

# Overdue Overtime

The Voices of Workers and Working Families  
on the Need for New Overtime Rules



Prepared by the Staff of Sen. Elizabeth Warren

## Overdue Overtime: The Voices of Workers and Working Families on the Need for New Overtime Rules

The nation's overtime rules – which are supposed to guarantee “time-and-a-half” pay when employees work more than 40 hours a week – are broken. Most hourly workers are guaranteed overtime pay. But the vast majority of salaried workers in America aren't guaranteed a single penny for the extra hours they put in each week. Today, only 8% of salaried workers qualify for guaranteed overtime pay.<sup>1</sup>

It didn't used to be this way. In the 1970s, two-thirds of salaried workers were guaranteed overtime pay.<sup>2</sup> But in an effort to keep profits soaring, employers discovered and abused an exemption in the law for employees classified as “managers” to avoid paying many salaried workers the overtime they deserved – and were legally entitled to. By using the “managers' loophole,” employers were able to classify anyone with a salary above \$23,660 a year as a “manager” and get out of their overtime obligations. That means employers can classify a fast food worker or a janitor or grocery store clerk – or really anyone – as a “manager” and avoid paying them for their extra hours.<sup>3</sup> These salaried workers who are classified as managers could work 10, 12, 14 hours a day – 5, 6, or 7 days a week – with no overtime pay of any kind.

The Department of Labor is close to finalizing a long-overdue update to the overtime rules to close this loophole and ensure that a hard day's work is rewarded with a fair day's pay. The updated rules do this by raising the salary threshold under which workers are guaranteed overtime pay. Currently, that threshold is set at \$23,660 – a level so low that it even excludes some workers living below the poverty line from guaranteed overtime.<sup>4</sup> The rule proposed in July 2015 raises this threshold to \$50,440. The proposed standard is straightforward: if you are a salaried worker and earn less than \$50,440, you get overtime. Period.

The updated rule would benefit more than 13.5 million workers by making them newly eligible for overtime pay or strengthening their protections against being misclassified by employers.<sup>5</sup> In the first year alone, these workers will see an additional \$1.4 billion in wages.<sup>6</sup> This is a significant victory for American workers.

But despite these clear benefits to workers, and even before it has been finalized, the rule is already under attack from employers big and small, Republican lawmakers, and their allies who think paying overtime to hardworking Americans is too costly.

Big companies and trade groups who'd prefer to leave things the way they are have flooded the Department of Labor with comments criticizing the proposed rule and stormed the halls of Congress to press their case. Republican lawmakers are listening – claiming that expanding access to overtime pay will “place significant burdens on job creators” – while forgetting the millions of workers who are currently being denied overtime pay and who would be helped by this updated rule.<sup>7</sup>

This dynamic is not unusual. Corporations and their high-paid armies of lobbyists and lawyers often have extraordinary influence over the rulemaking process – making their case with regulators in meeting after meeting, commissioning expensive, sometimes slanted analyses to support their views, and burying agencies in comments in an all-out effort to weaken, delay, or completely block new rules to help American workers.

### Republican Lawmakers Seek to Block Overtime Updates in Congress

Just when it looks like opponents of paying workers more won't be able to stall the overtime rule or gut it through the rulemaking process, they are turning to their Republican allies in Congress to squash the rule. Bills introduced this March in the House and the Senate (S. 2707, H.R. 4773) would overturn the updated rule before it can take effect, create additional layers of red tape that would require the Department of Labor to undergo a new, long, and convoluted rulemaking process to propose a new rule, and outlaw efforts to index the new salary threshold for inflation, ensuring that it erodes over time.<sup>8</sup>

But the rulemaking process isn't just for big companies. Buried among the piles and piles of slick, well-financed, pro-industry comments are the voices of hundreds and hundreds of workers whose lives will improve significantly once they can get a fair day's pay for a hard day's work. This report, which examines the impact of the updated overtime rule in all fifty states, aims to make sure those voices are heard, by focusing on the public comments submitted to the Department of Labor by ordinary workers and their family members. These comments make clear that American workers are overwhelmingly in favor of the updated overtime rules.

American families don't need to see a cost-benefit analysis to understand how these updated rules would help them get by. They've lived the reality of stagnant wages for decades, and they are barely holding on for themselves and their families. Ronda S., from Anchorage, Alaska, explained that the rule "would allow us to pay for food, medical, kids' college, house, daycare, and save for retirement."<sup>9</sup> Other commenters wrote about being able to make student loan payments with their extra wages, buy clothes for their children, or afford a car. "I am a single mother who struggles to pay the bills every month," wrote Lisa K. from Reno, Nevada. "I work a lot of extra hours for which I am not compensated. Raising the overtime threshold would mean that paying the bills and buying groceries would be easier for my family."<sup>10</sup>

The public comments also clearly demonstrate the real-world impact that comes from employers who exploit the managers' loophole, deliberately misclassifying workers to avoid paying overtime. Lea from Oakland, California, wrote: "When I worked retail I was classified as a 'supervisor' and worked 50-60 hours per week without overtime pay, but the work I did was mostly floor work, stocking and register, not management work. My employer made big profits while I barely made over minimum wage."<sup>11</sup> And Jason explained that: "The current low threshold is used to abuse people classified as exempt...by putting all those extra hours in, I was making minimum wage or less."<sup>12</sup>

These hundreds of public comments from workers and their families also make clear that updated overtime rules will be good for the economy. Millions of workers will get paid more for the work they are

already doing – allowing them to pay for the extra child care and transportation costs they incur by staying late at work, injecting more dollars into the local economy and helping families make ends meet. Others will happily go home after 40 hours, accept their stated salary, and spend more time with their families. Still others will benefit because, rather than paying overtime for full-time workers, employers may choose to give part-time workers more hours. Or employers may choose to hire more people, creating jobs that help grow communities.<sup>13</sup>

Also buried among the slick comments from big industry insiders are the voices of business owners – not Fortune 500 CEOs, but hard-working job creators who want to do right by their workers. A commenter named Scott, for example, pointed out the positive economic impact of the updated rule: "As a business owner, I support the proposed amendments to this rule. This rule will ensure that more workers are paid fair wages. Not only is this morally right, it also makes economic sense: The rule will help Americans earn more money, which will then be spent to buy products and services. This increased demand will result in job growth."<sup>14</sup>

An extraordinary amount of resources are being spent to try and undermine any improvements in our overtime rules. But when the record before the Department of Labor is examined in full, the facts are clear: the updated overtime rule will benefit workers in every state in the country, and it is long overdue.

Americans need these additional wages. But fixing the overtime rules isn't just about economics – it's about our values. There are plenty of examples of Washington writing rules that favor the rich and powerful. It's all too easy to ignore the voices of those we were sent here to protect. But an updated overtime rule will give millions of working families a fighting chance to build more financial security for themselves. It will ensure that if a worker puts in more time and produces more for the company, then the worker should get a chance to share the benefits. The record before the Department of Labor demonstrates how millions of Americans can do better when we all come together and have the courage to do what is right. It's time for us to listen to those voices.

## A Fair Day's Pay for a Hard Day's Work Will Improve Workers' Lives

"This proposal is long overdue. I am manager of a community home for the intellectually disabled. Our homes have to be staffed 24 hours a day, 365 days per year. To [reduce] organizational overtime, managers are expected to work when employees call in sick, are on leave, and when a client is in the hospital and needs a 24 hour sitter. . . In the last 12 months I have worked 336 hours overtime with no additional compensation. When I took the position I knew I would be expected to work extra hours, but unfortunately there is no cap on how many extra hours I can work without extra pay. . . I am paid less than half the new proposed salaried wage and cannot pay my bills without the help of my adult daughter that still lives at home. Without her I would have to work a second job. I just don't know how I would find the time to fit another job in with the number of hours I put into my current job."

-Anonymous

"Both my partner and I are salaried employees who make less than 50K a year. Just this past week, between the two of us, we worked a total of 40 hours of overtime! Needless to say, we didn't earn one extra penny for all of our hard work that was 'mandated' by our employers. While no one wants to sacrifice so much time to an employer, it makes it all the worse when at the end of the day you aren't fairly compensated for all that work. For too long, too many employers have imposed mandates on low and middle income employees to work harder and

longer without having to compensate them accordingly. Enough is enough. All I (and many other hard working Americans) want is a fair wage for a fair's day work!"

-Nishia I.

"I strongly support this change for fair pay for a long hard day's work. My husband has the title of a manager in a country club. He makes under \$30,000 a year, but makes over the cutoff salary for overtime. He works an average of 70 hours a week and up to 80 during [peak] times of the golf season. He is lucky to get one day off a week most weeks and hardly sees me and our 2 children. He is working ONE job but putting in the hours of two. Why should he work 30 to 40 hours a week for free?"

-Anonymous

"I STRONGLY SUPPORT worker's rights to livable wages, benefits and overtime pay. There is NOTHING confusing or complicated about providing any/all of the above. With corporate profits, and CEO/ Executive pay at staggering, all-time-highs, IT IS TIME to pay those who make it all possible FAIRLY for their time and sacrifices to the success of the companies where they work! Those who oppose these measures clearly have never tried to live, support their families or survive on today's hourly wages! It is time for the Department of Labor to represent LABOR, as well as the interests of the executives at the top."

Kim B.

St. Petersburg, FL

"For the past eight months, I've worked at a non-profit in Washington, DC. After taxes, my salary is just barely enough to be able to afford to pay rent and buy groceries. While I love my work, I am often required to work 50-60 hours per week. If I received overtime pay, I wouldn't have to struggle and at times cut corners to manage my modest budget. I would probably even be able to save a little money towards the cost of grad school. If the new overtime rule is approved, my quality of living would improve significantly — I would either make more money, or have more time on my hands (and potentially even have enough time to take on a part time job so that I can pay down my student loans and save for grad school). Therefore, for my sake, and for the sake of the millions of Americans who would benefit, I encourage you to approve this rule and raise the overtime pay salary threshold."

-Nicholas K.

"As a business owner, I support the proposed amendments to this rule. This rule will ensure that more workers are paid fair wages. Not only is this morally right, it also makes economic sense: The rule will help Americans earn more money, which will then be spent to buy products and services. This increased demand will result in job growth."

-Scott U.

"I work as a house manager for a company that provides services to people with [disabilities]. I make \$24,000 per year on salary. I have to cover if someone is sick or if we are short staffed, I have to be on call 24 /7 for phone calls, texts, sick calls or emergency... I have worked 48 hours straight and 140 hours for a two week pay period. I was told that's part of the job. So yes I approve of this change. It can only bring good to myself and the 10 other house managers in the company."

-Anonymous

"I support adding this rule that will provide the opportunity for enlarging the pool of those executive, administrative, professional, outside sales, and computer employees – and others – to receive overtime pay for hours worked in excess of their maximum. This is a rule that could also add dignity as well as income to an employee's humanity, as they perform the difficult jobs they do for their employers and for those served by their employers. If it is true that 1 in 4 Wisconsin employees will be able to enlarge their take-home pay in this manner, this would be a significant 'shot-in-the-arm' to our economy when these employees add more money to the state economy. Please add this rule."

-Jonathan B.  
Madison, WI

## Overtime Updates Will End Employer Abuse of the “Manager Loophole”

“I am in favor of this proposed rule. Currently, my employer takes advantage of its exempt workers by only compensating them for 40 hours of work, even though we always have to put in much more time in every week, including most weekends... [I]t is not uncommon for me to work 45, 50, and even 70 hours in a week... I would rather spend time with my family and friends than work away all my free time, or at the least be compensated for the extra effort I give.”

-Anonymous

“This is awesome that the government finally gets how businesses are taking advantage of workers by classifying them as exempt employees. I work sometimes 55+ hours a week and sometimes even 7 days in a row. My salary is much lower than this threshold and I can barely afford to live. About 50% of my take home pay now goes to paying rent which is just the average rent in the city I live in. There is absolutely no excuse for me to work as hard and long as I do for so little. I will gladly move down to non-exempt and punch a time card. At least I would finally be paid fairly for all the hours I am putting in. These companies have been making a killing off our labor yet the compensation is nowhere near what it should. Too much of the funds are going to business owners and not enough to the people actually doing the work. This rule change will go a long way to ensure that workers are finally paid fairly and classified correctly. Thank you for your time.”

