

14 July 2016

The Honorable Kurt Schrader
US House of Representatives
Washington, DC 20515

Re: Overtime Reform and Enhancement Act

Dear Congressman Schrader:

On behalf of the nearly 3,000 member companies of the Oregon Home Builders Association, we thank you for taking the lead on this critical issue. As you know, the rule recently adopted by the US Department of Labor would double the salary threshold for employees being considered as exempt from overtime pay requirements, in the process creating a huge financial and paperwork headache for the construction industry.

Particularly so in Oregon, where most construction is performed by small businesses who don't have HR professionals on staff or employment lawyers on retainer, this is a daunting regulatory burden...which comes on top of a variety of new state-imposed challenges for small employers, ranging from complicated new minimum wage rules to equally complicated new paid sick leave requirements to new BOLI reporting standards.

In addition, putting my personal non-profit-manager hat on, it would create the same problems for the Association itself and the rest of the non-profit sector that it does for our membership. If the rule goes into effect as scheduled, three of my five staff will be subject to the new standards.

Earlier this year, I personally requested and participated in a conference call with OMB and DOL staff, and raised a variety of concerns about both the rule. That call had no effect, of course, but I'm pleased to see that your legislation touches on many of the points that I made in that call and that it would address many of the major problems that the new DOL overtime rule would present. This reasonable, common-sense legislation would provide the time necessary for employers to ensure compliance, communicate changes, and accurately reclassify employees

Well done, Congressman, and thank you. The OHBA, and the NAHB, are ready to do what we can to help you and to effect passage of the Overtime Reform and Enhancement Act. Your good work is much appreciated.

Very truly yours,



Jon A. Chandler
CEO, Oregon Home Builders Association

375 Taylor St. NE ■ Salem, OR 97301 ■ www.oregonhba.com
P ■ 503.378.9066 F ■ 503.362.5120

Building Jobs, Creating Communities

2016 OFFICERS

President

Randy Jones
Mahar Homes
815 Alder Creek Dr
Medford OR 97504
541.776.1220
randy@maharhomes.com

Vice President

Mike Goodrich
Legend Homes
615 NW Jackson Ave
Corvallis OR 97330
541.754.2102
mgoodrich@legendhomes.com

Secretary

Ryan Bloedel
Bloedel Custom Homes LLC
PO Box 5248
Salem OR 97304
503.585.1312
ryan@trademarkenterprises.com

Treasurer

Tim Breedlove
Renaissance Development
16771 Boones Ferry Rd
Lake Oswego OR 97035
503.636.5600
tbreedlove@renaissance-homes.com

Associate Vice President

Kathy Temple
Supervised Fuels
PO Box 7437
Bend, OR 97708
541.330.8356
kathy@supervisedfuels.com

Immediate Past President

Mike Davis
TMT Home Remodelers
PO Box 802
Redmond OR 97756
541.548.1871
mike@tmtconst.com

NAHB State Representative

Dave DeHarpport
Four D Construction Inc
PO Box 1577
Beaverton OR 97075
503.590.0805
fourconst@msn.com

Chief Executive Officer

Jon Chandler
375 Taylor St., NE
Salem, OR 97301
(503) 378-9066 ext 3
jchandler@oregonhba.com

375 Taylor St. NE ■ Salem, OR 97301 ■ www.oregonhba.com
P ■ 503.378.9066 F ■ 503.362.5120

Building Jobs, Creating Communities

