

## **In Support of Restoring the State's Overtime Threshold**

**Whereas**, the Overtime Threshold is the salary below which overtime must be paid to salaried employees; and

**Whereas**, “Today, if you earn more than \$23,600 and someone pitches you a fake title like assistant manager, you can be required to work 70 hours a week with no additional pay,”<sup>i</sup> as stated by Nick Hanauer, Seattle entrepreneur and founder of Civic Ventures; and

**Whereas** Washington state's overtime threshold has not been increased since 1976; and

**Whereas** 63 percent of salaried workers were eligible for overtime pay in 1975, while less than seven percent are eligible today<sup>ii</sup>; and

**Whereas** the 40-hour workweek is one of the most important worker protections in the United States; and

**Whereas** the average full-time employee works 47 hours per week<sup>iii</sup>; and

**Whereas** no employee should be forced to work in exchange for zero additional pay; and

**Whereas** time spent at work without pay is time stolen from family, self-betterment, community, and civic life; and

**Whereas** the Department of Labor & Industry's proposal to restore the state's overtime threshold to 2.5 times the state's minimum wage will gradually phase in over seven years with a lower threshold for small employers; and

**Whereas** the restored threshold, at roughly \$75,000 per year, will be the highest in the nation but still below historical levels, when the middle class was at its strongest; and

**Whereas** Washington state continues to be the best state in the union for businesses<sup>iv</sup> and small business<sup>v</sup> thanks to our high minimum wage, secure scheduling laws, and other strong worker protections.

**Therefore, be it resolved** that the 1st District Democrats urge the Washington State Department of Labor & Industry to finalize their proposed rule restoring the state's overtime threshold to a multiple of 2.5 times the state minimum wage.

**Therefore, be it further resolved** that a copy of this resolution be sent to the Washington State Department of Labor and Industry, our state legislators, and the local press, and

**Therefore, be it finally resolved** that a copy of this resolution be sent to the State Democratic Party for consideration at their next State Committee Meeting.

*Proposed by Tyler Kelsen 11/2/19*

*Recommend DO PASS 1<sup>st</sup> District LD Issues Committee 11/7/19*

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<sup>i</sup> Joel Connelly, “[State 'overtime threshold' rule would boost pay for thousands](#)” Seattle PI, June 5, 2019.

<sup>ii</sup> Celine McNicholas, Samantha Sanders, and Heidi Shierholz, “What’s at stake in the states if the 2016 federal raise to the overtime pay threshold is not preserved—and what states can do about it,” Economic Policy Institute, 2017, <https://www.epi.org/publication/whats-at-stake-in-the-states-if-the-2016-federal-raise-to-the-overtime-pay-threshold-is-not-preserved/>

<sup>iii</sup> [https://www.washingtonpost.com/news/on-leadership/wp/2014/09/02/the-average-work-week-is-now-47-hours/?noredirect=on&utm\\_term=.16f1f2acd33a](https://www.washingtonpost.com/news/on-leadership/wp/2014/09/02/the-average-work-week-is-now-47-hours/?noredirect=on&utm_term=.16f1f2acd33a)

<sup>iv</sup> <https://www.cnbc.com/2017/07/11/washington-is-americas-top-state-for-business-in-2017.html>

<sup>v</sup> <https://www.seattlebusinessmag.com/economy/seattle-metro-ranks-no-1-small-business-job-growth-while-national-rate-dips>