-Sean B.

“My experience has been that companies choose to find a way around the laws to make everyone eligible to be ‘salaried.’ I work in what used to be a [seasonal] business where the hours would even out over the year. However, now, it is not uncommon for me to work on average 10 to 20

additional hours every pay period – more so at our month end... By the time I finish the year, my actual ‘wages’ are greatly diminished based on the actual hours I work. I can work all day and all night with no question as to duties being performed – but because I am on salary, there are no laws to protect me... I always thought I would be better off to get a second job because then I would actually be paid for the hours I work. But, no time for that!”

-Anonymous

“People should not be penalized by being called managers when they are not real managers. Workers should be paid for the work they do and using the exemption to force people to work more hours for less pay is wrong. I know of 18 year olds working in fast food businesses being called ‘manager’ so they can be worked more than 40 hours with no overtime pay. Give me a break. These young people are not managers. They make no decisions a true manager does. Time to update the rules.”

-James D.

“I am working at a company that pays me \$31,200 a year as an area manager. I oversee 250 employees all over multiple states. My company forces me to work 80 hours each week and I am on call 24/7. Our company’s owners have flat out said, why hire more managers when we can have a guy work 80 hours a week for what we pay you? We (salary workers) need help and companies will not change unless they are forced to do so. I lost my fiancé due to my work schedule. I should not have to have my life ruined just to put food on the table. Please help people like me get their lives back.”

-James M.

"I am in favor of this rule. As a postdoc... I am being paid BELOW the minimum NIH wage guideline of \$42K. The way the university is getting around it is by designating me as an 80% employee. Yet, the expectation is that I work full time and more. I am willing to do this for personal reasons, but they are undoubtedly taking advantage of my personal situation."

-Ramu A.  
Virginia

"I am an hourly paid worker in lower management, that is soon about to move into corporate management position as a corporate officer for a US based bank (with global offices). While a positive stepping stone for my career, I am concerned that the position I am about to accept automatically moves me into the exempt category within my company, and will actually cause me to lose ground in the way that I am paid for the time spent at work. I currently work an average of 48 to 55 hours per week, and am compensated for my time in a way that currently pays me better than I will be paid in my new exempt role. Although I will be working the same hours, the loss of the overtime pay will result in lost wages for that same amount of work. [DOL's] proposal would greatly improve my family's financial condition, as well as that of many other individuals in my industry that are currently under compensated for their work."

-Dwight M.

"I support this rule change. My husband regularly works over 50 hours a week on a 30K salary. When balancing the books, he earns less per hour than the people he is managing. My husband works hard, volunteers his time, and ensures that the people he helps manage are

able to enjoy and work efficiently at their jobs. While quality of life is not a number one can place on a balance sheet, it is the case that his importance to the company and his willingness to fight harder to make sure the business works is a job that's worth paying for... A contract on paper is only as good as its action in the real world. A contract made for 40 hours at 30K/year is the paperwork, and companies are not being held accountable for keeping their end of the contract in hours or salary for overtime... This is patently unacceptable. Therefore I endorse this change to ensure that companies hold to their contracts, or at least labor is not being given away for free..."

-Ashley L.

"My husband worked for an employer who defined him as an 'exempt' employee, even though none of his duties would have been considered managerial or administrative. He was required to work on projects 'until they are done', regardless of how many hours he had already put in for the week. He was not being paid administrative level salary, only \$36,500 a year. The overtime that he should have earned would have allowed my family to live a better life and pay off some debts we had accrued during the recession. My husband could not work a second job, as the extra hours he was forced to work for this employer would not afford the time for it. Too many people in our country find themselves in this 'indentured servitude' situation because employers take advantage of this loophole to exploit their employees and steal free labor from their workforce. Again, I urge you to close this loophole and make employers pay for the time their employees work."

-Collene L.

## The Impact of the Overtime Rule for Workers and Families in Alabama

**“Too many companies are taking advantage of the current OT rules to not pay their employees even minimum wage once all the hours are tabulated . . . My sister worked for [a major department store] as a salaried employee making \$45,000 a year. She worked 18 hour days during the holidays and sometimes more. She slept on the display beds at the store along with others. Her average hours per work week (7 days) were 90 and she may have had to turn around and come back in the middle of the night if something happened. It’s ridiculous.”**

–Ellen C. from Daleville, AL

The nation’s overtime rules protect working families by guaranteeing “time-and-a-half” pay when employees work more than 40 hours a week. But these rules have not been meaningfully updated in 40 years – and they are showing their age. Today, more than 90% of full-time salaried workers fall outside the salary range that guarantees overtime pay. The outdated salary threshold of \$23,660 is so low that a worker supporting a family of four could be living in poverty and still be considered to be earning “too much” to be guaranteed overtime pay.

It didn’t used to be this way. In the 1970s, two-thirds of salaried workers were guaranteed overtime pay. But, eager to keep costs down and profits soaring, employers discovered an exemption in the law for employees classified as “managers” and have abused this exemption to avoid paying many salaried workers the overtime they are entitled to receive. By using the “managers’ loophole,” employers are able to classify anyone with a salary above \$23,660 a year – including a fast food worker or a janitor or grocery store clerk – as a “manager” and not pay them a penny for their extra work.

Updating the rules to raise the salary threshold for guaranteed overtime pay would close this loophole for anyone earning less than \$50,440 a year, benefiting 13.5 million workers nationwide and providing American workers with an additional \$1.4 billion in wages in the first year alone.

- Over half of these workers – 6.9 million – are women and 4.6 million are parents.
- Updating overtime rules would also disproportionately benefit African American and Hispanic workers, young workers, and workers without a college degree.

**“I am expected to work as many hours as it takes on my job. This is without any consideration of my family life. I have to schedule all appointments for myself and my family [in the] early mornings . . . because I am the only one that is scheduled to work after 4pm every day and because I am the only salaried team member. I feel it is only fair for me to make time and one half for hours worked over 40. The other team members are not allowed to work over 40 no matter what the circumstances are.”**

– Rex S. from Phenix City, AL

In Alabama, the new rules would mean that:

- The number of workers covered by the overtime salary threshold in Alabama would more than triple, rising from 80,000 to 263,000.
- More than half of Alabama workers benefiting – 97,000 workers (53%) – are women, while 86,000 (47%) are men.

**“If you work overtime, you should get paid overtime. It’s that simple.”**

–Julia D. from Anniston, AL

Sources: State data for 2015 from unpublished estimates by the Economic Policy Institute. Subtotals may not sum due to rounding. Quotations from public comments submitted to the Department of Labor.

# The Impact of the Overtime Rule for Workers and Families in Alaska

**“This increase would allow us to pay for food, medical, kids’ college, house, daycare, and save for retirement.”**

– Ronda S. from Anchorage, AK

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**“I have noticed that ever since the economic environment has changed, many employers are expecting more work and longer hours with no pay. After 29 years of service, my spouse was forced to go on salary so that his company would not have to pay his overtime rate; however, the company still charges clients for those extra hours.”**

–Lisa L.

In Alaska, the new rules would mean that:

- The number of workers covered by the overtime salary threshold in Alaska would more than triple, rising from 8,000 to 25,000.
- More than half of Alaska workers benefiting – 10,000 workers (59%) – are women, while 8,000 (47%) are men.

**“My boss has made it clear my company expects 50-60 hours per week without consideration for additional pay. I manage 23 employees and make less than they do on average. Unfair business practices need to be changed if they want company morale to be high because it starts with employees feeling valued at all levels.”**

–Anonymous

Sources: State data for 2015 from unpublished estimates by the Economic Policy Institute. Subtotals may not sum due to rounding. Quotations from public comments submitted to the Department of Labor.

# The Impact of the Overtime Rule for Workers and Families in Arizona

**"As a single parent and grandparent, it is very difficult to make ends meet without working overtime . . . I am one of the many employees who is not paid overtime due to my position, yet I'm still expected to work over-time, even without any compensation."**

– Michelle M. from Peoria, AZ

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**"[With this rule change,] I would be able to get paid overtime for the hour or so I work over forty hours a week; or it would be very beneficial for me to be paid the rate to meet the new pay limit for overtime. I would like to pay off my credit cards and put more into my savings, as well as hopefully go to school."**

–Kendra W. from Tucson, AZ

In Arizona, the new rules would mean that:

- The number of workers covered by the overtime salary threshold in Arizona would more than triple, rising from 101,000 to 372,000.
- More than half of Arizona workers benefiting – 142,000 workers (52%) – are women, while 129,000 (48%) are men.

**"I was not permitted to take time off for holidays or for medical appointments, working sometimes 80 hours a week, due to being a salaried employee. I became ill and was hospitalized with a severe arrhythmia . . . I wish this change would have come years ago, because I have only gotten worse, not better."**

–Kathleen C. from Peoria, AZ

Sources: State data for 2015 from unpublished estimates by the Economic Policy Institute. Subtotals may not sum due to rounding. Quotations from public comments submitted to the Department of Labor.

## The Impact of the Overtime Rule for Workers and Families in Arkansas

**"[My] husband sometimes [works] 80 hours a week without a break or lunch break. He is on salary and is treated like property, no respect. He can barely walk anymore because his legs and feet are too stressed . . . Pay is no good and he is over 50. This job will actually kill him!"**

– Cassandra G. from Barling, AR

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**"Fair pay for hours worked!! It is time for our government to stand up FOR THE PEOPLE!! Quit bowing down to the companies!!"**

–Kathy L. from Lead Hill, AR

In Arkansas, the new rules would mean that:

- The number of workers covered by the overtime salary threshold in Arkansas would more than triple, rising from 57,000 to 195,000.
- Approximately half of Arkansas workers benefiting – 68,000 workers (49%) – are women, while 70,000 (51%) are men.

**"I have been in the health care field for over 20 years supporting individuals with [disabilities]. I have always been a salaried employee, and underpaid and overworked. Averaging 60 hour weeks with no pay is crazy. Many of my colleagues are leaving the business from the stress of not making a living wage and not being able to spend time with [their families]. When in America did this become ok?"**

–Jon M.

Sources: State data for 2015 from unpublished estimates by the Economic Policy Institute. Subtotals may not sum due to rounding. Quotations from public comments submitted to the Department of Labor.

## The Impact of the Overtime Rule for Workers and Families in California

**“When I worked retail I was classified as a ‘supervisor’ and worked 50-60 hours per week without overtime pay, but the work I did was mostly floor work, stocking and register, not management work. My employer made big profits while I barely made over minimum wage. You can fix this for so many working families struggling hard every week for the basics, [such as] food, rent, bills.”**

–Lea Y. from Oakland, CA

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**“I work more than 40 hours a week and I earn \$40,000 a year . . . After bills, rent, student loan payments, food and transportation, I don’t have enough to save to buy a home or to have children. I am applying to graduate school and I do not have enough time to study for the GRE because I have to work overtime without getting compensated.”**

– Natalia R. from Los Angeles, CA

In California, the new rules would mean that:

- The number of workers covered by the overtime salary threshold in California would triple, rising from 569,000 to 1,732,000.
- Approximately half of California workers benefiting – 575,000 workers (49%) – are women, while 587,000 (50%) are men.

**“I make \$41,000 a year and typically work over 50 hours a week. I love my work but . . . long work hours take a toll on my mental and physical health and relationships with loved ones . . . I would love to either earn overtime for my extra work, or work a NORMAL work week of 40 hours. Changing the overtime rule would not only help me personally, it would also create a new job because the organization would hire another employee to help with the workload.”**

–Sophia C. from Los Angeles, CA

Sources: State data for 2015 from unpublished estimates by the Economic Policy Institute. Subtotals may not sum due to rounding. Quotations from public comments submitted to the Department of Labor.

# The Impact of the Overtime Rule for Workers and Families in Colorado

**“As a business owner, I strongly support this measure, as it helps level the playing field with other companies who do NOT pay adequate salaries for exempt personnel.”**

–Sami I. from Denver, CO

The nation's overtime rules protect working families by guaranteeing “time-and-a-half” pay when employees work more than 40 hours a week. But these rules have not been meaningfully updated in 40 years – and they are showing their age. Today, more than 90% of full-time salaried workers fall outside the salary range that guarantees overtime pay. The outdated salary threshold of \$23,660 is so low that a worker supporting a family of four could be living in poverty and still be considered to be earning “too much” to be guaranteed overtime pay.

