



October 6, 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 National Association for the Self-Employed, 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 micro-business and small business owners 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.

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.

Given the widespread challenges this regulation will impose on micro-business and small business owners, the NASE 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.

The NASE 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,

Katie Vlietstra
Vice President of Government Relations & Public Affairs
National Association for the Self-Employed