

them. A bank in my district will have to transition 13 of their salaried tellers on staff to hourly wage workers in order to assume the \$129,000 in compliance costs they anticipate from this rule. Schools have expressed concerns that they will be forced to cut staff and limit the educational services of extracurricular activities they provide for our students.

I have heard from faith-based and charitable institutions, too. These institutions often operate with fixed operating budgets and serve the most vulnerable in our society, yet this rule will impose similar financial and staffing burdens on them. A senior care group in my district, for example, has told me this rule will likely lead to a reduction in hiring, meaning fewer seniors will be able to get care.

Mr. Speaker, for the countless families, small businesses, and communities that I serve, I urge my colleagues to vote in favor of this bill and delay this onerous rule.

Mr. SCOTT of Virginia. Mr. Speaker, I am prepared to close, and I reserve the balance of my time.

Mr. WALBERG. Mr. Speaker, I yield 2 minutes to the gentleman from Georgia (Mr. CARTER), a good friend, who has a special take on this.

Mr. CARTER of Georgia. Mr. Speaker, I thank the gentleman for yielding.

Mr. Speaker, I rise today in support of H.R. 6094, the Regulatory Relief for Small Businesses, Schools, and Nonprofits Act.

We are at a crossroads in our country as we are still struggling to build up our economy after the last recession. Since then, businessowners have struggled to not only grow their companies, but also to provide for their employees.

As a small-business owner, I had both the company's and my employees' best interest in mind, as my employees were like a second family to me. I would have wanted nothing more than to ensure they are getting what they need and that they are fully compensated for all of their work. But this rule doesn't do that.

On the surface, this administration is painting this rule as a step forward for American workers, but it is not. Everyone from universities to nonprofits will feel the weight of this rule as they seek to rearrange schedules and reclassify employees so as to prevent compounding negative effects on their organizations.

Universities and colleges will see a sharp jump in payrolls as they have to grapple with how to manage their existing personnel while trying to keep their institution on an upward trajectory. Tuitions will increase. Nonprofit organizations will have to reclassify workers as their annual budgets are stretched to the brink, resulting in a drop in services to the people who need it most.

The Department of Labor spent the last 27 months working on this rule. Since its implementation, they have given businesses a 6-month window to implement it.

I have heard from countless companies, nonprofits, universities, and chambers of commerce who are extremely worried about the impact this will have on their operations. While this rule was intended to ensure employees see an increase in benefits, it will have the direct opposite effect.

This bill would delay the rule for 6 months to allow for a longer look at its effects. It gives Congress more time to find a legislative solution. Mr. Speaker, I have always wanted the best for my employees, and this rule simply doesn't do that.

I applaud Congressman WALBERG, Chairman KLINE, and the Education and the Workforce Committee staff for their hard work in pulling this together.

Mr. Speaker, I urge my colleagues to support this legislation.

Mr. SCOTT of Virginia. Mr. Speaker, I yield myself the balance of my time.

Mr. Speaker, the 40-hour workweek used to mean something. It was installed many years ago so that people wouldn't have to work 6 and 7 days a week, 10 or more hours a day. They could work 5 days a week, 8 hours, and have an opportunity to go home. Now the 40-hour workweek only applies to 7 percent of salaried workers, and they can be forced to work 45, 50, 60 hours, with no additional pay.

We have heard the impact on universities. I think the gentleman from Alabama said that it would cost the Alabama system \$17 million. Well, their budget is \$2.4 billion; \$24 million would be 1 percent.

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If his number is right—\$17 million—that is still way under 1 percent of their expenditures. But there are a lot of ways to comply with this rule without any cost at all. You can let people go home after 40 hours, or you can honestly restate their salary. If it is \$30,000 and a lot of overtime, call it \$20,000 and they have got to make \$10,000 overtime. They will get the same amount at the end of the year at no cost to the employer, but an honest way to assess the salary. It wouldn't cost anything. So there are ways of complying with this honestly that make the 40-hour workweek mean something.

The new rule only covers about a third of the salaried workers. It is a good rule. It should not be delayed. In fact, it is not being delayed. This is the first step in trying to defeat the rule. This bill should be defeated. Let the people get their salaries on December 1.

I yield back the balance of my time.

Mr. WALBERG. Mr. Speaker, I yield myself such time as I may consume.

In closing, I want to remind my colleagues why this legislation is so important.

We all agree our Nation's overtime rules need to be modernized and worker protection should be strengthened. That is not what we are debating today.

Small businesses, nonprofits, and colleges and universities play a critical role in our communities. Right now, they are struggling to implement a fundamentally flawed rule under an unrealistic deadline, and many don't even know about the rule yet. At the very least, they deserve more time. More time would allow small businesses, nonprofits, and colleges and universities to make significant changes and mitigate the impact on workers, students, and individuals in need—for the positive, for the good.

I urge my colleagues to provide that time, even if they stand by the Department's overtime rule. A vote in support of the Regulatory Relief for Small Businesses, Schools, and Nonprofits Act isn't just commonsense; it is the right thing to do.

Mr. Speaker, this is what we are intending to do. We are intending to do the best for our citizens, our employees, and our employers. Shouldn't it be worth an additional 24 weeks to make sure that this is implemented to the positive?

Mr. Speaker, I yield back the balance of my time.

The SPEAKER pro tempore. All time for debate has expired.

Pursuant to House Resolution 897, the previous question is ordered on the bill.

The question is on the engrossment and third reading of the bill.

The bill was ordered to be engrossed and read a third time, and was read the third time.

The SPEAKER pro tempore. The question is on the passage of the bill.

The question was taken; and the Speaker pro tempore announced that the ayes appeared to have it.

Mr. SCOTT of Virginia. Mr. Speaker, on that I demand the yeas and nays.

The yeas and nays were ordered.

The SPEAKER pro tempore. Pursuant to clause 8 of rule XX, further proceedings on this question will be postponed.

#### FURTHER MESSAGE FROM THE SENATE

A further message from the Senate by Ms. Curtis, one of its clerks, announced that the Senate has passed without amendment a bill of the House of the following title:

H.R. 5578. An act to establish certain rights for sexual assault survivors, and for other purposes.

The message also announced that the Senate has passed a concurrent resolution of the following title in which the concurrence of the House is requested:

S. Con. Res. 53. Concurrent Resolution directing the Clerk of the House of Representatives to make a correction in the enrollment of H.R. 5325.

#### RECESS

The SPEAKER pro tempore. Pursuant to clause 12(a) of rule I, the Chair declares the House in recess subject to the call of the Chair.