It didn't used to be this way. In the 1970s, two-thirds of salaried workers were guaranteed overtime pay. But, eager to keep costs down and profits soaring, employers discovered an exemption in the law for employees classified as “managers” and have abused this exemption to avoid paying many salaried workers the overtime they are entitled to receive. By using the “managers’ loophole,” employers are able to classify anyone with a salary above \$23,660 a year – including a fast food worker or a janitor or grocery store clerk – as a “manager” and not pay them a penny for their extra work.

Updating the rules to raise the salary threshold for guaranteed overtime pay would close this loophole for anyone earning less than \$50,440 a year, benefiting 13.5 million workers nationwide and providing American workers with an additional \$1.4 billion in wages in the first year alone.

- Over half of these workers – 6.9 million – are women and 4.6 million are parents.
- Updating overtime rules would also disproportionately benefit African American and Hispanic workers, young workers, and workers without a college degree.

**“My husband earns only about half the median income for our community and works overtime almost every day without overtime pay. He has two degrees and works as staff at a major university. This situation is simply unfair.”**

– Donna B. from Boulder, CO

In Colorado, the new rules would mean that:

- The number of workers covered by the overtime salary threshold in Colorado would more than quadruple, rising from 80,000 to 345,000.
- More than half of Colorado workers benefiting – 137,000 workers (52%) – are women, while 128,000 (48%) are men.

**“When I was an hourly worker and I worked more than 40 hours a week – the extra money meant a LOT to me. You give up a lot of your personal time when you work so many hours that you should be compensated fairly.”**

–Eric T. from Boulder, CO

Sources: State data for 2015 from unpublished estimates by the Economic Policy Institute. Subtotals may not sum due to rounding. Quotations from public comments submitted to the Department of Labor.

# The Impact of the Overtime Rule for Workers and Families in Connecticut

**"As a worker who makes less than \$50,000 but more than the amount that currently requires employers to pay overtime, I am supporting this bill. I work well over forty hours per week and at least one weekend per month on top of the regular work week. I love my job but we need laws that help Americans like me who are taken advantage of by employers!"**

–Jessica P. from Monroe, CT

The nation's overtime rules protect working families by guaranteeing "time-and-a-half" pay when employees work more than 40 hours a week. But these rules have not been meaningfully updated in 40 years – and they are showing their age. Today, more than 90% of full-time salaried workers fall outside the salary range that guarantees overtime pay. The outdated salary threshold of \$23,660 is so low that a worker supporting a family of four could be living in poverty and still be considered to be earning "too much" to be guaranteed overtime pay.

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- Over half of these workers – 6.9 million – are women and 4.6 million are parents.
- Updating overtime rules would also disproportionately benefit African American and Hispanic workers, young workers, and workers without a college degree.

**"I have family members who sometimes work 70 hours a week, only getting paid for 40. So much so [that] they can't even take vacation and lose that as well. Something needs to be done. Instead of hiring people, they are working current employees literally to death."**

–Carol Ann F. from Danbury, CT

In Connecticut, the new rules would mean that:

- The number of workers covered by the overtime salary threshold in Connecticut would more than triple, rising from 53,000 to 174,000.
- More than half of Connecticut workers benefiting – 76,000 workers (63%) – are women, while 46,000 (38%) are men.

**"I know many workers, even those in my family, who are called salaried and then expected to work an open-ended schedule, all those hours over 40 not paid. Young people new to the workforce are particularly vulnerable. This used to be expected only of managers who sometimes had to cover a project or emergency, but it has become a commonplace expectation for a workweek."**

– Zoe K. from Farmington, CT

Sources: State data for 2015 from unpublished estimates by the Economic Policy Institute. Subtotals may not sum due to rounding. Quotations from public comments submitted to the Department of Labor.

## The Impact of the Overtime Rule for Workers and Families in Delaware

**“For years, businesses have used the low threshold to use part-time workers to fill positions without having to give them overtime pay. This will go a long way toward ending that ‘go-around’ and allow part-time workers to receive a chance at a decent salary.”**

–Kathleen E. from Middletown, DE

The nation’s overtime rules protect working families by guaranteeing “time-and-a-half” pay when employees work more than 40 hours a week. But these rules have not been meaningfully updated in 40 years – and they are showing their age. Today, more than 90% of full-time salaried workers fall outside the salary range that guarantees overtime pay. The outdated salary threshold of \$23,660 is so low that a worker supporting a family of four could be living in poverty and still be considered to be earning “too much” to be guaranteed overtime pay.

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**“I could pay my bills on time or get a second job if I only had to work 40 hours at my full time job. But I work largely unsupervised, and manage those on my shift therefore I get no overtime. My boss doesn’t either, but he makes more than double my salary and rarely stays past his shift. When I calculate my hourly rate using my real hours it is \$6.84/hour. Economic discrimination has created a true underclass – working women.”**

– Chris R. from Millsboro, DE

In Delaware, the new rules would mean that:

- The number of workers covered by the overtime salary threshold in Delaware would more than quadruple, rising from 14,000 to 66,000.
- Half of Delaware workers benefiting – 26,000 workers (50%) – are women, while 26,000 (50%) are men.

**“There is lots of evidence that overtime hours are being misused by organizations because of the job situation. DOL’s job is to insure fairness in how the overtime is determined and paid. Please [state] clearly what the rules are based on fairness NOT the bottom line of companies.”**

–James Y. from Middletown, DE

Sources: State data for 2015 from unpublished estimates by the Economic Policy Institute. Subtotals may not sum due to rounding. Quotations from public comments submitted to the Department of Labor.

# The Impact of the Overtime Rule for Workers and Families in the District of Columbia

**“This new rule will protect my friends and colleagues from being forced to work long hours without getting paid for it.”**

– Daniel E. from Washington, DC

The nation’s overtime rules protect working families by guaranteeing “time-and-a-half” pay when employees work more than 40 hours a week. But these rules have not been meaningfully updated in 40 years – and they are showing their age. Today, more than 90% of full-time salaried workers fall outside the salary range that guarantees overtime pay. The outdated salary threshold of \$23,660 is so low that a worker supporting a family of four could be living in poverty and still be considered to be earning “too much” to be guaranteed overtime pay.

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- Over half of these workers – 6.9 million – are women and 4.6 million are parents.
- Updating overtime rules would also disproportionately benefit African American and Hispanic workers, young workers, and workers without a college degree.

**“Having overtime pay would increase my savings, increase my spending power, and increase my confidence in the American Dream.”**

–Katherine K. from Washington, DC

In the District of Columbia, the new rules would mean that:

- The number of workers covered by the overtime salary threshold in the District of Columbia would nearly quadruple, rising from 11,000 to 43,000.
- More than half of District of Columbia workers benefiting – 17,000 workers (53%) – are women, while 15,000 (47%) are men.

**“I think those who need this overtime pay are probably too busy to answer the question of how it could help them. I will try to answer it for them. Many will better be able to care for themselves and their families. So many people are working long hours and still not making enough income to support their families.”**

–Betsy D. from Washington, DC

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## The Impact of the Overtime Rule for Workers and Families in Florida

**“Businesses have been exploiting an unfair definition for too long – people should not be made exempt from getting paid overtime by simply classifying them as ‘managers.’”**

–Reba B. from Gainesville, FL

The nation’s overtime rules protect working families by guaranteeing “time-and-a-half” pay when employees work more than 40 hours a week. But these rules have not been meaningfully updated in 40 years – and they are showing their age. Today, more than 90% of full-time salaried workers fall outside the salary range that guarantees overtime pay. The outdated salary threshold of \$23,660 is so low that a worker supporting a family of four could be living in poverty and still be considered to be earning “too much” to be guaranteed overtime pay.

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- Updating overtime rules would also disproportionately benefit African American and Hispanic workers, young workers, and workers without a college degree.

**“Having spent most of my working life in the hospitality industry, I can say that this proposed rule would have been a tremendous help to all of us who worked a minimum 60 hour week. Holidays usually meant 70-80 hours per week with no additional compensation. This type of abuse still prevails in that industry – please fix it.”**

–Diane R. from Miami Beach, FL

In Florida, the new rules would mean that:

- The number of workers covered by the overtime salary threshold in Florida would more than triple, rising from 460,000 to 1,586,000.
- Approximately half of Florida workers benefiting – 532,000 workers (47%) – are women, while 596,000 (53%) are men.

**“The new overtime rules will help my family to make an additional \$1,200 a month (before taxes). This extra money will help me to make my student loan payments of \$1,180 each month. Thank you so much for saving me from default on my student loans!!”**

– Suzanne C. from Sarasota, FL

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## The Impact of the Overtime Rule for Workers and Families in Georgia

**“Having been salaried and working a lot of overtime but never getting paid for it, I feel . . . that hourly wage workers deserve pay for overtime. Employers take advantage of the current laws to get 10-20 hours a week overtime at no cost to them without impunity. It is time to change that dynamic.”**

– Cynthia G. from Braselton, GA

The nation’s overtime rules protect working families by guaranteeing “time-and-a-half” pay when employees work more than 40 hours a week. But these rules have not been meaningfully updated in 40 years – and they are showing their age. Today, more than 90% of full-time salaried workers fall outside the salary range that guarantees overtime pay. The outdated salary threshold of \$23,660 is so low that a worker supporting a family of four could be living in poverty and still be considered to be earning “too much” to be guaranteed overtime pay.

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- Over half of these workers – 6.9 million – are women and 4.6 million are parents.
- Updating overtime rules would also disproportionately benefit African American and Hispanic workers, young workers, and workers without a college degree.

**“This would have helped me greatly the year I became a single mother. I was still making below this threshold and was working long hours to meet project deadlines while also paying large medical bills to ensure my baby was healthy. Kudos to those responsible for this proposal. It’s definitely a step in the right direction of supporting the growth of middle class families.”**

–Ranada R. from Atlanta, GA

In Georgia, the new rules would mean that:

- The number of workers covered by the overtime salary threshold in Georgia would more than triple, rising from 194,000 to 705,000.
- More than half of Georgia workers benefiting – 264,000 workers (52%) – are women, while 247,000 (48%) are men.

**“Not only will [an updated overtime rule] put more money into my pocket. I can also get the things I NEED and the extra pay in overtime can help with paying unexpected bills and things. My standard of living can increase and be better as well.”**

–Jawara P. from Atlanta, GA

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## The Impact of the Overtime Rule for Workers and Families in Hawaii

**"During the 1970s, I worked for a loan company [and] my title was 'Assistant Branch Manager.' Sometimes I was required to work overtime and was NOT paid any overtime pay . . . If a company designates an employee 'managerial,' I learned, it was not required to pay the employee time and a half pay when he works overtime. In fact, I found out that a company did not have to pay such employees ANY money at all for those overtime hours. For people who make a large salary, I can understand that. But I was NOT making a large salary. Nor were the other assistant branch managers. We were just ordinary working people, just scraping by on rather small salaries."**

–Joseph O. from Honolulu, HI

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- Over half of these workers – 6.9 million – are women and 4.6 million are parents.
- Updating overtime rules would also disproportionately benefit African American and Hispanic workers, young workers, and workers without a college degree.

**"I know quite a few co-workers who work overtime almost daily and receive no compensation. I believe they should."**

– Yoshitsugu K. from Honolulu, HI

In Hawaii, the new rules would mean that:

- The number of workers covered by the overtime salary threshold in Hawaii would more than triple, rising from 22,000 to 84,000.
- More than half of Hawaii workers benefiting – 32,000 workers (52%) – are women, while 30,000 (48%) are men.

**"Please help overtime pay to increase workers' ability to enjoy the American dream and reduce the gap between the rich and poor."**

–David T. from Waianae, HI

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# The Impact of the Overtime Rule for Workers and Families in Idaho

**“What we do for lower wage workers has a ripple effect in our economy. This is a win/win for Americans and the economy. Businesses may have to pay a bit more in wages, but workers will spend it! Let’s raise up the standard of living for those struggling the hardest.”**

– Dodi R. from Post Falls, ID

The nation’s overtime rules protect working families by guaranteeing “time-and-a-half” pay when employees work more than 40 hours a week. But these rules have not been meaningfully updated in 40 years – and they are showing their age. Today, more than 90% of full-time salaried workers fall outside the salary range that guarantees overtime pay. The outdated salary threshold of \$23,660 is so low that a worker supporting a family of four could be living in poverty and still be considered to be earning “too much” to be guaranteed overtime pay.

