



Lincoln  
Human  
Resource  
Management  
Association



September 9, 2016

The Honorable Jeff Fortenberry  
1514 Longworth HOB  
Washington, D.C. 20515

RE: H.R. 5813

Dear Representative Fortenberry,

On behalf of the Lincoln Human Resource Management Association (LHRMA), a chapter of the Society for Human Resource Management (SHRM), I am writing to thank you for agreeing to cosponsor H.R. 5813, the Overtime Reform and Enhancement Act, which would phase-in the Department of Labor's final overtime regulation.

While an increase to the salary threshold is due, the DOL's increase of more than 100 percent to the salary threshold in the *first year* is simply too far, too fast. This drastic increase presents significant challenges for employers whose salaries tend to be lower, such as small employers, nonprofits, employers in certain industries and employers in lower cost-of-living areas, like Nebraska. H.R. 5813 would still provide for a salary threshold increase to the \$47,476 level, but would provide the time necessary for employers to ensure compliance, communicate changes, and accurately reclassify employees. Additionally, H.R. 5813 eliminates the automatic increase to the salary threshold included in the final overtime, which ignores economic variations of industry and location and the overall state of the economy.

This reasonable legislation would provide meaningful relief to Nebraska employers. Thanks again for cosponsoring H.R. 5813 and for your leadership on this critical workplace issue.

Sincerely,

A handwritten signature in blue ink that reads "Joel M. Scherling".

Joel M. Scherling  
President  
Lincoln Human Resource Management Association

cc: LHRMA Board