



PARTNERSHIP TO PROTECT WORKPLACE OPPORTUNITY

August 3, 2016

The Honorable Kurt Schrader
U.S. House of Representatives
2431 Rayburn House Office Building
Washington, D.C. 20515

Dear Congressman Schrader:

The Partnership to Protect Workplace Opportunity (the Partnership) comprised of 96 member organizations is pleased to support H.R. 5813, the Overtime Reform and Enhancement Act. We thank you for your leadership in introducing this legislation that would provide employers and employees important relief from the negative impacts of the Department of Labor's (DOL) final overtime rule.

The Partnership consists of a diverse group of associations, representing small and large businesses, nonprofits, institutions of higher education, schools, and cities and counties which collectively employ millions of employees across the country in almost every industry (see <http://protectingopportunity.org>). The Partnership's members believe that employees and employers alike are best served with a system that promotes maximum flexibility in structuring employee hours, career advancement opportunities for employees, and clarity for employers when classifying employees.

While an increase in the salary threshold is due, the DOL's drastic increase of more than 100 percent is too much, too fast, and will have a severe impact on virtually all industries, sectors, and geographic areas of the country. Of equal concern is the final rule's establishment of automatic increases in the salary threshold every three years, regardless of economic conditions and without the input of stakeholders. As a result, small and large businesses, nonprofits, local governments, and academic institutions have all made a clear and convincing case about the severe problems the final overtime rule will have on their organizations, employees, students, communities and populations served.

Given the disruptive impact this regulation will have on its members, the PPWO applauds the introduction of H.R. 5813. This legislation would phase-in the DOL's new salary threshold over three years, starting with a salary threshold increase to approximately \$36,000 on December 1, 2016, and the balance going into place in increments over the next three years with the final installment taking effect December 1, 2019. Equally important is the bill's prohibition of automatic increases in the salary threshold, requiring the DOL to propose future changes to overtime regulations through the customary notice and comment rulemaking process.

The PPWO looks forward to working with you and other congressional leaders to address the significant negative impact this final overtime rule will have on both employers and employees. Thank you again for your leadership.

Sincerely,

The Partnership to Protect Workplace Opportunity