



## Exempt Overtime Employee Executive, Administrative, Professional (“EAP”) Rule Making

### Public Hearing

Date	City	Venue	Room	Overview	Public Testimony
8/15/19	Vancouver	Clark College Columbia Tech Center	Event Rooms A & B	9-10am	10am-noon

### Written Comments

Deadline	E-Mail	Mail
9/6/19	EAPrules@lni.wa.gov	Employment Standards Program P.O. Box 44510, Olympia, WA 98504-4510

### Talking Points

Please be pragmatic in your opposition or examples. The current standard would be considered unreasonable by most, by the department and also in the public arena. It is also not in line with current market conditions, cost of living or inflation. A no change stance will not be effective and if that becomes the mantra of our industry it will be used against us on this and future issues.

- Understand need to raise the threshold, currently \$13,000/yr. in place since 1976
- Describe how many employee(s) you have that would be affected by this change
- The seasonal nature of our industry means building season requires more employee time than off season. Salary equalizes compensation over the year.
- Describe decisions this change may affect:
  - Expansion plans
  - Reduced hiring or letting employees go
  - Eliminate flexible work schedules
  - Reducing employee off-season hours to compensate for busy season creating dynamic monthly income rather than stable year-round compensation
  - Converting employee to hourly and limiting hours
  - Decrease or get rid of benefits
  - No longer encourage after hours event attendance, community engagement by *“previously salaried but now hourly”* employees, etc.
  - Hurt promotion opportunities