Gig Workers Association on the dangers posed by working in extreme heat



⁴ United Nations University, April 3, 2024, "5 Critical Observations on Unbearable Heat and Human Health" <https://unu.edu/ehs/series/5-critical-observations-unbearable-heat-and-human-health>

⁵ Gig Worker's Association Press Release, June 25, 2025 "CoolDeliveries: Campaign launches to Amid 45C Heat Wave to Demand Safety and Protection for Platform Gig Workers from Heat Stress and Extreme Climate Event"

⁶ Gig Worker's Association and Amazon India Workers Union, June 2025 "Climate, Delivery Work and Accountability: A Consumer's Guide" <https://www.instagram.com/p/DKmYcdANkml/?igsh=M2ptaWp6M2EYeXRm>

⁷ Name withheld to protect against employer reprisals

⁸ Gig Worker Association Press Release, June 25, 2025 "DELHI'S HEATWAVE vs. SWIGGY'S 3.5-HOUR MINIMUM SHIFTS"

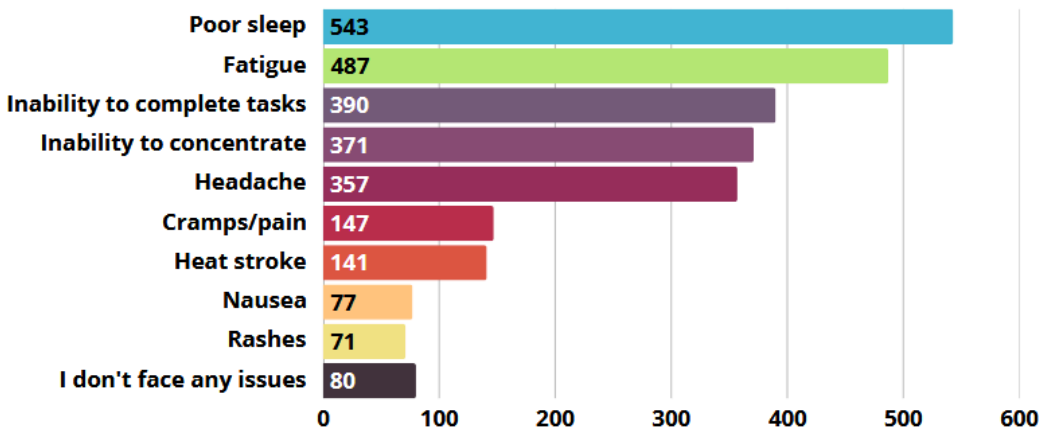
⁹ Joint Press Release Gig Worker Association, Amazon India Workers Union, Youth For Climate India, June 11m 2025 "CoolDeliveries: Campaign launches to Amid 45 C Heat Wave to Demand Safety and Protection for Platform Gig Workers from Heat Stress and Extreme Climate Events"

¹⁰ Name withheld to protect against employer retribution

accidents. The ACORN-affiliated Syndicat des Travailleurs Saisonniers de la Filière Canne à Sucre de la Haute Sanaga estimates that the Cameroon Sugar Corporation (SOSUCAM), which holds a monopoly on sugar production in the country, is responsible for about a hundred work-related accidents per year on its plantations and in its factories - 90 percent of which were never compensated. Working in extreme heat has led to workers losing consciousness on the job.¹¹

Canada is not normally seen as a global hot-spot but the climate crisis and poor housing design has left many tenants struggling with extreme heat. On average, Canada is warming at twice the global rate¹² and extreme heat events are becoming common. ACORN Canada’s 2025 report “[Crumbling apartments in a warming world](#)” details the troubling ways this impacts low and moderate tenants in multiple Canadian urban centres: Greater Vancouver, Greater Toronto-Hamilton, Ottawa, London, Greater Halifax, Calgary, Winnipeg, Moncton and Fredericton. Only 9% of surveyed tenants stated that they are not impacted by extreme heat and most reported poor sleep (74%), fatigue (66%) and headache (48%).¹³

i. Health issues due to maintenance issues in the building.
(Checklist question - Tenants could choose more than one option)



