

NDA Joins Congressional Effort to Block Burdensome Overtime Proposal

This week, NDA [joined a coalition of prominent business organizations](#) to announce support for H.R. 7367, the Overtime Pay Flexibility Act. This legislation was recently introduced in Congress and would block the Department of Labor (DOL) from finalizing, implementing, and enforcing their [proposed overtime rule](#). The DOL's proposal would increase the minimum salary threshold for overtime eligibility from \$35,568 per year to \$55,068 per year – a nearly 55% increase. The proposal would also implement automatic increases to the threshold every three years, regardless of economic conditions.

Last year, NDA [submitted comments](#) to DOL opposing the proposed rule and believes it would have a negative effect on demolition contractors and their employees, including:

- limits on career advancement opportunities for employees;
- burdensome labor and compliance costs;
- decreased workplace flexibility and remote work options;
- elimination of middle management positions; and
- declines in employee morale.

The Overtime Pay Flexibility Act would protect workers, employers, and the economy from this ill-advised regulation while preserving DOL's authority to make future adjustments to the overtime rules as appropriate. NDA will be working with its coalition partners and Members of Congress to garner support for this bill on Capitol Hill and to urge the Biden administration to withdraw the proposed rule.