



PARTNERSHIP TO PROTECT
WORKPLACE OPPORTUNITY

October 14, 2016

The Honorable Lamar Alexander
Chairman, Senate Committee on Health, Education, Labor and Pensions
United States Senate
835 Senate Hart Office Building
Washington, D.C. 20510

Dear Chairman Alexander:

On behalf of the Partnership to Protect Workplace Opportunity (the Partnership or PPWO) and the undersigned 407 national, state and local organizations representing small and large businesses, nonprofits, institutions of higher education, schools, cities and counties, we write in strong support of S. 3464, the Overtime Reform and Review Act. We thank you for your leadership in introducing this important legislation that will provide employers and employees significant relief from the negative impacts of the Department of Labor's (DOL) final overtime rule, and for your consistent advocacy in opposing this regulation.

The Partnership consists of a diverse group of associations, representing employers with millions of employees across the country in almost every industry (see <http://protectingopportunity.org>). The Partnership's members believe that employees and employers alike are best served with a system that promotes maximum flexibility in structuring employee hours, career advancement opportunities for employees, and clarity for employers when classifying employees.

While a responsible increase to the salary threshold is due, the DOL's drastic increase of more than 100 percent to the salary threshold is too much, too fast, and will have a disproportionate impact on a wide variety of industries, sectors, and geographic areas of the country. Equally problematic is that the final rule allows for the salary threshold to be automatically updated every three years, irrespective of economic conditions and without the input of impacted stakeholders. As a result, small and large businesses, nonprofits, local governments, and academic institutions have all made clear the severe problems the final overtime rule will have on their organizations, employees, students, and communities and clients served.

Given the widespread challenges this regulation will impose on employers and their employees, the PPWO welcomes the introduction of S. 3464. This reasonable legislation would phase-in the DOL's new salary threshold in four stages over five years, starting with a substantial salary threshold increase to approximately \$36,000 on December 1, 2016, followed by a "pause year" in 2017 to allow employers to review and adjust for the consequences of this new rule. Further increases to the salary level would occur annually thereafter, until reaching the final rule's new threshold of \$47,476 on December 1, 2020. Equally important is that the bill prohibits the final rule's automatic increases to the salary threshold, yet allows the DOL to propose changes to overtime regulations in the future through the customary notice and comment process.

In addition, S. 3464 recognizes the impact the new regulation will have on the most vulnerable employers. The bill specifies that increases after 2016 will not go into effect for nonprofits, colleges and universities, Medicare and Medicaid dependent health care providers, and state and local governments unless the Administration can certify that the 2016 increase did not negatively impact these organizations.

The PPWO strongly supports the comprehensive approach this bill takes in blocking the worst impacts of the overtime regulation from taking effect. We look forward to working with you and other congressional leaders to promptly advance this legislation and prevent the significant negative impact this final overtime rule will have on both employers and employees. Thank you again for your leadership.

Sincerely,

The Partnership to Protect Workplace Opportunity and the following organizations:

National Organizations

4A's - American Association of Advertising Agencies	Coalition of Franchisee Associations
ACCA- The Indoor Environment & Energy Efficiency Association	College and University Professional Association for Human Resources
Aerospace Industries Association	Convenience Distribution Association
Agricultural Retailers Association	Door and Hardware Institute
American Bakers Association	Equipment Dealers Association
American Bankers Association	Food Marketing Institute
American Car Rental Association	Franchise Business Services
American Frozen Food Institute	Global Cold Chain Alliance
American Hotel & Lodging Association	Heating, Air-Conditioning & Refrigeration Distributors International (HARDI)
American Institute of CPAs	HR Policy Association
American Insurance Association	INDA, Association of the Nonwoven Fabrics Industry
American Moving & Storage Association	Independent Electrical Contractors, Inc.
American Rental Association	Independent Insurance Agents & Brokers of America
American Society of Association Executives	Independent Office Products & Furniture Dealers Association
American Society of Travel Agents	International Association of Amusement Parks and Attractions
American Staffing Association	International Festivals & Events Association (IFEA World)
American Subcontractors Association, Inc.	International Foodservice Distributors Association
American Supply Association	International Health, Racquet and Sportsclub Association
American Trucking Associations	International Public Management Association for Human Resources
AmericanHort	International Warehouse Logistics Association
Amusement & Music Operators Association	IPC - Association Connecting Electronics Industries
ARCSI, Association of Residential Cleaning Services International	ISSA, the Worldwide Cleaning Industry Association
Argentum-Expanding Senior Living	IT Alliance for Public Sector
Asian American Hotel Owners Association	Job Creators Network
Associated Builders & Contractors	KC Electric Systems Inc
Associated General Contractors	Marine Retailers Association of the Americas
Association of Kentucky Fried Chicken Franchisees	Motor & Equipment Manufacturers Association
Association of Residential Cleaning Services International	National Alliance of State Broadcasters Association
Association of School Business Officials International (ASBO)	National Association of Convenience Stores
Auto Care Association	National Apartment Association
Blue Roof Franchisee Association (IHOP franchisees)	National Association for the Self-Employed
Building Service Contractors Association International (BSCAI)	National Association of Broadcasters
Business Roundtable	
CAWA – Representing the Automotive Parts Industry	

