

Congress of the United States
Washington, DC 20515

July 20, 2015

President Barack Obama
The White House
1600 Pennsylvania Avenue, NW
Washington, DC 20500

Dear Mr. President:

We write in strong support of the Department of Labor's proposed action to strengthen overtime standards. We applaud your Administration's efforts to help middle class families get the pay they have worked for by modernizing the Fair Labor Standards Act (FLSA) regulations for overtime pay. Overtime protections are vital to ensure that workers earn a fair day's pay for a fair day's work.

The Department of Labor's (DOL) proposed regulation will raise the overtime salary threshold to \$50,440 a year and automatically adjust the salary threshold going forward, so that salaried workers earning under \$50,440 a year will earn time-and-a-half for hours worked over forty hours a week. Strengthening overtime protections by increasing the salary threshold restores the forty-hour work week—a cornerstone of middle-class life in America. It gives these workers more time with their families, and simultaneously encourages employers to provide additional hours of work to those part-time workers who want and need them to make ends meet. Since the 1970s, average salaries for middle-class workers have dropped, even while salaried workers have increased the number of hours they spend on the job. Growing income inequality, stagnant wages, and rising family economic insecurity have all contributed to shrinking the once-robust American middle class. Today, too many Americans are working longer and harder with less to show for their efforts, partly because very few workers are eligible for overtime pay. The current salary threshold of \$23,660 a year—which is less than the poverty threshold for a family of four—covers only eight percent of the workforce. This means that a majority of the workforce are left unprotected, some of whom are earning just over \$455 a week. These are not the highly-compensated executives and professionals to whom the exemption was intended to apply. They are struggling middle-class workers who are too often overworked without any additional compensation for the extra hours they work.

In 1975, almost two-thirds of American salaried workers earned a salary below the threshold and were automatically covered by the overtime protections guaranteed under the FLSA. Raising the salary level as proposed by the Department and your Administration would increase the number of workers eligible for overtime pay by five million, covering 40 percent of American salaried workers. In addition, your proposal to index the threshold would ensure that the new threshold will continue to be meaningful for workers in the future.

July 20, 2015
Page 2

We urge you to maintain this robust proposed rule and move without delay to a final rule. Thank you for your ongoing efforts to help working families succeed and strengthen the middle class.