“I feel that it has become suffocating. I have to go outside. I have to go outside for some fresh air. You can’t stand here. It’s like the rooms are on fire,”
Millicent Parke, ACORN Member residing at 2277 Kipling Avenue in Toronto¹⁴

“For the seniors and disabled residents in these buildings, who are isolated and facing rent increases, a big heat wave can be deadly.”
Abi Martin, ACORN Member in Calgary¹⁵

ACORN members in France face similar challenges. France has repeatedly broken extreme heat records over the last five years and the French Government predicts that this will only become more common. The frequency of heat waves is expected to double between now and 2050.¹⁶

¹¹ Syndicat des Travailleurs Saisonniers de la Filière Canne à Sucre de la Haute Sanaga, November 2023, “Accidents Du Travail À Répétition Dans Les Plantations De Cannes À Sucre” https://uploads.strikinglycdn.com/files/3114b990-2cf2-4974-af1a-55c4b69ec15e/2023_11_rapport%20accidents%20travail%20sosu_compressed.pdf
¹² Standards Council of Canada webpage, June 2025, “Urban Heat” <https://scc-ccn.ca/areas-work/climate-and-sustainability/urban-heat>
¹³ ACORN Canada, May 28, 2025, “Crumbling Apartments in a Warming World: Tenants in an Energy Cost Crisis” <https://acorncanada.org/wp-content/uploads/2025/05/ACORN-Crumbling-Apartments-in-a-Warming-World-Report.pdf>
¹⁴ Marcelo, Breanna, June 26, 2024 “The rooms are on fire.” Toronto residents are calling on the city to implement a max temperature bylaw ahead of next heat wave” NOW Magazine <https://nowtoronto.com/news/the-rooms-are-on-fire-toronto-residents-are-calling-on-the-city-to-implement-a-max-temperature-bylaw-ahead-of-next-heat-wave/>
¹⁵ CityNews Staff, August 1, 2024 “Housing advocates lobby Calgary for maximum heat bylaw” CityNews Calgary <https://calgary.citynews.ca/2024/08/01/calgary-maximum-heat-bylaw/>
¹⁶ Garric, Audrey, June 8, 2023, “France adopts its first heat wave management plan” Le Monde https://www.lemonde.fr/en/environnement/article/2023/06/08/france-adopts-its-first-heat-wave-management-plan_6030577_114.html

Extreme heat is an extreme risk for tenants in French cities like Lyon, Marseille, and Grenoble. Of the 325,000 homes in Lyon, 10% can be classified as “passoires thermiques”, according to the municipal government¹⁷. In other words, ovens. The problem is especially acute in neighborhoods classified as “sites patrimoniaux remarquables” (significant historical sites), a planning designation which landlords use as an excuse to dismiss tenant concerns, falsely claiming that even modest building improvements are forbidden by law. Instead, units are transformed into furnaces thanks to windows without shutters, poorly insulated walls, lack of ventilation and poorly renovated attic spaces. When temperatures exceed 35°C outside, our members face temperatures that reach over 40°C inside.

Tenant members of the ACORN-affiliated Locataires Ensemble report insomnia, discomfort, physical exhaustion and heat stress. In June, as temperatures in Lyon reached 40°C (104°F), residents taped bed sheets to their windows in a desperate attempt to mitigate the heat, and were told by their landlords that window shutters and fans would not be installed. Some tenants were forced to leave their homes as they remained dangerously hot into the evening.

« On redoute presque l'été, en fait. Surtout qu'il arrive de plus en plus tôt. On est presque fin mai. Il peut durer jusqu'à mi-septembre. » (« We're almost dreading summer, actually. Especially since it's coming earlier and earlier. It's almost the end of May. It can last until mid-September. »)

Romain Vallet, Locataires Ensemble ACORN Member, Lyon¹⁸



In summer, our homes — unsuited to climate change — become heat traps and are uninhabitable for nearly two months a year. If the landlord doesn't install the equipment needed to make the home livable, then I don't see why I should be paying rent for an unlivable place.

