



July 15, 2016

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

Dear Congressman Schrader,

On behalf of the more than 7,000 member companies of the National Pest Management Association (NPMA) who represent over 150,000 service personnel, we are writing to you to share our support for the recently introduced *Overtime Reform and Enhancement Act*. NPMA appreciates your leadership and common sense approach to an ill-advised overtime regulation that will negatively impact our businesses and valued employees who protect public health, food and property from dangerous and deadly pests.

In May, The Department of Labor (DOL) published a final rule concerning overtime eligibility. The final rule raises the minimum threshold in which all employees are entitled overtime pay for hours worked in excess of 40 hours per work week from \$23,660 annually (\$455 per week) to \$47,472 (\$913 per week) - more than double the current level. The rule also indexes the minimum salary threshold to automatically increase every 3 years.

NPMA member companies are protectors of public health and property. They range in size from small one and two person operations to large, billion dollar businesses. Many are family owned and operated small businesses that encourage and reward employees. Providing opportunities to make an honest living in exchange for honest work. The abrupt overtime minimum salary threshold increase, combined with continuous automatic indexing, creates an immediate burden and future uncertainty which will inhibit growth and increase costs within the pest management industry. Consumers that rely on the protective services performed by the pest management industry will absorb these increased expenses. Industries and businesses that rely on the pest management industry to protect their products, goods and services such as food processors, hospitals, grocery stores, restaurants, hotels, warehouses, transportation, government buildings, etc., will also be affected by the increased costs.

The *Overtime Reform and Enhancement Act* is a reasonable approach towards increasing overtime pay. This legislation achieves the DOL's intended goal while allowing businesses a realistic time period to comply. We support raising the minimum threshold and believe that the initial increase on December 1, 2016, followed by a three year phase-in is a more prudent course of action for our industry and the economy. We additionally support eliminating the automatic increase every third year. We support raising the threshold in the future when necessary but believe this should be done through the formal rule making process enabling interested parties, like NPMA, the opportunity to provide input and be part of the process.

The *Overtime Reform and Enhancement Act* represents a refreshing and viable compromise that we believe should be supported by all stakeholders. We eagerly look forward to working with your office and other Congressional offices to support this important piece of legislation.

Sincerely,

Andrew Bray  
Director of Public Policy