Sincerely,



PATTY MURRAY
Ranking Member
Senate Committee on HELP



ROBERT C. "BOBBY" SCOTT
Ranking Member
Committee on Education and the Workforce



BERNARD SANDERS
U.S. Senator



FREDERICA S. WILSON
Ranking Member
Subcommittee on Workforce Protections



SHERROD BROWN
U.S. Senator



MARK TAKANO
Member of Congress



RICHARD DURBIN
U.S. Senator



NANCY PELOSI
Democratic Leader



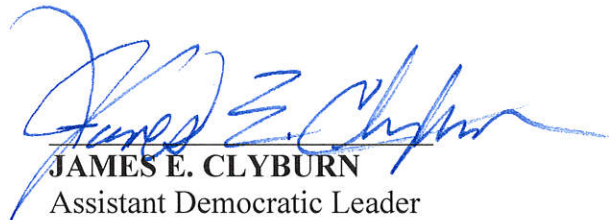
CHARLES E. SCHUMER
U.S. Senator



STENY H. HOYER
Democratic Whip



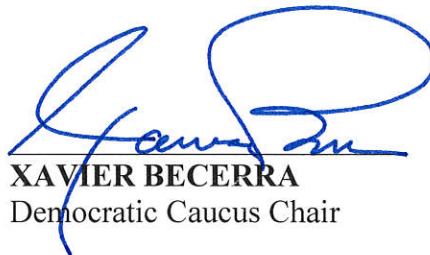
KIRSTEN GILLIBRAND
U.S. Senator



JAMES E. CLYBURN
Assistant Democratic Leader



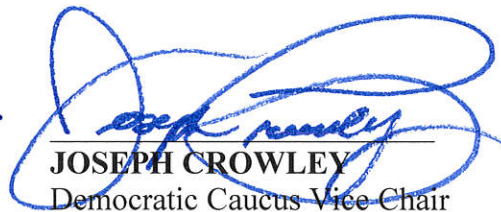
PATRICK J. LEAHY
U.S. Senator



XAVIER BECERRA
Democratic Caucus Chair



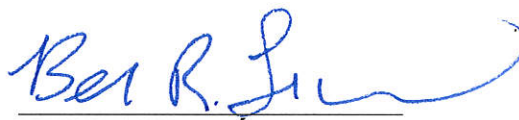
AL FRANKEN
U.S. Senator



JOSEPH CROWLEY
Democratic Caucus Vice Chair



JACK REED
U.S. Senator



BEN RAY LUJÁN
Member of Congress



RICHARD BLUMENTHAL
U.S. Senator



ROSA L. DELAURO
Steering and Policy Chair



JEFF MERKLEY
U.S. Senator



DONNA F. EDWARDS
Steering and Policy Co-Chair



ROBERT P. CASEY, JR.
U.S. Senator



KAREN BASS
Organization, Study and Review Chair



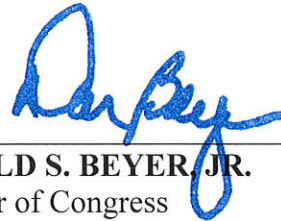
TOM UDALL
U.S. Senator



ALMA S. ADAMS
Member of Congress



RON WYDEN
U.S. Senator



DONALD S. BEYER, JR.
Member of Congress



ELIZABETH WARREN
U.S. Senator



EARL BLUMENAUER
Member of Congress



EDWARD J. MARKEY
U.S. Senator




SUZANNE BONAMICI
Member of Congress


JEANNE SHAHEEN
U.S. Senator


BRENDAN F. BOYLE
Member of Congress



MARTIN HEINRICH
U.S. Senator


ROBERT A. BRADY
Member of Congress


GARY PETERS
U.S. Senator


CORRINE BROWN
Member of Congress


SHELDON WHITEHOUSE
U.S. Senator


JULIA BROWNLEY
Member of Congress


MARIA CANTWELL
U.S. Senator

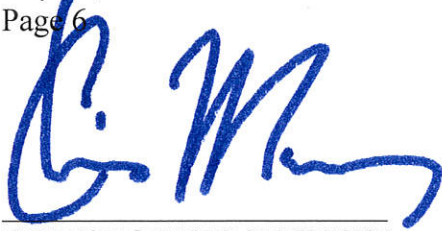

G.K. BUTTERFIELD
Member of Congress


CHRISTOPHER A. COONS
U.S. Senator


MICHAEL E. CAPUANO
Member of Congress

July 20, 2015

Page 6



CHRISTOPHER MURPHY
U.S. Senator



TONY CÁRDENAS
Member of Congress



BARBARA BOXER
