



June 2, 2026

Dear Representative,

On behalf of the members and officers of the Communications Workers of America (CWA), I am writing to urge you to support the Double the Wage for Overtime Act being introduced by Reps. Greg Casar and Pramila Jayapal. This legislation would update federal overtime standards for the first time in nearly ninety years by requiring employers to pay workers double their regular rate of pay when they work over 40 hours in a week. At a time when workers across the country are facing constant rising costs of living, understaffed workplaces, and increasingly unpredictable schedules, this legislation represents a critical step toward restoring fairness, protecting workers from exploitation, and ensuring that long hours are properly compensated.

When overtime protections were first established under the Fair Labor Standards Act (FLSA), they were designed with two goals in mind: to fairly compensate employees for the added burden of working excessive hours, and to discourage employers from overworking their workforce in the first place. The requirement of time-and-a-half pay was meant to make excessive overtime costly enough that employers would instead hire additional workers and maintain more sustainable schedules. However, since its enactment, many employers have simply absorbed overtime costs into their operating models, treating worker exhaustion and excessive hours as a routine cost of doing business. As a result, workers are being pushed into grueling schedules that contribute to burnout, workplace injuries, high turnover, and instability for working families.

The Double the Wage for Overtime Act is a crucial next step toward restoring the original purpose of federal overtime protections. By increasing overtime pay to double a worker's regular wage, this legislation would strengthen the incentive for employers to adequately staff workplaces rather than simply rely on excessive overtime as a long-term business model. In doing so, the bill would help reduce chronic overwork while ensuring that employees who are required to work beyond the standard 40 hour workweek are compensated more fairly for their labor. At a time when many industries continue to operate with persistent understaffing and unpredictable scheduling practices, this legislation would help rebalance workplace incentives in a way that better protects workers, promotes more sustainable working conditions and ultimately puts more money into workers' paychecks.

Workers should not have to sacrifice their health, family time, and personal well-being just to keep up with rising costs and understaffed workplaces. If employers are going to demand more of workers' time, workers deserve to be compensated accordingly. The Double the Wage for Overtime Act recognizes the simple truth that workers' time and labor has real value. We urge you to stand with working people and support this important legislation.

Sincerely,

A handwritten signature in cursive script that reads "Daniel J. Mauer". The signature is written in black ink and is positioned below the "Sincerely," text.

Dan Mauer
Director of Government Affairs

Communications Workers of America (CWA)

501 Third Street, NW | Washington, DC 20001 | 202-434-1315 | 202-434-1318 (fax) |
www.cwa-union.org