Salim Poussin, Locataires ensemble ACORN France¹⁹

The problems of heat are exacerbated in poorly designed and aging buildings where low and moderate-income tenants often live. Retrofitting has the potential to make housing more livable and significantly reduce the carbon emissions that fuel the climate crisis²⁰. While governments across Europe, the UK and Canada have acknowledged the need for retrofitting in light of the climate crisis, retrofit programs are often inadequate, underfunded or fail to include renters or consider their concerns.

In England alone, 52% of homes— equivalent to 13.1 million properties— require energy efficiency upgrades to meet national standards.²¹ In the report “Retrofit for the Future” ACORN the Union and campaign partners note the urgent need for government investment – but also emphasize that resident voices are too often ignored. They note that previous government programs often produced unintended problems for residents: heat pumps installed without increasing insulation led to higher energy bills, poorly installed insulation caused mold issues later on. The largest barrier for tenants, however, is fear – of rent increases or eviction. ACORN the Union’s own research found that 11% of tenants were issued an eviction notice after raising a repair issue and 57% of respondents had a rent rise in the previous 12 months. For too many moderate-income tenants and homeowners, retrofits that would make their

¹⁷ Lefèvre, Florian, June 25, 2025 [Canicule : le calvaire des locataires des Pentes de la Croix-Rousse](https://www.rue89lyon.fr/2025/06/25/pentes-de-la-croix-rousse-le-calvaire-des-locataires-en-temps-de-canicule/) Rue89Lyon, <https://www.rue89lyon.fr/2025/06/25/pentes-de-la-croix-rousse-le-calvaire-des-locataires-en-temps-de-canicule/>

¹⁸ FranceTVDirect broadcast, June 30, 2025 “[Canicule : bouilloires thermiques, des logements qui surchauffent](#)”

¹⁹ Testimonial provided to ACORN Locataires Ensemble, June 2025

²⁰ The International Energy Agency estimates that retrofitting buildings with energy-efficient operations could reduce global carbon emissions by up to 6.1 gigatons by 2050.

²¹ [Retrofit for the Future website](https://retrofitforthefuture.co.uk), June 2025 <https://retrofitforthefuture.co.uk>

homes more livable inevitably lead to increased costs they can't afford or permanent displacement through renoviction.

In Edinburgh Scotland, ACORN-affiliate Living Rent organized residents in Lochend are dealing with this conundrum. Lochend-Restalrig is one of the most deprived areas of Edinburgh, with a high percentage of residents in fuel poverty, and homes in poor condition. The energy efficiency is generally poor and some of the oldest blocks are entirely uninsulated.²² Residents were, at first, happy to learn that Edinburgh Council was planning energy retrofits despite a lack of consultation. However, that soon changed as it became clear that the retrofits would result in significant upheaval and costs (between £10k and £40k for each resident). Some Living Rent ACORN members lost their homes following renovictions. There were long unexplained delays and so little clarity that people felt (and feel) like their lives have been upended for months. The costs, expected to be borne by residents, were far more than many could afford.

"It's not okay, it's not normal, and it's certainly not a just transition."

Mel Esquerre, ACORN Living Rent member and Lochend Resident²³

ACORN Canada members also feel they are forced to choose between retrofits that would make their homes livable and costs they cannot afford. When asked if they were concerned about rent increase because of energy efficiency repairs, two-thirds of tenants said they were extremely or somewhat concerned. Moreover, they find that, even though they are asked to bear the cost of energy efficiency repairs, they do not see any improvement in their homes. Among members who saw energy efficiency repairs in their buildings 54% said that the repairs were not helpful.²⁴

The \$130 million (CDN) financing agreement between the government-sponsored Canadian Infrastructure Bank (CIB) and corporate landlord Avenue Living was a clear example of a retrofit program designed without tenants in mind. Under the agreement Avenue Living conducted essential energy retrofits and upgrades to housing for tenants, while the federal government backed the initiative with substantial funds as part of an overall push to curb GHG emissions. . 78% of tenants told ACORN in a later survey that they wanted to see retrofits in their buildings if there were rules about landlords not being allowed to make excessive rent increases. However, in the absence of such rules, tenants were hit with large rent increases. 16% of tenants were forced to move and further 55% said they could "barely afford" to pay.²⁵

"I don't know what to do. We need governments to stand up and take notice of what's happening to the people, because this is something where they have to get involved and restrain these corporations."

