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

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.