

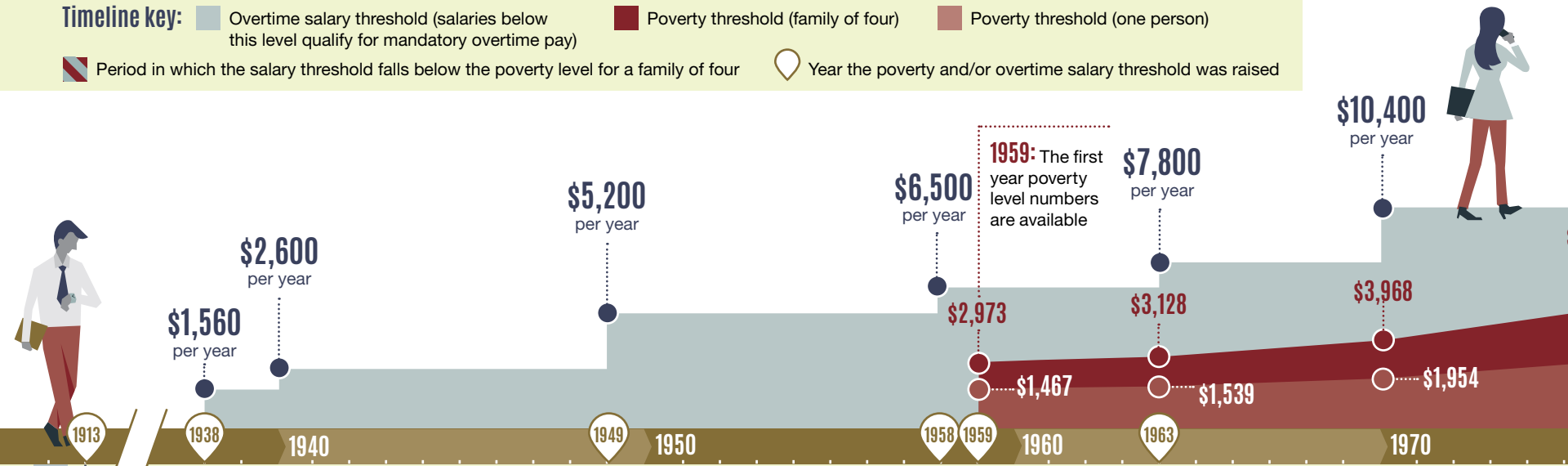
WAGES OVER TIME

Historical salary thresholds

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The U.S. Department of Labor has updated the overtime pay salary threshold seven times in its history. The salary threshold has twice dipped below the poverty level for a family of four in its history. The poverty level for one person, however, has never gone above the salary threshold. The graph shows the historic salary and poverty levels as well as when the salary threshold fell below the poverty level for a family of four.

Timeline key: Overtime salary threshold (salaries below this level qualify for mandatory overtime pay) Poverty threshold (family of four) Poverty threshold (one person) Period in which the salary threshold falls below the poverty level for a family of four Year the poverty and/or overtime salary threshold was raised



1913: President William Taft establishes the U.S. Department of Labor.

1938: The Fair Labor Standards Act is passed. The act establishes the standard 40-hour workweek, classifies overtime pay and minimum wage, and sets in place child labor laws.

1963: The Equal Pay Act of 1963 is passed. The act guarantees equal pay for equal work for men and women.

