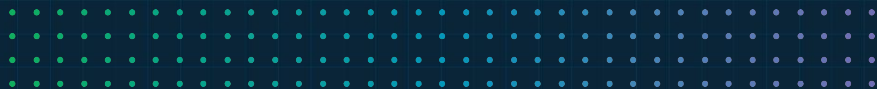




NATIONAL COMMISSION ON
**Climate and
Workforce Health**

Climate-Driven Health Threats: A Growing Workforce Risk



PRESENTED BY



WITH ADDITIONAL SUPPORT FROM

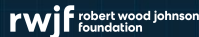




We know good health is good business.

Health Action Alliance is the
country's largest employer network
**operating at the intersection of
business and public health.**

FOUNDED IN 2021 BY



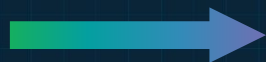
Casey's



As federal priorities rapidly shift, employers hold the key to climate and health resilience



Two-in-three
U.S. adults are
employed



Employers are an
untapped partner in
managing climate-
driven health threats

*We're mobilizing employers to lead on climate resilience by safeguarding their most important asset: **their people.***



NATIONAL COMMISSION ON Climate and Workforce Health



Senator Bill Frist, MD
Co-Chair
Former Majority Leader,
U.S. Senate;
Partner, Frist Cressey Ventures



Susan Potter
Co-Chair
President,
Mercer U.S. and Canada



Dr. Georges Benjamin
Executive Director, American
Public Health Association



Mollyann Brodie
EVP & Chief Operating Officer,
Executive Director of Public
Opinion and Survey Research, KFF



Charlotte Brody
Vice President,
BlueGreen Alliance



Dr. Brian Castrucci
President and CEO,
de Beaumont Foundation



Gary Cohen
President and Co-Founder,
Health Care Without Harm and
Practice Greenhealth



Dr. Howard Frumkin
Professor Emeritus,
University of Washington



Jason Glaser
CEO,
La Isla Network



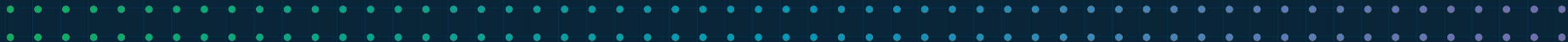
Jane Gilbert
Chief Heat Officer,
Miami-Dade County



Dr. J. Nadine Gracia
President and CEO,
Trust for America's Health



Dr. Pam Hymel
Chief Medical Officer,
Disney Parks & Experiences





NATIONAL COMMISSION ON Climate and Workforce Health



Dr. Vanessa Kerry
Special Envoy for Climate Change
and Health, WHO;
Co-founder and CEO,
Seed Global Health



Abner Mason
Chief Strategy and
Transformation Officer,
GroundGame.Health



Hakon Mattson
Chief Sustainability Officer,
Elevance Health



Linda McHugh
Executive Vice President,
Chief Experience & People Officer,
Hackensack Meridian Health



Dr. David Michaels
Former Assistant Secretary of
Labor for OSHA; Professor,
George Washington University
School of Public Health



Dr. Ranit Mishori
Director, Health and Safety
Directorate,
The World Bank Group



Dr. Judy Monroe
President & CEO,
CDC Foundation



Dr. Lisa Patel
Executive Director,
Medical Society Consortium
on Climate and Health



Dr. Adam Seidner
Chief Medical Officer,
The Hartford



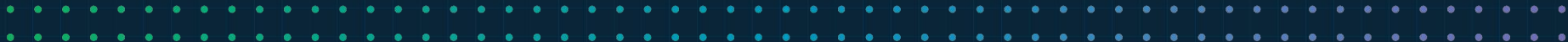
Lawrence Sloan
Chief Executive Officer,
American Industrial Hygiene
Association (AIHA)



Dr. Sohini Stone
Chief Medical Officer for
Global Employee Health,
Google



Dr. Tanisha Taylor
President,
ACOEM



The World Health Organization and more than 200 medical journals recognize that:

Climate impacts are the biggest single health threat facing humanity

These threats directly affect the *workforce* —and present a growing risk to business, productivity, and health. The National Commission on Climate and Workforce Health helps employers recognize and respond.

