

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

Tomorrow, the Department of Labor will finalize a rule that will extend overtime protections to 4.2 million workers within the first year of its implementation. It does so by raising 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 \$913 a week (\$47,476 a year). The rule goes into effect on December 1, 2016. This table below provides breakdowns of the 4.2 million workers who will be affected by state and demographic group.

	<b>Affected Workers<sup>1</sup></b>	<b>Share of Total Affected Workers</b>	<b>Affected Workers as a Share of Workers Subject to FLSA</b>
<b>Total</b>	<b>4,230,000</b>	<b>100%</b>	<b>3.2%</b>
<b>By Gender</b>			
Male	1,875,516	44.3%	2.7%
Female	2,352,050	55.6%	3.6%
<b>By Age</b>			
Under 25	313,605	7.4%	1.7%
25-34	1,325,683	31.3%	4.3%
35-44	948,612	22.4%	3.3%
45-54	896,939	21.2%	3.1%
55-64	606,299	14.3%	2.9%
65 and over	136,428	3.2%	2.4%
<b>By Educational Attainment</b>			
Less than high school	69,413	1.6%	0.6%
High school degree	695,515	16.4%	1.9%
Some college or an associate/occupational degree	1,210,743	28.6%	3.1%
Bachelor's degree	1,659,284	39.2%	5.5%
Advanced degree	592,611	14.0%	3.8%
<b>By State</b>			
Alabama	59,762	1.4%	3.2%
Alaska	5,560	0.1%	1.9%
Arizona	90,179	2.1%	3.5%
Arkansas	52,055	1.2%	4.6%
California	392,084	9.3%	2.5%

<sup>1</sup> Estimated number of workers exempt under the EAP exemptions who would be entitled to overtime protection under the updated salary levels (if their weekly earnings do not increase to the new salary levels).

Colorado	72,582	1.7%	3.1%
Connecticut	46,321	1.1%	2.9%
Delaware	15,390	0.4%	3.9%
District of Columbia	11,050	0.3%	4.0%
Florida	330,870	7.8%	4.2%
Georgia	157,605	3.7%	4.0%
Hawaii	15,723	0.4%	2.9%
Idaho	19,764	0.5%	3.1%
Illinois	193,930	4.6%	3.4%
Indiana	86,985	2.1%	3.2%
Iowa	43,615	1.0%	3.0%
Kansas	39,619	0.9%	3.1%
Kentucky	55,073	1.3%	3.1%
Louisiana	60,974	1.4%	3.3%
Maine	16,210	0.4%	2.9%
Maryland	79,630	1.9%	3.1%
Massachusetts	83,504	2.0%	2.7%
Michigan	101,463	2.4%	2.5%
Minnesota	78,964	1.9%	3.0%
Mississippi	39,563	0.9%	3.6%
Missouri	84,878	2.0%	3.3%
Montana	11,087	0.3%	2.7%
Nebraska	28,034	0.7%	3.2%
Nevada	31,243	0.7%	2.6%
New Hampshire	21,757	0.5%	3.4%
New Jersey	131,854	3.1%	3.3%
New Mexico	20,049	0.5%	2.7%
New York	277,998	6.6%	3.3%
North Carolina	155,971	3.7%	4.0%
North Dakota	11,819	0.3%	3.4%
Ohio	133,756	3.2%	2.7%
Oklahoma	47,771	1.1%	3.1%
Oregon	46,019	1.1%	3.0%
Pennsylvania	184,792	4.4%	3.3%
Rhode Island	12,921	0.3%	2.7%
South Carolina	66,724	1.6%	3.4%
South Dakota	9,232	0.2%	2.6%
Tennessee	99,865	2.4%	4.0%
Texas	370,398	8.8%	3.2%

Utah	36,070	0.9%	2.9%
Vermont	9,867	0.2%	3.3%
Virginia	119,003	2.8%	3.5%
Washington	75,574	1.8%	2.5%
West Virginia	16,527	0.4%	2.5%
Wisconsin	68,838	1.6%	2.6%
Wyoming	7,044	0.2%	2.7%