

STATE-BY-STATE BREAKDOWNS OF WORKERS AFFECTED BY DEPARTMENT OF LABOR'S PROPOSED OVERTIME REGULATION

Today, President Obama highlighted a new proposed rule from the Department of Labor that would extend overtime protections to nearly 5 million workers within the first year of its implementation. It does so by proposing to raise the salary threshold under which most white collar salaried workers are eligible to receive overtime pay from \$455 a week (\$23,660 a year) to an estimated \$970 a week (\$50,440 a year) in 2016.

The Department of Labor estimates that in the first year of its implementation, 4.68 million white collar workers who are exempt under the current regulations would, without some intervening action by their employers, become newly entitled to minimum wage and overtime protection under the Fair Labor Standards Act. The table below provides breakdowns of those 4.68 million workers by state.¹

	Affected Workers	Share of total affected workers	Affected workers as a share of total employed
Total	4,680,000	100.0%	3.3%
By Age			
16-24	310,000	6.6%	1.7%
25-34	1,500,000	32.0%	4.8%
35-54	2,050,000	43.9%	3.3%
55+	820,000	17.5%	2.6%
By Educational Attainment			
High school diploma or less	850,000	18.2%	1.7%
Some college	1,350,000	28.9%	3.2%
Bachelor's degree	1,860,000	39.7%	5.7%
Advanced degree	620,000	13.3%	3.5%
By Sex			
Male	2,070,000	44.2%	2.7%
Female	2,620,000	55.8%	3.9%
By State			
Alabama	70,000	1.4%	3.2%

¹ Estimated number of white collar workers who would be entitled to overtime protection under the proposed salary level of the 40th percentile of weekly earnings for full-time salaried workers (\$921 using 2013 data) if their weekly earnings do not increase to the proposed salary level. Pooled 2011-2013 Current Population Survey data in columns 2 and 3. Data for 2013 in column 4.

Alaska	10,000	0.2%	2.5%
Arizona	100,000	2.2%	3.7%
Arkansas	50,000	1.0%	4.0%
California	420,000	8.9%	2.5%
Colorado	80,000	1.7%	3.2%
Connecticut	40,000	0.9%	2.5%
Delaware	20,000	0.3%	3.6%
District of Columbia	10,000	0.3%	3.7%
Florida	370,000	8.0%	4.2%
Georgia	160,000	3.4%	3.7%
Hawaii	20,000	0.3%	2.5%
Idaho	20,000	0.4%	2.8%
Illinois	200,000	4.4%	3.4%
Indiana	100,000	2.2%	3.4%
Iowa	50,000	1.1%	3.3%
Kansas	40,000	0.9%	2.9%
Kentucky	70,000	1.4%	3.4%
Louisiana	70,000	1.5%	3.5%
Maine	20,000	0.4%	3.1%
Maryland	100,000	2.0%	3.3%
Massachusetts	110,000	2.3%	3.3%
Michigan	100,000	2.1%	2.3%
Minnesota	90,000	2.0%	3.2%
Mississippi	40,000	0.9%	3.7%
Missouri	110,000	2.3%	3.8%
Montana	10,000	0.3%	2.4%
Nebraska	30,000	0.7%	3.4%
Nevada	40,000	0.8%	2.9%
New Hampshire	20,000	0.5%	3.5%
New Jersey	130,000	2.9%	3.2%
New Mexico	20,000	0.4%	2.2%
New York	290,000	6.2%	3.3%
North Carolina	160,000	3.5%	3.8%
North Dakota	10,000	0.3%	3.5%
Ohio	160,000	3.3%	2.9%
Oklahoma	70,000	1.6%	4.4%
Oregon	50,000	1.2%	3.1%
Pennsylvania	200,000	4.2%	3.3%
Rhode Island	10,000	0.3%	2.9%
South Carolina	70,000	1.6%	3.7%
South Dakota	10,000	0.2%	2.7%

Tennessee	120,000	2.5%	4.1%
Texas	400,000	8.5%	3.3%
Utah	40,000	0.9%	3.1%
Vermont	10,000	0.2%	3.2%
Virginia	140,000	3.0%	3.5%
Washington	90,000	1.9%	2.8%
West Virginia	20,000	0.4%	2.7%
Wisconsin	80,000	1.6%	2.7%
Wyoming	10,000	0.2%	2.5%