

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

**Whereas** the “40-hour workweek” is a vitally important worker protection in the United States, but the average full-time employee now works about 47 hours per week<sup>[1]</sup>; and

**Whereas** the overtime threshold, defined as the salary level under which employers are required to pay time-and-a-half wages for time worked in excess of 40 hours in any given week, is an important pillar sustaining middle-income American workers; and

**Whereas** 63% of U.S. salaried workers were eligible for overtime pay in 1975, under our then-applicable overtime threshold of \$23,660, but – due to a 44-year failure to update that threshold – less than 7% are eligible today<sup>[2]</sup>; and

**Whereas** time spent at work without pay is time stolen from family, self-betterment, community, and civic life, and no employee should be forced to sacrifice such time without suitable additional pay; and

**Whereas** Washington state's overtime threshold is still \$23,660, the same as in 1976; and

**Whereas** the Washington Department of Labor & Industries has proposed to restore the state's overtime threshold to 2.5 times the state's minimum wage, to be phased in gradually over a 7-year period, with a lower threshold for small employers; and

**Whereas**, although the restored Washington threshold (at roughly \$75,000 per year) will be the highest in the nation, it will still be below historical levels;

**Therefore, be it resolved** that we urge the Washington State Department of Labor & Industries to finalize their proposed rule restoring the state's overtime threshold to a multiple of 2.5 times the state minimum wage; and

**Be further it resolved** that a copy of this resolution be sent to the WA State Department of Labor and Industries.

*Adopted September 24, 2019, by the Martin Luther King County Democratic Central Committee*

Previously adopted by the 43<sup>rd</sup> LD  
and the KC Young Democrats

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<sup>[1]</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>[2]</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/>