



September 27, 2016

The Honorable Paul Ryan
Speaker
United States House of Representatives
Washington, DC 20515

The Honorable Nancy Pelosi
Minority Leader
United States House of Representatives
Washington, DC 20515

Dear Speaker Ryan and Minority Leader Pelosi:

On behalf of the nation's retail industry, the National Retail Federation (NRF) urges you and members of the House to vote in favor of H.R. 6094, the Regulatory Relief for Small Businesses, Schools, and Nonprofits Act. This important legislation would provide employers with an additional six months to comply with the Department of Labor's (DOL) new overtime rule. **Please note that NRF will consider votes on H.R. 6094 as Opportunity Index Votes for our annual voting scorecard.**

NRF is the world's largest retail trade association, representing discount and department stores, home goods and specialty stores, Main Street merchants, grocers, wholesalers, chain restaurants and Internet retailers from the United States and more than 45 countries. Retail is the nation's largest private sector employer, supporting one in four U.S. jobs – 42 million working Americans. Contributing \$2.6 trillion to annual GDP, retail is a daily barometer for the nation's economy.

The Department's one-size-fits-all overtime rule increases the minimum salary level required for exemption by more than 100 percent on December 1, 2016 and includes unprecedented automatic increases to the threshold every three years thereafter. While NRF believes a modest increase in the salary threshold is appropriate, DOL's changes are too much, too fast for both employers and employees to adjust to without serious negative consequences for all. This drastic rule will curtail career advancement opportunities, diminish workplace flexibility, and damage employee morale.

DOL's rushed December 1 deadline is particularly unworkable for retailers who will be forced to comply with the changes during the height of the holiday season. The Regulatory Relief for Small Businesses, Schools, and Nonprofits Act would give employers of all types more time to implement and come into compliance with the final rule by extending the implementation deadline to June 1, 2017. This commonsense, six-month delay will help mitigate the substantial harm inflicted by the final rule on millions of retailers, non-profits, and educational institutions across the country.

NRF supports all options on the table to provide relief before December 1, including a delay and the more substantive changes to the rule included in H.R. 5813, the Overtime Reform and Enhancement Act. We look forward to working together to get substantive changes signed into law and believe House consideration of H.R. 6094 is an important step in that process. We will consider this to be a "key vote" in our Congressional scoring process.

Sincerely,

David French
Senior Vice President
Government Relations