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Baker, JoshJoshBaker@gov.sc.gov  
**Date:** 5/18/2016 7:32:57 PM  
**Subject:** Re: DOL Overtime Rule

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Thanks David!

Sent from my iPhone

> On May 18, 2016, at 7:01 PM, Glaccum, David <DavidGlaccum@gov.sc.gov> wrote:  
>  
> Swati - sorry I had to run out of there this afternoon. Becca has already sent Rob a draft statement, but to follow up on our brief conversation from earlier, below are some of the important data points from the new rule.  
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> Final rule issues: 18 May 2016  
>  
> Effective date: 1 December 2016  
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> Old salary level for mandatory overtime pay (1.5x): \$23,660 annually  
>  
> New salary level for mandatory overtime pay (1.5x): \$47,476  
>  
> DOL projected number of affected SC employees (public and private sector): 67,000  
> - DEW thinks this number is low and is working on fact checking it.  
> - OHR is getting us the number of state employees it could impact.  
> - Austin sent out a note to the Cabinet requesting the impact to each of their agencies, individually.  
>  
> Other related points:  
> - Sen. Scott has been working on a bill that would halt these rules and allow time to study their impact.  
> - Other members of Congress have said they plan to introduce bills to block implementation of the rules.  
> - Based on minimal research, I have not seen any efforts taken to challenge this rule in court, although I am certain suit will be brought.  
>  
> Potential Talking Points:  
> - This is another example of the Obama Administration taking actions that are out of touch with reality.  
> - This massive new unfunded mandate will have a dramatic economic impact across the country, and my state.  
> - In SC alone, DOL projects 67,000 employees will meet these new employment standards.

- > - While the stated objectives of this rule are to increase wages and spread employment, this very may well have the opposite impact: reducing pay, reducing hours, or a combination of the two.
- > - Further, this will have a severe impact on our state budget, commandeering state priorities and forcing cuts both to employees and services.
- > - This Administration needs to quit handing down one-size fits all fiats from D.C. and allow states to manage themselves.
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- > David M. Glaccum
- > Office of Governor Nikki R. Haley
- >
- > Sent from iPhone