

July 14, 2016

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

Dear Representative Schrader:

I am writing to express HR Policy Association's support for the Overtime Reform and Enhancement Act, which would phase in the Department of Labor's final overtime rule and require the Department to use the rulemaking process to propose future changes to the rules. This reasonable legislation would soften the negative economic impact of the final rule and provide the time necessary for employers to ensure compliance and communicate any changes to their employees.

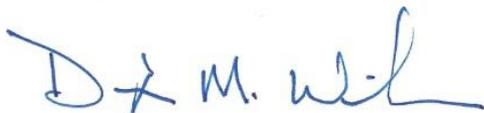
The HR Policy Association represents the most senior human resource executives in more than 375 of the largest companies in the United States. Collectively, these companies employ more than 10 million employees in the United States, nearly nine percent of the private sector workforce. Most, if not all, of the Association's member companies will be directly impacted by the final overtime rule.

The new DOL overtime rule doubles the current salary level test for the executive, administrative, and professional exemptions from \$23,660 per year to \$47,476; over \$12,000 higher than the minimum salary level for the exemption in New York, and nearly \$6,000 higher than the standard under California law. Further, the automatic indexing deprives employers of any opportunity for input on the negative impact higher salary thresholds may have given future economic conditions and salary levels.

Importantly, the legislation builds on the record developed during the hearings held in the Committees on Education and the Workforce and Small Business that showed how many employers, both large and small, are struggling to determine how they will meet the new requirements, and what they will say to employees that may be reclassified from salaried to paid-hourly.

The "Overtime Reform and Enhancement Act" is one of several initiatives that would address the new rule's adverse impacts before they take effect on December 1, 2016, and the Association looks forward to working with you on this and other legislative efforts.

Sincerely,



Mark Wilson  
Vice President, Health & Employment Policy  
HR Policy Association