Sandra McCrone, ACORN Calgary Member, Avenue Living Tenant²⁶

Some national governments are not only failing to meet the crisis, they are actively dismantling the structures and schemes that people rely on to survive extreme heat. In the United States, [the LIHEAP \(Low Income Home Energy Assistance Program\) is in crisis](#). In Donald Trump's first term as president, the

²² Living Rent, June 2025 "Lochend MTIS: A retrofit case study" https://assets.nationbuilder.com/livingrent/pages/5301/attachments/original/1747822910/Lochend_MTIS_A_Retrofits_Case_Study_Living_Rent.pdf?1747822910

²³ McDonald, Fiona, May 22, 2025, "Tenants' union calls on politicians to intervene in retrofit scheme" Deadline News <https://www.deadlinenews.co.uk/2025/05/22/tenants-union-calls-on-politicians-to-intervene-in-unjust-retrofit-scheme/>

²⁴ ACORN Canada, May 28, 2025, "Crumbling Apartments in a Warming World: Tenants in an Energy Cost Crisis" <https://acorncanada.org/wp-content/uploads/2025/05/ACORN-Crumbling-Apartments-in-a-Warming-World-Report.pdf>

²⁵ ACORN Canada, April 2024, "Rent gouging and retrofits: Tenants' perspective of the CIB financing deal with Avenue Living" <https://acorncanada.org/wp-content/uploads/2024/04/Retrofits-Rent-Gouging-Report.pdf>

²⁶ Gonzalez, Ximena, June 11, 2024 "Landlords in Alberta are using government-funded climate retrofits as an excuse to hike rents" Ricochet Media <https://acorncanada.org/news/ricochet-landlords-in-alberta-are-using-government-funded-climate-retrofits-as-an-excuse-to-hike-rents/>

Republican administration proposed steep cuts to LIHEAP, but in the face of bipartisan pushback, the White House ultimately backed off.²⁷ Now under Secretary Robert Kennedy, Jr. all of the staff administering the \$4.1 billion Congressional allocation have been laid off, so there is no way for the remaining funds to be distributed this summer. Historically, over the last more than 40 years of the program's existence 90% of the funds have been used to support heating assistance for families in the winter with the rest for summer cooling. With climate change, more is needed for summer crises, even while the Trump administration is playing political games with the program to deny people desperately needed funding.²⁸ The program is not an entitlement and the money runs out way before the end of each fiscal year.

The Trump administration has also made dramatic cuts to the Federal Emergency Management Agency and Trump and other administration officials at one point claimed they planned to eliminate the agency altogether. Though the Administration has now backed away from such plans, FEMA has been devastated by staffing cuts* and the entire department is now "under review"* Meanwhile, people are at risk. FEMA officials reported bureaucratic obstacles as they scrambled to respond to Texas flooding in July* and 20 States are suing to restore cut programs.*

In another action, by executive order Trump has jeopardized the Occupational Safety and Health Administration (OSHA) protections mandating additional breaks triggered by high temperatures for agricultural and other outdoor workers.²⁹ Meanwhile, under the leadership of billionaire Trump donor Elon Musk, the Department of Government Efficiency has fired staff researching the impacts of extreme heat at the National Institute for Occupational Safety and Health (NIOSH) the National Integrated Heat Health Information System (NIHHIS) and The Centers for Disease Control and Prevention (CDC).³⁰

What we need to see:

ACORN affiliates have demands that are as diverse and varied as the countries where they operate. However, there are recurring themes:

- Governments, employers and landlords must recognize that extreme heat is the new normal – and that heat waves and record heat days will only get more common with each passing year.
- Urgent action is needed to reduce carbon emissions and mitigate the climate crisis.
- Low and moderate income-earners face the worst impacts of an overheating world and therefore require the most support – not added costs or risks to their homes and livelihoods.
- Any programs to alleviate heat or mitigate the climate crisis will fail unless low- and moderate-income people are organized, involved and respected.