Interviews with 100+ business leaders revealed how to best engage with business on these challenges



ELEVATE THE URGENCY



These risks may feel distant, but they aren't. They are already impacting your people.



BREAK THROUGH SILOS



HR, Risk, Medical, Finance, EHS, and more functions all have a role to play.



ESTABLISH THE BUSINESS CASE



Climate impacts are already impacting your health care spend, and will more so in the future.



CLARIFY GUIDANCE AND PROVEN PRACTICES



While innovation is needed, lots of proven strategies already exist to protect workers.

Human Health and Business Performance are at Risk

Worker Health Impacts

- Heat stress, heat stroke, chronic disease complications
- Increased heart & lung challenges, workplace injuries
- Mental health distress, eco-anxiety

Business Impacts

INCREASED COST

Climate-related health impacts cost businesses more than **\$800B** annually.

Rising health insurance costs for business

GROWING LIABILITY

Heat-related workers' compensation claims have risen significantly over the past 10 years, with total economic loss of **\$100B annually**.

Risk Management and employee safety



**EXTREME
HEAT**



**AIR
QUALITY**



**UNPRECEDENTED
WEATHER**

LOST PRODUCTIVITY

More than **2.5B hours of labor** in the U.S. agriculture, construction, manufacturing, and service sectors were lost to heat exposure.

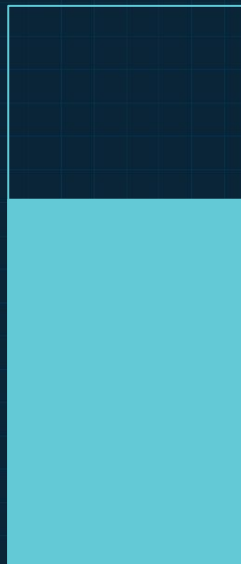
Absenteeism and productivity threats

Most Employers Haven't Assessed Workforce Climate Risk

About

64%

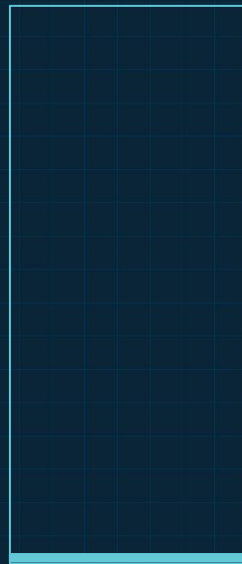
of workers have been affected by extreme climate events in the past two years.



However, only

4%

of employers have conducted a vulnerability assessment to understand which employees are most at risk from climate-related events.



Source: Mercer Survey on health & benefit strategies for 2025

New Insights: What Workers Expect from Employers on Climate and Health



**55% of
workers**

say they already **face moderate or higher climate-related health risks** at work.

Climate is already a workplace health issue.



**Only 42%
of employees**

feel very or extremely confident their employer has a plan to keep them safe.

Employees are looking for leadership + action.



**About 43%
of employees**

report that their employer's **climate-readiness** is a **key reason they stay**.

When employers act, employees respond.

April 2025 Health Action Alliance poll of 1,275 workers conducted in partnership with Northwind Climate. Nationally representative sample.

Engaging Employers to Advance Health Outcomes

The **Health Action Alliance** drives lasting impact for businesses and workers by:



Raising Awareness

Position climate impacts as a growing business and workforce challenge that demands urgent attention nationwide.



Catalyzing Action

Equip companies with the tools, guidance, and peer support they need to move from awareness to implementation.



Demonstrating Leadership

Highlight what leadership looks like by improving leading practices, showcasing pioneers, and setting benchmarks that others can aspire to and adopt.

Elevating Climate & Health as a Business Priority

EMPLOYER TIP SHEET

Protecting Employee Mental Health Amid Climate Challenges

SUMMER 2024

NATIONAL COMMISSION ON Climate and Workforce Health

HAA HEALTH ACTION ALLIANCE

Our changing climate is not only affecting our physical health, but also our mental health. The majority of Americans — on estimated 20% stress, anxiety, or depression as a result of climate-related events, wildfires, floods, storms, rising sea levels, and drought.

