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April 10, 2025

Andrew Stettner  
Director of Economy and Jobs  
The Century Foundation  
1150 Connecticut Avenue NW, 8th Floor  
Washington, DC 20036

Dear Mr. Stettner:

Thank you again for testifying at the March 25, 2025, Committee on Education and Workforce Subcommittee on Workforce Protections hearing titled "The Future of Wage Laws: Assessing the FLSA's Effectiveness, Challenges, and Opportunities." Enclosed are additional questions submitted by Committee members following the hearing. Please provide a written response no later than May 1, 2025, for inclusion in the hearing record. Responses should be sent to Daniel Nadel ([Daniel.nadel@mail.house.gov](mailto:Daniel.nadel@mail.house.gov), (202) 226-3873) of the Committee staff. We appreciate your contribution to the work of the Subcommittee.

Sincerely,

A handwritten signature in black ink that reads "Ryan Mackenzie".

Ryan Mackenzie  
Chairman  
Subcommittee on Workforce Protections

**Questions for the Record from  
REPRESENTATIVE SUMMER LEE**

**Committee on Education and Workforce  
WP Subcommittee hearing titled: “The Future of Wage Laws: Assessing the FLSA’s  
Effectiveness, Challenges, and Opportunities”**

**Tuesday, March 25, 2025  
10:15 A.M.**

**Representative Summer Lee (D-PA)  
Questions for Witness Andrew Stettner**

1. We are one of the only countries in the world that allows employers to burden consumers with the cost of paying employees, a vestige of American segregation and slavery. In Pennsylvania, 74% of tipped workers are women, and nationally 29% of tipped workers are women of color. Not only are these workers more likely to endure abuse and sexual harassment, and face mistreatment because they rely on tips, they also make as little as \$2.13 an hour.
  - a. How does this different treatment under the Fair Labor Standards Act affect tipped workers’ income security?
  - b. Are tipped workers more susceptible to wage theft because of this treatment?
  
2. Conservatives love to use derogatory terms, like “welfare queen” to distance themselves from workers making low wages. But we know that workers making low wages are really just mathematicians who are constantly having to evaluate whether a one-dollar-an-hour wage increase can cover the difference of losing a one-hundred-dollar-a-week child care subsidy, losing Medicaid, CHIP, or housing vouchers if they make incremental wage gains that still do not afford them stability.
  - a. When we talk about wage increases, should we also be talking about the federal government increasing the eligibility threshold for benefits to ensure that workers actually come out ahead?

**Questions for the Record from  
REPRESENTATIVE HALEY STEVENS**

**Committee on Education and Workforce  
WP Subcommittee hearing titled: “The Future of Wage Laws: Assessing the FLSA’s  
Effectiveness, Challenges, and Opportunities”**

**Tuesday, March 25, 2025  
10:15 A.M.**

**Representative Haley Stevens (D-MI)**  
**Questions for Witness Andrew Stettner**

1. American workers are the backbone of our economy. From your favorite main street local restaurant to cutting edge manufacturing facilities, businesses depend on their workers to deliver to consumers around the world. We here in Congress need to ensure that employees in all industries are compensated fairly, paid what they are owed, and are safe in their workplaces.

The Fair Labor Standards Act (FLSA) is the bedrock of worker rights and protections. I will always support good faith efforts to improve and expand the law in ways that make it easier for workers to make a dignified and safe living for their families.

However, I am deeply concerned that House Republican’s legislative agenda paired with the Trump Administration’s reckless efforts to dismantle federal agencies will leave workers exposed to bad actor employers looking to take advantage of vulnerable employees.

As our country looks to prepare our economy to lead the world in the 21<sup>st</sup> century, we need to ensure workers are put first and foremost so that the gains of that leadership translate into economic security for families.

On that note of America’s global economic competitiveness, I’d like to talk about manufacturing, the main economic driver of my district in Southeast Michigan. Building American manufacturing capacity has many benefits including bolstered national security and less vulnerable supply chains, but perhaps the most important of these benefits is the thousands of middle-class jobs it created in communities like mine.

- a. Mr. Stettner, you’ve written extensively on manufacturing in this country and are well aware that workforce development is a huge factor in expanding our capacity. How do strong worker protections help attract people to manufacturing jobs?
- b. On the flip side, how would hallowing out the Department of Labor offices that enforce wage laws, worker safety regulations, and other legal protections undermine efforts to build a strong manufacturing workforce?

- c. What would be the signal sent to bad actor employers, if these protections and enforcement mechanisms were gutted?
- 2. Now I'd like to go a bit deeper on federal workforce reductions and how they'll impact workers across the country. DOL's Wage and Hour Division is charged with enforcing FLSA wage laws that make sure workers are paid what they are owed. I am concerned that the Trump Administration's massive regulatory rollback and workforce reductions will come to Wage and Hour.
  - a. Mr. Stettner, you are a veteran of the Department of Labor. Wage and Hour has been under-resourced for years and will likely continue to be so under the Trump Administration and Congressional Republicans. How would legislation to water-down existing wage protection laws make it even more difficult for an already stretched enforcement workforce to protect workers from wage theft?