April 25, 2016

TO THE MEMBERS OF THE UNITED STATES CONGRESS:

As representatives of all types of employers throughout the country, we urge you to cosponsor the Protecting Workplace Advancement and Opportunity Act (S. 2707/H.R. 4773) introduced on March 17 by Senators Scott and Alexander, and Representatives Walberg and Kline. This bill would prevent the Department of Labor's disastrous overtime regulation from taking effect and would direct the Secretary of Labor to conduct a more detailed economic analysis to determine the impact on an array of employers before proposing a new rule.

Last July, the Department of Labor proposed a dramatic change to the regulations that determine whether a "white collar" employee (executive, administrative, or professional) is eligible to be paid overtime for any hours worked beyond 40 per week. Currently, if these employees are performing the "primary duties" of their classification and paid a salary more than $23,660 annually ($455/week), they are classified as exempt from being paid overtime. The new proposal would increase that salary to $50,440 annually ($970/week), and increase it annually.

If implemented, this higher salary will mean many employers will have to either increase their employees' salaries to keep them exempt, or reclassify them as hourly employees and possibly pay them overtime. For many of our large and small employers, this regulation could mean a disastrous financial hit, or reduce the ability of many businesses to serve their customers.

Reclassifying employees will mean many employees will lose the ability to set their own hours, and to work from home or use electronic technology to conduct their work since that time will be compensable and tracking it will be impossible. Many employees who have been reclassified consider it a demotion and resent the change of status.

While much attention on the impact of the proposed changes has rightly been on how typical for-profit employers will have to adjust, what has gotten inadequate attention is the impact the new rule will have on the most vulnerable employers such as nonprofit charities, academic institutions, and local and municipal governments, all of whom will be challenged to increase their revenues to cover higher labor costs. These groups are our partners in helping to make our communities attractive locations in which to live and start businesses. What will hurt them will hurt us.

Employees of nonprofits routinely work long and odd hours to serve their clients whose needs do not fall neatly into the typical eight hour workday, or 40 hour work week. To avoid this significant budget hit, many charitable groups will be forced to reduce the amount of emotional counseling, free medical care, and other services for people and families in need.

The Protecting Workplace Advancement and Opportunity Act (S. 2707/H.R. 4773) would address the problems with the proposed rule. First, it would nullify the proposed regulation—either in its proposed stage, or if it has been finalized. Second, this bill would

require the Secretary of Labor to conduct a detailed and extended economic analysis identifying the impacts on employers that were ignored in the proposed rule such as nonprofits, small governments, Medicare and Medicaid dependent health service providers, and academic institutions. The economic analysis must also identify the impacts in different regions of the country and non-financial impact such as employee benefits, workplace flexibility, and career advancement opportunities.

We believe passage of the Protecting Workplace Advancement and Opportunity Act is necessary to protect our employers from the Department of Labor's ruinous proposed overtime regulation and we urge you to cosponsor it.

Ahwatukee Foothills (AZ) Chamber of Commerce
Alaska Chamber
Albany (OR) Area Chamber of Commerce
Alle Kiski Strong (PA) Chamber
Anderson (SC) Area Chamber of Commerce
Apache Junction (AZ) Chamber of Commerce
Ardmore (OK) Chamber of Commerce
Arizona Chamber of Commerce and Industry
Arkansas State Chamber of Commerce
Ascension (LA) Chamber of Commerce
Ashland (OH) Area Chamber of Commerce
Associated Industries of Arkansas
Associated Oregon Industries
Association of Washington Business
Aurora (IL) Regional Chamber of Commerce
Azusa (CA) Chamber Of Commerce
Baltimore Washington (MD) Corridor Chamber
Barrow County (GA) Chamber of Commerce
Bartlett (IL) Area Chamber of Commerce
Baton Rouge (LA) Area Chamber
Bay City (TX) Chamber of Commerce and Agriculture
Beaver Dam (WI) Chamber of Commerce
Beaverton (OR) Area Chamber of Commerce
Belgrade (MT) Chamber of Commerce
Bellevue (WA) Chamber of Commerce
Billings (MT) Chamber of Commerce
Blair County (PA) Chamber of Commerce
Blairsville-Union County (GA) Chamber of Commerce
Boardman (OR) Chamber of Commerce
Boca (FL) Chamber
Boise (ID) Metro Chamber of Commerce
Bolingbrook (IL) Area Chamber of Commerce
Bonita Springs (FL) Area Chamber of Commerce
Brea (CA) Chamber of Commerce
Brunswick County (NC) Chamber of Commerce
Buckeye Valley (AZ) Chamber
Buffalo Niagara (NY) Partnership
Business & Industry Association of New Hampshire
Business Council of Alabama
Cabarrus (NC) Regional Chamber of Commerce
Cache (UT) Chamber of Commerce
Cambridge (OH) Area Chamber of Commerce
Campbell County (WY) Chamber of Commerce
Canton (IL) Area Chamber of Commerce
Capital Region (NY) Chamber
Carlsbad (CA) Chamber of Commerce
Carson Valley (NV) Chamber of Commerce
Carthage (MO) Chamber of Commerce
Catawba County (NC) Chamber of Commerce
Cedar Park (TX) Chamber of Commerce
Central (LA) Chamber of Commerce
Central Palm Beach (FL) County Chamber of Commerce

