Simon Quach

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Placement Director	Gianluca Violante	violante@princeton.edu	609-258-4003
Graduate Administrator	Laura Hedden	lhedden@princeton.edu	609-258-4006

Office Contact Information

Industrial Relations Section

Louis A. Simpson International Bldg.

Princeton University

Princeton, NJ 08544

Graduate Studies

Princeton University
2015-present

PhD Candidate in Economics

Dissertation: *"Essays in Labor and Public Economics"*

Expected Completion Date: June 2021

References

Professor David S. Lee	Professor Henry Farber	Professor Alexandre Mas
Department of Economics	Department of Economics	Department of Economics
Princeton University	Princeton University	Princeton University
609-258-5385	609-258-4044	609-258-7825
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Prior Education

University of Toronto

B.Ed. in Education	*2015*
B.Sc. in Economics and Mathematics (with High Distinction)	*2014*

Fields

PRIMARY	Labor Economics, Public Economics
SECONDARY	Industrial Relations

Publications

1. "Are Sufficient Statistics Necessary? Nonparametric Measurement of Deadweight Loss from Unemployment Insurance." with David S. Lee, Pauline Leung, Christopher O' Leary, and Zhuan Pei. *Journal of Labor Economics*, forthcoming.

Job Market Paper

"The Labor Market Effects of Expanding Overtime Coverage."

This paper evaluates the impact of overtime (OT) coverage on the US labor market and offers new insights into the wage-hour setting process. While overtime was originally intended to raise employment by encouraging firms to hire more workers for fewer hours per worker, a competing theory predicts that employers would instead reduce base pay to offset the cost of the overtime premium. Leveraging recent changes in state and federal salary thresholds for OT coverage of salaried employees, in conjunction with high-frequency administrative payroll data, I find evidence inconsistent with both views. On one hand, rather than increasing headcount, expansions in overtime coverage led to a net loss in employment. On the other hand, rather than reducing base pay, the increased OT eligibility thresholds led firms to either raise base pays above the threshold to keep jobs exempt from the new overtime provisions, or pay an overtime premium without changing base salaries. Comparing the costs and benefits, these responses imply a large negative elasticity of employment with respect to wages. Moreover, the rise in income is largest for jobs paying near the new threshold, whereas the employment loss is greater among lower paying jobs. As a result, the policy amplifies, rather than reduces, inequality. Viewing these effects through the lens of a wage-bargaining model suggests that there are large costs to firms for offering overtime.

Working Papers

"The Extent of Downward Nominal Wage Rigidity: Evidence from a Natural Experiment."
[Draft Available Upon Request]

This paper studies employers' wage responses to the unexpected suspension of a labor market reform that would have granted overtime coverage to all salaried employees earning less than $913 per week. Leveraging detailed monthly administrative data, I find that although the policy was nullified one week before it was supposed to go into effect, employers nevertheless behaved as if it was binding. Firms raised incumbents' base pay right above the overtime eligibility threshold and continued bunching workers at that cutoff even up to two years after the policy was terminated. Employers also did not compress workers' future wage growth to offset the rise in labor costs. Similarly, firms continued to raise new hires' salaries to the threshold, and I show that this bunching of new hires cannot be explained by changes in worker composition. Overall, these results are consistent with the existence of downward nominal wage rigidity among both stayers and new hires.

Works in Progress

1. "The Labor Market Effects of Predictive Scheduling Rules." with Decio Coviello, Felix Koenig, and Nicola Persico

2. "The Welfare Effects of Conditioning the Potential Duration of UI Benefits on Prior Work History."

Research Experience

Research Assistant to Prof. Ilyana Kuziemko, Princeton University	*2017*
Research Assistant to Prof. Christopher Neilson, Princeton University	*2016*
Research Assistant, Innovations for Poverty Action	*2014*
Research Assistant to Prof. Michelle Alexopoulos, University of Toronto	*2013*

Teaching

Princeton University

Assistant Instructor for Prof. Christopher Neilson, Junior Independent Work	*2019–2020*
Assistant Instructor for Prof. Jonathan Payne, Junior Independent Work	*2019–2020*
Assistant Instructor for Prof. Kelly Noonan, Junior Independent Work (4.9/5)	*2017–2018*
Assistant Instructor for Prof. David Price, Junior Independent Work (4.5/5)	*2017–2018*

Ontario Institute for Studies in Education

Student Teacher at Etobicoke School of the Arts, Economics (High School)	*2015*
Student Teacher at Harbord Collegiate, Mathematics (High School)	*2014*

University of Toronto

Teaching Assistant for Prof. Anthony Lam, Calculus I and II	*2012–2015*
Peer Mentor, Economics Study Centre	*2012–2014*
Volunteer Notetaker, University of Toronto Accessibility Services	*2012–2013*
Foreign Exchange Teacher, Taiyuan No.5 Middle School	*2011*
Volunteer Teacher's Aid, Lawrence Heights Middle School	*2010–2011*

Professional Activities

Affiliations

U.S. Census Bureau Special Sworn Status (SSS)	*2019–Present*
Canadian Research Data Centre	*2018–Present*

Refereeing

Review of Economics of the Household

Honors, Scholarships, Fellowships, and Grants

SSHRC Doctoral Fellowship	*2016–2020*
Richard A. Lester Fellowship for Industrial Relations, Princeton University	*2018–2019*
Louis A. Simpson *60 P90 Fellowship, Princeton University	*2015–2016*
Princeton Graduate Economics Fellowship	*2015–2020*
Vari Scholarship for Future Teachers, University of Toronto	*2010–2015*