

**Columbus Office:**

Vern Riffe Center  
77 S. High Street, 10<sup>th</sup> Floor  
Columbus, Ohio 43215-6111  
(614) 466-5786  
Brigid.Kelly@OhioHouse.gov



**Committees:**

Finance  
Economic Development,  
Commerce and Labor  
Government Accountability  
and Oversight  
Aging and Long Term Care

# BRIGID KELLY

## State Representative

Chairman Young, Vice Chairman Riedel, Ranking Member Lepore-Hagan, and members of the House Economic Development, Commerce and Labor Committee, thank you for the opportunity to provide sponsor testimony on House Bill 605. This bill, inspired by the U.S. Department of Labor's attempt to reform overtime rules in 2016, will make over 350,000 Ohioans who work over 40 hours a week eligible for overtime pay.

Federal law guarantees certain salaried employees overtime pay so that when they work more than 40 hours in a week, they get 1.5 times their regular pay for the extra hours. One of the criterion for determining who does and does not earn overtime pay is a salary threshold, which is traditionally set by federal regulation. Under President Bush, that salary threshold of \$23,660 a year was not updated to keep pace with inflation, meaning people making more than \$23,660 a year, \$455 a week or \$11.37 an hour could be denied overtime pay.

While the U.S. Department of Labor sets overtime protections for the nation, just like the minimum wage, states are not prohibited from setting their own, stronger standards to protect their workers. Under our bill, Ohio will extend overtime protection for salaried workers earning up to \$47,476 with the threshold set to adjust to the inflation index every three years.

The overtime threshold has been so eroded by inflation that in 1980, 1 in every 3 full-time salaried workers had guaranteed overtime protections. Today, less than 1 in every 10 full-time salaried workers has guaranteed overtime with just 7.8% of salaried Ohio workers being eligible.

As it currently stands, Ohio workers are losing more than \$123,000 in wages every day – that's more than \$45 million in lost wages each year. This is money that workers could use to plan for retirement, pay off student debt, put a down payment on a new home, cover the cost of childcare, or simply save. A salary should be a pathway to a better life, not a loophole for employees to work more for free. By modernizing overtime pay, more people can earn the opportunity for a better life.

Again we appreciate the chance to offer testimony on House Bill 605, and Representative Smith and I will be happy to answer any of your questions.

**31<sup>st</sup> House District:**

Northside - Clifton - CUF - Corryville - Walnut Hills - East Walnut Hills - Evanston - Avondale - Madisonville  
Oakley - Hyde Park - Amberley - Norwood - Silverton - St. Bernard- Columbia Twp.- Mt. Auburn

Printed in house.

