



July 18, 2016

The Honorable Kurt Schrader  
United States House of Representatives  
2431 Rayburn House Office Building  
Washington, DC 20515

Dear Congressman Schrader,

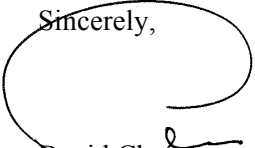
On behalf of the Newspaper Association of America and our 2,000 member newspapers, we thank you for introducing the Overtime Reform and Enhancement Act. The legislation would provide much needed relief for businesses, including newspapers, by phasing-in the Department of Labor's 100 percent increase in the salary threshold used to determine employees' eligibility for overtime.

While the newspaper industry believes an increase in the salary threshold is overdue, increasing the threshold from \$23,660 annually to \$47,476 annually by December 1, 2016 is too much, too fast, and would add unsustainable costs on newspapers. This will force newspapers to restructure their operations – reclassifying formerly exempt employees as non-exempt and implementing a “punch the clock” environment for journalists and other newspaper employees who operate in a non-traditional, increasingly mobile workforce. This drastic change in the Department of Labor's Final Rule would be tempered by the bill's phase-in approach and would mitigate a disruption in our business and editorial operations.

This legislation will be of particular help to our small market newspaper members serving rural communities, as well as those that are still recovering from the aftermath of the Great Recession. We applaud your efforts to provide relief to those industries most impacted by the unintended consequences of this rule – newspapers, universities, non-profits, and small businesses.

Again, we want to thank you for your leadership on this issue. We look forward to working with you and other policymakers towards enactment of this legislation.

Sincerely,



David Chavern  
President and CEO

cc: NAA Board of Directors  
cc: Capital Press; Statesman Journal; The Silverton Appeal; Stayton Mail

**Newspaper Association of America®**  
**American Press Institute**  
4401 Wilson Boulevard, Suite 900, Arlington, VA 22203-1867  
571.366.1100 Fax 571.366.1195  
[www.naa.org](http://www.naa.org)