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It is critical that employers in New Mexico are given strict regulations around heat, ensuring that our state's workers are able to perform their duties in a safe and healthy way. Relying on employers to use common sense or to follow un-enforceable "guidelines" leaves workers without any recourse in situations where their lives or health are endangered. Providing simple resources like rest periods, shade structures, and adequate drinking water does not represent an undue burden on employers. Employers who are unable to provide these very basic protections to their employees should not be in operation.