Employers have an important role to play in addressing the mental health impacts of climate change and improving the resilience and well-being of their workforce.

Mental Health Impacts of Climate Change

Having strong emotions — like anger, despair, fear, and more — is a normal response to climate change. Climate-related events can cause or intensify mental health challenges.

- Anxiety
- Aggressive behavior
- Depression
- Feelings of helplessness, fear, and grief
- General psychological exhaustion
- Increased risk of suicide
- Mood disorders
- Post-traumatic stress disorder
- Recurrence of mental health issues
- Strained social relationships
- Stress-related physical health problems

Source: World Health Organization, National Library of Medicine, National Institute of Mental Health

75% of people report that their climate change with 40% being "very" or "extremely" likely.

85% of Gen Z workers report that they are "very" or "extremely" likely to leave their current employer in 2025.

EMPLOYER TIP SHEET

Protecting Your Employees From Unhealthy Air Quality

SUMMER 2024

NATIONAL COMMISSION ON Climate and Workforce Health

HAA HEALTH ACTION ALLIANCE

Unhealthy air quality is bringing new health hazards to the nation's workforce. Workers across the country, including agriculture, health care, construction, emergency response, transit, professional sports, and manufacturing — are vulnerable to the health impacts of indoor workers are no exception. In fact, indoor air pollution is often worse than outdoor air pollution due to poor ventilation and filtration.

Unhealthy Air Quality's Toll on Business

Over 12.5 billion workers worldwide are exposed to air pollution. Workers across the country, including agriculture, health care, construction, emergency response, transit, professional sports, and manufacturing — are vulnerable to the health impacts of indoor workers are no exception. In fact, indoor air pollution is often worse than outdoor air pollution due to poor ventilation and filtration.

While the human cost of poor air pollution is incalculable, the business cost is also high. Poor air quality can lead to increased healthcare costs, lost productivity, and higher insurance premiums.

- About 860,000 outdoor workers worldwide die each year due to air pollution.
- Air pollution-related health care costs globally are projected to increase from \$21 billion in 2015 to \$75 billion in 2060.
- By 2050, the number of days lost annually due to air pollution worldwide will increase by 30%.
- Having about half of the world's population living in areas with poor air quality.
- By 2050, the U.S. economy is projected to lose \$1.2 trillion in productivity due to air pollution. This amounts to a loss of \$38 billion today.
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In extreme heat, workers are at higher risk for health hazards, including:

- Workdays injuries
- Heat stroke, heat exhaustion and other heat illness
- Heart attack and stroke
- Rapid muscle breakdown
- Acute kidney injury
- Preterm and perinatal birth
- Dehydration
- Respiratory problems
- Mental health distress
- Poor mental processing
- Long-term cognitive decline
- Chronic kidney disease
- Complications from other preexisting chronic conditions



HAA HEALTH ACTION ALLIANCE

NATIONAL COMMISSION ON Climate and Workforce Health

CLIMATE AND HEALTH: The Increasing Risks to Our People-Powered Economy

An analysis of the growing threats our climate poses to workforce health and business performance

PRESENTED BY  Mercer

IN PARTNERSHIP WITH  CDC Foundation Together we lead the way

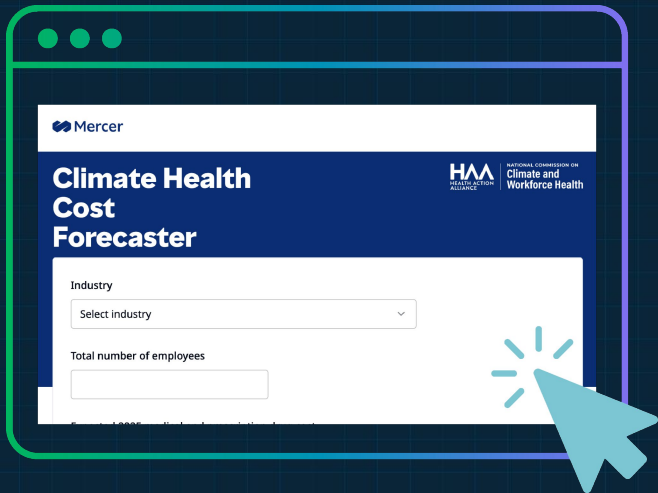
WITH ADDITIONAL SUPPORT FROM  Elevance Health  THE HEARTWARE

APRIL 2024



First-of-its-Kind Climate Health Cost Forecaster

This groundbreaking model developed by Mercer helps employers with staff in the U.S. understand and quantify the healthcare impacts of climate-driven events on their workforce.



