



July 19, 2016

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

Dear Congressman Schrader:

I extend our support for the Overtime Reform and Enhancement Act introduced on July 17.

As you know, the Department of Labor's final overtime rule more than doubles the minimum salary level for "white collar" employees to qualify as exempt from overtime pay requirements. Associations and other nonprofit employers, like Carolinas AGC, are among the organizations that will be hit hard by this unwarranted expansion of overtime eligibility. While not opposed to an update to the overtime threshold, it makes sense that a salary threshold more than 100 percent greater than the current threshold is exceedingly burdensome for many employers; that the minimum salary level for exempt employees should instead be keyed to government data on regional cost-of-living differences; and that the Administration should have taken into account the limitations of nonprofit budgets in setting the minimum salary threshold.

Thank you for your consideration here.

Best,
Dave

Dave Simpson, CAE
President & CEO
Carolinan AGC