



National Roofing Contractors Association
Washington, D.C. Office
324 Fourth Street, N.E.
Washington, D.C. 20002
202/546-7584
Fax: 202/546-9289
<http://www.nrca.net>

August 4, 2016

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

Dear Representative Schrader,

The National Roofing Contractors Association (NRCA) commends you on your introduction of H.R. 5813, the Overtime Reform and Enhancement Act. This important legislation would soften the impact of the Department of Labor's final overtime rule by phasing in the increased salary threshold over a three-year period and eliminating the automatic salary increases.

Established in 1886, NRCA is one of the nation's oldest trade associations and the voice of professional roofing contractors worldwide. NRCA has approximately 3,500 members in all 50 states who are typically small, privately held companies, with the average member employing 45 people and attaining sales of about \$4.5 million per year.

NRCA filed comments on the proposed rule outlining a number of concerns we heard from our members. This legislation addresses two of the most important issues we addressed in those comments. First, the unprecedented 100 percent salary increase scheduled to take place later this year will be a significant cost burden for our members. By phasing in the increase over a three-year period, our members can better absorb this substantial increase in labor costs, allowing them to create more well-paying middle class jobs.

Secondly, this legislation prohibits automatic increases scheduled every three years as issued in the final rule. H.R. 5813 would require the DOL to issue a proposed rule to implement any changes to the salary threshold in the future. This would allow the public to comment and for current economic conditions to be considered.

This bill is an acceptable compromise compared to the harsh rule the DOL finalized. NRCA is eager to work with you to pass this important piece of legislation. If you have questions or need more information, please contact Duane Musser or Drew Felz at 202-546-7584.

Sincerely,

Dennis Conway
Commercial Roofers, Inc.
Chairman of the Board, NRCA