Office workers toil, too

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By Marc Linder

The overtime penalties that the US Department of Labor recently proposed rules that would increase the number of white-collar workers excluded from the right to overtime pay. While the debate focuses on these new exclusions, nobody questions the rationale for the Fair Labor Standards Act’s original exclusions of 1938.

Yet why should white-collar workers who work long hours without pay? Feeling some office workers had enough power to stop employers from overreaching, Congress excluded white-collar work has also been simplified, mechanized and computerized.

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Consider the case of Dorothy Haywood, a typical office administrator. A customer service claims adjuster in the mid-1990s for a moving company, Haywood worked 45 to 50 hours weekly and four Saturdays yearly for a $28,000 salary, and no overtime pay. She sued for back pay. The 7th U.S. Circuit Court of Appeals in Haywood v. North American Van Lines simply noted that her job met the Labor Department’s criteria for exemption. Her salary exceeded $250 weekly. (Indeed, the proposed increase to $425, or $22,100 annually, wouldn’t help low-wage workers like Haywood.) She did office work directly related to the company’s general business operations requiring the exercise of some discretion and independent judgment. The court found her employer exempt.

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The Labor Department said in March in the Federal Register that Congress believed such workers “typically earned salaries well above the statutory minimum...and...were presumed to enjoy other compensatory privileges such as above-average fringe benefits, greater job security and better opportunity for advancement.” Hence their overtime hours “could not be easily spread to other workers.” Consequently, the labor standards rule would exempt those who earn a “bona fide” salary, administrative, professional and executive employees, but didn’t identify them. The Department of Labor for the time-and-a-half penalty wouldn’t apply. Yet, organized according to principles similar to those of assembly lines, white-collar work has also been simplified, mechanized and computerized.

Companies prescribe times for many of their tasks; Haywood was required to respond to communications within company time limits. North American Van Lines monitored how many customers she handled daily, told her to complete phone sessions faster and based her salary on this output. Since the company had 50 people doing the same work, it could have shortened the work week and hired more adjudicators.

Don’t exclude salaried workers

In 1940, the Labor Department said there was no reason for reluctance to make overtime payments to salaried workers: “Either the penalty payments will discourage long hours of work, or the worker will receive a reasonable compensation for his additional efforts.”

Ironically, the rhetoric employers use in their campaign to deregulate overtime—this Depression-era law must be modernized to deal with today’s workplace realities—compels a conclusion diametrically opposite to theirs: As more white-collar employees work in factories, more rather than fewer of them face conditions requiring the same protections blue-collar workers enjoy.

The only relevant difference between blue- and white-collar employees is that some of the latter get such huge salaries nobody cares whether they’re paid overtime. The law and its enforcement would be immensely simplified for employers if Congress chose a high salary level as the sole criterion so that all employees earning (say) $100,000 annually or less would be entitled to overtime pay.

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Marc Linder, a professor at Iowa University College of Law, is the author, most recently, of Void Where Prohibited Revisited (Fanphila Press 2003).