

September 27, 2016

The Honorable John Kline
Committee on Education and the Workforce
U.S. House of Representatives
Washington, DC 20515

The Honorable Bobby Scott
Committee on Education and the Workforce
U.S. House of Representatives
Washington, DC 20515

Dear Chairman Kline and Ranking Member Scott:

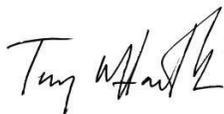
On behalf of the American Council on Education and the undersigned higher education associations, I write in support of the "Regulatory Relief for Small Businesses, Schools, and Nonprofits Act" (H.R. 6094), which provides a six-month delay in implementing the Department of Labor's final rule that more than doubles the Fair Labor Standards Act overtime salary threshold.

As we have consistently stated since the Department of Labor began considering changes to the overtime salary threshold, colleges and universities recognize that an increase in the threshold is overdue, since it was last raised in 2004. However, the department failed to address many of the concerns raised by the higher education community with regard to imposing such a dramatic increase all at once rather than incrementally, and providing just six months to comply with the new standards.

Colleges and universities, which offer stable jobs with good wages and benefits to millions of individuals across the country, are working hard to be in compliance with the new rule. Because the final rule was announced too late to account for current campus budgets and goes into effect with such short notice in the middle of the academic year, it is straining campus budgets and imposing a challenging administrative burden. Adding to this challenge is the fact the department has yet to provide guidance on the application of the new rule to certain professions on campus. Colleges and universities need this guidance in order to appropriately classify employees under the new rule. The six-month delay in H.R. 6094 would allow the department adequate time to issue appropriate guidance and allow colleges and universities time to comply with the new wage threshold in an orderly and cost-effective manner that will benefit all their employees, as well as the students and families they serve.

We support this legislation to allow colleges and universities more time to come into compliance with the overtime rule

Sincerely,



Terry W. Hartle
Senior Vice President

Higher education community letter endorsing H.R. 6094

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TWH/ldw

On behalf of:

American Association of Community Colleges

American Association of State Colleges and Universities

American Council on Education

Association of American Universities

Association of Governing Boards

Association of Public and Land-grant Universities

College and University Professional Association for Human Resources

National Association of College and University Business Officers

National Association of Independent Colleges and Universities