



VP Kamala Harris's Support for Wage Earners

Wage earners are the backbone of the economy, so it is essential to look past the campaign rhetoric and look at the receipts of VP Kamala Harris and Donald Trump. VP Harris has consistently demonstrated her commitment to raising wages, protecting overtime rights, and standing up for tipped workers and wage earners. In contrast, Donald Trump's policies favored big businesses over workers, often to the detriment of those earning wages through hard work. The future of wage earners depends on stronger labor protections and fair compensation, values that Harris champions but Trump's record undermines.

Minimum Wage and Worker Rights

- **VP Kamala Harris**

- Championed efforts to raise the minimum wage for federal contractors to \$17.20/hour.
- Strong advocate for raising the federal minimum wage across the board. Her platform emphasizes ending sub-minimum wages for tipped workers and people with disabilities.
- Calls for eliminating taxes on tips for service and hospitality workers.

- **Donald Trump**

- Threatened to veto a long-overdue increase in the federal minimum wage.
- In 2017, his Labor Department proposed a rule allowing employers to pocket workers' tips as long as the workers were paid the minimum wage. This would have hurt tipped workers, but Congress stepped in to protect them.

Overtime Pay and Worker Protections

- **VP Kamala Harris**

- As California Attorney General, worked with the U.S. Department of Labor's Wage and Hour Division to crack down on employer wage theft and other illegal labor practices.
- As Vice President, supported the Biden-Harris administration in raising the overtime salary threshold to \$43,900/year by July 2024 and \$58,700/year by January 2025, ensuring more workers qualify for overtime pay.
- Leads the White House Task Force on Worker Organizing and Empowerment, pushing for stronger labor protections and enforcement of wage laws.

- **Donald Trump**

- Oversaw a Labor Department that failed to prioritize enforcement of labor laws, leaving workers vulnerable to wage theft and exploitation.
- Refused to defend Obama's rule that would have raised the salary threshold for overtime eligibility to around \$47,500/year, then lowered the overtime salary threshold to \$35,600/year, blocking overtime benefits for 2.8 million workers and keeping wages stagnant for many.
- Project 2025 proposes weakening overtime rules further by allowing employers to calculate overtime over extended periods (for example, 160 hours per month) rather than the traditional 40-hour workweek, reducing overtime pay for workers.