Central Pinellas (FL) Chamber of Commerce
Cerritos (CA) Regional Chamber of Commerce
Chamber of Commerce Southern New Jersey
Chamber of Reno, Sparks, and Northern Nevada
Chamber Southwest Louisiana
Chamber630 (IL)
Champaign County (IL) Chamber of Commerce
Chandler (AZ) Chamber of Commerce
Charleston (SC) Metro Chamber of Commerce
Chemung County (NY) Chamber of Commerce
Cherry Creek (CO) Chamber of Commerce
Chester County (PA) Chamber of Business & Industry
Chicago Southland (IL) Chamber of Commerce
Chicagoland (IL) Chamber of Commerce
Chillicothe Ross (OH) Chamber of Commerce
Cincinnati (OH) USA Regional Chamber
Clemson (SC) Area Chamber of Commerce
Coastal Alabama Business Chamber
Colorado Association of Commerce & Industry
Colorado Business Roundtable
Columbia (MO) Chamber of Commerce
Columbia (SC) Chamber of Commerce
Columbia County (GA) Chamber of Commerce
Columbus (NE) Area Chamber of Commerce
Columbus (OH) Chamber of Commerce
Commerce Lexington (KY)
Connecticut Business & Industry Association
Coral Gables (FL) Chamber of Commerce
Corning Area (NY) Chamber of Commerce
Corpus Christi Chamber of Commerce
Crystal Lake (IL) Chamber of Commerce
Dakota County (MN) Regional Chamber
Danville Pittsylvania County (VA) Chamber of Commerce
Darke County (OH) Chamber of Commerce
Daytona (FL) Regional Chamber of Commerce
Delaware State Chamber of Commerce
Detroit (MI) Regional Chamber
Dothan (AL) Area Chamber of Commerce
Douglas County (GA) Chamber
Dubuque (IA) Area Chamber of Commerce
East Parker County (TX) Chamber of Commerce
Eau Claire (WI) Area Chamber of Commerce
Edwardsville/Glen Carbon (IL) Chamber of Commerce
Effingham County (IL) Chamber of Commerce
El Centro (CA) Chamber of Commerce
Elk River (MN) Area Chamber of Commerce
Elmhurst (IL) Chamber of Commerce & Industry
Fall River (MA) Area Chamber of Commerce
Faribault (MN) Area Chamber of Commerce and Tourism
Findlay-Hancock County (OH) Chamber of Commerce
Florida Chamber of Commerce
Fox Cities (WI) Chamber of Commerce
Fremont (NE) Chamber of Commerce
Fresno (CA) Chamber of Commerce
Frisco (TX) Chamber of Commerce
Gahanna (OH) Area Chamber of Commerce
Galena (IL) Area Chamber of Commerce
Gallia County (OH) Chamber of Commerce
Galveston (TX) Regional Chamber of Commerce
Garrett County (MD) Chamber of Commerce, Inc.
Gateway (CA) Chambers Alliance
Geneva (IL) Chamber of Commerce
Georgia Chamber

