



Congress of the United States
House of Representatives
Washington, DC 20515

April 19, 2016

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The Honorable Thomas E. Perez
Secretary
U.S. Department of Labor
200 Constitution Ave NW
Frances Perkins Building
Washington, DC 20210-0001

Dear Secretary Perez:

I write today to inform you of my recent Golden Fleece Award to the U.S. Department of Labor (DOL) for the proposed overtime rule that would increase costs for businesses, nonprofits, state agencies, and our nation's colleges and universities while limiting available hours for hardworking employees across the United States.

Last year, I received an alarming letter from the Executive Director of the Arkansas Department of Parks and Tourism regarding the proposed rule. According to the department's calculations, it would impose an annual additional cost of \$5.6 million for the department's operations. This would have a devastating impact on the department's employees, forcing reduced hours and elimination of positions in the department. This would cause undue harm to the department's high quality service that they strive to provide the residents and visitors of Arkansas.

In other comments raising concerns about the proposal, the College and University Professional Association for Human Resources outlined concerns about the sudden and unprecedented 113 percent increase that would impose severe complications for our colleges and universities. My alma mater of Vanderbilt has also estimated that the rule could cost as much as \$10 million to the University, and the University of California school system expects a \$39 million-a-year cost increase under the proposed rule. These costs will undoubtedly be passed along to students in the form of higher tuition and less staff to assist them in their pursuit of higher education.

Further, concerns remain over the lack of consideration of different industries and geographic regions in the United States. The National Federation of Independent Businesses also stated concerns that worker morale would decline, flexibility for work hours would be diminished, and fewer salaried and managerial positions would remain available for employees.

At a time when our nation's economic growth continues to lag, we should not be imposing these additional hardships through ill-advised and ill-considered agency rules. While Congress still must work to enact necessary reforms to ensure costly and ineffective proposals like the overtime rule cannot be put in place, DOL must be accountable for implementing common-sense policies to address critical priorities at the agency. I am committed to eradicating this type of inefficient and ineffective policy and regulation by our federal agencies, and today's Golden Fleece highlights the burden that the overtime rule would place on hardworking taxpayers and the needs of our families.

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I urge you to reconsider the implementation of this rule and encourage your agency to work with Congress and stakeholders to find a workable solution to update and modernize overtime requirements. I thank you for your consideration and look forward to working with you to address this important issue.

Sincerely,

A handwritten signature in blue ink, appearing to read "French Hill". The signature is fluid and cursive, with a large initial "F" and a long, sweeping underline.

French Hill
Member of Congress