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My husband and I own a pest and weed control company where we have employees working outside throughout the summer days. Between jobs they cool off in their cars with AC while driving to the next job. They get paid based on jobs finished and THEY do not want this passing. They will make less money in the same amount of time. As adults, if a job is too hot, we have the ability to quit and find new work. Let's let the free market be free and if the work is too hot with no breaks, employers will struggle to fill positions. This is crossing a boundary that doesn't need the governments oversight. We live in a hot state. We've figured out how to work around it safely and comfortably.