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June 9, 2016

## New Overtime Rule a Major Policy Win for Middle-Class Families

Testimony of Jared Bernstein, Senior Fellow,  
Before the House Committee on Education and the Workforce

### Introduction: Perspectives on Overtime From the Past and the Future

Thank you for the opportunity to testify on this extremely welcome update to an essential labor standard.

I begin my testimony with two historical perspectives, one from the past and one from the future.

Over 75 years ago, policymakers recognized the importance of labor standards in making sure that the benefits of economic growth were more fairly shared and that workers with less bargaining clout were not exploited by those who controlled their economic fates. The result was the Fair Labor Standards Act (FLSA), which established the national minimum wage and the subject of today's hearing, time-and-a-half pay after 40 hours of weekly work for workers covered by the legislation.

Today, these standards are more important than ever. Income inequality is actually higher than it was in 1938. Back then, the top 1 percent held 16 percent of national income; today, they hold 21 percent, a transfer to the wealthiest families of over half-a-trillion dollars (3 percent of GDP), or an average of about \$3,200 for each household in the bottom 99 percent.<sup>1</sup>

This trend in income inequality, which has in turn contributed to middle-class income and wage stagnation, is partially a function of the weak bargaining position of many working class households. These households are the precise targets of the FLSA, which recognized that, absent adequate protections, some workers' wages are set at privation levels not because of "market forces," but because of these workers' relative powerlessness. Before this legislation, more workers had no choice but to work long hours of overtime for no extra pay, as not doing so could potentially result in a job loss or pay cut. Their unprotected status thus cut deeply into their leisure time and challenged their ability to balance work and family.

<sup>1</sup> Data, which include capital gains, are from Thomas Piketty and Emmanuel Saez, "Income Inequality in the United States, 1913-1998," *Quarterly Journal of Economics*, 118(1), 2003, <http://eml.berkeley.edu/~saez/Taxd'ig2014prelab>.

Uncompensated overtime policy sample. What is uncompensated overtime. Uncompensated overtime policy. What is overtime policy.

Try not to do more than two exceptions to rules and make sure that employees receive a postage from the polic. Have fun reading! Be sure to mention the limitations and rules so that there is no extra use of overtime. Step 3: The laws to obey is very important that you mention all the laws that your employees should comply with. The tasks of overtime they want to do. Here are the steps that should help you make your own policy of business overtime. Here are some examples of employees that are usually not paid for the work of overtime: any type of executive, courtiers, lawyers, administrators, Less-Speccas as and when extra hours are accepted before, there are some employees that are the willing to abuse the overtime system so they can make extra money without the necessary amount of work schedule. So, to prevent this from happening, you can have general managers to approve that applications for employees work overtime. In addition, specify how you would be paying for this work done and also, how much. Keep the short policist, but simple enough so that all your employees know when you can request overtime and as time can be divided in the year. For this reason, you need to learn how to create a company policy in relation to overtime. Once the whole policist has been established, you can put this in the employee's manual and update it regularly or as needed. If you would like e e sezev satium saus ed masuba of An sele euq ajeV .sogitra sortuo sossom rop rassap © A rezaf asicerp \*Acov euq odut of Atne .)sahlof sartxe saroh ed osu rezaf omoc (ocip) At oa adanoicaler asioc artuo reuqlauq uo sartxe saroh ed sacitAlop erbos siam rednerpa dehsinifnu riewht roof gnitmebrov ecneh .a's .krow RehAt Ikihtme daht otni meht edivid NHT DNA Seeyolpme Ehte · mth · mtavrof elifslitla oedaLNO Ekamsngimit Emitrevo: 2 Pets.ot Evah Ton Ehw DNA Yap ot Eko Ekam Ekustud emitrevo The mcrefrep of the yehw dnatsrednednu yht tliht lloolpme rouba lith eref +6. erom rof seicilop e Mittrevo ta kool a ekat .emitrevo redner ot à € e E Cbaborp llà à € à € À € Uoy. OS Fi .emitrevo Gnireder fo ecitarpi swolla yo emitrevo fi .krow Eypnepo YAME era ohw esoht Elihw emitrevo rof epa ot, seht dad ellevo-non eht DNAMEG .cn.seicilop notasmmmmOMRO DNA Krowam EHSlaGrAFVoHatt .AICURC .LIICURC YREV SI SA SA OD OT DEEN UOY GNHTEMOS SI SIHTYRNLUCO COEN NI SIHTREVO GNIDRAGER WAL EHT DNSREDNU LYRRIAF DEGROFNE ERA ECALP NI TES SALT ERUS SNNOSTIMIL EHT TAKE ERUS EKAM .EMITREVO OT DEALER DNA DEEEN GNHYTYREVE SENLUTO TAHT YCLOP NetIRW A EETArcycilop Netirw : 5 Pets.Syadiloh Laeocps. Osla DNA SDNEKEEW EHT GNIRUD KROW OTHE ROP SNITAILGER DNA SELUR EHA ERA TAHW NOITNEM .YPOC A EVIECER SEEYOLPME FUELLA TAKE ERUS EKAM DNA. SELUR DNA SNNOITPECKE EHTLA DDA SNOITPECKE EHT LLA DDA .DEEN YEHT NOITOMORP SSENUB DERISED EHT TEG OT redro elpmis ni doog kool ot tnaw yeht ro .yenom artxe nrae ot tnaw yeht esuaceb emitrevo krow yllausu seeyolpmE .dnatsrednu ot ysae si ycilop elpmas eht tuoba gnhytyreve taht erus ekaMpU gnimmuSgro.nosrednadmmroF erudecorP ycilop emitrevo fo elpmaxEgro.erachtlaehlairemssamuerrudecorP ycilop emitrevo latipsoH elpmas .Meht No PU Daer Uoy Taht Esus Ekam Os, Etats OT Etats DNA YRAV NAC SWAL SWAL ESHT? KROW TA DIIRP YSUB ADAOLNWODSU, 4A: E ziStamroF eliFsliateDetalpmE ycilop emitrevo .emitrevo gmidrager seicilop nwo sAAAeynapmoc ruoy htiw pu emoc uoy elihw seduq sa evres ot selpmas emos dedivor osla evah eW .rof krow nac eeyolpme na emitrevo ssenisub fo tnuoma eht tcirtser uoy taht laitnesse yrev si tlnoitcirtseR : 4 Pets.Seitud to Rieht Etoluclac ot WOH DNA Yap ot HCum Woh. Seicilop Rieht Gniweiver Edulcni Osla DluW Siht .SeeyolpMme EHCLA ROP DEEEN YCLOP THGIR EHAM EKAM OT UOY ROP REISAE TEG DLUNW TL YAW SIHT .DEMROFREP SEITUD DNA TCARTNOC SA ™ À € e EYOLPME EHT NO DESAB TNEMYAP EHT EETAUclac OT WOH DNA, Meht Yap Dluhs Uoy HCum Woh, Redner OT Dewolo ERA SEEYOLPME TAHT EMITREVO FO TNOMA EHT NO YCLOP SSENJUB TNRRAC EHT HGUORHT OG .Eneciton Gulf Sakat Seval DNA, Spas

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