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COMMITTEE ON
EDUCATION AND THE WORKFORCE

U.S. HOUSE OF REPRESENTATIVES
2176 RAYBURN HOUSE OFFICE BUILDING
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December 18, 2023

Paul DeCamp
Member of the Firm
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1227 25th St. NW, Suite 700
Washington, DC 20037

Dear Mr. DeCamp:

Thank you again for testifying at the November 29 Workforce Protections Subcommittee hearing titled "Bad for Business: DOL's Proposed Overtime Rule."

Enclosed are additional questions submitted by Subcommittee members following the hearing. Please provide a written response no later than January 10, 2024, for inclusion in the hearing record. Responses should be sent to Alexander Knorr (Alexander.Knorr@mail.house.gov) of the Committee staff; he can be contacted at (202) 225-7101.

We appreciate your contribution to the work of the Subcommittee.

Sincerely,

Kevin Kiley
Chairman
Subcommittee on Workforce Protections

Enclosure

Questions for the Record for Paul DeCamp

Workforce Protections Subcommittee Hearing: “Bad for Business: DOL’s Proposed Overtime Rule” November 29, 2023 10:15 a.m.

Chairwoman Virginia Foxx (R-NC) on behalf of Rep. Rick Allen (R-GA)

1. The Department of Labor overtime proposal creates a dual financial challenge for businesses, with managers first having to comply with an increased salary threshold—and then the on-going automatic increases every three years. Mr. DeCamp, are we setting companies up for failure by implementing these drastic changes and not first assessing the potential impact?

Rep. James Comer (R-KY)

1. Mr. DeCamp, I want to ask you a question as a workforce expert and someone who had been with the Department of Labor leading these types of regulations at one point. We have providers of health care services in Kentucky, including Medicaid providers who support adults with intellectual and developmental disabilities, who are going to be impacted in the millions of dollars by this overtime proposal. Health care providers and especially Medicaid providers are extraordinarily strained and cannot withstand this unfunded mandate, so I would expect to see reduction in services and even changing salaried workers back to hourly wages in order to stay afloat. That does not seem like a positive outcome for anybody. What would you advise DOL to do in order to avoid this impending result in our health care system?