National Association of Chemical Distributors
National Association of College Stores (NACS)
National Association of Electrical Distributors
National Association of Home Builders
National Association of Landscape Professionals
National Association of Manufacturers
National Association of Professional Insurance Agents
National Association of Sporting Goods Wholesalers
National Association of Wholesaler-Distributors
National Automobile Dealers Association
National Beer Wholesalers Association
National Cattlemen's Beef Association
National Christmas Tree Association
National Club Association
National Cotton Council
National Council of Chain Restaurants
National Council of Farmer Cooperatives
National Electrical Manufacturers Representatives Association
National Federation of Independent Business
National Franchisee Association
National Grocers Association
National Lumber and Building Material Dealers Association
National Marine Distributors Association
National Multifamily Housing Council
National Newspaper Association
National Office Products Alliance
National Pest Management Association
National Ready Mixed Concrete Association
National Restaurant Association
National Retail Federation
National Roofing Contractors Association
National RV Dealers Association
National School Boards Association
National School Transportation Association

National Small Business Association
National Sporting Goods Association
National Tooling & Machining Association
NATSO, Representing America's Travel Plazas and Truckstops
News Media Alliance
North American Die Casting Association
NPES The Association for Suppliers of Printing, Publishing and Converting Technologies
Office Furniture Dealers Alliance
Outdoor Amusement Business Association, Inc.
Outdoor Power Equipment and Engine Service Association
Pet Industry Distributors Association
Petroleum Marketers Association of America
Precision Machined Products Association
Precision Metalforming Association
Promotional Products Association International
Retail Industry Leaders Association (RILA)
Saturation Mailers Coalition
Secondary Materials and Recycled Textiles Association
Small Business & Entrepreneurship Council
Small Business Council of America
SNAC International
Society for Human Resource Management
Society of American Florists
Specialty Tools & Fasteners Distributors Association
SPI: The Plastics Industry Trade Association
Textile Care Allied Trades Association
Textile Rental Services Association
The Latino Coalition
U.S. Chamber of Commerce
Water & Sewer Distributors of America
Wine & Spirits Wholesalers of America
WorldatWork

Regional, State, Local Organizations

21st Century Equipment, LLC
Alabama Broadcasters Association
Alabama Nursery & Landscape Association
Alabama Retail Association
Alabama SHRM State Council
Alaska SHRM State Council
Albany (OR) Area Chamber of Commerce
Amatics CPA Group
Alliance of Automotive Service Providers of Missouri (AASP-Missouri)
Apple Athletic Club
Argentum South Carolina Chapter
Arkansas Broadcasters Association
Arizona Assisted Living Federation of America
Arizona Broadcasters Association
Arizona Nursery Association

Arizona Retailers Association
Arizona SHRM State Council
Arkansas SHRM State Council, Inc.
Association of Washington Business
Associated Oregon Industries Retail Council
Atlanta Chapter Independent Electrical Contractors, Inc
Automotive Aftermarket Association of the Carolinas and Tennessee, Inc.
Beaverton Area Chamber of Commerce
Belgrade Chamber of Commerce
BioScience Laboratories, Inc.
Boise Metro Chamber of Commerce
Boldt Carlisle + Smith
Bozeman Area Chamber of Commerce
Butler County Chamber of Commerce
California Assisted Living Association

