



PARTNERSHIP TO PROTECT
WORKPLACE OPPORTUNITY

September 28, 2016

The Honorable Paul Ryan
Speaker
U.S. House of Representatives
Washington, DC 20515

The Honorable Nancy Pelosi
Minority Leader
U.S. House of Representatives
Washington, DC 20515

RE: Support for the Regulatory Relief for Small Businesses, Schools, and Nonprofits
Act, H.R. 6094

Dear Speaker Ryan and Minority Leader Pelosi,

The Management Committee of the Partnership to Protect Workplace Opportunity (PPWO) appreciates the efforts and commitment of the House to take action to provide some relief for the millions of employers who are struggling to come into compliance with the new overtime regulation from the Department of Labor. Since the issuance of the final regulation in May, we have urged actions of various types, both authorizing style legislation as well as appropriations actions.

Accordingly, the PPWO supports passage of the Regulatory Relief for Small Businesses, Schools, and Nonprofits Act, H.R. 6094. H.R. 6094 would provide a six-month delay in the implementation date of the overtime regulation, establishing the new effective date as June 1, 2017. Such a delay would be helpful as employers attempt to comply with the new regulation and absorb its impact.

Beyond passage of H.R. 6094, the PPWO firmly believes more comprehensive relief is needed. In particular, the PPWO reiterates support for H.R. 5813, the Overtime Reform and Enhancement Act, which would provide a four-step phase-in for the increase to the salary threshold and eliminate the ominous three year automatic update provision. This bill enjoys substantial bipartisan support, which demonstrates the broad concerns with this regulation.

With a December 1 implementation date looming, many employers are already putting in place their responses to the regulation. Both employers and employees will feel the effects as employers decide how to cover the costs, and employees will find themselves reclassified from salaried professionals to hourly wage earners with associated loss of workplace flexibility options, restricted use of portable electronic devices, and reduced career development opportunities. The window for taking meaningful action is fast closing. We urge the House to act without delay to provide relief from the impacts of the new overtime regulation.

Thank you for your interest in this most important issue. We look forward to working with you to advance this effort.

Sincerely,

The PPWO Management Committee

CC: All Members of the U.S. House of Representatives