

Fulkerson Plumbing & Heating Co., Inc.

This regulation would negatively impact small businesses like ours, which lack the resources to hire a full-time team to assess heat indexes, monitor employees, and manage heat-related records for nine months each year. Additionally, we cannot accommodate the proposed reduction of work hours by $\frac{1}{3}$ to $\frac{3}{4}$ during the summer months. Starting the monitoring process at 80°F effectively turns this into a year-round paperwork requirement for no benefit. Much of our work is done outdoors, and during summer, we already provide unlimited ice water and breaks as each employee deems necessary. We take pride in our safe work environment and value our workers.