Gilbert (AZ) Chamber of Commerce
GOA (IL) Regional Business Association
Goleta (CA) Chamber of Commerce
Goochland County (VA) Chamber of Commerce
Goshen (IN) Chamber of Commerce
Granbury (TX) Chamber of Commerce
Grand Forks/East Grand Forks (ND/MN) Chamber of Commerce
Grand Island (NE) Chamber of Commerce
Grand Rapids (MI) Area Chamber of Commerce
Greater Aiken (SC) Chamber
Greater Albuquerque (NM) Chamber of Commerce
Greater Augusta (VA) Regional Chamber of Commerce
Greater Bakersfield (CA) Chamber of Commerce
Greater Beaumont (TX) Chamber of Commerce
Greater Beauregard Chamber of Commerce
Greater Binghamton (NY) Chamber of Commerce
Greater Bluefield (WV) Chamber of Commerce
Greater Columbus (GA) Chamber of Commerce
Greater Conejo Valley (CA) Chamber of Commerce
Greater Decatur (IL) Chamber of Commerce
Greater El Paso (TX) Chamber of Commerce
Greater Elkhart (IN) Chamber of Commerce
Greater Fairbanks (AK) Chamber of Commerce
Greater Flagstaff (AZ) Chamber of Commerce
Greater Franklin County (IA) Chamber of Commerce
Greater Hernando County (TX) Chamber of Commerce
Greater Lawrence County (OH) Area Chamber of Commerce
Greater Lehigh Valley (PA) Chamber of Commerce
Greater Lexington (SC) Chamber
Greater Louisville (KY) Inc. – The Metro Chamber of Commerce
Greater Macon (GA) Chamber of Commerce
Greater Monticello (IN) Chamber of Commerce & Visitors Bureau
Greater North Dakota Chamber
Greater Oak Brook (IL) Chamber of Commerce
Greater Oklahoma City Chamber
Greater Orange (TX) Area Chamber of Commerce
Greater Oro Valley (AZ) Chamber of Commerce
Greater Pensacola (FL) Chamber of Commerce
Greater Philadelphia (PA) Chamber of Commerce
Greater Phoenix (AZ) Chamber of Commerce
Greater Pittsburgh (PA) Chamber of Commerce
Greater Providence (RI) Chamber of Commerce
Greater Raleigh (NC) Chamber of Commerce
Greater Reading (PA) Chamber of Commerce & Industry
Greater Redding (CA) Chamber of Commerce
Greater Scranton (PA) Chamber of Commerce
Greater Spokane Valley (WA) Chamber of Commerce
Greater Summerville/Dorchester County (SC) Chamber of Commerce
Greater Tampa (FL) Chamber of Commerce
Greater Topeka (KS) Chamber of Commerce
Greater Wilkes-Barre (PA) Chamber of Commerce

