



July 13, 2016

The Honorable Kurt Schrader  
United States House of Representatives  
Washington, DC 20515

Dear Congressman Schrader,

On behalf of Oregon Farm Bureau's 65,000 members and farming and ranching families across this state, I thank you for your leadership and enthusiastically support the Overtime Reform and Enhancement Act.

Earlier this year, the U.S. Department of Labor (DOL) issued a final regulation updating overtime rules for salaried employees for the first time since 2004, which would double the salary threshold for employees who are exempt from overtime pay from \$23,660 to \$47,476 effective December 1, 2016. Any salaried employee meeting the DOL's criteria making less than \$47,476 a year and working more than 40 hours a week will be entitled to overtime pay.

Although this rule is not applicable to farm workers earning an hourly or piece-rate wage, it is applicable to office, administrative and managing personnel on farms and ranches. This presents very real hardships on businesses to allow a mere 7 months to comply with this onerous rule.

The Overtime Reform and Enhancement Act will allow the necessary time for employers to comply with the new rules reasonably increase the threshold from the current \$23,660 to \$35,984 and make reasonable adjustments to the overtime threshold in the out years, while allowing for public input through the regulatory process.

We applaud and thank you for your efforts and common sense approach on this very important issue. This will allow the agriculture industry, as well as many others, to implement and comply with the new rule. Again, thank you for your leadership on this very important issue and everything you do for Oregon agriculture.

Sincerely,

A handwritten signature in black ink, appearing to read 'Barry Bushue'.

Barry Bushue  
President, Oregon Farm Bureau