October 28, 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,

Idealliance is a trade association representing over 3,000 companies employing over 150,000 hardworking tax payers in the graphic communications industry that, in total, employ 7.5 million Americans and contribute $1.4 trillion to our country’s annual GDP. I am writing to extend our support for S. 3464, The Overtime Reform and Review Act.

The impact of the Department of Labor’s final overtime rule would deliver a severe blow to an industry that is just beginning to recover from the devastating effect of an extended economic recession. Many of our member are small businesses who are already struggling with the impact on labor costs resulting from spiraling health care costs. More than doubling the minimum salary level for employees to qualify as exempt from overtime pay requirements would create more pressure on labor costs that could force some to close their businesses or dramatically alter the size of their payrolls.

As a result, we strongly support the provisions in S. 3464 that extend the timeline for compliance and provide an opportunity to better evaluate the impact of the rule change. Slowing the pace of enforcement would provide much needed time to encourage more study, on-going evaluation, and input from companies most impacted.

Again, the merits of this imposed increase in labor costs are ill-conceived. Rather than lifting the living standard for many it poses a significant threat to small business recovery and employment growth. We at Idealliance appreciate your leadership on this issue and support your efforts to mitigate the potentially devastating impact of this rule change on our members and our nation’s entire community of small businesses.

Sincerely,