California Association of Nurseries & Garden Centers
 California Broadcasters Association
 California Retailers Association
 California State Council of SHRM
 Campbell County Chamber of Commerce
 Catering Creations by Toni
 CenTex Independent Electrical Contractors
 Central Indiana IEC, Inc.
 Central Pennsylvania Chapter Independent Electrical Contractors
 Chamber of Medford/Jackson County
 Chicago Southland Chamber of Commerce
 Coeur d Alene Chamber of Commerce
 Colorado Broadcasters Association
 Colorado Nursery & Greenhouse
 Colorado Retail Council
 Colorado SHRM State Council
 Connecticut Broadcasters Association
 Connecticut Retail Merchants Association
 Connecticut SHRM State Council
 Crowley Chamber of Commerce
 CTEC AG
 Dalles Area Chamber of Commerce
 Delaware SHRM State Council
 Eau Claire Area Chamber of Commerce
 Express Services Inc.
 Family Allergy & Asthma Care of Montana
 Far West Equipment Dealers Association
 Florida Argentum
 Florida Association of Broadcasters
 Florida Chamber of Commerce
 Florida Grocers Association
 Florida Nursery, Growers & Landscape Association
 Florida Petroleum Marketers Association
 Florida Retail Federation
 Garden State Council SHRM, Inc.
 Georgia Association of Broadcasters
 Georgia Green Industry Association
 Georgia Retail Association
 Georgia SHRM State Council
 Great Falls Area Chamber of Commerce
 Greater Cheyenne Chamber of Commerce
 Greater Elkhart Chamber of Commerce
 Greater Idaho Falls Chamber of Commerce, Inc.
 Greater Phoenix Chamber of Commerce
 Greater Providence Chamber of Commerce
 Greater Renton Chamber of Commerce
 Greater Spokane Valley Chamber of Commerce
 Greater Yakima Chamber of Commerce
 Hawaii SHRM State Council
 Health Care Association of New Jersey
 Holdrege Area Chamber of Commerce
 HR Florida State Council, Inc.
 Huber Heights Chamber of Commerce
 Idaho Nursery & Landscape Association
 Idaho Retailers Association
 Idaho SHRM State Council
 IEC Chesapeake
 IEC of Utah
 Illinois Broadcasters Association
 Illinois Chamber of Commerce
 Illinois Green Industry Association
 Illinois Retail Merchants Association
 Illinois SHRM State Council
 Independent Electrical Contractors - Dallas
 Independent Electrical Contractors - Florida West Coast Chapter
 Independent Electrical Contractors - San Antonio Chapter
 Independent Electrical Contractors Fort Worth/Tarrant County Chapter
 Independent Electrical Contractors of Greater St. Louis
 Independent Electrical Contractors of New England
 Independent Electrical Contractors of NW Pennsylvania
 Independent Electrical Contractors of Oregon
 Independent Electrical Contractors, Inc., Southern New Mexico Chapter
 Independent Electrical Contractors, Oklahoma City Chapter
 Indiana Broadcasters Organization
 Indiana Nursery and Landscape Association
 Indiana Retail Council
 Indiana SHRM State Council
 Iowa Retail Federation
 Iowa SHRM State Council
 Industrial-Irrigation Services
 Kalispell Chamber of Commerce
 Kansas Association of Broadcasters
 Kansas State Council of SHRM, Inc.
 Kawasaki Motors Manufacturing Corp., U.S.A
 Kentucky Broadcasters Association
 Kentucky Chamber of Commerce
 Kentucky Retail Federation
 Kentucky SHRM State Council
 Kentucky Society of CPAs
 Kentucky/Indiana Automotive Wholesalers Association
 Kittitas County Chamber of Commerce
 La Crosse Area Chamber of Commerce
 Lake Havasu Area Chamber of Commerce
 LeadingAge Colorado
 Longshot Enterprises, Inc.
 Louisiana Assisted Living Association
 Louisiana Association of Broadcasters
 Louisiana Retailers Association
 Louisiana SHRM State Council
 Lynchburg Regional Business Alliance
 Maine Association of Broadcasters
 Maine SHRM State Council
 Maryland, Delaware, District of Columbia Broadcasters Association
 Maryland Retailers Association