Cameroon:

In January 2025, 4000 members of the ACORN-affiliated Syndicat des Travailleurs Saisonniers de la Filière Canne à Sucre employed by SOSUCAM went on strike with a broad call for better pay and safer working conditions. After two weeks of peaceful protest, SOSUCAM called in 400 special forces officers with armored vehicles, resulting in the death of union member Gaston Djora and injuries to 11 others.

²⁷ Benen, Steve, April 2, 2025 "Trump's latest cuts put energy aid for low-income households in jeopardy" MSNBC online

<https://www.msnbc.com/rachel-maddow-show/maddowblog/trumps-latest-cuts-put-energy-aid-low-income-households-jeopardy-rcna199305>

²⁸ Plumer, Brad, April 2, 2025, "Entire Staff Is Fired at LIHEAP", The New York Times <https://www.nytimes.com/2025/04/02/climate/trump-layoffs-energy-assistance-liheap.html>

²⁹ Surma, John, February 4, 2025 "Trump's 2025 Regulatory Freeze Affects OSHA Standards" National Law Review <https://natlawreview.com/article/trump-administrations-regulatory-freeze-pending-review-pauses-oshas-rulemaking-heat>

³⁰ Shah, Simone, June 16 2025, "What's At Stake This Summer As Trump Targets Heat Experts", TIME Magazine <https://time.com/7294598/whats-at-stake-this-summer-trump-cuts-heat-climate-experts/>

SOSUCAM made modest concessions on wages after the strike but they have still refused to formally recognize the worker's union. They continue to demand:

- Decent work = Decent pay
- More protection = Fewer deaths
- Inclusive collective bargaining
- A stop to union repression³¹

Specifically, for the safety and health of workers on the job they demand:

- A plan that allows agricultural workers to work at their full capacity
- Ensuring victims of workplace accidents who are fit to work return to positions suited to their physical condition.
- Improved conditions at onsite Hospital care.
- Keeping accident victims who are not fit to work on sick leave.
- Making public environmental and social management plan and ensure that accident risks are taken into account, along with a concrete plan for appropriate management of these risks

Canada:

In municipalities across Canada, ACORN is running “Beat the Heat” campaigns focussed on key demands:

- A maximum heat bylaw that requires landlords to keep units below 26°C/78°F
- Cities to track heat related deaths and illnesses
- Programs to support tenants with the cost of running energy efficient AC/heat pumps³²

Other Canadian sections are focussed on demands for cooling subsidies, energy rebates and changes to property codes that will allow members to heat-proof their homes.³³



At a national level, ACORN Canada is calling on the federal government to move urgently on retrofit programs to address climate change but also to listen to tenants:

- All green infrastructure retrofit partnerships and agreements from the Canada Infrastructure Bank, Ministry of Housing, Infrastructure and Communities, or CMHC must include must include:
 - Affordability and anti-eviction covenants
 - Energy efficiency and mechanical cooling measures
 - Allowance of other improvements before energy efficiency and mechanical cooling
 - Require landlords to demonstrate benefits for tenants.

