

SUPPORT FOR OVERTIME PAY PROTECTIONS

WHEREAS, the Fair Labor Standards Act of 1938 (FLSA) represented an historic effort to lessen unemployment and strengthen living standards for workers in the United States, and

WHEREAS, the FLSA requirement of paying time-and-a-half for hours beyond 40 in a workweek serves both FLSA objectives of spreading employment and improving living standards; and

WHEREAS, the U. S. Department of Labor (DOL) has accordingly defined the exemptions from the FLSA overtime pay protections for executive, administrative, and professional employees narrowly, until this year ; and

WHEREAS, DOL issued regulations on April 23, 2004 that dramatically expanded the exemptions for executive, administrative, and professional employees and that effectively removed more than eight million U. S. workers from overtime pay protections; and

WHEREAS, the above regulations may lengthen hours for library professionals who already are under compensated; and

WHEREAS, ALA-APA Committee on Salaries in 2003 publicly supported the expansion of overtime pay protections and opposed their diminution, and thus joined a national outcry leading to majority votes in the U. S. Senate and House of Representatives that would require DOL not to cut back overtime pay protections for covered workers while allowing DOL to expand those protections to workers who do not have them now.

THEREFORE BE IT RESOLVED that the American Library Association-Allied Professional Association urge the President of the United States and DOL to withdraw the regulations that exclude workers from overtime pay protections and retain the regulations that expand the categories of protected workers;

BE IT FURTHER RESOLVED, that ALA-APA urge the U. S. Congress to protect the integrity of the FLSA;

BE IT FURTHER RESOLVED, that ALA-APA encourage other professional associations and societies representing library workers in the United States speak out in favor of expanding overtime pay protections for low-wage workers; and

BE IT FURTHER RESOLVED, that this resolution be disseminated as deemed advisable by the ALA-APA Executive Director.