



WMDA/CAR Service Station  
and Automotive Repair Association

Chair: Pamela Beidle, Vice Chair Katherine Klausmeier  
Members of Senate Finance Committee

RE: SB994 – Maryland Predictable Scheduling Act

Position: Oppose

My name is Kirk McCauley, my employer is WMDA/CAR, as a trade association we represent service stations, convenience stores and repair facilities across the state.

SB994 is filled with changes to Maryland overtime law, more record keeping and penalties, unreasonable burdens on employers and hurts employees who want flexible work schedules for school, and childcare.

- Casting a wide net by including business owners who are franchisees with a limited number of employees. The franchiser has no input on payroll, hours worked, scheduling or professional help. How do you go from 500 employees to a retailer that employs 10 - 20 people and holds them to the same standard?
- Changing the law on what constitutes overtime (11 hour rule) will hurt employees who want to work and get 40 hours in, might be scheduled for 32 hours and adding 8 hours at time and half would be a no go.
- SB994 would require an employer to pay an employee 4 hour regular pay when employee worked ½ hour overtime because another employee was late. page 9 lines 2-5. Instead of that ½ hour costing \$13.50 for \$18.00 an hour employee, cost to employer would be \$72.00.
- Invites litigation by employees, time consuming and very costly. Hurts employee-employer relationship. Retaining records, written permission, rebuttable presumption. Labor costs are up along with benefits, this would only add another layer of costs.

For these reasons we ask for unfavorable report on SB994

Any questions, Kirk McCauley, 301-775-0221 or [kmccauley@wmda.net](mailto:kmccauley@wmda.net)