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Opposing this regulation as it will be unduly burdensome on small businesses in SE New Mexico where many days of the year reach 80 degrees and compliance with regulations is already costly. Ultimately these businesses will hire fewer employees or pass the costs on to customers / clients. If individuals are concerned about working outdoors in heat, they must find work elsewhere. That's an individual choice and citizens must not play victim but instead be proactive in seeking their own health and well-being.