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- Over half of these workers – 6.9 million – are women and 4.6 million are parents.
- Updating overtime rules would also disproportionately benefit African American and Hispanic workers, young workers, and workers without a college degree.

**“When I was working, I was paid overtime for anything over regularly scheduled hours – and I was considered a professional. Expecting workers to put in more than 40 hours per week without paying overtime for those hours is ludicrous.”**

–Cheryl K. from Winchester, ID

In Idaho, the new rules would mean that:

- There would be a more than fivefold increase in the number of workers covered by the overtime salary threshold in Idaho. This number would rise from 14,000 to 81,000.
- Approximately half of Idaho workers benefiting – 31,000 workers (46%) – are women, while 36,000 (54%) are men.

**“Put more money in the hands of workers, people who put in a honest day’s work and ought to be paid honestly, and the economy overall will strengthen.”**

–Marc F. from Moscow, ID

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## The Impact of the Overtime Rule for Workers and Families in Illinois

**"I have worked my entire life, and have worked many hours of OT, not only not getting paid the way I was supposed to get paid for it, but the companies I worked for told me they would put me on 'salary,' another term for 'we will work you till you drop, but even if you call in sick, or are late, you will still get the the same pay.' In theory this sounds great, but in actuality, you work many days having to come in early, and work late, all covered under salaried workers. The only one who benefits from this is the corporation you work for . . . I am a single mom . . . I support getting paid OT; everyone deserves a chance to attain their version of the American Dream, not only rich CEOs and heads of multi national corporations."**

– Desiree M. from Bridgeview, IL

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- Over half of these workers – 6.9 million – are women and 4.6 million are parents.
- Updating overtime rules would also disproportionately benefit African American and Hispanic workers, young workers, and workers without a college degree.

**"My husband was just offered a 'lead' salaried position at work, which seems to be an entry level management position. He currently works 60+ [hours] a week and now they want him to work those same hours for a salary of less than \$30,000 as a 'lead.' To me, it seems his employer wants to work him more for less pay under the guise of a promotion."**

–Amanda R. from Metropolis, IL

In Illinois, the new rules would mean that:

- The number of workers covered by the overtime salary threshold in Illinois would quadruple, rising from 196,000 to 775,000.
- Half of Illinois workers benefiting – 290,000 workers (50%) – are women, while 289,000 (50%) are men.

**"As a former small business owner, I strongly support your new overtime eligibility rules. They are good for employees and good for business."**

–Joseph Z. from Chicago, IL

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# The Impact of the Overtime Rule for Workers and Families in Indiana

**“Additional overtime pay would allow people to have more money for groceries, clothes, toiletry products, gasoline, medicine, and dinners.”**

– Eric E. from Floys Knobs, IN

The nation’s overtime rules protect working families by guaranteeing “time-and-a-half” pay when employees work more than 40 hours a week. But these rules have not been meaningfully updated in 40 years – and they are showing their age. Today, more than 90% of full-time salaried workers fall outside the salary range that guarantees overtime pay. The outdated salary threshold of \$23,660 is so low that a worker supporting a family of four could be living in poverty and still be considered to be earning “too much” to be guaranteed overtime pay.

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- Over half of these workers – 6.9 million – are women and 4.6 million are parents.
- Updating overtime rules would also disproportionately benefit African American and Hispanic workers, young workers, and workers without a college degree.

**“The new rules . . . will benefit my daughter, a 35 year-old single mother of 4, who currently works as an Assistant Manager of a local restaurant. She works no less than 60 hours a week, for an annual salary of approximately \$35,000.”**

–Keith O. from Russiaville, IN

In Indiana, the new rules would mean that:

- The number of workers covered by the overtime salary threshold in Indiana would more than triple, rising from 100,000 to 371,000.
- Half of Indiana workers benefiting – 135,000 workers (50%) – are women, while 136,000 (50%) are men.

**“I make too much to be affected by these rules, and I work in a salaried position that has been pretty good about comping my time. These new rules will still benefit me. They will increase the number of part time and maybe full time jobs available, so my wife can find work. They will also push back against the ‘everyone works 50+ hours’ culture.”**

–Paul B. from Fishers, IN

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# The Impact of the Overtime Rule for Workers and Families in Iowa

**"I was promoted to a 'salary' position last year. I have since seen my hours go up between 3-5 hours per week with no compensation. This 'promotion' has turned into a net salary loss as I now have to pay much more for health insurance and I have less time to spend with family. This change is a good idea for middle class families."**

–Thomas H. from Iowa City, IA

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- Over half of these workers – 6.9 million – are women and 4.6 million are parents.
- Updating overtime rules would also disproportionately benefit African American and Hispanic workers, young workers, and workers without a college degree.

**"I am a pastor in Des Moines, Iowa. I see people struggle daily to feed their families, provide school supplies and enjoy a small quality of life because they are working without fair pay. Please raise the limit for overtime pay so workers can be fairly paid overtime."**

– Debbie G. from Des Moines, IA

In Iowa, the new rules would mean that:

- The number of workers covered by the overtime salary threshold in Iowa would more than quadruple, rising from 39,000 to 175,000.
- More than half of Iowa workers benefiting – 70,000 workers (51%) – are women, while 64,000 (47%) are men.

**"Please approve the new overtime eligibility rules – 40 years of the same is way overdue for change. There are just too many people barely scraping by on their income and many who don't get by month to month. This update in the rules is a critical step in improving our economy."**

–Roxanne N. from Des Moines, IA

Sources: State data for 2015 from unpublished estimates by the Economic Policy Institute. Subtotals may not sum due to rounding. Quotations from public comments submitted to the Department of Labor.

# The Impact of the Overtime Rule for Workers and Families in Kansas

**“Let’s quit going backwards in our great country. Give the workers the break they deserve and raise the overtime threshold.”**

– John C. from Abbyville, KS

The nation’s overtime rules protect working families by guaranteeing “time-and-a-half” pay when employees work more than 40 hours a week. But these rules have not been meaningfully updated in 40 years – and they are showing their age. Today, more than 90% of full-time salaried workers fall outside the salary range that guarantees overtime pay. The outdated salary threshold of \$23,660 is so low that a worker supporting a family of four could be living in poverty and still be considered to be earning “too much” to be guaranteed overtime pay.

It didn’t used to be this way. In the 1970s, two-thirds of salaried workers were guaranteed overtime pay. But, eager to keep costs down and profits soaring, employers discovered an exemption in the law for employees classified as “managers” and have abused this exemption to avoid paying many salaried workers the overtime they are entitled to receive. By using the “managers’ loophole,” employers are able to classify anyone with a salary above \$23,660 a year – including a fast food worker or a janitor or grocery store clerk – as a “manager” and not pay them a penny for their extra work.

Updating the rules to raise the salary threshold for guaranteed overtime pay would close this loophole for anyone earning less than \$50,440 a year, benefiting 13.5 million workers nationwide and providing American workers with an additional \$1.4 billion in wages in the first year alone.

- Over half of these workers – 6.9 million – are women and 4.6 million are parents.
- Updating overtime rules would also disproportionately benefit African American and Hispanic workers, young workers, and workers without a college degree.

**“I’m retired now, but [this rule] would have made a huge difference, especially in my ability to educate my children.”**

–Ravenna O. from Lawrence, KS

In Kansas, the new rules would mean that:

- The number of workers covered by the overtime salary threshold in Kansas would more than quadruple, rising from 34,000 to 141,000.
- More than half of Kansas workers benefiting – 55,000 workers (51%) – are women, while 51,000 (48%) are men.

**“Time with family is valuable. O.T. pay deters employers from taking away family time both daily and on weekends  
... When I am working harder I deserve more pay.”**

–Kyle B. from Newton, KS

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## The Impact of the Overtime Rule for Workers and Families in Kentucky

**"I enthusiastically look forward to the day that I make more than \$23,600. I am not, however, enthusiastic about losing my right to overtime pay, as this is certainly not justified by a meager salary of \$23,601, which will scarcely pay for groceries. For this reason, I support your initiative to raise the base pay for overtime qualification!"**

–Matthew M. from Louisville, KY

The nation's overtime rules protect working families by guaranteeing "time-and-a-half" pay when employees work more than 40 hours a week. But these rules have not been meaningfully updated in 40 years – and they are showing their age. Today, more than 90% of full-time salaried workers fall outside the salary range that guarantees overtime pay. The outdated salary threshold of \$23,660 is so low that a worker supporting a family of four could be living in poverty and still be considered to be earning "too much" to be guaranteed overtime pay.

It didn't used to be this way. In the 1970s, two-thirds of salaried workers were guaranteed overtime pay. But, eager to keep costs down and profits soaring, employers discovered an exemption in the law for employees classified as "managers" and have abused this exemption to avoid paying many salaried workers the overtime they are entitled to receive. By using the "managers' loophole," employers are able to classify anyone with a salary above \$23,660 a year – including a fast food worker or a janitor or grocery store clerk – as a "manager" and not pay them a penny for their extra work.

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- Over half of these workers – 6.9 million – are women and 4.6 million are parents.
- Updating overtime rules would also disproportionately benefit African American and Hispanic workers, young workers, and workers without a college degree.

**"A dear friend of mine is working 50+ hours a week and not receiving overtime. This would make a major difference in her life. She would like to go back to school so she could qualify for a better job. Overtime pay would make that possible for her to do. She sacrifices personal and family time every week in overtime for her employer. She deserves to be properly compensated for it."**

– Regina S. from Frankfort, KY

In Kentucky, the new rules would mean that:

- The number of workers covered by the overtime salary threshold in Kentucky would quadruple, rising from 53,000 to 210,000.
- More than half of Kentucky workers benefiting – 81,000 workers (52%) – are women, while 75,000 (48%) are men.

**"[P]eople working hard and trying to provide for a family should receive fair compensation for their efforts, and those living paycheck to paycheck are the ones impacted by this change. The American economy depends heavily on families in this situation and their spending supports it."**

–Elizabeth B. from Henderson, KY

Sources: State data for 2015 from unpublished estimates by the Economic Policy Institute. Subtotals may not sum due to rounding. Quotations from public comments submitted to the Department of Labor.

# The Impact of the Overtime Rule for Workers and Families in Louisiana

**"I work ridiculously long hours, take work home, take phone calls from work all day, every day, even on vacations, and I have been asked to do many tasks that fall outside of my job description. I have been told that because I am salaried and the office is not open a complete 40 hours per week that I should not be paid overtime. I want my overtime as a small consolation to my husband and 2 year old. This job is wearing on me and although I appreciate having it, I want to continue to appreciate it and not be burnt out."**

– Kayla B. from Baton Rouge, LA

The nation's overtime rules protect working families by guaranteeing "time-and-a-half" pay when employees work more than 40 hours a week. But these rules have not been meaningfully updated in 40 years – and they are showing their age. Today, more than 90% of full-time salaried workers fall outside the salary range that guarantees overtime pay. The outdated salary threshold of \$23,660 is so low that a worker supporting a family of four could be living in poverty and still be considered to be earning "too much" to be guaranteed overtime pay.

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- Over half of these workers – 6.9 million – are women and 4.6 million are parents.
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**"The point is, if any employer want the work done and it goes into overtime, they ought to pay what the law say they should pay: time plus time and a half. Right is right, wrong is wrong."**

–Carrie W. from Baton Rouge, LA

In Louisiana, the new rules would mean that:

- The number of workers covered by the overtime salary threshold in Louisiana would more than double, rising from 116,000 to 303,000.
- More than half of Louisiana workers benefiting – 95,000 workers (51%) – are women, while 92,000 (49%) are men.

