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According to the National Weather Service using CDC data, heat is the leading cause of weather-related fatalities in the United States, even more than winter conditions. Yet I'm pretty sure we would all agree that allowing outdoor workers to take breaks to warm up and not freeze to death out in the elements is just common sense.... Yet we don't allow them to cool down and hydrate in the extreme summer heat? That makes no sense.

This is not a frivolous or optional request, this is a basic requirement of the human body in order to not die.

And with temperatures increasing every year, I don't think you have any good excuses not to have regulations in place to protect workers from heat-related death or illness. Not enacting these protections is inhumane.

And if you don't care about that, then at least keep in mind that it's not a good look to deny your employees their basic biological needs and treat them like cattle. People are increasingly willing to do their research and protest and/or take their dollars to businesses that treat their workers with care. Look at what's happening with Target.

And don't pretend business owners can't afford to give their workers water and breaks in the shade, that's BS. Besides, if you can't afford to treat your workers with dignity and the minimal amount of humanity, then perhaps you shouldn't be running a business.

Protect your workers already.