³¹ ACORN International website, June 2025 <https://acorninternational.org/acorn-affiliates/cameroon/strascas/>

³² Roué, Eddy, November 2024 powerpoint “LIEN Presentation: Ontario ACORN” https://www.lowincomeenergy.ca/wp-content/uploads/2024/11/ACORN-presentations_2024.pdf

³³ New Brunswick ACORN press release, June 25, 2025 “AC FOR ALL CAMPAIGN LAUNCH! NB ACORN says the time for cooler homes is NOW!” <https://acorncanada.org/news/ac-for-all-campaign-launch-nb-acorn-says-the-time-for-cooler-homes-is-now/>

- Signed agreements from the landlord made transparent to the tenants
 - Formal tenant participation
 - Community Benefit Agreements - Agreements signed by the financing entity, the landlord and the tenants.
- Mandate all Canadian Provinces implement Energy Poverty Programs that provide direct assistance to those in need.³⁴

VICTORY: ACORN Canada members compelled Municipal Councils in Hamilton and Toronto to create new programs for low income and vulnerable residents. A subsidy of up to \$350 (CDN) towards the purchase of an energy efficient air conditioner is now available in these Cities for low-income seniors in need.³⁵

VICTORY: In Alberta, ACORN tenant organizing forced the Canada Infrastructure Bank (CIB) to include affordability covenants in all retrofit financing deals. This means landlords must ensure housing remains affordable as they receive millions of dollars in federal funding for energy-efficient upgrades.³⁶

England and Wales:

ACORN the Union, along with their allies in the Retrofit For the Future Campaign, are calling on their Members of Parliament adopt a retrofit program that includes:



- Real effective rent control and an end to no-fault evictions. These are crucial pre-requisites to any program of retrofits – to ensure tenants are protected against eviction or unfair rent hikes.
- Rent freezes during renovations and for at least 2 years after them - longer in situations where a landlord has accessed a public grant don't have to pay for the increased energy bills during the renovations
- The right to enter your home while works are taking place
- Measurement of effectiveness, with the results made public and guaranteed and automatic compensation and remediation where savings and standards are not met. Contractors should be paid a fair amount for the work done, not the distorted ABS system based on unreal energy savings
- Investment in skilled workers and feedback from them on site visits *after* the completion of projects
- Compensation to residents, proportionate to losses and suffering and straightforward to obtain
- Effective sanctions, with checks to ensure firms do not dissolve and re-form

³⁴ ACORN Canada website, May 20, 2025 "Demand Tenant Protections from Global Warming!" https://acorncanada.org/take_action/tenant-justice-is-climate-justice-demand-environmental-protections-from-your-government/

³⁵ ACORN Hamilton press release, June 4, 2024, "ACORN Hamilton and allies win expansion of subsidized AC support program for low-income tenants" <https://acorncanada.org/news/acorn-hamilton-and-allies-win-expansion-of-subsidized-ac-support-program-for-low-income-tenants/>

³⁶ ACORN Canada Annual Report 2024, February, 2025 <https://acorncanada.org/wp-content/uploads/2025/02/ACORN-Annual-Report-2024.pdf>

France:

ACORN-affiliate Locataires Ensemble is demanding the inclusion of an unconditional requirement for landlords install shutters and fans in overheating homes, at their own expense in France's Public Health Code. This should then be properly monitored and enforced.

Locataires Ensemble is also calling on municipal leaders, starting with the Mayor of Lyon, to urgently issue municipal decrees to ensure the health of residents which would require landlords to install equipment that will better regulate the heat.

Locataires Ensemble has also been a leading advocate for government action for accountable and ecologically responsible retro-fits, including:

- Comprehensive mapping of building energy efficiency to identify “leaky” inefficient buildings
- Support for tenants including subsidized energy audits and legal services
- Penalties for landlords who refuse to make needed upgrades³⁷

VICTORY: Locataires Ensemble retrofit organizing has compelled 7 of 10 targeted landlords to initiate the process of carrying out needed retrofit work in the building.³⁸



to

India:

ACORN India and the Gig Workers Association are demanding that India's Ministry of Labour and Employment app-based aggregators including Zomato, Swiggy, Blinkit, Zepto, Ola, Uber, Amazon:



Gig workers design and distribute heat warning information. (Times of India)

- Recognize extreme heat as an occupational hazard and make worker safety non-negotiable.
- Provide climate hazard pay during red-alert heatwave days.
- Equip all delivery workers with protective gear such as UV-resistant clothing, caps, hydration kits (ORS), and access to clean water.
- Build or designate cooling/rest stations in high-traffic areas where workers can take shade during peak heat.
- Implement “no-penalty hours” during high-heat alerts. This will allow workers to slow down or pause without income loss or algorithmic punishment.
- Ensure all gig workers are covered by emergency medical insurance for climate-related health impacts.
- Revise delivery window to more realistic time targets
- Legally recognize gig workers as formal workers to ensure they are entitled to labor rights and are integrated into national social security schemes, providing them with health insurance, retirement benefits, and paid leave.

