

## Maggie Andersson

The proposed Rule is waaaay too restrictive and burdensome for small businesses under the General Industry Scope--almost all of which would be impacted by this rule. Many work spaces in NM regularly go over 80°F, whether a small retail space with the door to the outside open, an outdoor market vendor under an umbrella, or a warehouse worker. This would be yet another regulation and record-keeping burden for the little guy that would be the most impacted. Large corporations with HR departments which could more easily handle the burden tend to be located in large warehouses, restaurants, or retail centers. The Mom and Pop's--not so much. They have restaurants in old, historic buildings with outdoor spaces, and retail stores open to plazas, and small warehouses with open doors, giant fans, and/or swamp coolers.

Perhaps make it 85° or apply it to companies with 25+ employees.