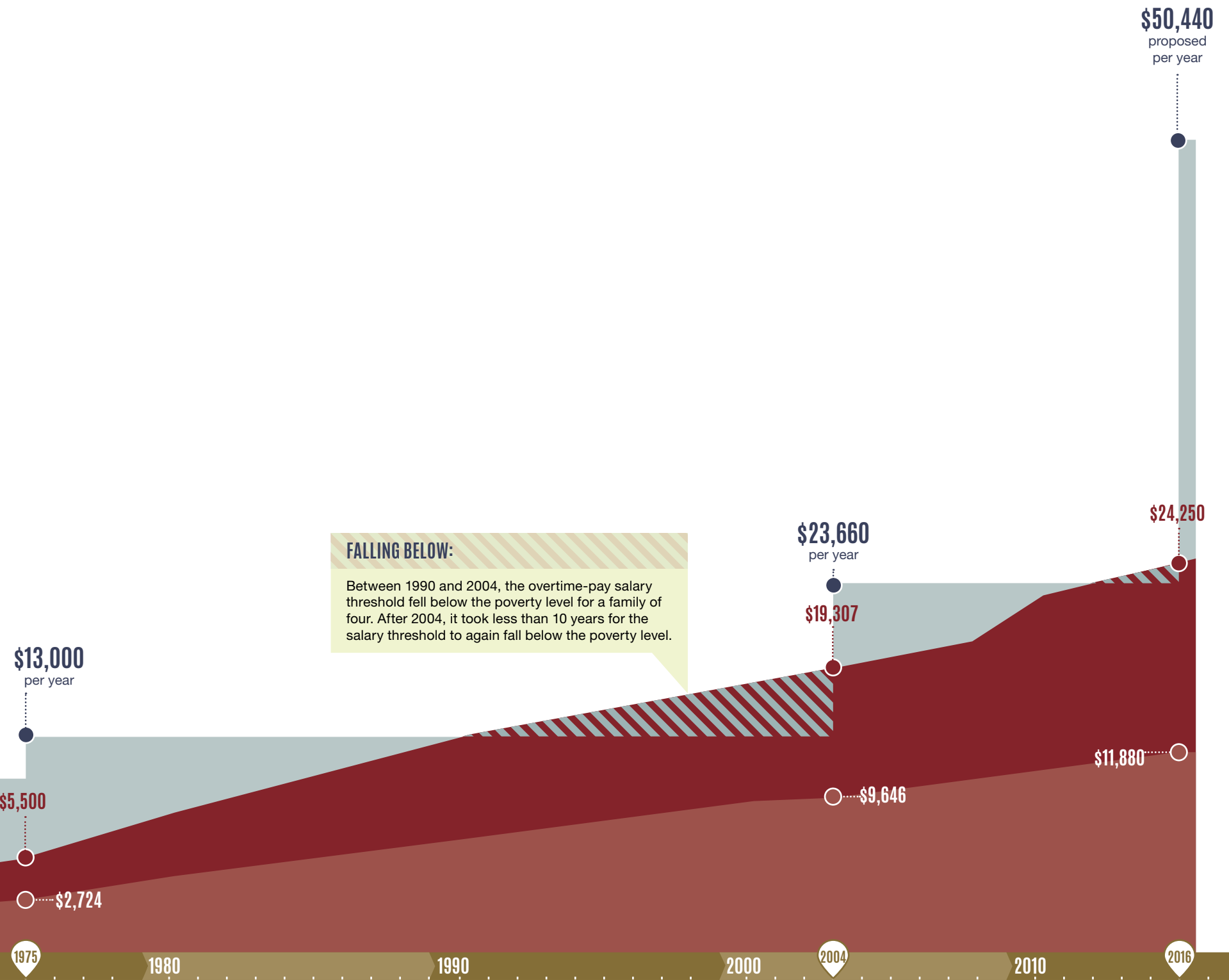
1967: The Age Discrimination in Employment Act passes. The act prohibits workplace discrimination based on age.

DOL HISTORICAL EVENTS



Photos courtesy U.S. Department of Labor





1970: The Occupational Safety and Health Act is passed. The act protects workers' rights to a safe workplace.



1990: The Americans with Disabilities Act is passed. The act prohibits workplace discrimination based on a disability.

2009: The Patient Protection and Affordable Care Act is passed. The act aims to decrease the number of uninsured citizens and reduce health care costs.

2014: President Barack Obama directs the DOL to update which white-collar workers are protected under the FLSA's minimum-wage and overtime standards.

2016: The DOL is expected to make a final decision on a proposal to update the salary level to the 40th percentile of earnings by July.