Raises awareness about the importance of protecting worker health from climate exposure



Highlights and connects to the Commission's recommended actions and existing leading practices



Projects the impact of extreme heat, air quality, flooding and extreme weather events like hurricanes and tornadoes

DEVELOPED IN PARTNERSHIP WITH



Climate-driven Costs are Overlooked



Employees working in climate-controlled environments experience **approximately 40% lower healthcare costs** on average compared to their counterparts in non-climate-controlled settings



Certain industries, including agriculture, utilities and construction, face **up to double the healthcare cost risks** due to climate-related factors

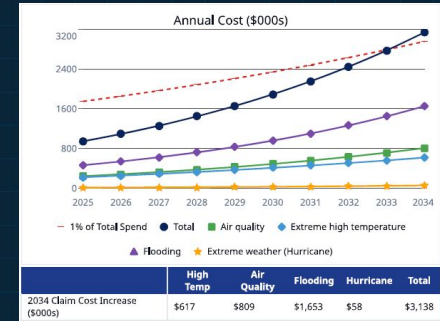
Employer results will fluctuate depending on industry and portion of workforce in a climate-controlled environment

DEVELOPED IN PARTNERSHIP WITH



Climate Health Cost Forecaster

Estimated climate-related health claims cost



climate.mercer.com

New Op-Ed from Co-Chair Senator Frist

How Employers Can Forecast – And Mitigate – The Overlooked Business Costs of Climate

“

...leadership ultimately rests with employers—and with partners willing to accelerate ideas that deliver both planetary and human dividends. Climate impacts are becoming a widespread condition, but they are not untreatable. Companies already pay for the symptoms in rising claims and absenteeism; with the right diagnostics and a few nature-based prescriptions, they can finance the cure. **Our people and economy will be healthier for it.**

Forbes

How Employers Can Forecast – And Mitigate – The Overlooked Business Costs of Climate

By Bill Frist, MD | June 4, 2025

Throughout my work as a surgeon and a U.S. senator, I have focused on practical solutions that keep people healthy, safe and resilient, that are firmly backed by data. Today, I see a new data-driven reality: climate impacts—from extreme heat to wildfire smoke—are steadily eroding workforce health and driving up employer medical costs. I've spent the last 18 years building healthcare companies that address gaps in care and improve health outcomes, but most employers I've worked with can't easily measure and adapt for the extreme weather that's impacting their workforce and their patients. A group I'm a part of has set out to change that.

On May 5th, the [National Commission on Climate and Workforce Health](#) and Mercer launched the [Climate Health Cost Forecaster](#), a first-of-its-kind digital tool that converts extreme heat, smoke, floods, and hurricanes into CFO-ready figures across any zip code. Built on a model developed by Mercer, the Forecaster fuses public climate data with health-care claims to project 10-year cost curves.

The screenshot shows the 'Climate Health Cost Forecaster' web application. It features a dark blue header with the title and the HAA (Health Action Alliance) logo. Below the header, there is a form with two input fields: 'Industry' (with a dropdown arrow) and 'Total number of employees'. A small text label 'Expected 2025 medical and prescription drug cost per employee, per year' is positioned above a text box that displays '\$ 15,481'. At the bottom of the form, there is a small link that says 'See details on our website'.

Early results are blunt: employees in climate-controlled settings rack up [40 percent lower medical costs](#), while agriculture, utilities, and construction can face [double the risk](#) of climate-driven claims. Additional research shows a troubling gap: [77 percent](#)



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ClimateHealthCommission.org
david@healthaction.org

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Sign up for our monthly newsletter below.

