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**ST. LOUIS CHAPTER**

April 14, 2016

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As the director of a small non-profit, I am writing to express my deep concern that the Department of Labor announced it was updating the Fair Labor Standards Act and raising the salary threshold for overtime exemption. While I understand the need to update the threshold periodically, the increase of more than 100% goes too far too quickly. If implemented, these changes would have a devastating impact on budgets for many non-profits, education groups and local organizations and their ability to continue providing essential services to their communities.

The non-profit sector would be particularly hard hit by these proposed changes increasing the salary threshold from \$23,000 to more than \$50,000 annually. It's important to remember that the staff and leadership of many non-profits make less than the \$50,000 threshold. The unintended consequences of the rule would require nonprofit leaders to punch a clock and count their hours— making sure not to go above 40 hours a week knowing they don't have the budget to pay their staff let alone themselves overtime. This would mean that many non-profits would have to cut back on the community services they provide.

The more than 100% increase to the exemption threshold that's been proposed would set a national standard that goes far beyond any current state level and fails to take into account how wages vary regionally. Additionally, the new rule would automatically raise the threshold annually to adjust for inflation, calculated using an aggressive and unpredictable methodology. And for the Department of Labor to give just 60 days' notice before implementing the new threshold would leave organizations little to no time to adjust their limited budgets accordingly.

The magnitude of the proposed increase to the salary threshold by the Department of Labor is unprecedented and I urge Congress to take action and intervene. I urge you to cosponsor or support S. 2707, legislation currently being considered in Congress that will block the rule and require the Department of Labor to revisit the rule's impact.

Sincerely,

Joy Krieger