



WASHINGTON NONPROFITS

WE MAKE SURE NONPROFITS HAVE WHAT THEY NEED TO SUCCEED.

Washington Nonprofits, Washington State's statewide nonprofit association, has prepared public comments for the Department of Labor and Industry's request for feedback on proposed updates to the Executive, Administrative, Professional ("EAP"), and Outside Salesperson exemptions from the Minimum Wage Act. The two questions posted by the Department were:

- We want your feedback on the initial round of comments submitted.
- In addition to the initial round of comments submitted, what other thoughts, concerns, etc. do you have regarding the potential content of this rulemaking? What are key questions/data that should be examined, or important considerations that need to be understood and/or addressed?

ADDITIONAL FEEDBACK

To date, Washington Nonprofits has heard from two different members that the salary threshold will be raised to \$68,000-\$70,000, effective January 1. We are not sure where they heard this information, but would it be possible for the Department to comment as to whether there is any truth to the speculation? This is something that would rightly cause a major panic among nonprofit organizations without an intervention by the department to set the record straight.

If true, the \$68,000-\$70,000 salary threshold is simply too high for nonprofits to absorb. As tough as it is to admit for our sector, large portions of the nonprofit workforce do not receive salaries at that level despite working well over 40 hours per week – including many executive directors.

Our organization is fully supportive of paying employees more, but this rumored amount is just not feasible for the vast majority of nonprofit organizations. The Obama Administration's proposal at \$47,476 was difficult enough for nonprofits to absorb. Setting the level even higher would severely disrupt agencies' staffing plans; leave publicly funded agencies with a larger gap between their service costs and the state's reimbursement rates; and harm fragile nonprofit business models; among many other problems.

Please issue an official statement to address this rumor so that we can accurately respond to our members' inquiries.

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Washington Nonprofits is Washington's state association for nonprofits. Its mission is to make sure nonprofits have what they need to succeed. It helps nonprofits learn, increase their influence, and connect to people and resources. Visit our website at <http://www.washingtonnonprofits.org> or contact Washington Nonprofits' Public Policy Director David Streeter at (855) 299-2922 for more information.