Greater Woodland Park (CO) Chamber of Commerce
Greater Yakima (WA) Chamber of Commerce
Greater Zephyrhills (FL) Chamber of Commerce
Greenville (SC) Chamber of Commerce
Gresham (OR) Area Chamber of Commerce
Grundy County (IL) Chamber of Commerce & Industry
Harford County (MD) Chamber of Commerce
Harrisburg (PA) Regional Chamber & CREDC
Hawthorne (CA) Chamber of Commerce
Headland (AL) Area Chamber of Commerce
Helena (MT) Area Chamber of Commerce
Henderson County (NC) Chamber of Commerce
High Point (NC) Chamber of Commerce
Hillsboro (OR) Chamber of Commerce
Homer (AK) Chamber of Commerce
Hudson Valley (NY) Gateway Chamber of Commerce
Huntington Beach (CA) Chamber of Commerce
Hutchinson/Reno County (KS) Chamber of Commerce
Illinois Chamber of Commerce
Indiana Chamber of Commerce
Iowa Association of Business and Industry
Jackson County (MI) Chamber of Commerce
JAX (FL) Chamber
Johnson City (TN) Chamber of Commerce
Joliet (IL) Region Chamber of Commerce & Industry
Kalispell (MT) Area Chamber of Commerce
Kansas Chamber of Commerce
Kentucky Chamber of Commerce
Kingman (AZ) Area Chamber of Commerce
Kingsport (TN) Chamber
Klamath County (OR) Chamber of Commerce
Knoxville (TN) Chamber
Lake Havasu (AZ) Area Chamber of Commerce
Lake Houston (TX) Area Chamber of Commerce
Lake Zurich (IL) Area Chamber
Las Vegas (NV) Metro Chamber of Commerce
LAX Coastal (CA) Chamber
League City (TX) Regional Chamber of Commerce
Leavenworth (WA) Chamber of Commerce
Lebanon Valley (PA) Chamber of Commerce
Lee's Summit (MO) Chamber of Commerce
Lewis Clark Valley (WA) Chamber of Commerce
Lima/Allen County (OH) Chamber of Commerce
Lincoln Park (IL) Chamber of Commerce
Longview (TX) Chamber of Commerce
Long Beach (CA) Area Chamber of Commerce
Los Angeles (CA) Area Chamber of Commerce
Loudoun County (VA) Chamber of Commerce
Louisiana Association of Business and Industry
Lubbock (TX) Chamber of Commerce
Lynchburg (VA) Regional Business Alliance
Macomb (IL) Area Chamber of Commerce
Maine State Chamber of Commerce
Manatee (FL) Chamber of Commerce
Manhattan (KS) Area Chamber of Commerce
Marshall (MN) Chamber of Commerce
Maryland Chamber of Commerce
McAllen (TX) Chamber of Commerce
McLean County (IL) Chamber of Commerce
Meade County (KY) Chamber of Commerce
Meridian (ID) Chamber of Commerce
Mesa (AZ) Chamber of Commerce
Metro Atlanta (GA) Chamber

MID Jersey (NJ) Chamber of Commerce
Midland (TX) Chamber of Commerce
Milledgeville-Baldwin County (GA) Chamber
Minden-S. Webster (LA) Chamber of Commerce
Minot (ND) Area Chamber of Commerce
Mississippi Economic Council - The State Chamber of Commerce
Missoula (MT) Area Chamber of Commerce
Missouri Chamber of Commerce and Industry
Mobile (AL) Area Chamber of Commerce
Monroe (LA) Chamber of Commerce
Montana Chamber of Commerce
Moore County (NC) Chamber of Commerce
Myrtle Beach (SC) Area Chamber of Commerce
Nampa (ID) Chamber of Commerce
Naperville (IL) Area Chamber of Commerce
Nashville (TN) Area of Chamber of Commerce
National Black Chamber of Commerce
Nebraska Chamber of Commerce & Industry
Nevada Resort Association
New Jersey Business and Industry Association
New Mexico Association of Commerce & Industry
Newark (NJ) Regional Business Partnership
Newnan-Coweta (GA) Chamber
Nogales-Santa Cruz County (AZ) Chamber of Commerce
Norfolk (NE) Area Chamber of Commerce
Norman (OK) Chamber of Commerce
North Carolina Chamber
North Country (NY) Chamber of Commerce
North Myrtle Beach (SC) Chamber of Commerce
North Orange County (CA) Chamber
North San Diego (CA) Business Chamber
Northern Kentucky Chamber of Commerce
Northern Palm Beach County Chamber of Commerce
Northern Virginia Chamber of Commerce
North SA (TX) Chamber of Commerce
Ohio Chamber of Commerce
Opelika (AL) Chamber of Commerce
Orange County (CA) Business Council
Orland Park (IL) Area Chamber of Commerce
Orlando (FL), Inc.
Oshkosh (WI) Chamber of Commerce
Ottawa (IL) Area Chamber of Commerce & Industry
Overland Park (KS) Chamber of Commerce
Oxnard (CA) Chamber of Commerce
PA Chamber of Business and Industry
Paducah (KY) Area Chamber of Commerce
Park City (UT) Chamber/Convention & Visitors Bureau
Pasadena (CA) Chamber of Commerce
Pittsburgh Airport (PA) Area Chamber of Commerce
Plano (TX) Chamber of Commerce
Plymouth (MI) Community Chamber of Commerce
Pocatello-Chubbuck (ID) Chamber of Commerce
Port Hueneme (CA) Chamber of Commerce
Porterville (CA) Chamber of Commerce
Prattville (AL) Area Chamber of Commerce
Prescott (AZ) Chamber of Commerce
Prescott Valley (AZ) Chamber of Commerce
Prince William (VA) Chamber of Commerce
Pullman (WA) Chamber of Commerce
Quincy (IL) Area Chamber of Commerce
Rancho Cordova (CA) Chamber of Commerce
Redondo Beach (CA) Chamber of Commerce
Reynoldsburg (OH) Area Chamber of Commerce
Richland Area (OH) Chamber of Commerce
Roane (TN) Alliance
Roanoke (VA) Regional Chamber of Commerce

