

Nonprofit organizations in support of the Department of Labor's new overtime regulations

June 8, 2016

We, the undersigned nonprofit organizations, write in support of the Department of Labor's new overtime regulations. The updated overtime rule is a great victory for working people across the United States.

In its recently announced final regulation, the Department of Labor raised the salary threshold below which most workers are eligible for overtime pay from \$23,660 to \$47,476. This change will create hundreds of thousands of jobs, extend overtime protections to millions of workers, reduce excessive hours of unpaid work by underpaid employees, and increase salaries for employees earning near the new threshold. In particular, this rule represents an important step toward fairer pay for women and people of color, who are overrepresented in lower-paying jobs and are often required to work additional hours without compensation.

We recognize that many nonprofit organizations will have to think through and solve interesting problems and will face challenges as we make the changes needed to comply with the new regulations. These important changes will not necessarily be easy. Nonetheless, we embrace this opportunity to restore the overtime pay that lower-paid workers toiling more than 40 hours a week are entitled to.

For many nonprofits, including those of us that provide human services or advocate for workers' rights, poverty reduction, or economic and social justice, this is a critical opportunity to improve the working conditions and the economic lives of the people we serve. At the same time, our own workers and the families they support also deserve fair compensation and greater economic security.

As nonprofit organizations more broadly, we are dedicated to improving the public good. It is time to revisit the idea that working for the public good should somehow mean requiring the lowest-paid among us to support these efforts by working long hours, many of which are unpaid.

All of the undersigned nonprofit organizations are committed to complying with the new overtime regulations. We commend the Department of Labor for this significant reform, which will create better jobs and working conditions for millions of working people throughout the country. We support this historic social justice reform.

Signed,

9to5, National Association of Working Women

9to5 California

9to5 Colorado

9to5 Georgia

9to5 Wisconsin

A Better Balance

ActBlue

Advocates for Youth

African American Ministers In Action

Agenda Project Action Fund

Alaska People's Action

American Association of University Women

American Family Voices

American Federation of State, County and Municipal Employees (AFSCME)

American Federation of Teachers

Americans for Democratic Action (ADA)

Anti-Poverty Network of New Jersey

Ariva

Asian Counseling and Referral Service

Atlanta Women for Equality

The Battle of Homestead Foundation
Benedictine Sisters of Baltimore
Bend the Arc Jewish Action
Black Children's Institute of Tennessee
Brevard NOW
Bus Federation
Campaign for America's Future
CASA
Catalyst Miami
Center for American Progress
Center for Community Change
Center for Economic and Policy Research
Center for Law and Social Policy (CLASP)
Center for Popular Democracy
Center for Women Policy Studies
Center for WorkLife Law
Center on Policy Initiatives
The Century Foundation
Children's Law Center (District of Columbia)
Clergy and Laity United for Economic Justice (CLUE)
Clerics of St. Viator (Viatorians)
ClimateTruth.org
Coalition on Human Needs
Community, Faith and Labor Coalition
Community Forum for Economic Justice
Connecticut Citizen Action Group (CCAG)

Courage Campaign
Delaware Alliance for Community Advancement
Democratic Socialists of America
Democratic Women's Club of Florida
Democracy for America
Economic Opportunity Institute
Economic Policy Institute
Elizabeth Coalition to House the Homeless
Emerge Colorado
End Hunger CT!
Fair Budget Coalition
Fair World Project
Family Values @ Work
First Shift Justice Project
FRESC: Good Jobs, Strong Communities
Generation Progress
God's Will In Action
Gospel Justice Committee
Greater New York Labor-Religion Coalition
Greater Orlando NOW
HEAL
Human Services Council of New York
Illinois Economic Policy Institute
Indiana Community Action Association
Indiana Institute for Working Families
Innovation Ohio Education Fund

Institute for Science and Human Values, Inc
Interfaith Worker Justice
Iowa Coalition Against Domestic Violence
Jobs With Justice
Keystone Research Center
Latino Commission on AIDS
Leadership Conference on Human and Civil Rights
Legal Aid Service of Broward County
Legal Aid Society of the District of Columbia
Los Angeles Alliance for a New Economy (LAANE)
Medical Mission Sisters
MomsRising
MoveOn.org
NAACP
National Association of Social Workers
National Black Justice Coalition
National Center for Lesbian Rights
National Center for Transgender Equality
National Council of La Raza (NCLR)
National Employment Law Project (NELP)
National Employment Lawyers Association
National Low Income Housing Coalition
National Partnership for Women & Families
National Resource Center on Domestic Violence
National Women's Law Center
NETWORK LOBBY

New Jersey Policy Perspective

New Jersey Work Environment Council

Noorvik Boys & Girls Club Alaska

North Carolina Justice Center

One Wisconsin Now

Organize Now

PathStone Corporation

PathWays PA

People's Action

Pennsylvania Council of Churches

Princeton Community Housing

ProgressOhio

Progressive Change Campaign Committee

Public Health Advocates

Public Justice Center

Sargent Shriver National Center on Poverty Law

Sisters of the Presentation

Social Security Works

Southeast Ministry DC

Teens, Training, & Taxes

Toledo Area Jobs with Justice & Interfaith Worker Justice Coalition

The Union of Concerned Scientists

UltraViolet

United Auto Workers (UAW)

United States Student Association

United Steelworkers

URGE: Unite for Reproductive & Gender Equity

Voices for Progress

Washington Community Action Network

Washington Lawyers' Committee for Civil Rights and Urban Affairs

Washington State Labor Council, AFL-CIO

Westland Ecumenical Community Food Pantry

West Virginia Center on Budget and Policy

Wisconsin Faith Voices for Justice Workers' Dignity Project

Women AdvaNCe

Women Employed

Women's Law Project

Working America

Working Partnerships USA

YWCA USA