**"[W]hatever benefits working people as a whole benefits the economy, and that benefits everyone."**

–Andy M. from Lafayette, LA

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# The Impact of the Overtime Rule for Workers and Families in Maine

**"Forty years ago I could earn overtime pay, since my salary was about \$21,500 – OT helped us raise our kids quite decently. Now, someone earning \$24,000 is denied OT and that's an outrage!"**

–James T. from Houlton, ME

The nation's overtime rules protect working families by guaranteeing "time-and-a-half" pay when employees work more than 40 hours a week. But these rules have not been meaningfully updated in 40 years – and they are showing their age. Today, more than 90% of full-time salaried workers fall outside the salary range that guarantees overtime pay. The outdated salary threshold of \$23,660 is so low that a worker supporting a family of four could be living in poverty and still be considered to be earning "too much" to be guaranteed overtime pay.

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- Over half of these workers – 6.9 million – are women and 4.6 million are parents.
- Updating overtime rules would also disproportionately benefit African American and Hispanic workers, young workers, and workers without a college degree.

**"I strongly believe that employers here in Maine as well as our workers would benefit greatly from honest pay for honest work. That includes overtime pay for 40+ hours for workers earning between \$25,000 and \$50,000 annually."**

–Michael D. from Portland, ME

In Maine, the new rules would mean that:

- The number of workers covered by the overtime salary threshold in Maine would quadruple, rising from 16,000 to 64,000.
- More than half of Maine workers benefiting – 25,000 workers (52%) – are women, while 22,000 (46%) are men.

**"In this environment of 'race to the bottom,' where the middle class is hollowing out and Congress is unwilling to act, this action will help many workers and is long overdue."**

–Dan S. from Brunswick, ME

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## The Impact of the Overtime Rule for Workers and Families in Maryland

**"When one works more than 40 [hours] and needs to work additional hours to get a task completed, one should be compensated with overtime . . . [C]hild care is an added cost if a mom like myself cannot pick up her kid at the standard time. Some places charges you \$1 a minute and some a flat fee of \$20 for the first 15 minutes, then an additional [fee] after. . . We are made to work until the job is completed but we are required to pay our daycare provided additional for being hours late . . . We are losing time with family, plus we don't get additional pay to even break even with the additional cost incurred during these times."**

– Veronica M. from Silver Spring, MD

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- Updating overtime rules would also disproportionately benefit African American and Hispanic workers, young workers, and workers without a college degree.

**"Having been stuck in the hole between making 'too much' to be poor and 'not enough' to get by, this overtime rule would help many families, like mine, who struggle just to survive. The new overtime eligibility rules would give them a chance to breathe a little bit easier. These workers never get paid for the hard work they put in every week because the limit has never been adjusted. Please support this rule."**

–R.D. from Baltimore, MD

In Maryland, the new rules would mean that:

- The number of workers covered by the overtime salary threshold in Maryland would more than triple, rising from 95,000 to 337,000.
- More than half of Maryland workers benefiting – 128,000 workers (53%) – are women, while 114,000 (47%) are men.

**"This policy change will help me greatly, because I'm a single parent raising a 5 year old boy. It will eliminate the need for me to obtain secondary employment."**

–Nakita L. from Baltimore, MD

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# The Impact of the Overtime Rule for Workers and Families in Massachusetts

**“When people work overtime, it’s usually to earn extra money. Their efforts help their employers complete projects, tackle and remedy problems which help the employer make more money. If people are working overtime, they DESERVE and are ENTITLED to get PAID! People will do whatever you don’t stop them from doing. So if employers are not stopped from cheating workers, they will continue to do that. FIX OVERTIME!!!!”**

– Maureen K. from Natick, MA

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- Over half of these workers – 6.9 million – are women and 4.6 million are parents.
- Updating overtime rules would also disproportionately benefit African American and Hispanic workers, young workers, and workers without a college degree.

**“I worked as an assistant manager in fast food for 10 years, sometimes working up to 55 or 60 hours per week. I made only \$31,000 per year no matter how many hours I put in. That’s wrong. That’s also nearly impossible to live on, even as a single person. Overtime laws need to change with the changing economy and the changing face of business.”**

–Lori C. from Easthampton, MA

In Massachusetts, the new rules would mean that:

- The number of workers covered by the overtime salary threshold in Massachusetts would more than triple, rising from 101,000 to 382,000.
- More than half of Massachusetts workers benefiting – 155,000 workers (55%) – are women, while 125,000 (44%) are men.

**“Before my husband retired, I saw him work jobs where he was ‘management’ and other jobs where he was ‘hourly.’ Every time he was salaried without overtime pay he was exploited, expected to work 60 or 70 or more hours per week, be on call all day and night, etc. — such that the pay-per-hour-worked was pitiful. When he was entitled to overtime pay, he was not exploited in these ways. Our experience was that making people eligible for overtime pay is crucial to basic fairness, as well as to having lives that are livable.”**

–Louise Q. from Braintree, MA

Sources: State data for 2015 from unpublished estimates by the Economic Policy Institute. Subtotals may not sum due to rounding. Quotations from public comments submitted to the Department of Labor.

# The Impact of the Overtime Rule for Workers and Families in Michigan

**“Working 40 hours a week is the top limit that a person can work and fulfill the other necessities and healthy liberties that make for a fairly balanced life. Some jobs require more hours and many people require more money to get by or to better their or their family’s future . . . When I hear people mention ‘family values’ I always think – how is overworking, underpaying, erratic schedules or no set schedule, and dependence on and cost of child care protecting family values?”**

–Jennifer J. from Ypsilanti, MI

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- Over half of these workers – 6.9 million – are women and 4.6 million are parents.
- Updating overtime rules would also disproportionately benefit African American and Hispanic workers, young workers, and workers without a college degree.

**“Families need fair wages! My family is as much a business as any other business. I can’t balance my books without fair pay for each working hour I put in.”**

–Brenda B. from Sterling Heights, MI

In Michigan, the new rules would mean that:

- The number of workers covered by the overtime salary threshold in Michigan would more than triple, rising from 108,000 to 405,000.
- More than half of Michigan workers benefiting – 160,000 workers (54%) – are women, while 137,000 (46%) are men.

**“My dad benefited from overtime pay for 35 [years] as a customer service worker for a natural gas utility company. Please support the new overtime eligibility rules that will ensure that me and my sisters will also benefit in the future.”**

–Erin P. from Houghton, MI

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# The Impact of the Overtime Rule for Workers and Families in Minnesota

**"I work more than 40 hours a week regularly, and this will make a great deal of difference for me and my family. Lately I find that businesses will eliminate positions and put more work on existing staff regardless of whether they can handle it within the workday. If they pay overtime they will bear some of the real costs of these decisions."**

–Jody T. from Minneapolis, MN

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It didn't used to be this way. In the 1970s, two-thirds of salaried workers were guaranteed overtime pay. But, eager to keep costs down and profits soaring, employers discovered an exemption in the law for employees classified as "managers" and have abused this exemption to avoid paying many salaried workers the overtime they are entitled to receive. By using the "managers' loophole," employers are able to classify anyone with a salary above \$23,660 a year – including a fast food worker or a janitor or grocery store clerk – as a "manager" and not pay them a penny for their extra work.

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- Over half of these workers – 6.9 million – are women and 4.6 million are parents.
- Updating overtime rules would also disproportionately benefit African American and Hispanic workers, young workers, and workers without a college degree.

**"I have been employed on salary, and when it was called for, willingly worked substantial overtime hours. But my salary was well above a minimum living wage at the time. People whose pay rates require additional sources of income must have the flexibility to work other jobs – not be stuck working extra hours for no additional pay."**

–Henry K. from Saint Paul, MN

In Minnesota, the new rules would mean that:

- The number of workers covered by the overtime salary threshold in Minnesota would more than quadruple, rising from 49,000 to 218,000.
- More than half of Minnesota workers benefiting – 87,000 workers (51%) – are women, while 83,000 (49%) are men.

**"In 1976, I started college, which cost \$1,200/year, and now tuition at that same school is over \$15,000/year. And yet the ceiling for overtime has not been raised since then? No wonder families have more and more trouble making ends meet! Prices go up, wages stagnate, ceilings are not updated for inflation . . ."**

– Anne P. from Minneapolis, MN

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# The Impact of the Overtime Rule for Workers and Families in Mississippi

**"I'm retired now, but I remember as an 'assistant manager' that was salaried there was NO overtime pay; we were 'management' with low pay. That hurts. I support those still in the workforce [who] must deal with such unfair treatment and worse."**

– Carol C. from Starkville, MS

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- Over half of these workers – 6.9 million – are women and 4.6 million are parents.
- Updating overtime rules would also disproportionately benefit African American and Hispanic workers, young workers, and workers without a college degree.

**"This is a much needed update! Every day I return from work, [I ask] myself if this is the reason I had incessant sleepless nights while in college to get great grades and spent a lot of money to attain my degree . . . [I] am required to work over fifty hours a week . . . [M]any people like me work so hard and dedicate so much time with the hope of better lives, which currently seems far from reality."**

–Anonymous

In Mississippi, the new rules would mean that:

- The number of workers covered by the overtime salary threshold in Mississippi would more than triple, rising from 43,000 to 137,000.
- Half of Mississippi workers benefiting – 47,000 workers (50%) – are women, while 46,000 (49%) are men.

**"I am excited that this proposal has been made. I am a community home manager making \$510.00 a week. In the past 12 months I have worked a total of 336 hours overtime without any compensation. I love my job, but I am definitely over-worked and under-paid."**

–Kalene A.

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## The Impact of the Overtime Rule for Workers and Families in Missouri

**“Overtime pay helps to compensate those spending extra time on the job for the disruptions and extra cost often involved for transportation, child care, paying someone to do what one can't because of working extra hours. If 'overtime' is frequent, it is also incentive for the company to hire another worker versus laying a long-term burden on the same worker(s). Overtime works. I strongly support it . . . It strengthens our workers and communities.”**

–L.B. from Ballwin, MO

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**“We are expected to go above and beyond the job duties every day, and most of us do it without hesitation. All we are asking is to give us the overtime we are willing put in.”**

–Maleasha B. from Sikeston, MO

In Missouri, the new rules would mean that:

- The number of workers covered by the overtime salary threshold in Missouri would more than quadruple, rising from 85,000 to 362,000.
- More than half of Missouri workers benefiting – 150,000 workers (54%) – are women, while 126,000 (45%) are men.

**“Putting extra hours in at work requires extra money going out for more hours of child care, and often people have to hire individuals to watch children after daycare hours, which can be rather costly. These extra childcare expenses with no overtime pay can set a family back financially, but to not put in the extra hours at work could mean the loss of a job. Overtime worked also takes time away from family and other responsibilities in life, and when not compensated for that it can be very frustrating and overwhelming.”**

–Jennifer L. from Clinton, MO

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## The Impact of the Overtime Rule for Workers and Families in Montana

**"I support the increase in the threshold for overtime pay. My husband worked as a general manager at a national pizza chain for \$550 dollars a week. He often worked 80-100 hours a week, as he wasn't allowed to call in other employees when one called off or failed to show, because the company didn't want to pay overtime. He received no additional compensation for those hours. He was making far less than minimum wage, and his employer was using an antiquated law to justify it. Please support workers who are being taken advantage of by their employers and increase the overtime threshold."**

– Nicole T. from Helena, MT

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- Updating overtime rules would also disproportionately benefit African American and Hispanic workers, young workers, and workers without a college degree.

**"[T]hroughout my life, organizations got for free . . . about 15 extra hours a week from me which I could not afford as a salaried middle manager, due to child care and other costs of not being paid at all . . . Wage theft has gone on for too long."**

–Peggy Z. from Dillon, MT

In Montana, the new rules would mean that:

- The number of workers covered by the overtime salary threshold in Montana would more than triple, rising from 14,000 to 50,000.
- Just under half of Montana workers benefiting – 16,000 workers (44%) – are women, while 19,000 (53%) are men.

**"I am shocked that efforts have not been taken to adjust income levels for inflation. What if your salary remained fixed indefinitely at 1975 levels?"**

–Bernard K. from Bozeman, MT

Sources: State data for 2015 from unpublished estimates by the Economic Policy Institute. Subtotals may not sum due to rounding. Quotations from public comments submitted to the Department of Labor.