Roanoke Valley (NC) Chamber of Commerce
Robins (GA) Regional Chamber
Rochester (MN) Area Chamber of Commerce
Rogers-Lowell (AR) Chamber of Commerce
Roseburg (OR) Area Chamber of Commerce
Sacramento (CA) Metropolitan Chamber of Commerce
Salt Lake (UT) Chamber
San Antonio (TX) Chamber of Commerce
San Diego (CA) Regional Chamber of Commerce
San Gabriel Valley (CA) Economic Partnership
Sandy Area (UT) Chamber of Commerce
Santa Clara (CA) Chamber of Commerce
Santa Clarita Valley (CA) Chamber of Commerce
Savannah (GA) Area Chamber of Commerce
Schuylkill (PA) Chamber of Commerce
Shenango Valley (PA) Chamber of Commerce
Sheridan County (WY) Chamber of Commerce
Silver City Grant County (NM) Chamber of Commerce
Simi Valley (CA) Chamber of Commerce
Sioux Falls (SD) Area Chamber of Commerce
Smith Mountain Lake (VA) Regional Chamber of Commerce
South Baldwin (AL) Chamber of Commerce
South Bay (CA) Association of Chambers of Commerce
South Carolina Chamber of Commerce
South Lake (FL) Chamber of Commerce
South Tampa (FL) Chamber of Commerce
Southeast Kentucky Chamber
Southwest California Legislative Council
Springerville-Eagar (AZ) Regional Chamber of Commerce, dba Apache County Chambers of Commerce
St. Joseph (MO) Chamber of Commerce
St. Joseph County (IN) Chamber of Commerce
St. Petersburg (FL) Area Chamber of Commerce
Tacoma-Pierce County (WA) Chamber of Commerce
Tampa Bay Beaches (FL) Chamber of Commerce
Tempe (AZ) Chamber of Commerce
Tennessee Chamber of Commerce & Industry
Texas Association of Business
The Business Council of New York State
The Chamber of Medford/Jackson County (OR)
The Greater Bethesda-Chevy Chase (MD) Chamber of Commerce
The Greater Springfield (IL) Chamber of Commerce
The Lancaster (PA) Chamber of Commerce & Industry
Toledo (OH) Regional Chamber of Commerce
Tri-City (WA) Regional Chamber of Commerce
Trussville (AL) Area Chamber of Commerce
Tualatin (OR) Chamber of Commerce
Tucson (AZ) Metro Chamber
Tulsa (OK) Regional Chamber of Commerce
Union County (NC) Chamber of Commerce
U.S. Chamber of Commerce
Utah Valley (UT) Chamber of Commerce
Valdosta-Lowndes (GA) Chamber of Commerce
Valley (CA) Industry & Commerce Association
Victoria (TX) Chamber of Commerce
Virginia Chamber of Commerce
Virginia Peninsula Chamber of Commerce
Vista (CA) Chamber of Commerce
Washington Retail Association
Wausau (WI) Regional Chamber of Commerce

West Baton Rouge (LA) Chamber of Commerce
West Orange (FL) Chamber of Commerce
West Virginia Chamber of Commerce
Westerville (OH) Area Chamber Of Commerce
White House (TN) Chamber of Commerce
White Pine (NV) Chamber of Commerce
Wichita (KS) Metro Chamber of Commerce
Wilkes (NC) Chamber of Commerce
Wilmington (NC) Chamber of Commerce
Winnetka-Northfield (IL) Chamber of Commerce
Wisconsin Manufacturers and Commerce
Worthington (OH) Area Chamber of Commerce
Youngstown/Warren (OH) Regional Chamber
Yuma County (AZ) Chamber of Commerce