Maryland SHRM State Council, Inc.
Massachusetts Assisted Living Association
Massachusetts Broadcasters Association
Massachusetts Nursery & Landscape Association
Massachusetts SHRM State Council
Michigan Association of Broadcasters
Michigan Retailers Association
Michigan SHRM State Council
Mid-America Lumbermens Association
Mid-South Independent Electrical Contractors Association
Midwest Automotive Parts & Service Association
Midwest Chapter of the Independent Electrical Contractors Association
Minnesota Broadcasters Association
Minnesota Grocers Association
Minnesota Retailers Association
Minnesota SHRM State Council
Mississippi State Council of SHRM
Missouri Broadcasters Association
Missouri Landscape & Nursery Association
Missouri Retailers Association
Missouri State Council of SHRM, Inc.
Missouri Tire Industry Association
Montana Broadcasters Association
Montana Chamber of Commerce
Montana Equipment Dealers Association
Montana Health Care Association
Montana Independent Electrical Contractors
Montana Restaurant Association
Montana Retail Association
Montana SHRM State Council
Nebraska Broadcasters Association
Nebraska Chamber of Commerce & Industry
Nebraska Retail Federation
Nebraska SHRM State Council
Nevada SHRM State Council
New Hampshire Retail Association
New Hampshire SHRM State Council
New Jersey Gasoline, C-Store, Automotive Association
New Jersey Retail Merchants Association
New Mexico Broadcasters Association
New Mexico Retail Association
New Mexico SHRM State Council
New York State Broadcasters Association, Inc.
New York State SHRM, Inc.
North Carolina Assisted Living Association
North Carolina Association of Broadcasters
North Carolina Retail Merchants Association
North Carolina SHRM State Council
North Dakota Broadcasters Association
North Dakota SHRM State Council
Northeastern Retail Lumber Association
Northern Kentucky Chamber of Commerce
Northern Ohio Electrical Contractors Association / IEC
Ohio Assisted Living Association

Ohio Association of Broadcasters
Ohio Council of Retail Merchants
Ohio Equipment Distributors Association
Ohio SHRM State Council
Ohio Society of CPAs
Oklahoma Association of Broadcasters
Oklahoma Retail Merchants Association
Oklahoma SHRM State Council
Oregon Association of Nurseries
Oregon Association of Broadcasters
Oregon SHRM State Council
Oregon State Chamber of Commerce
Oshkosh Chamber of Commerce
Pacific State Council
Peerless Energy Systems, LLC
Pennsylvania Association of Broadcasters
Pennsylvania Chamber of Business and Industry
Pennsylvania Food Merchants Association
Pennsylvania Landscape & Nursery Association
Pennsylvania Retailers Association
Pennsylvania SHRM State Council
Retail Association of Maine
Retail Association of Nevada
Retailers Association of Massachusetts
Rexburg Area Chamber of Commerce
Rhode Island Broadcasters Association
Rhode Island Retail Federation
Rhode Island SHRM State Council
Roseburg (OR) Area Chamber of Commerce
Salt Lake Chamber
Schuylkill Chamber of Commerce
Sheridan County Chamber of Commerce
Sleeping Lady Mountain Resort
South Carolina Broadcasters Association
South Carolina Nursery and Landscape Association
South Carolina Retail Merchants Association
South Carolina SHRM State Council
South Dakota Broadcasters Association
South Dakota CPA Society
South Dakota Retailers Association
South Dakota SHRM State Council
Southeast Kentucky Chamber of Commerce
Sublette County Chamber of Commerce
Tampa Bay Beaches Chamber Commerce
Tennessee Retail Association
Tennessee SHRM State Council
Texas Association of Broadcasters
Texas Association of Business
Texas Nursery & Landscape Association
Texas Retailers Association
Texas SHRM State Council
Tri-Cities Regional Chamber of Commerce
Tualatin Chamber of Commerce
United Equipment Dealers Association
Utah Broadcasters Association

Utah Human Resource State Council
Utah Retail Merchants Association
Vail Valley Partnership
Vermont Retail & Grocers Association
Vermont SHRM State Council
Virginia Association of Broadcasters
Virginia Christmas Tree Growers Association
Virginia Nursery & Landscape Association
Virginia Ready-Mixed Concrete Association
Virginia Retail Federation
Virginia Retail Merchants Association
Virginia SHRM State Council
Ward Laboratories, Inc.
Washington Maryland Delaware Service Station &
Automotive Repair Association
Washington Retail Association
Washington State Association of Broadcasters
Washington State Human Resources Council

West Virginia Broadcasters Association
West Virginia SHRM State Council
Western Equipment Dealers Association
Western Reserve IEC Chapter
Western Suppliers Association
Wholesalers Association of the North East
Wisconsin Automotive Parts Association
Wisconsin Broadcasters Association
Wisconsin Green Industry Federation
Wisconsin Nursery and Landscape Association
Wisconsin SHRM State Council
Wyoming Association of Broadcasters
Wyoming Retail Association
Wyoming SHRM State Council
Wyoming State Chamber of Commerce