# The Impact of the Overtime Rule for Workers and Families in Nebraska

**"I have sons and daughters who are entry- and mid-level employees at this time in their young careers, and unpaid 'overtime' is killing their family well-being. It's just a tactic for some employers to get more work from entry- and mid-level salaried workers. I believe a \$50K threshold is realistic in 2015. In fact, probably should be higher."**

– Michael L. from Lincoln, NE

The nation's overtime rules protect working families by guaranteeing "time-and-a-half" pay when employees work more than 40 hours a week. But these rules have not been meaningfully updated in 40 years – and they are showing their age. Today, more than 90% of full-time salaried workers fall outside the salary range that guarantees overtime pay. The outdated salary threshold of \$23,660 is so low that a worker supporting a family of four could be living in poverty and still be considered to be earning "too much" to be guaranteed overtime pay.

It didn't used to be this way. In the 1970s, two-thirds of salaried workers were guaranteed overtime pay. But, eager to keep costs down and profits soaring, employers discovered an exemption in the law for employees classified as "managers" and have abused this exemption to avoid paying many salaried workers the overtime they are entitled to receive. By using the "managers' loophole," employers are able to classify anyone with a salary above \$23,660 a year – including a fast food worker or a janitor or grocery store clerk – as a "manager" and not pay them a penny for their extra work.

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- Over half of these workers – 6.9 million – are women and 4.6 million are parents.
- Updating overtime rules would also disproportionately benefit African American and Hispanic workers, young workers, and workers without a college degree.

**"It is a hardship for an employee to work overtime, because it takes precious time away from being with their family. They need to be paid overtime for making this sacrifice for their employer. It is the right thing to do!"**

–Carolyn F. from Lincoln, NE

In Nebraska, the new rules would mean that:

- The number of workers covered by the overtime salary threshold in Nebraska would quadruple, rising from 28,000 to 112,000.
- Approximately half of Nebraska workers benefiting – 41,000 workers (49%) – are women, while 43,000 (51%) are men.

**"Sometimes workers must turn down a promotion to one of these management positions because they cannot afford to work so much unpaid overtime. They earn as much or more as hourly workers. The enticement of promotion to management is used by the employer to actually pay the individual less."**

–Robert S. from Omaha, NE

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## The Impact of the Overtime Rule for Workers and Families in Nevada

**“This is a benefit that I have received [during] my career – and can't imagine not having. That I work overtime, and am paid for it, has made the difference between constant struggle and relative security in my life. It is time to give more in appreciation for what the hardworking middle class accomplishes.”**

– Belinda M. from Gardnerville, NV

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**“I am a single mother who struggles to pay the bills every month. I work a lot of extra hours for which I am not compensated. Raising the overtime threshold would mean that paying the bills and buying groceries would be easier for my family.”**

–Lisa K. from Reno, NV

In Nevada, the new rules would mean that:

- The number of workers covered by the overtime salary threshold in Nevada would more than quadruple, rising from 38,000 to 161,000.
- More than half of Nevada workers benefiting – 63,000 workers (51%) – are women, while 59,000 (48%) are men.

**“As a former fast food manager I fully support increasing the overtime limit. I put in too many 60 to 80 hour weeks as a store manager while not being able to get ahead financially on the \$500 salary.”**

–Dennis G. from Las Vegas, NV

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# The Impact of the Overtime Rule for Workers and Families in New Hampshire

**“For several years, I worked long hours without overtime compensation, and it impacted so many aspects of my life. Please strengthen overtime pay protections for the people who are really doing the work!”**

– Barbara Y. from Sunapee, NH

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**“I’m a young, hard-working professional in the service industry . . . This change would benefit me for the better for sure . . . Sometimes not being compensated but still putting everything you have into your work can be a true morale breaker . . . If you are really against this then it just shows how bad the abuse of this threshold is.”**

–Anonymous

In New Hampshire, the new rules would mean that:

- The number of workers covered by the overtime salary threshold in New Hampshire would more than quadruple, rising from 18,000 to 78,000.
- More than half of New Hampshire workers benefiting – 33,000 workers (55%) – are women, while 26,000 (43%) are men.

**“This is great! I have been a restaurant manager before, making barely over minimum wage yet expected to work 50-60 hours a week and be on call. We need more changes at the Federal Level to keep the playing level even.”**

–Matt H.

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# The Impact of the Overtime Rule for Workers and Families in New Jersey

**“When I was young and just starting my career, overtime protection covered me. Today, I’m concerned for my grandsons. They need our support. The laws should be updated.”**

– Norman P. from Califon, NJ

The nation’s overtime rules protect working families by guaranteeing “time-and-a-half” pay when employees work more than 40 hours a week. But these rules have not been meaningfully updated in 40 years – and they are showing their age. Today, more than 90% of full-time salaried workers fall outside the salary range that guarantees overtime pay. The outdated salary threshold of \$23,660 is so low that a worker supporting a family of four could be living in poverty and still be considered to be earning “too much” to be guaranteed overtime pay.

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**“I make \$44,966.74 before taxes without my overtime pay. If you won’t raise the maximum salary of \$23,660 to \$50,440 it will be hard to take care of my family.”**

–Joseph W. from Phillipsburg, NJ

In New Jersey, the new rules would mean that:

- The number of workers covered by the overtime salary threshold in New Jersey would more than triple, rising from 170,000 to 608,000.
- More than half of New Jersey workers benefiting – 222,000 workers (51%) – are women, while 216,000 (49%) are men.

**“I was fortunate during my working life to have been paid overtime for working more than 40 hours a week, and it was well-earned since it left me with less time to spend with my family. All workers should be eligible for overtime pay.”**

–Deborah C. from Palmyra, NJ

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## The Impact of the Overtime Rule for Workers and Families in New Mexico

**"I am a salaried worker myself and this [rule update] would mean so much to me. I feel that employers take advantage of salaried workers and expect them to work much more than a 40 hour work week for no extra pay. If we work, we should get paid for it. Bottom line. Life is getting so expensive, we are just getting by."**

– Shannon C. from Tijeras, NM

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**"As a pastry chef, I know working holidays is required; in fact, I don't mind putting in a hard day's work and earning an honest living, but I would appreciate being compensated for my hard work and the sacrifice my family endures."**

–Priscilla G. from Santa Fe, NM

In New Mexico, the new rules would mean that:

- The number of workers covered by the overtime salary threshold in New Mexico would more than triple, rising from 28,000 to 92,000.
- More than half of New Mexico workers benefiting – 33,000 workers (52%) – are women, while 31,000 (48%) are men.

**"Millions of Americans scrape by with pocket change by cutting corners in their children's diet and health care. By allowing more of these people to work and earn more for their families, they are also able to spend more in their surrounding neighborhoods, in turn helping others in their communities."**

–Vince M. from Albuquerque, NM

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## The Impact of the Overtime Rule for Workers and Families in New York

**"I have worked 60 to 80 hour weeks earning roughly \$40,000 in a salary position. My car is on its last legs and I can't afford a new one . . . I deserve to be treated better and I need better protection from exploitation. If you think \$39,000 is enough to live on, I suggest you try it yourself. All of my money goes to bills. There are many months where I don't even have enough money for food. I work hard and deserve better."**

– Eric O. from Beacon, NY

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**"I make \$46,000 a year and regularly work late nights and weekends with no overtime. Overtime would help me to afford rent in a high cost of living city."**

–Alex H. from Brooklyn, NY

In New York, the new rules would mean that:

- The number of workers covered by the overtime salary threshold in New York would more than triple, rising from 398,000 to 1,444,000.
- Just under half of New York workers benefiting – 501,000 workers (48%) – are women, while 546,000 (52%) are men.

**"It is unfair and unequal to work extra long hours and not get paid for it. As a single mother, overtime pay will help my family. Rent has gone up, subway travel prices have gone up, and food prices have gone up – but not my salary. Overtime pay would help tremendously not just for me but for a lot of employees like me with families depending on us . . . [P]lease support families by giving us overtime pay."**

–Nadia A. from Brooklyn, NY

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## The Impact of the Overtime Rule for Workers and Families in North Carolina

**"As someone who has worked unpaid overtime in the past, and as the owner of my own business now, I support the move to update the overtime rules. America depends on the people who work hard at what they do and put their heart into their work. It is, I believe, our duty to protect the overtime that they should be getting."**

–Earl R. from Beulaville, NC

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**"I have many friends and family members who will benefit from this. I'm always shocked when they don't receive overtime pay, given how tight things are with their bills/expenses. This will dramatically change so many people's lives."**

–Deborah R. from Hillsborough, NC

In North Carolina, the new rules would mean that:

- The number of workers covered by the overtime salary threshold in North Carolina would more than triple, rising from 180,000 to 639,000.
- More than half of North Carolina workers benefiting – 238,000 workers (52%) – are women, while 221,000 (48%) are men.

**"As a pastor I have seen the devastating effects of our economy on working people first hand, people knocking on the church door looking for help. In the richest nation on earth and in history, we can be more generous to those who work hard for a living by paying them a decent living wage and supporting them when they work overtime."**

– Rev. Dr. James V. from Garner, NC

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# The Impact of the Overtime Rule for Workers and Families in North Dakota

**“Asking employees to work over 40 hours per week without compensation is a form of theft.”**

– Jason W. from Fargo, ND

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- Over half of these workers – 6.9 million – are women and 4.6 million are parents.
- Updating overtime rules would also disproportionately benefit African American and Hispanic workers, young workers, and workers without a college degree.

**“This needs to be fixed. People need to know they will be paid fairly for the work they do.”**

–James R. from Grand Forks, ND

In North Dakota, the new rules would mean that:

- There would be a fivefold increase in the number of workers covered by the overtime salary threshold in North Dakota. This number would rise from 9,000 to 45,000.
- Just under half of North Dakota workers benefiting – 17,000 workers (47%) – are women, while 19,000 (53%) are men.

**“This is long overdue and should be implemented ASAP. My job expects me to work 45 hour per week even though my paycheck says 40. I get nothing for the extra time. This should be illegal to be expected on a regular basis. I am a salaried manager but overall I still do shift work.”**

–David L.

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## The Impact of the Overtime Rule for Workers and Families in Ohio

**"My mother works a job where she puts in over 60 hours a week but is classified as a manager and is salaried for only 40 hours of work. The company she works for is basically getting her labor, for free, for 20 additional hours a week. That's not right, nor is it fair. My mom is a single parent and has worked so hard all of her life to raise three children, including myself. She loves work and wants to be a valuable contributor to her company but she's scared that if she doesn't just accept the ever-increasing workload that her job demands, she'll just as quickly be unemployed – a consequence that would be devastating at her age (she's 60)."**

– Adam W. from Stow, OH

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**"Overtime pay is to compensate for time I am not able to be a husband and father and grandfather – you can never buy back a day, no matter how much the pay. Stop companies from short changing workers."**

–Joe W. from Columbus, OH

In Ohio, the new rules would mean that:

- The number of workers covered by the overtime salary threshold in Ohio would nearly quadruple, rising from 130,000 to 509,000.
- More than half of Ohio workers benefiting – 194,000 workers (51%) – are women, while 185,000 (49%) are men.

**"I work 40 hours a week and still can't afford to support my family of 3. I need to work and be paid for my overtime to keep a roof over our heads, the lights on, and meals on the table. Please fix this overtime pay issue."**

–Richard C. from Columbus, OH

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## The Impact of the Overtime Rule for Workers and Families in Oklahoma

**"I believe in a fair wage for a job well done. I work so I can live and pay my bills. If my work extends past my normal hours, then my life is put on hold to help fix this problem. I expect to be compensated when these occasions arise . . . I could be watching my son play sports instead of babysitting an under-staffing problem."**

– Jim A. from Norman, OK

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**"I have been working overtime since I started with my new employer...[N]ot only has it helped me because I still have not gotten a raise, but it is helping me get out of poverty . . . We all use overtime to get ahead because we are not getting our wages raised even when the company is making over \$80 million a year in revenue. It is very sad but we depend on the overtime to help us survive."**

–Victoria R. from Oklahoma City, OK

In Oklahoma, the new rules would mean that:

- The number of workers covered by the overtime salary threshold in Oklahoma would more than triple, rising from 66,000 to 235,000.
- More than half of Oklahoma workers benefiting – 95,000 workers (56%) – are women, while 73,000 (43%) are men.

