



PARTNERSHIP TO PROTECT
WORKPLACE OPPORTUNITY

July 13, 2016

The Honorable Hal Rogers
U.S. House of Representatives
2406 Rayburn House Office Building
Washington, D.C. 20515

The Honorable Nita Lowey
U.S. House of Representatives
2365 Rayburn House Office Building
Washington, D.C. 20515

Dear Chairman Rogers and Ranking Member Lowey,

On behalf of the Partnership to Protect Workplace Opportunity (the Partnership) and its 94 local and national members representing small and large businesses, nonprofits, higher education institutions, schools, cities, and counties, we write to thank you for including in the Fiscal Year 2017 Labor, Health and Human Services, Education and Related Agencies Appropriations Bill a provision halting implementation of the Department of Labor's (DOL) final overtime rule.

The Partnership consists of a diverse group of associations, businesses, and other stakeholders representing employers with millions of employees across the country in almost every industry. Our members believe employees and employers alike are best served with a system that promotes flexibility in structuring employee hours, career advancement opportunities, and clarity for employers when classifying employees. DOL's final rule amending the exemptions for executive, administrative, professional, outside sales, and computer employees has and will continue to negatively impact the ability of the Partnership's members to maintain that flexibility and clarity.

The Committee's concerns with the rule reflect the serious consequences of which the employer community has been warning the Department since the rule was proposed in 2015. These employers are facing challenging and painful decisions as they try to meet the demands of the new regulations. Many currently exempt, salaried professional employees will have to be reclassified as hourly wage earners; employers will have to limit employees' hours to less than 40 per week and reduce access to career advancement opportunities and workplace flexibility; and in the nonprofit and public sectors, fewer life-saving and other desperately needed services will be available to their members and the communities they serve.

We are pleased the Committee has recognized the negative consequences of this rule. The Partnership strongly supports this provision and efforts to block the new overtime regulation.

Sincerely,

The Partnership to Protect Workplace Opportunity