



## WMDA/CAR Service Station and Automotive Repair Association

February 23, 2023

Chair: Melony Griffith  
Members of Senate Finance Committee

RE: SB 345 - Maryland Fair Scheduling Act  
Position: Unfavorable

Position: In opposition

SB 345 changes what constitutes overtime when an employee works within 11 hours of a previous shift. These hours worked voluntarily should not be configured as overtime until 40 hours are reached. In conversations with my members, I could find none that require their employees to be on standby. This bill would take flexibility away from the employer and employee.

Employees might very well accumulate overtime by working within 11 hours of a previous shift by accumulating over 40 hours or Employee might want to accumulate 40 hours in 4 days, to have 3 days off.

Employees want flexible work schedules to conform to their needs. School and childcare needs is a couple examples.

Having to obtain written consent from an employee only adds another layer of record keeping that is time consuming and costly to the employer.

Employees who choose to work outside their schedule should retain that flexibility without the costly, burdensome, and unnecessary requirements this bill would require of employer.

Please give SB345 an unfavorable report

WMDA/CAR is a trade association that has represented service stations, convenience stores and independent repair shops since 1937. Any questions can be addressed to Kirk McCauley, 301-775-0221 or [kmccauley@wmda.net](mailto:kmccauley@wmda.net)