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Whenever a bill paves the way for greater autonomy for employees, it's easy to cheer: This will lead to a bright future full of freedom, flexibility and no more overtime or longer hours or having to worry about staying under the legal limit. True enough, but there's no getting around the reality that workers have also gotten overwork and underpay for years. If you want a livable wage, you're better off bargaining for a bigger slice of the pie yourself. Nobody can know just how much they're worth. While the LRB is keeping its mug on, every blue-collar worker, and perhaps a couple of white-collar ones, can demand a higher raise, and the union leadership can say, "Our members get a minimum of \$X," and maybe a little more. Or, the union leaders can listen to their members and take some cash off the table, for example maybe a 20% cut from overtime pay or a 10% cut from base pay. In either case, you'll be better off than you are now. A fair wage, for our time

Readers have not exactly said the LRB is the last word in wage justice. In the Post, a law professor writes, "A small number of states have now legalized hourly wage boards in the private sector," though the LRB "has not yet been implemented by any state, and several courts have struck down state laws as preempted." But we live in an era of labor agitation. Just this year, 30 states had minimum wage hikes on the ballot, 15 states had similar laws in place, and a few states that had them on the books even before the Raise the Wage Act were going to see them repealed. In the same year, a state-by-state analysis by the National Employment Law Project found that, thanks to the wage and hour laws of recent years, "workers are better off than at any point since the Emancipation Proclamation." Their pay has gone up in recent years, but real wages haven't gone up with them, and the so-called "low-wage" jobs that were initially created can't be held down by union power. The share of the workforce held by people without any job that have less than a high school diploma in 2016 was at its highest level since 1970, according to the U.

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