**"I, like my co-workers, work as much overtime as possible to make ends just simply meet. A lot of us are single women with children with no support from their fathers. Please consider that when making a decision that will positively affect millions of workers."**

–Vallarie J. from Tulsa, OK

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# The Impact of the Overtime Rule for Workers and Families in Oregon

**"I have worked an average of 55 hours each week for the past year, but since I have been salaried during that time I have not been eligible for overtime pay. This new regulation would mean a raise of about \$10,000 a year for me, which would allow me to invest in education, and build my life and family."**

– Nicholai R. from Portland, OR

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- Over half of these workers – 6.9 million – are women and 4.6 million are parents.
- Updating overtime rules would also disproportionately benefit African American and Hispanic workers, young workers, and workers without a college degree.

**"I feel that we are going backwards instead of forwards. We are not keeping pace with what my parents earned and the benefits they received from their work. Please fix the overtime issue for salaried employees."**

–Shirleen D. from Portland, OR

In Oregon, the new rules would mean that:

- The number of workers covered by the overtime salary threshold in Oregon would more than quadruple, rising from 41,000 to 177,000.
- More than half of Oregon workers benefiting – 72,000 workers (53%) – are women, while 64,000 (47%) are men.

**"This seems like a no brainer to me. Times change, workplaces and wages change, wage and overtime laws need to change."**

–Justin T. from Eugene, OR

Sources: State data for 2015 from unpublished estimates by the Economic Policy Institute. Subtotals may not sum due to rounding. Quotations from public comments submitted to the Department of Labor.

# The Impact of the Overtime Rule for Workers and Families in Pennsylvania

**“Besides the obvious economic benefits to the newly covered workers, there is an important social benefit: some employers may choose to reduce their work hours to the standard 40 hours, allowing these employees more time with their family. This is truly putting the money where the mouth is when it comes to family values.”**

– Donald R. from Chester Springs, PA

The nation’s overtime rules protect working families by guaranteeing “time-and-a-half” pay when employees work more than 40 hours a week. But these rules have not been meaningfully updated in 40 years – and they are showing their age. Today, more than 90% of full-time salaried workers fall outside the salary range that guarantees overtime pay. The outdated salary threshold of \$23,660 is so low that a worker supporting a family of four could be living in poverty and still be considered to be earning “too much” to be guaranteed overtime pay.

It didn’t used to be this way. In the 1970s, two-thirds of salaried workers were guaranteed overtime pay. But, eager to keep costs down and profits soaring, employers discovered an exemption in the law for employees classified as “managers” and have abused this exemption to avoid paying many salaried workers the overtime they are entitled to receive. By using the “managers’ loophole,” employers are able to classify anyone with a salary above \$23,660 a year – including a fast food worker or a janitor or grocery store clerk – as a “manager” and not pay them a penny for their extra work.

Updating the rules to raise the salary threshold for guaranteed overtime pay would close this loophole for anyone earning less than \$50,440 a year, benefiting 13.5 million workers nationwide and providing American workers with an additional \$1.4 billion in wages in the first year alone.

- Over half of these workers – 6.9 million – are women and 4.6 million are parents.
- Updating overtime rules would also disproportionately benefit African American and Hispanic workers, young workers, and workers without a college degree.

**“I currently work 50+ hours a week with no overtime. My schedule does not allow me to pick up a second job. Fixing overtime pay would either bring my hours back to 40 or assure that I am getting paid for my time.”**

–Alissa W. from Dalton, PA

In Pennsylvania, the new rules would mean that:

- The number of workers covered by the overtime salary threshold in Pennsylvania would nearly quadruple, rising from 168,000 to 649,000.
- More than half of Pennsylvania workers benefiting – 269,000 workers (56%) – are women, while 212,000 (44%) are men.

**“When employers begin taking more than 8 hours a day from a person, that person should be compensated for it. People need quality time with their family, especially parents with children. And people need time for adequate rest. Please stand up for working people and require employers to pay overtime to all workers that work more than 40 hours per week.”**

–Nicholas R. from Mechanicsburg, PA

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## The Impact of the Overtime Rule for Workers and Families in Rhode Island

**"I have lots of friends and relatives who are just told to 'suck it up' and work way more than 40 hours for the SAME pay. This is WRONG and must be fixed."**

– Patricia B. from Providence, RI

The nation's overtime rules protect working families by guaranteeing "time-and-a-half" pay when employees work more than 40 hours a week. But these rules have not been meaningfully updated in 40 years – and they are showing their age. Today, more than 90% of full-time salaried workers fall outside the salary range that guarantees overtime pay. The outdated salary threshold of \$23,660 is so low that a worker supporting a family of four could be living in poverty and still be considered to be earning "too much" to be guaranteed overtime pay.

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**"Workers must be paid for all hours worked. Most of these earnings go right back into our economy."**

–Elaine M. from Greenville, RI

In Rhode Island, the new rules would mean that:

- The number of workers covered by the overtime salary threshold in Rhode Island would more than quadruple, rising from 13,000 to 54,000.
- More than half of Rhode Island workers benefiting – 21,000 workers (51%) – are women, while 20,000 (49%) are men.

**"Please do this for all working families. It's time the U.S. puts more emphasis on family and paying for the time taken away."**

–Craig R. from West Warwick, RI

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# The Impact of the Overtime Rule for Workers and Families in South Carolina

**"I was made a 'supervisor' just so they would not have to pay overtime for countless 'extra' hours worked. It's a ripoff!"**

–Barbara B. from Iva, SC

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**"My daughter is on salary as an office manager. She works an average of 15 hours over time every week with no pay. She is a single mom and could really use the extra pay . . . Salaried employees get taken advantage of in low-end jobs . . . She should get overtime wages."**

–Judy N. from Fountain Inn, SC

In South Carolina, the new rules would mean that:

- The number of workers covered by the overtime salary threshold in South Carolina would more than quadruple, rising from 69,000 to 297,000.
- Half of South Carolina workers benefiting – 114,000 workers (50%) – are women, while 113,000 (50%) are men.

**"Try living on what some of these people live on, and not having an overtime benefit. They can't get a second job, even a part-time job, because they are always 'on call' to their full-time job."**

– Barbara W. from Charleston, SC

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## The Impact of the Overtime Rule for Workers and Families in South Dakota

**"I am in favor of paying overtime after 40 hours to everyone that works for a wage, as most wage earners have to struggle from paycheck to paycheck to make ends meet or have a secondary job. This would help relieve some of the struggles of the middle class."**

– Rick K. from Wolsey, SD

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**"This rule change is long overdue for white collar workers. The current low threshold is used to abuse people classified as exempt. For too long, employers have said 'you are salaried, it is expected to put in 45+ hours a week.' I've had to come in at 5am and work until 11pm because I am salaried and then been told I am lucky because someone else would gladly take my position. By putting all those extra hours in, I was making minimum wage or less."**

–Jason T.

In South Dakota, the new rules would mean that:

- The number of workers covered by the overtime salary threshold in South Dakota would more than quadruple, rising from 9,000 to 44,000.
- More than half of South Dakota workers benefiting – 19,000 workers (54%) – are women, while 16,000 (46%) are men.

**"As a recent college graduate, I have found it very difficult to obtain a job that pays even close to enough to just get by. I have been fortunate enough to find a job, but it pays much less than \$40,000 per year and I am still expected to work 50-60 hours per week. Allowing hard workers like myself to get overtime pay will allow us to earn a decent wage. It is already difficult for college graduates to find a job, let alone one that pays enough to pay off student loans and keep a roof over our heads."**

–Anonymous

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## The Impact of the Overtime Rule for Workers and Families in Tennessee

**"I am now retired, but for many years I worked 80-110 hours a week without overtime pay of any kind. That made being a good father and spending TIME with my kids difficult at best. I loved what I did, and I was really good at it, but I felt devalued and underpaid – and I was. The system needs to be fixed, and the overtime protections are a good start. It won't help me, but it certainly can help a great many people today."**

– Jack H. from Spring Hill, TN

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**"For a number of years I worked an average of 69 hours per week, but was denied overtime pay because I was a salaried employee. I could have opted to be unemployed, or seek other employment, but that seemed a drastic solution at the time, and still does. If employers can't succeed without paying employees a reasonable wage, maybe they shouldn't be . . . employers."**

–Gerald G. from Greenbrier, TN

In Tennessee, the new rules would mean that:

- The number of workers covered by the overtime salary threshold in Tennessee would more than triple, rising from 109,000 to 410,000.
- Approximately half of Tennessee workers benefiting – 152,000 workers (50%) – are women, while 149,000 (50%) are men.

**"This law definitely needs amending. I know too many people who work 6-7 days a week for 60+ hours a week and barely make \$40,000 a year."**

–Anonymous from Lebanon, TN

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# The Impact of the Overtime Rule for Workers and Families in Texas

**"I am a salaried worker and I routinely work more than 40 hours a week, yet at \$25,400 a year I make too much to get paid overtime under the current threshold. I have to live with my parents because after bills I have almost no money left to live on my own."**

– Robert H. from El Paso, TX

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- Updating overtime rules would also disproportionately benefit African American and Hispanic workers, young workers, and workers without a college degree.

**"When I began drawing from Social Security, I discovered that all those unpaid hours cost me most of my check. Not only did I not get paid for the work I did but no money was put in my Social Security for those years of free labor."**

–Christine L. from Houston, TX

In Texas, the new rules would mean that:

- The number of workers covered by the overtime salary threshold in Texas would more than triple, rising from 552,000 to 1,892,000.
- Half of Texas workers benefiting – 671,000 workers (50%) – are women, while 668,000 (50%) are men.

**"Maybe [with the rule change] we could afford some groceries or some new shoes. Maybe I could go to the dentist. We have given up everything, trying to save money. We don't celebrate Christmas or Thanksgiving or take vacations. Our idea of a celebration is to buy a few extra groceries. We don't go out to eat or go anywhere, except work."**

–Marie N. from Fort Worth, TX

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## The Impact of the Overtime Rule for Workers and Families in Utah

**"I once had a secretarial job that was promoted from hourly to salary and I suddenly made less money even though I was doing the same work. It was quite frustrating."**

–Anne S. from Salt Lake City, UT

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- Over half of these workers – 6.9 million – are women and 4.6 million are parents.
- Updating overtime rules would also disproportionately benefit African American and Hispanic workers, young workers, and workers without a college degree.

**"I am retired, so [overtime] will not help me. But I am thrilled to think that it will help so many others. These protections are SO right. I support them completely."**

–M. G. from South Jordan, UT

In Utah, the new rules would mean that:

- The number of workers covered by the overtime salary threshold in Utah would more than triple, rising from 60,000 to 185,000.
- Just under half of Utah workers benefiting – 52,000 workers (42%) – are women, while 74,000 (59%) are men.

**"I was one of those workers who didn't earn overtime. That extra money for extra work would have made a huge difference for me and my family."**

– Dana R. from Orem, UT

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# The Impact of the Overtime Rule for Workers and Families in Vermont

**"I have worked for agencies for low pay where it is standard and expected that I will work well beyond my scheduled hours in order to get my work done. This is work that could not be finished within the time I am paid for, and I feel the current law allows companies to take advantage of their workers."**

– Deanna A. from Vermont

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- Over half of these workers – 6.9 million – are women and 4.6 million are parents.
- Updating overtime rules would also disproportionately benefit African American and Hispanic workers, young workers, and workers without a college degree.

**"I agree that it is time for us to get paid for EVERY hour we work. This includes overtime. Workers are still incurring the expense of additional childcare hours, while getting no compensation for the additional time spent at work, putting them in the negative for those hours. PLEASE FIX THIS!"**

–Robin H. from Shaftsbury, VT

In Vermont, the new rules would mean that:

- The number of workers covered by the overtime salary threshold in Vermont would more than triple, rising from 10,000 to 36,000.
- More than half of Vermont workers benefiting – 15,000 workers (58%) – are women, while 12,000 (46%) are men.

**"I work on average 100 hours in a two week pay period with no overtime or benefits. Is this fair to my family?"**

–Cheryl B. from Fair Haven, VT

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# The Impact of the Overtime Rule for Workers and Families in Virginia

**"I used to regularly work in my salaried (but modest) job 50 - 60 or more hours a week, and was never paid overtime. Even as a single woman, that would have made a significant difference between my ability to be a member of the middle class, with a secure home, a car, groceries, and clothes without stains and holes. I struggled to have these things when on this job."**

– Laura D. from Arlington, VA

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**"Overtime work is hard, and people should be paid for their time. CEOs get it, why not the working person too? Time and a half pay is due now for overtime."**

–Deb F. from Amherst, VA

In Virginia, the new rules would mean that:

- The number of workers covered by the overtime salary threshold in Virginia would nearly quadruple, rising from 124,000 to 472,000.
- More than half of Virginia workers benefiting – 185,000 workers (53%) – are women, while 164,000 (47%) are men.

