

Smith Engineering Company

We fully support the intent of the proposed regulation to protect workers from heat-related illness and injury. At our small business, we already provide unlimited access to cold drinking water and allow employees to take breaks as needed. Worker well-being and safety are core values of our operation.

However, we are concerned that the proposed rule, in its current form, is overly complex and administratively burdensome, especially for small businesses with limited resources. The extensive documentation requirements, individualized acclimatization tracking, formalized assessments, and prescriptive break schedules create a level of regulatory overhead that is difficult for us to implement while maintaining day-to-day operations.

We respectfully request that the Department consider more scalable compliance options or simplified requirements tailored to the size and nature of a business. A one-size-fits-all approach may unintentionally penalize responsible small employers who are already taking appropriate measures to protect their teams.