U.S. Senator



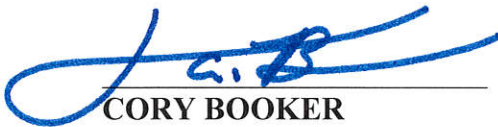
ANDRÉ CARSON
Member of Congress




TAMMY BALDWIN
U.S. Senator



MATT CARTWRIGHT
Member of Congress



CORY BOOKER
U.S. Senator



JUDY CHU
Member of Congress



BARBARA MIKULSKI
U.S. Senator



DAVID N. CICILLINE
Member of Congress



BRIAN SCHATZ
U.S. Senator



KATHERINE M. CLARK
Member of Congress


DEBBIE STABENOW
U.S. Senator


YVETTE D. CLARKE
Member of Congress


MAZIE K. HIRONO
U.S. Senator


WM. LACY CLAY
Member of Congress


DIANNE FEINSTEIN
U.S. Senator


EMANUEL CLEAVER
Member of Congress


JOHN CONYERS, JR.
Member of Congress


JOE COURTNEY
Member of Congress


ELIJAH E. CUMMINGS
Member of Congress


DANNY K. DAVIS
Member of Congress


SUSAN A. DAVIS
Member of Congress


DIANA DEGETTE
Member of Congress



JOHN K. DELANEY
Member of Congress



SUZAN K. DELBENE
Member of Congress



MARK DESAULNIER
Member of Congress



TAMMY DUCKWORTH
Member of Congress



KEITH ELLISON
Member of Congress



ELIZABETH H. ESTY
Member of Congress



MARCIA L. FUDGE
Member of Congress



TULSI GABBARD
Member of Congress



RUBEN GALLEGO
Member of Congress



ALAN GRAYSON
Member of Congress



AL GREEN
Member of Congress



GENE GREEN
Member of Congress



RAÚL M. GRIJALVA
Member of Congress



LUIS V. GUTIÉRREZ
Member of Congress



JANICE HAHN
Member of Congress



ALCEE L. HASTINGS
Member of Congress



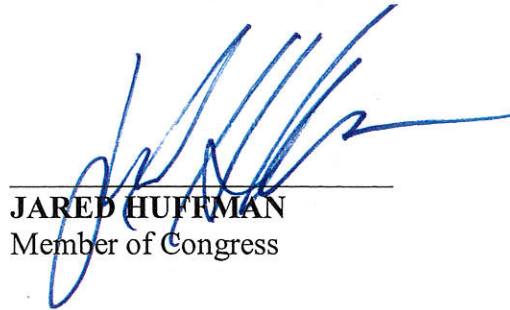
BRIAN HIGGINS
Member of Congress



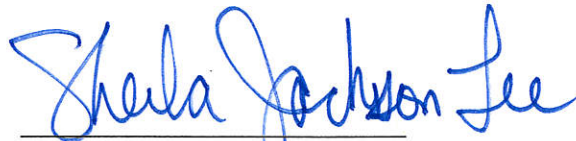
RUBÉN HINOJOSA
Member of Congress



MICHAEL M. HONDA
Member of Congress



JARED HUFFMAN
Member of Congress



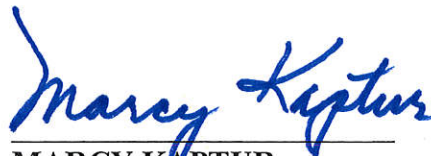
SHEILA JACKSON LEE
Member of Congress



HAKEEM S. JEFFRIES
Member of Congress



EDDIE BERNICE JOHNSON
Member of Congress



MARCY KAPTUR
Member of Congress


WILLIAM R. KEATING
Member of Congress



DEREK KILMER
Member of Congress

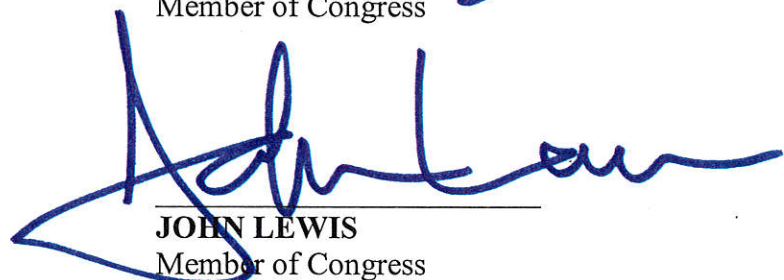

ANN KIRKPATRICK
Member of Congress

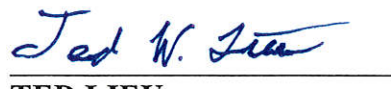

JAMES R. LANGEVIN
Member of Congress


