

AFL-CIO

LEGISLATIVE ALERT

September 27, 2016

Dear Representative:

I am writing on behalf of the AFL-CIO to urge you to oppose H.R. 6094, a bill introduced by Rep. Walberg to delay by six months the implementation of the Labor Department's new overtime regulations scheduled to take effect in December 2016. The only rationale for delaying the overtime rule is to give the next Congress time to kill the rule altogether—robbing millions workers of the opportunity to earn more pay or spend more time with their families.

Workers have waited decades for an update to the salary threshold. The Labor Department has updated it only once since the 1970s—in 2004, when it was set too low. Having experienced decades of wage stagnation and uncompensated overtime, workers should not have to wait a day longer for the protection the new regulations will provide.

The current salary threshold for overtime pay would be over \$57,000 if it had kept pace with inflation since 1975. Instead, effective December 1, 2016, the salary threshold below which salaried employees are automatically eligible for overtime pay will rise from \$23,660 (\$455 per week) to \$47,476 (\$913 per week). The Labor Department based this new threshold level on the 40th-percentile salary for workers in the lowest-wage Census region (currently the South). Because history demonstrates that it can take years for the regulatory process to adapt to changing labor markets, the rule also indexes the threshold to inflation. Once implemented, the threshold level will increase every three years, beginning in 2020.

For approximately 12.5 million workers, this new regulation is the most effective way to raise wages, create jobs, and restore the 40-hour work week. The AFL-CIO urges you to oppose the Walberg bill and any other legislation that would delay or weaken implementation of this important rule.

Sincerely,



William Samuel, Director
Government Affairs Department

American Federation of Labor and Congress of Industrial Organizations

815 16th St., N.W. • Washington, D.C. 20006 • 202-637-5000 • www.aflcio.org

RICHARD L. TRUMKA
PRESIDENT

ELIZABETH H. SHULER
SECRETARY-TREASURER

TEFERE GEBRE
EXECUTIVE VICE PRESIDENT