VICTORY: ACORN-affiliated Gig Workers Association in collaboration with union and environmental allies have compelled the Indian Meteorological Service to make heat warnings

³⁷ Territoire Zéro Logement Passoire, 2023, “Locataires precaires face aux propriétaires rentiers des logements passoires” <https://www.precarite-energie.org/wp-content/uploads/2023/11/tezelpa-rapport-denquete-tzlp-grenoble-2023.pdf>

³⁸ Territoire Zéro Logement Passoire, 2023

accessible to workers in the informal sector – through community platforms, posters and handwritten notices at labour chowks.³⁹

Scotland:

ACORN-affiliated members of Living Rent in Lochend have specific demands around the retrofit project – but also as principles for future retrofitting:

- Reduce the cost of essential retrofit work for owner-occupiers by improving payment assistance plans with zero interest payment plans, grant funding, and a ceiling on potential bills.
- Include the community in decision making from the outset.
- Allow private tenants to remain in their homes⁴⁰

VICTORY: Living Rent members in Lochend have won policy changes that give private tenants more security and a right to remain in their home when their landlord decides to sell back to the council – and continue to organize.⁴¹



United States of America:

ACORN International is calling on the Trump Administration to:

- Immediately restore staffing to ensure proper administration of the Low-Income Home Energy Assistance Program.
- Instead of dismantling and undermining FEMA, strengthen and expand it to deal with more frequent natural disasters and the growing threat of extreme heat events
- Reverse DOGE staffing cuts to federal departments that have been developing strategies to address extreme heat – including cuts at the National Institute for Occupational Safety and Health (NIOSH), the National Integrated Heat Health Information System (NIHHIS) and the Centers for Disease Control and Prevention.
- Enact standards under the Occupational Safety and Health Administration that must, at a minimum, ensure worker's right to water, shade, rest breaks and training when working in temperatures over 90°F (32°F)⁴²

³⁹Agarwal, Priyangi, June 22, 2025 "Heatwave alerts to reach the most exposed group", *Times of India* <https://timesofindia.indiatimes.com/city/delhi/heatwave-alerts-to-reach-the-most-exposed-group/articleshow/121809139.cms/a24gk>

⁴⁰Living Rent, June 2025, online resource "Insulate Lochend open letter" https://www.livingrent.org/insulate_lochend_open_letter

⁴¹Living Rent, December 18, 2024, Press Release "Insulate Lochend Fairly: Win for private tenants!" https://www.livingrent.org/insulate_lochend_fairly_win_for_private_tenants

⁴²As of July 2025 OSHA is conducting a review of a new standard: "Heat Injury and Illness Prevention in Outdoor and Indoor Work Settings". Details are available here:

<https://www.federalregister.gov/documents/2024/08/30/2024-14824/heat-injury-and-illness-prevention-in-outdoor-and-indoor-work-settings>

ACORN affiliates in the US are also calling on local government to take steps to protect citizens during extreme heat events:

- **No water shut-offs** during any heat periods—not just those labeled “extreme” and lower water rates for households at 200% of the poverty rate or lower to enable the use water for cooling.
- **Special safety protocols** for children, students, and athletes during outdoor activities.
- **Direct human assistance** for all services, especially help with online forms and digital applications.
- **Public cooling spaces** that include take-home frozen packs—either homemade or professionally prepared.
- **Solar generators** to keep at least one room cool in homes without reliable power.
- **Pet safety education**: Promote ice packs and shaded hydration for animals during heat waves.

Join your local campaign. Organize.

Take Action. Demand Change.

Email Us to Join the Global Action

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