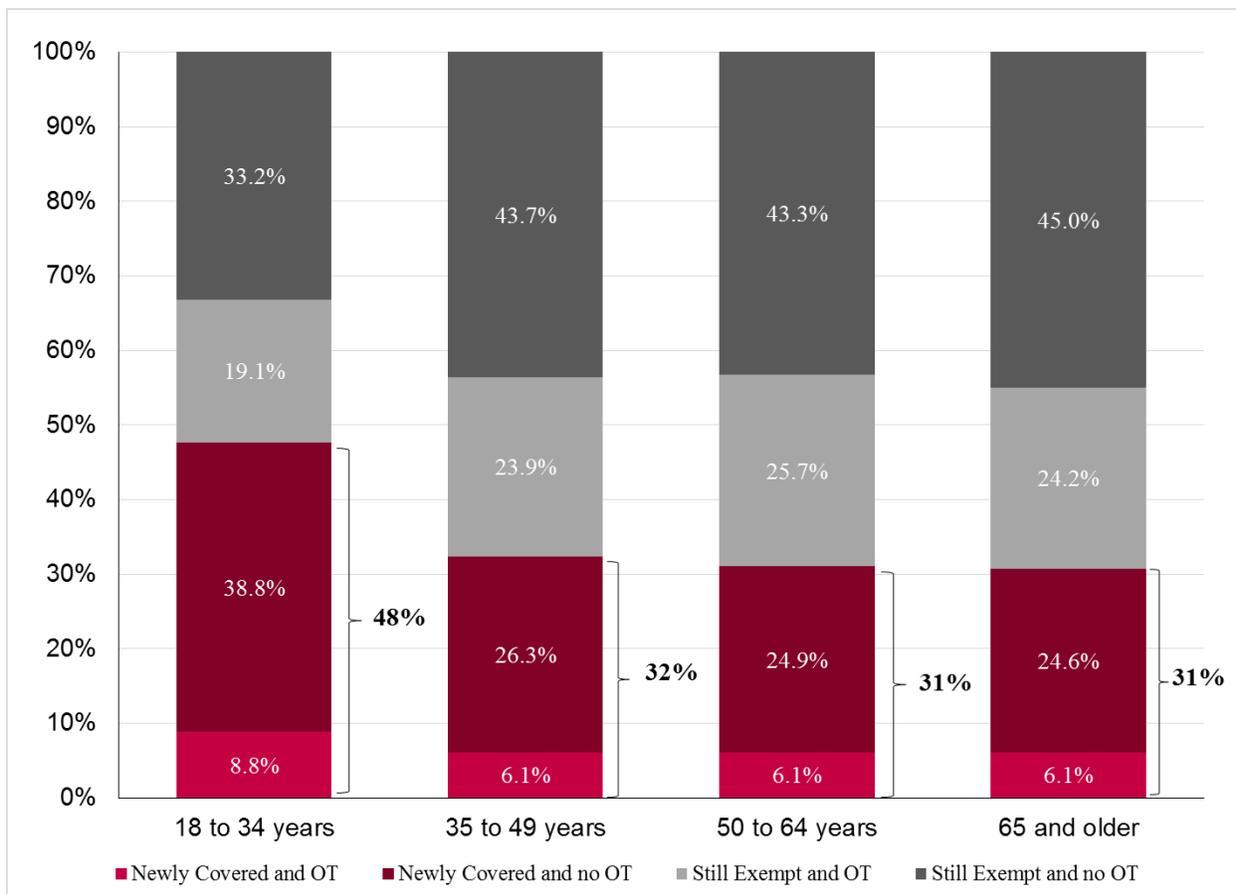


IWPR #Q037

August 2015

Nearly Half of Currently Exempt Women Workers Aged 18 to 34 Will Gain Coverage Under DOL's New Proposed Overtime Salary Threshold

Figure 1. Share of Newly Covered Women Workers and Newly Covered Overtime Workers at \$50,440 Threshold among Currently Exempt Workers By Age, 2014



Source: IWPR calculations using 2014 Current Population Survey Outgoing Rotation Groups (CEPR 2015)

When looking at all newly covered female salaried workers by age, Millennial women workers, aged 18-34 years old, will benefit most from an increase in access to overtime pay. As shown in Figure 1, comparing different age groups, the greatest percentage increase in newly covered workers will be seen among Millennial women workers. Forty-eight percent of formerly exempt Millennial women will be covered, compared with 32 percent of working women aged 35-49, 31 percent of working women aged 50-64, and 31 percent of working women aged 65 and older. These newly covered include those currently working overtime and those not currently working overtime.

Nearly nine percent of all Millennial working women currently working more than 40 hours per week on a regular basis will gain coverage and automatic eligibility for premium pay for overtime work. This is a larger coverage gain than among older groups of women who usually work more than 40 hours per week, who will see coverage increases of around six percent.

For methodology, see IWPR's full report, *How the New Overtime Rule Will Help Women & Families*, at <http://www.iwpr.org/publications/pubs/how-the-new-overtime-rule-will-help-women-families/>.

For more information on IWPR reports or membership, please call (202) 785-5100, email iwpr@iwpr.org, or visit www.iwpr.org.

The Institute for Women's Policy Research (IWPR) conducts rigorous research and disseminates its findings to address the needs of women, promote public dialogue, and strengthen families, communities, and societies. The Institute's research strives to give voice to the needs of women from diverse ethnic and racial backgrounds across the income spectrum and to ensure that their perspectives enter the public debate on ending discrimination and inequality, improving opportunity, and increasing economic security for women and families. The Institute works with policymakers, scholars, and public interest groups to design, execute, and disseminate research and to build a diverse network of individuals and organizations that conduct and use women-oriented policy research. IWPR's work is supported by foundation grants, government grants and contracts, donations from individuals, and contributions from organizations and corporations. IWPR is a 501(c)(3) tax-exempt organization that also works in affiliation with the women's studies and public policy and public administration programs at The George Washington University.