RICK LARSEN
Member of Congress


BARBARA LEE
Member of Congress


SANDER M. LEVIN
Member of Congress


JOHN LEWIS
Member of Congress


TED LIEU
Member of Congress


ZOE LOFGREN
Member of Congress


ALAN S. LOWENTHAL
Member of Congress


CAROLYN B. MALONEY
Member of Congress

July 20, 2015

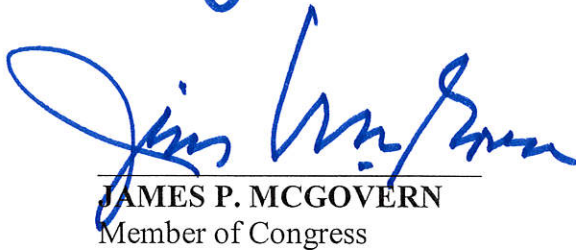
Page 11



BETTY MCCOLLUM
Member of Congress



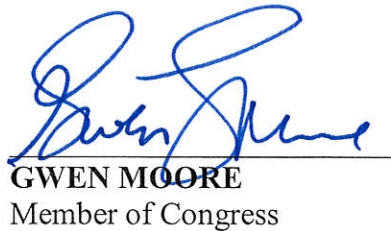
JIM MCDERMOTT
Member of Congress



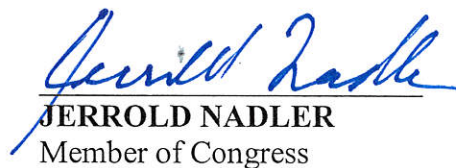
JAMES P. MCGOVERN
Member of Congress



GREGORY W. MEEKS
Member of Congress



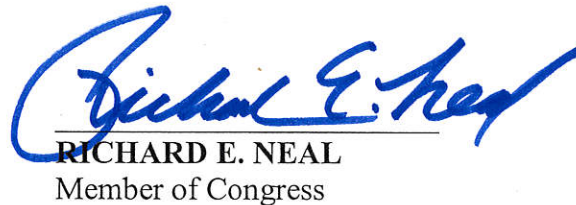
GWEN MOORE
Member of Congress



JERROLD NADLER
Member of Congress



GRACE F. NAPOLITANO
Member of Congress



RICHARD E. NEAL
Member of Congress



RICHARD M. NOLAN
Member of Congress



ELEANOR HOLMES NORTON
Member of Congress



FRANK PALLONE, JR.
Member of Congress



BILL PASCRELL, JR.
Member of Congress



CHELLIE PINGREE
Member of Congress



STACEY E. PLASKETT
Member of Congress



MARK POCAN
Member of Congress



JARED POLIS
Member of Congress



DAVID E. PRICE
Member of Congress



CHARLES B. RANGEL
Member of Congress



KATHLEEN M. RICE
Member of Congress



LUCILLE ROYBAL-ALLARD
Member of Congress



BOBBY L. RUSH
Member of Congress



TIM RYAN
Member of Congress




**GREGORIO KILILI CAMACHO
SABLAN**
Member of Congress



LINDA T. SANCHEZ
Member of Congress


JOHN P. SARBANES M.C.
Member of Congress



JANICE D. SCHAKOWSKY
Member of Congress


ADAM B. SCHIFF
Member of Congress


JOSE E. SERRANO
Member of Congress


BRAD SHERMAN
Member of Congress

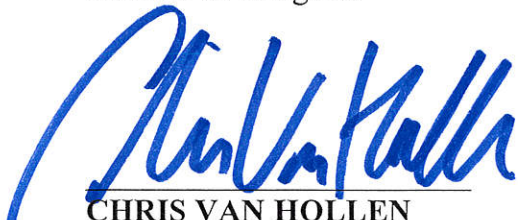

LOUISE MCINTOSH SLAUGHTER
Member of Congress


ADAM SMITH
Member of Congress


ERIC SWALWELL
Member of Congress


MIKE THOMPSON
Member of Congress


PAUL TONKO
Member of Congress


CHRIS VAN HOLLEN
Member of Congress


JUAN VARGAS
Member of Congress



MARC A. VEASEY
Member of Congress



FILEMON VELA
Member of Congress



DEBBIE WASSERMAN SCHULTZ
Member of Congress



BONNIE WATSON COLEMAN
Member of Congress