**"Please add my voice to the growing chorus calling for reform. This is one of the biggest moves you can make to reduce poverty in the United States — and it is the fair thing to do."**

–Joe S. from Charlottesville, VA

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# The Impact of the Overtime Rule for Workers and Families in Washington

**"I'm retired, but one of the reasons I could retire is that I was paid overtime when I was working."**

– Julia D. from Olympia, WA

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**"Early in my work life, I frequently had to work unpaid overtime hours. Already on a low wage, it hurt both my pocketbook and, worse, time with my daughter."**

–Meryle K. from Bellingham, WA

In Washington, the new rules would mean that:

- The number of workers covered by the overtime salary threshold in Washington would more than quadruple, rising from 74,000 to 330,000.
- More than half of Washington workers benefiting – 140,000 workers (55%) – are women, while 116,000 (45%) are men.

**"Over the last 30 years I have personally seen my wages stagnate while cost of living and corporate profits increase exponentially. Now I am watching my young adult children struggle to launch their newly independent lives in ways that I never imagined. I just want them to have the same opportunity the generation before mine had."**

–Loren S. from Vancouver, WA

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## The Impact of the Overtime Rule for Workers and Families in West Virginia

**“The new rules would help me provide for my family and allow me to help ensure my family’s needs are met and I do not have to worry about affording healthcare.”**

– Darrell D. from Barboursville, WV

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**“Please fix the overtime rule so that people who work overtime get paid for it. We need to go back to supporting working people.”**

–Janet Z. from Dunbar, WV

In West Virginia, the new rules would mean that:

- The number of workers covered by the overtime salary threshold in West Virginia would more than quadruple, rising from 21,000 to 91,000.
- More than half of West Virginia workers benefiting – 36,000 workers (51%) – are women, while 32,000 (46%) are men.

**“For too long I have personally been subjected to working ‘standard hours’ even though I am salary paid and am still expected to work outside of those hours regardless of my work burden . . . We NEED an increase so that employers compensate for the work being done. I should not have to keep sacrificing my work/life balance at a sub-par salary while being treated like an hourly employee.”**

–Andrea K.

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## The Impact of the Overtime Rule for Workers and Families in Wisconsin

**"I, myself, have been taken advantage of in the past and required . . . to work 50 to 55 hours per week minimum with no overtime pay. This was not a situation of 'work until your work is done' but rather, 'you are not allowed to work less than 50 hours.' Employers have been taking advantage of the overtime and exempt rules for years and it is about time that the rules are updated to increase fairness in the workplace."**

–Miguel M. from Soldiers Grove, WI

The nation's overtime rules protect working families by guaranteeing "time-and-a-half" pay when employees work more than 40 hours a week. But these rules have not been meaningfully updated in 40 years – and they are showing their age. Today, more than 90% of full-time salaried workers fall outside the salary range that guarantees overtime pay. The outdated salary threshold of \$23,660 is so low that a worker supporting a family of four could be living in poverty and still be considered to be earning "too much" to be guaranteed overtime pay.

It didn't used to be this way. In the 1970s, two-thirds of salaried workers were guaranteed overtime pay. But, eager to keep costs down and profits soaring, employers discovered an exemption in the law for employees classified as "managers" and have abused this exemption to avoid paying many salaried workers the overtime they are entitled to receive. By using the "managers' loophole," employers are able to classify anyone with a salary above \$23,660 a year – including a fast food worker or a janitor or grocery store clerk – as a "manager" and not pay them a penny for their extra work.

Updating the rules to raise the salary threshold for guaranteed overtime pay would close this loophole for anyone earning less than \$50,440 a year, benefiting 13.5 million workers nationwide and providing American workers with an additional \$1.4 billion in wages in the first year alone.

- Over half of these workers – 6.9 million – are women and 4.6 million are parents.
- Updating overtime rules would also disproportionately benefit African American and Hispanic workers, young workers, and workers without a college degree.

**"My husband works at least 60 hours a week, but is salaried so he only gets paid for 40. We have a hard time paying all the bills, and overtime pay would really help with that."**

–Diane L. from Waunakee, WI

In Wisconsin, the new rules would mean that:

- There would be a more than fivefold increase in the number of workers covered by the overtime salary threshold in Wisconsin. This number would rise from 48,000 to 251,000.
- More than half of Wisconsin workers benefiting – 106,000 workers (52%) – are women, while 97,000 (48%) are men.

**"Each hour of each day, I think about my family. I worry about them. I go to work each day so I can make the money it takes so I can spend time at home with my family doing the things I enjoy doing. If I have to stay away, they and I feel it. I always believed that if I spend over 40 hours on the job I should get paid extra time for that. That would be fair."**

– David F. from Milwaukee, WI

Sources: State data for 2015 from unpublished estimates by the Economic Policy Institute. Subtotals may not sum due to rounding. Quotations from public comments submitted to the Department of Labor.

# The Impact of the Overtime Rule for Workers and Families in Wyoming

**"I am a landlord. [The rule update] would help some of my tenants who struggle to pay rent. We are all in this together."**

– Penny S. from Laramie, WY

The nation's overtime rules protect working families by guaranteeing "time-and-a-half" pay when employees work more than 40 hours a week. But these rules have not been meaningfully updated in 40 years – and they are showing their age. Today, more than 90% of full-time salaried workers fall outside the salary range that guarantees overtime pay. The outdated salary threshold of \$23,660 is so low that a worker supporting a family of four could be living in poverty and still be considered to be earning "too much" to be guaranteed overtime pay.

It didn't used to be this way. In the 1970s, two-thirds of salaried workers were guaranteed overtime pay. But, eager to keep costs down and profits soaring, employers discovered an exemption in the law for employees classified as "managers" and have abused this exemption to avoid paying many salaried workers the overtime they are entitled to receive. By using the "managers' loophole," employers are able to classify anyone with a salary above \$23,660 a year – including a fast food worker or a janitor or grocery store clerk – as a "manager" and not pay them a penny for their extra work.

Updating the rules to raise the salary threshold for guaranteed overtime pay would close this loophole for anyone earning less than \$50,440 a year, benefiting 13.5 million workers nationwide and providing American workers with an additional \$1.4 billion in wages in the first year alone.

- Over half of these workers – 6.9 million – are women and 4.6 million are parents.
- Updating overtime rules would also disproportionately benefit African American and Hispanic workers, young workers, and workers without a college degree.

**"I was a salaried employee who was exempt from overtime. I was often required to work many extra hours with no added compensation or benefit of any kind. The current regulations . . . allow the employer to extract hours and hours of free labor from their employees. I strongly support the proposed increase to the salary level, any attempt to annually increase the salary level, and any changes to the duties test."**

–Jonathan V.

In Wyoming, the new rules would mean that:

- The number of workers covered by the overtime salary threshold in Wyoming would more than quadruple, rising from 6,000 to 27,000.
- More than half of Wyoming workers benefiting – 12,000 workers (57%) – are women, while 9,000 (43%) are men.

**"While most people envision salaried employees as having high paying jobs, this has never been the case for me . . . My college degree has opened doors, but the pay has never been there. As a Production Supervisor, I supervised people making much more money than I did, even though I was responsible and was the first person in the door and the last person out. Many times it was 6 days a week for 10-12 hour days."**

–Steve M.

Sources: State data for 2015 from unpublished estimates by the Economic Policy Institute. Subtotals may not sum due to rounding. Quotations from public comments submitted to the Department of Labor.

**Citations for public comments in state factsheets:** Public comments on the overtime rule can be accessed at [www.regulations.gov](http://www.regulations.gov) by opening the docket folder for the Wage and Hour Division (WHD) Proposed Rule: Defining and Delimiting the Exemptions for Executive, Administrative, Professional, Outside Sales, and Computer Employees. Minor edits have been made to quotations in order to improve readability.

## Endnotes

- 1 White House Office of the Press Secretary, "Fact Sheet: Middle Class Economics Rewarding Hard Work by Restoring Overtime Pay" (June 20, 2015) (online at <https://www.whitehouse.gov/the-press-office/2015/06/30/fact-sheet-middle-class-economics-rewarding-hard-work-restoring-overtime>).
- 2 Heidi Shierholz, *It's Time to Update Overtime Pay Rules*, Issue Brief #381, Economic Policy Institute (July 9, 2014) (online at <http://www.epi.org/publication/ib381-update-overtime-pay-rules/>).
- 3 Secretary Tom Perez, "Opportunity for All: Fixing Overtime Rules to Reward Hard Work," U.S. Department of Labor Blog (March 13, 2014) (online at <http://blog.dol.gov/2014/03/13/fixing-overtime-rules-to-reward-hard-work/>). Judy Conti, *The Case for Reforming Federal Overtime Rules: Stories from America's Middle Class*. National Employment Law Project (December 2014) (online at <http://www.nelp.org/content/uploads/2015/03/Reforming-Federal-Overtime-Stories.pdf>).
- 4 The current poverty threshold for a family of four is \$24,300. U.S. Department of Health and Human Services, "Poverty Guidelines" (January 25, 2016) (online at <https://aspe.hhs.gov/poverty-guidelines>).
- 5 Ross Eisenbrey and Lawrence Mishel, "Raising the Overtime Threshold Would Directly Benefit 13.5 Million Workers," Economic Policy Institute (August 3, 2015) (online at <http://www.epi.org/publication/breakdownovertimebeneficiaries/>).
- 6 *Defining Delimiting the Exemptions for Executive, Administrative, Professional, Outside Sales and Computer Employees; Proposed Rule*, Federal Register 80: 128 (July 6, 2015).
- 7 House Education and Workforce Committee, "House, Senate Members Introduce Legislation to Ensure Responsible Update of Federal Overtime Rules," Press Release (March 17, 2006) (online at <http://edworkforce.house.gov/news/documentsingle.aspx?DocumentID=400422>).
- 8 S. 2707, H.R. 4773
- 9 Comment submitted on the Wage and Hour Division (WHD) Proposed Rule: *Defining and Delimiting the Exemptions for Executive, Administrative, Professional, Outside Sales and Computer Employees*, WHD-2015-0001-5267. In order to improve readability, minor edits have been made to quotations from public comments.
- 10 Ibid.
- 11 Ibid.
- 12 Ibid.
- 13 For research on employer response to overtime salary threshold increases, see: Heidi Hartmann, Kristin Rowe-Finkbeiner, Hero Ashman, Jeffrey Hayes, and Hailey Nguyen, *How the New Overtime Rule Will Help Women & Families*, Institute for Women's Policy Research (August 2015) (online at <file:///C:/Users/bp44543/Downloads/Women%20and%20Overtime%20-Final.pdf>). Ross Eisenbrey, "National Retail Federation Report Suggests Huge Positive Impact for Labor Department Overtime Rules," Economic Policy Institute (June 16, 2015) (online at <http://www.epi.org/blog/national-retail-federation-report-suggests-huge-positive-impact-for-labor-department-overtime-rules/>). Ben Zipperer, "Comments on Proposed U.S. Overtime Regulation," Washington Center for Equitable Growth (September 15, 2015) (online at <http://equitablegrowth.org/comments-proposed-overtime-regulation/>). Susann Rohwedder and Jeffrey B. Wenger, *The Fair Labor Standards Act: Worker Misclassification and the Hours and Earnings Effects of Expanded Coverage*, RAND Labor and Population Working Paper (August 2015) (online at [http://www.rand.org/content/dam/rand/pubs/working\\_papers/WR1100/WR1114/RAND\\_WR1114.pdf](http://www.rand.org/content/dam/rand/pubs/working_papers/WR1100/WR1114/RAND_WR1114.pdf)).
- 14 Comment submitted on the Wage and Hour Division (WHD) Proposed Rule: *Defining and Delimiting the Exemptions for Executive, Administrative, Professional, Outside Sales and Computer Employees*. In order to improve readability, minor edits have been made to quotations from public comments.