



September 21, 2016

The Honorable Tim Walberg
U.S. House of Representatives
2436 Rayburn House Office Building
Washington, DC 20515

Dear Representative Walberg:

On behalf of the National Federation of Independent Business (NFIB), the nation's leading small business advocacy organization, we write in strong support of H.R. 6094, *the Regulatory Relief for Small Businesses, Schools, and Nonprofits Act*. This bill will delay the implementation of the U.S. Department of Labor's (DOL) overtime rule and will provide immediate relief for small businesses by allowing additional time to plan for payroll changes necessitated by the overtime rule expansion.

As you know, the DOL's changes to the Fair Labor Standards Act (FLSA) (80 Fed. Reg. 38, 515 July 6, 2015) substantially increase business costs for overtime by doubling, from \$23,660 to \$47,476, the employee salary threshold used in the determination of whether the FLSA exempts the employee from overtime. NFIB believes that the overtime rule will substantially harm small businesses and their employees. The rule will result in higher costs for small businesses.

Employers need additional time to take measures to comply with the changes to the overtime rule. The DOL issued the final rule on May 23, 2016, with an effective date of December 1, 2016, mere twenty-five weeks for America's small businesses to ready themselves for compliance.

Fortunately, H.R. 6094 will delay the implementation of the overtime rule. Under the legislation, the overtime rule will not take effect until June 1, 2017. This six-month extension beyond the original enactment date of December 1, 2016, will give small businesses additional time to comply with the overtime changes.

We appreciate your continued leadership on this key issue and look forward to working with you to ensure the enactment of *the Regulatory Relief for Small Businesses, Schools, and Nonprofits Act* into law.

Sincerely,

A handwritten signature in black ink that reads "Amanda Austin". The signature is written in a cursive, flowing style.

Amanda Austin
Vice President
Public Policy