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Are you sure you didn't make a mistake and say, "Work 45 minutes and take a 15 minute break?" I can't imagine any employer, if he has to comply with this insane rule, would even hire people under those conditions. He'd work by himself and then rehire when those rules don't apply. Did you bother to check hospital statistics to see if there has been a flood of workers that must be treated for heat exhaustion? My guess is no, and that you're, in essence, trying to ruin small business. There is no other logical conclusion to draw other than that. Why is it just now, in 2025, that workers need to be protected? Makes no sense. Most of those small business employers work right along side their employees and they're plenty smart enough to know when a break is needed!